പതിനാറാം കേരള നിയമസഭ

ഒന്നാം സമ്മേളനം

നക്ഷത്രചിഹ്നമിടാത്ത ചോദ്യം നമ്പർ: 1400 **30-06-2026-ൽ മറുപടിയ്ക്ക്**

ഐടിഐ അധ്യാപകരുടെ മുൻ ശമ്പളപരിഷ്കരണങ്ങളിലെ അപാകത

ചോദ്യം ഉന്നയിച്ച അംഗങ്ങൾ **മറുപടി നൽകിയ മന്ത്രി**

ശ്രീ. സജീവ് ജോസഫ് ശ്രീ. ഷിബു ബേബി ജോൺ
(വനം, വന്യജീവി - നൈപുണ്യ വികസന
വകുപ്പ് മന്ത്രി)

(എ) പത്താം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വ്യാവസായിക പരിശീലന വകുപ്പിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർ/ സീനിയർ ഇൻസ്ട്രക്ടർ/ ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ എന്നീ തസ്തികകൾക്ക് വേണ്ടി വകുപ്പ് സർക്കാരിലേക്കും ശമ്പളപരിഷ്കരണ കമ്മീഷനിലേക്കും നൽകിയ ശിപാർശകളുടെ പകർപ്പ് നൽകാമോ;

മറുപടി: പകർപ്പുകൾ അനുബന്ധമായി ചേർത്തിരിക്കുന്നു

(ബി) പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് ജൂനിയർ ഇൻസ്ട്രക്ടർ/ സീനിയർ ഇൻസ്ട്രക്ടർ/ ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ എന്നീ തസ്തികകൾക്ക് വേണ്ടി വകുപ്പ് സർക്കാരിലേക്കും ശമ്പള പരിഷ്കരണ കമ്മീഷനിലേക്കും നൽകിയ ശിപാർശകളുടെ പകർപ്പ് നൽകാമോ;

മറുപടി: വിവരം ശേഖരിച്ച് വരുന്നു

(സി) പത്താം ശമ്പള പരിഷ്കരണത്തിൽ ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയുടെ ഗ്രേഡ്, സെക്കൻഡ് ഗ്രേഡിൽ നിന്നും തേർഡ് ഗ്രേഡിലേക്ക് തരംതാഴ്ത്തപ്പെട്ടത് വകുപ്പ് സർക്കാരിന്റെ ശ്രദ്ധയിൽപ്പെടുത്തിയിട്ടുണ്ടോ; ഉണ്ടെങ്കിൽ ആയതുമായി ബന്ധപ്പെട്ട് ആശയവിനിമയം നടത്തിയ കത്തിന്റെ പകർപ്പ് നൽകാമോ; ഈ വിഷയം പരിഹരിക്കണമെന്ന് ആവശ്യപ്പെട്ട് ഏതൊക്കെ സർവീസ് സംഘടനകൾ വകുപ്പിന് നിവേദനം നൽകിയിട്ടുണ്ട്; നിവേദനങ്ങളുടെ പകർപ്പുകൾ ലഭ്യമാക്കാമോ;

മറുപടി: വിവരം ശേഖരിച്ച് വരുന്നു

(ഡി) പത്താം ശമ്പള പരിഷ്കരണത്തിൽ ടി തസ്തികയുടെ ഗ്രേഡ് രണ്ടിൽ നിന്നും മൂന്നായി കുറഞ്ഞ വിഷയത്തിൽ ഐ.ടി.ഐ. അധ്യാപക സംഘടനയായ ഐ റ്റി ഡി ഐ ഒ നൽകിയ നിവേദനത്തിന്മേൽ എന്തൊക്കെ നടപടികളാണ് സ്വീകരിച്ചിട്ടുള്ളത്; ഈ നിവേദനത്തിൽ ഉന്നയിച്ച വിഷയം സർക്കാരിന്റെ ശ്രദ്ധയിൽപ്പെടുത്തിയിട്ടുണ്ടോ; ഉണ്ടെങ്കിൽ നിവേദനത്തിന്റെ പകർപ്പ് നൽകാമോ;

മറുപടി: വിവരം ശേഖരിച്ച് വരുന്നു

(ഇ) പത്താം ശമ്പള പരിഷ്കരണം, പതിനൊന്നാം ശമ്പള പരിഷ്കരണം എന്നിവയുമായി ബന്ധപ്പെട്ട് വകുപ്പ് തയ്യാറാക്കിയ ഫയലിന്റെ നോട്ടുകളും രേഖകളും അനുബന്ധരേഖകളും സർക്കാരിലേക്ക് നൽകിയ കത്തിടപാടുകളുടെ മുഴുവൻ പകർപ്പും (ഫയൽ നോട്ട് അടക്കം എല്ലാ രേഖകളും) ലഭ്യമാക്കാമോ;

മറുപടി: പകർപ്പുകൾ അനുബന്ധമായി ചേർത്തിരിക്കുന്നു

(എഫ്) മുൻ ശമ്പള പരിഷ്കരണത്തിൽ ഐ.ടി.ഐ. ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ നിലവിൽ ലഭിച്ചുകൊണ്ടിരുന്ന ആനുകൂല്യങ്ങൾ നഷ്ടപ്പെട്ടത് ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ; പുതിയ ശമ്പള പരിഷ്കരണത്തിൽ ഈ പോരായ്മ പരിഹരിക്കുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കുമോ?

മറുപടി: ഇല്ല

സെക്ഷൻ ഓഫീസർ

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INDUSTRIAL TRAINING DEPARTMENT
(KERALA STATE)

A7/37133/2014

K.SH.B, Santhinagar,
Thiruvananthapuram,
Dated: 25 /09/2014.

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The Director of Training.

Member Secretary,
X[th] Pay Revision Commission,
Vth floor, Swaraj Bhavan,
Nanthancode, Thiruvananthapuram.

Sir,

Sub:- X[th] Pay Revision Commission- Replay to questionnaire, refilled up proforma-Furnishing of –Reg:-

Ref:- 1. Letter No: 77/XPRC/2014 dated: 04.08.2014 and 14.08.2014 from Member Secretary, X PRC, Thiruvananthapuram.

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Kind attention is invited to reference cited. The details of posts in Industrial Training Department is furnished herewith in the prescribed proforma in hard and soft copy for further necessary action. The response/views of this department on the questionnaire received vide letter reference is also enclosed herewith.

Sri. Sunil Jacob, Joint Director of Training is deputed as Nodal Officer for supplying necessary details to the commission. His Office phone No is 0471 2323101

Yours faithfully,

for Director of Training

Encl: as above

25/9/14

23/9/14

INDUSTRIAL TRAINING DEPARTMENT
(KERALA STATE)

Questionnaire -2

1. Please narrate briefly about the history and functioning of this department

The Craftsman Training Scheme was introduced by Government of India in 1950, to ensure a steady flow of skilled workers in different trades for the domestic industry, to raise quantitatively and qualitatively the Industrial production by systematic training, to reduce un-employment among the educated youth by providing them employable training, to cultivate and nurture a technical and industrial attitude in the minds of the younger generation. The scheme has been shaping craftsmen to meet the existing, as well as future man power need through the net work of ITIs. Skill development has been recognized as a major thrust area by the Government for social and economic development of the country.

National Council for Vocational Training (NCVT) is functioned as a Central agency under DGE&T, to co-ordinate the Vocational Training Programme throughout the Nation. In Kerala, it is implemented through the State Council for Vocational Training (SCVT). Now, 77 Government ITIs are functioned under Industrial Training Department. 44 Government ITIs under SC Development Department and 3 Government ITIs under ST Development Department are functioned successfully now. There are around 500 Private ITIs, where vocational training is being done successfully. Affiliation of NCVT is done through Quality Council

of India (QCI), New Delhi. Training is being imparted in 57 trades under NCVT and 44 trades under SCVT.

The Ministry of Labour and Employment, Government of India, undertook development of a strategic framework for Skill Development for early school leavers and existing workers especially in the un organised sector in close consultation with Industry, Micro enterprises in the un organized sector and state governments. The main objective of the scheme is to provide employable skill to school leavers, existing workers, ITI graduates etc. Existing skills of the persons can also be tested and certified under the scheme. Priority will be given to covering those above the age of 14 years who have been or withdrawn as child labour to enable them to learn employable skills in order to get gainful employment.

Skill Development Initiative Scheme being implemented across the State during the 11th plan period. State has constituted a society to guide and monitoring all activities of the scheme under the chairmanship of the Secretary to Government, Labour and Rehabilitation Department, Government of Kerala and Director of Training designed as a the Member Secretary of the society. Employability of unskilled labours may be enhanced through the Vocational Training Providers under Skill Development Initiative Scheme.

Junior Instructor		
Junior Instructor/ACD Instructor to Senior Instructor	:	5 to 7 years
Senior Instructor to Group Instructor	:	6 to 8 years
Group Instructor to Vice Principal	:	5 years
Vice Principal to Principal	:	4 to 6 years
Principal to Inspector of Training	:	3 to 4 years
Inspector of Training to Deputy Director	:	3 years
Deputy Director to Joint Director	:	4 to 5 years
Joint Director to Additional Director	:	5 to 7 years
Clerk to Senior Clerk	:	4 to 5 years
Senior Clerk to Head clerk	:	8 to 10 years
Head Clerk to Junior Superintendent	:	1 to 2 years
Junior Superintendent to Senior Superintendent	:	4 to 6 years
LD Typist to UD Typist	:	3 to 4 years
UD Typist to Selection Grade	:	6 to 7 years
Selection Grade to Fair Copy Superintendent	:	8 to 10 years
Store attender to LD Store Keeper	:	5 to 6 years
LD Store Keeper to UD Store Keeper	:	5 to 8 years

Promotion is depends upon the vacancies arise in each category. As and when the senior is qualified and competent for a particular post, he

2. Furnish copy of the latest available Administrative Report of the Department

The Annual Administrative Report for the year 2012-13 is being completed. Report for the year 2011-12 enclosed.

3. Furnish a copy of the Special Rules of the Department.

Copy attached

4. What is the hierarchy of officers in the Department at State, District and Taluk, Block and village level ?

Chart furnished.

5. Is there any mechanism to access the feedback of the service rendered by your department ?

Yes

CPMU & RFD

6. Please furnish the mode of selection and promotion to each level

Entry level Selection is strictly based on the seniority in the rank list published by

P.S.C. In the case of certain categories, selection is made directly.

Promotions are given on the basis of strict seniority and qualification of the employee as per special rules.

7. What is the time required for qualified hands to get promotion to each higher level in your department ?

Trade Assistant/Workshop Attender to : 5 to 7 years

will get promotion as the vacancy arises. The time required for qualified hands in the case of promotion can't be anticipated.

8. Do you think that posting to District level officer should be based on an assessment of suitability and competitiveness?

There is no such postings in the department .

9. Please suggest modifications that will bring in qualitative improvement in prevailing system of promotion.

Performance appraisal system can be implemented in all levels.

10. Do you support the idea that the performance appraisal mechanism currently followed by the department should be supplemented by including evaluation of performance of employees relating to specific function of department.

Performance appraisal mechanism followed by the department should be supplemented by including evaluation of performance of employees.

11. Are you satisfied with job knowledge of the employees in your department? If not what steps do need to be taken to bring in qualitative improvement in job knowledge and competency.

Not satisfied with job knowledge. To bring the employees with update job knowledge and technical skill, many programmes are implemented by this department. Separate training Institute has been set up in imparting proper training in technical skills and also for developing soft skills and job knowledge among the technical and non technical staff

of this department. The State Institute for staff training and technology updating, is entrusted with the main function of developing skill and knowledge of department officer.

Technical officials are also being deputed to all filed institute under DGET to improve their teaching and training skill.

12. Do you have any suggestions to enhance the efficiency of the employees of your department?

Efficiency of employees is related to knowledge, attitude and skill etc. To keep employee with updating skills and knowledge, many training programmes on soft skills, induction, supervisory development, I.T, financial etc., are being conducted at various centres of IMG and other Institutes under this department.

13. What are the common complaints raised by the public about your department?

Common complaints is that delay in supplying NCVT certificates to the passed out trainees etc.

14. Does your department come under Right to Service Act? If yes, weather the introduction of the Act has improved the service delivery of the department. If no, what are your suggestion to make it more effective?

Right to Service Act introduced in this department with a view to provide transparency in the service sector. The introduction of the Act has improved the service delivery of the department to a good extend.

15. How many petition based on Right to Information Act were received in this department during the last financial year?

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178 Nos.

16. What is the status of computerisation in your department?

The department of Industrial Training decided to implement Digital file Management System during this year. Initiatives have been taken for the same.

17. Does your department use any specific software to aid the functions of the department

Yes, implementing ERP of SAP software for managing admission, trade test, certification (Trainees Life Cycle Management) and also implemented Virtual class rooms in 34 ITIs and 3 DM Visual class room teaching aid.

18. What are the areas to which IT is to be extended in your department?

Introducing online question bank for trainees.

19. Does the department have adequate IT training facility?

This department is having IT training facilities and a training institutes is located at Kazhakuttom. At present the institute is having an equipped Computer Centre with internet facilities, interactive board, projector etc. Training includes basic computer applications, Data base Management, e-Governance, PowerPoint Presentation etc.

20. Whether all the units under this department have proper and adequate infrastructural facilities? Suggest modifications if any?

The units under the department are ITIs, RI Centres Basic Train[illegible] Centre, AVTS etc. These institutes have adequate infrastructure and Training facilities except the newly started ITIs. Arrangements have been made to equip those ITIs.

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21. Does the department have proper mechanism to redress the grievances of women and physically challenged employees? Suggest modification if any.

As per the Government directions, this department also have taken care to redress the grievances of women and physically challenged employees, through conveying welfare committees of employees, for their welfare and grievances.

22. Is Bio metric punching system in existence at all units of your department?

Yes, implemented the Bio metric punching system in all units under the department.

23. What are the pending position of files in your department. Number of files pending more than 5 years may be furnished?

460 Nos .Urgent action is being taken at department level and Government level to reduce the number of pending file to minimum

24. Any other issues relating to your department which require specific consideration of the Pay Revision Commission may be stated.

The following representations requires the specific consideration of Pay Revision Commission are enclosed.

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1. Representation received from Sri. D Maneksh Prasad, Deputy Director (Planning), Directorate of Training.
2. Representation received from the Workshop Attenders Industrial Training Department.
3. Representation received from the Manoj Mathew Junior Apprenticeship Advisor (Catering) Directorate of Training.
4. Representation received from Sri. S. Vikas Technical Assistant, Directorate of Training.
5. Representation received from Sri. P.N. Reji, OIC ITI., Kalamassery.

The Inspector of Training and Principal Class I cadres may be considered separate and they may be given separate scales.

Considering the importance given to the area of skill development by both union and State Governments, a more fare salary status may be given to the Trainees cadres. (i.e Junior Instructor/Senior Instructor and Group Instructor) of this department.

DIRECTOR OF TRAINING

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INDUSTRIAL TRAINING DEPARTMENT

FORMA TO BE FILLED UP AND SUBMITTED TO 10TH PAY REVISION COMMISSION 2014 ALONG WITH THE REPLY TO THE QUESTIONNAIRE BY THE HEAD (S) OF DEPARTMENTS ON OR BEFORE . 20 .09.2014.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Sl.No.	Name of posts (1)	Number of Posts (3)	Number of posts created since 01.04.2009 (4)	Number of posts abolished since 01.04.2009 (5)	Scale of pay (6)	Allowance, rate of DA, HRA, CCA, PTA, PCA, ETC (Pl.Specify)	Prescribed qulification for the post (5)	Mode of appointment by promotion or by direct recruitment (7)	Brief description of nature of duties (8)	Whether promotion is based on seniority cum merit/Merit alone X	Feeder post (9)	Scale of pay of the feeder post	Next Promotion post (10)	Scale of pay of next promotion post X	Period of Service of the senior most person in the present post with date of promotion X	Remarks
1	Director of Training	1	IAS					HEAD OF THE DEPARTMENT								
1	Additional Director of Training	1	..		44640-58640	73% DA, HRA-1680/- CCA-350/-	A Degree in any branch of Engineering of a recognized University or equivalent qualification. Five years experience subsequent to obtaining degree or equivalent qualification in teaching/administrative capacity in a Gazetted or Supervisory Post in Government Public Undertaking or Government owned or Quasi Government Engineering Institution of Industry. (Copy of the special rule attached.)	Promotion	1) Secretary SCVT/In charge of Training othority forcunducting ,NCVT&SCVT examination ,Countersigning officerof NCVT&SCVT Certificate,incharge of inspection&enquirries to function as a vigelance officer ,Sanctioning Administrative approvel for orginal works and purchasing power 2) Special officer STI is incharge of Departmental Training programme conducted through STI Kazhakuttom,IMG respectively 3) Monitorying, evaluation and implimatation of vocational training improvement project associated by world bank	Seniority	Joint Director	40640-57440	Nil	..	7 Years 24.08.2007	Inter changeable post ADT/Special officer/ASPID
2	1) Special officer STI (additional charge) 2) ~~Assistant~~ State Project	1	..		44640-58640	73% DA, HRA-1680/- CCA-350/-										
3	Director SPIU	1	1		44640-58640	73% DA, HRA-1680/- CCA-350/-										
3	Joint Director	2		Nil	40640-57440	73% DA, HRA-1680/- CCA-350/-(JDT(H.Q)) JDT(RDT) KANNUR - 73%DA+HRA - 530/-CCA-nill	A Degree in any branch of Engineering of a recognized University or equivalent qualification. Five years experience subsequent to obtaining degree or equivalent qualification in teaching/administrative capacity in a Gazetted or Supervisory Post in Government Public Undertaking or Government owned or Quasi Government Engineering Institution of Industry. (Copy of the special rule attached.)	Promotion	Appointing authority to all Non-gazetted technical posts of the department through P.S.C., Sanctioning officer to accord administrative sanction for the purchase of recurring and non recurring items required for training.Controling Officer for the purpose of tour in respect of all officers below his rank. Finance and Administrationon Technical matters	Seniority	Deputy Director/Deputy State Apprentice ship Adviser	36140-49740	Additional Director	44640-58640	3 Years 15.09.2011	Joint Director of Training /JDT/RDT interchangable post.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
4	Deputy Director	2	..	Nil	36140-49740	73% DA, HRA 1680, CCA 350	A Degree in any branch of Engineering of a recognized University or equivalent qualification. Five years experience subsequent to obtaining degree or equivalent qualification in teaching/administrative capacity in a Gazetted or Supervisory Post in Government Public Undertaking or Government owned or Quasi Government Engineering Institution of Industry. (Copy of the Special Rule Attached)	Promotion	1.Incharge of application and prospectus for admission to ITI's, conducting of AITT and SCVT examinations. Appointment of officers for valuation, tabulation etc. Posting of officials for setting of question papers and conduct skill development test. 2.Deputy Director Planning is incharge of planning and monitoring of Plan funds and watching of expenditure, allotment of plan funds etc.	Seniority	Inspector of Training	24040-38840	Joint Director	40640-57440	3 Years 15.09.2011	Deputy Director /Deputy State Aprenticeship Advisor are interchangable posts.
5	Deputy State Apprenticeship Adviser	1	..	Nil	36140-49740	73% DA, HRA 1680, CCA 350	A Degree in any branch of Engineering of a recognized University or equivalent qualification. Four years experience subsequent to Graduation in Teaching/Administrative capacity in a Gazetted or Supervisory post in Government Public Undertaking or Quasi Government Engineering Institution or Industry.Special rule attach	Promotion	Incharge of Apprenticeship training and conducting of AIATT exams.Authority for the deputation of staff to CTI training.	Seniority	Inspector of Training	24040-38840	Joint Director	40640-57440	3 years 14.09.2011	Deputy Director /Deputy State Aprenticeship Advisor are interchangable posts.
6	Assistant Director of Training(SPIU)	1	Nil	1	24040-38840	73% DA, HRA and CCA as per rules.	A degree in any branch of Engineeringof a a recognized University or equivalent qualification Three years experience subsequent to graduation in Teaching/Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or industry.	Promotion	Implementation of Project (SPIU)	Seniority	Inspector of Training/ Principal Class-I	24040-38840	Deputy Director/Deputy State Apprenticeship Adviser	36140-49740	3 years 17.01.2011	Asst.DT & IT Interchargeable post
7	Inspector of Training	5	..	Nil	24040-38840	73% DA, HRA and CCA as per rules.		Promotion	District Level Officers for Inspection of institutions both government and private in their urisdiction. To discharge of trainees on account of their poor progress. To conduct auction of usufucts in the ITI's.	Seniority/Ratio	Principal Class-I/Class-II		Deputy Director/Deputy State Apprenticeship Adviser	36140-49740		
8	Principal Class-I	22	..	Nil	24040-38840	73% DA, HRA and CCA as per rules.	do-	Promotion	Head of the Institute, overall controlling officer in ITI's, sanctioning authority for the purchase of training materials upto Rs.15,000 at a time.Appointing authority of class-IV and other contingent employees.	Seniority	Vice Principal/Training Officer/Principal Class-II/Trade Test Officer	22360-37940	I.T/ Deputy Director of Training	36140-49740	2 Years 16.07.2012	

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
9	Vice Principal/Principal Class-II	77	20	Nil	22360-37940	73% DA,	A Degree/Diploma in any branch of Engineering of a recognized university or equivalent qualification. Two years experience subsequent to graduation in teaching/administrative capacity in a Supervisory Post equivalent in an Engineering Institution or Industry with Five years Experience or Diploma with Eight years Experience and Executive test.	Promotion	Supervision of Group Instructors and Instructorsfor smooth functioning of training programmes. In grade-II ITI's VP is the drawing and disbersing officer and controlling officer.	Seniority	Group Instructor/J.A.A (T)/Tech.Asst.	16980-31360	Principal Class-I	24040-38840	8 Years 17.11.2006	Interchangable Post
10	Training Officer	9	Nil	Nil	22360-37940	73% DA,		Promotion	Training officer is inchrge of conducting survey in industries where apprentices can be provided, Survey and re-survey of formal sector and office administration	Seniority/Ratio	Group Instructor/J.A.A (T)/TA	16980-31360	Principal Class-I	24040-38840		
11	Trade Test Officer	1	Nil	Nil	22360-39740	73% DA,		Promotion	Arrangement of functions related to the conducting of Trade Test, distribution of B-forms, posting of officials for examination duties, assist the Deputy Director in all activities related to Trade Test.	Seniority/Ratio	Group Instructor/J.A.A (T)/TA	16980-31360	Principal Class-I	24040-38840		
12	Group Instructor	116	59	Nil	16980-31360	73% DA,	SSLC, NTC or NAC Certifieate in the approviate trade with one year experience or Degree/Diploma in approvate branch. (Special rule attached)	Promotion	Supervision of Instructors in theory and practical Training and verification of attendance records of trainees.	Seniority/Ratio	Senior Instructor	14620-25280	Vice Principal/Training Officer/Principal Class-II/Training Officer	22360-37940	06.02.2001	Interchangeable post 20% of grade promotion is sanctioned in the total no of GI and other related post in the scale of pay 18740-33680.
13	Junior Apprenticeship Adviser (Technical)	20	Nil	Nil	16980-31360	73% DA,		Promotion	Conducting Apprenticeship Survey and report the vacany of apprenticeship training. Preparation of training calendar.	Seniority/Ratio	Senior Instructor	14620-25280	Vice Principal/Training Officer/Principal Class-II/Training Officer	22360-37940		
14	Technical Assistant	1	Nil	Nil	16980-31360	73% DA,		Promotion	Collection and preparation of tools list , revaluation of tenders and quotations and suggesting technical committee members. Assisting procurements of computers, printers, modem, fax etc.	Seniority/Ratio	Senior Instructor	14620-25280	Vice Principal/Training Officer/Principal Class-II/Training Officer	22360-37940	03.02.2014	
15	J.A.A. (Catering)	1	Nil	Nil	16180-29180	73% DA, HRA-840, CCA-350	SSLC, Diploma (three year course) in Hotel and Catering Technology or NAC in Hotel Receiption or Cook (General) (Copy of the special rule attached)	Direct Recruitment	Survey of establishment of hospitality sector, location of seats in hotel and catering trades. Monitoring and handling of files related to apprenticeship training in hotel and catering trades. Installation, upgradation and record keeping of all software and related items. Custodian and maintenenace of biometric system.	NA	Direct Recruitment	..	NIL	NIL	30.8.2007	
16	AVTS Instructor	9	Nil	Nil	16180-29180	73% DA,	SSLC,NTC, 3 Years experience or NAC one year experience or Diploma in appropriate branch of Engg. Special Rule attached	Promotion	Supervision of Training	Seniority/Ratio	Junior Instructor (Selection Post)	14620-25280	Group Instructor/J.A.A. (T)/TA	16980-31360		
17	Post ITI Special Instructor	8	Nil	1	16180-29180	73% DA,		Promotion	Supervision of Training	Seniority/Ratio	Junior /Senior Instructor		Group Instructor/J.A.A. (T)/TA	16980-31360		
18	Senior Instructor/ACD Instructor	724	..	Nil	14620-25280	73% DA,		Promotion	Conducting classe	Seniority/Ratio	Junior Instructor	13900-24040	Group Instructor/J.A.A. (T)/TA	16980-31360	6 Years and 7 months	

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
19	Junior Instructor/ACD Instructor	724	132	Nil	13900-24040	73% DA,	SSLC,NTC, 3 Years experience or NAC one year experience or Diploma in appropriate branch of Engg. Special Rule attached	Promotion/ Direct Recruitment	Handle Practical and Theory Class in Industrial Training Institute	Seniority/Ratio	Direct appointment through PSC/ Ratio promotion for workshop attenders	9190-15780	Senior Instructor	14620-25280	7 Years and 5 months	
20	Social Studies Instructor	14			13900-24040	73% DA,	H.S.A	Deputation from Education Department								
21	Officer in Charge Training cum Orientation	5	0		14620-25280	73% DA,	U.D.C. and B.Com with Co-operation/ HDC	Promotion	Teaching of Businees Mangement	Seniority basis	Clerk	13210-16180	Junior Superintendent	16180-28180	6 Years 29.11.2008	
22	Workshop Attender	180	40	Nil	9190-15780	73% DA,	SSLC+NTC/NAC with 1 year experience or SSLC+NTC + 3 Year Expererience	Direct Recruitment/ Promotion	Assist in Practical Training	Seniority/ Ratio	Last Grade Servant/Direct recruitement/promotion.	8500-13210	Junior Instructor	13900-24040	15 Years 12.03.1999	Workshop Attender + Trade Assistant. Interchangeable post
23	Trade Assistant	7	Nil	Nil	9190-15780	73% DA,	SSLC + NTC/NAC with 1 year experience or SSLC + NTC + 3 year expererience	Promotion/Direct Recruitment	Assist in Practical Training	Seniority/ Ratio	Last Grade Servant/Direct recruitement/promotion.	13210-22360	Junior Instructor			
24	Administrative Officer	1	Nil		Deputation from Secretariate			Administration of Non Technical Staff/PSA								
25	Finance Officer	1	1	Nil	Deputation from Secretariate			Financial Administration of the Department								
26	Accounts Officer-I	1	Nil	Nil	22360-37940	73% DA,	SSLC & Account Test Higher. Special Rule	By Promotion	Drawing & Disbursing Officer of Directorate	Seniority	Senior Superintendent	18740-33680	..	..	10 Years 01.12.2004	
27	Accounts Officer-II	1	Nil	Nil	22360-37940	73% DA,	SSLC & Account Test Higher	By Promotion	Supervision of purchases	Seniority	Senior Superintendent	21240-37040	Accounts Officer-I	22360-37940	2 Years 02.06.2012	
28	Administrative Assistant	1	0	Nil	22360-37940	73% DA,	SSLC & Account Test Lower	By Promotion	Drawing & Disbursing Officer of RDT	Seniority	Senior Superintendent	21240-37040	Accounts Officer-I	22360-37940	02.09.2014	
29	Senior Superintendent	37	0	1	18740-33680	73% DA,	SSLC & Account Test Lower	By Promotion	Supervision of Office Work & D.D.O	Seniority	Junior Superintendent	16180-29180	Accounts Officer-II	22360-37940	9 years 29.07.2005	
30	Junior Superintendent	77	19	1	16180-29180	73% DA,	SSLC & Account Test Lower	By Promotion	Supervision of Office Work	Seniority	Head Clerk	14620-25280	Senior Superintendent	18740-33680	6 Years 03.11.2008	Interchangable Post
31	J.A.A. (NT)	9	0	Nil	16180-29180	73% DA,	SSLC & Account Test Lower	By Promotion	Apprentice ship Survey & Supervision of Office Work	Seniority	Head Clerk	14620-25280	Senior Superintendent	18740-33680		
32	Head Clerk	17	0	Nil	14620-25280	73% DA,	SSLC & Account Test Lower	By Promotion	Supervision of Office Work	Seniority	Senior Clerk	13210-22360	Junior Superintendent	16180-29180	1 years 23.01.2013	
33	Assistant Hostel Superintendent	12	0	3	13210-22360	73% DA,	PDC+CPED (Special Rule Attached)	Direct Recruitment	Supervision of Hostel	Direct Recruitment	..	...	..	..	24 years 09.01.1990	
34	Senior Clerk	197	..	Nil	13210-22360	73% DA,	SSLC & Account Test Lower	By Promotion	Clerical Work	Seniority	Clerk	9940-16580	Head Clerk	14620-25280	9 years 04.08.2005	

1	2	3	4	5	6	7	8	9		11	12	13	14	15	16	17
35	Clerk	197	36	2	9940-16580	73% DA,	SSLC	Direct Recruitment	Clerical Work	Seniority	..	..	Senior Clerk	13210-22360	18/12/2009	
36	Fair Copy Superintendent	1	0	Nil	16180-29180	73% DA,	SSLC + Typewriting Lower (Mal & Eng)	By Promotion	Supervision of Fa	Seniority	Selection Grade Typist	14620-25280	..	..	2 years 01.12.2012	
37	Selection Grade Typist	23	0	Nil	14620-25280	73% DA,	SSLC + Typewriting Lower (Mal & Eng)	By Promotion	Fair Copying	Seniority	U.D. Typist	13210-22360	Fair Copy Supdt.	16180-29180	7 years 01.02.2007	
38	U.D. Typist	23	0	Nil	13210-22360	73% DA,	SSLC + Typewriting Lower (Mal & Eng)	By Promotion	Fair Copying	Seniority	L.D Typist	9940-16580	Selection Grade Typist	14620-25280	14-12-2012	
39	L.D. Typist	23	13	Nil	9940-16580	73% DA,	SSLC + Typewriting Lower (Mal & Eng)	Direct Recruitment	Fair Copying	Seniority	..	..	Senior Grade Typist	13210-22360	3 years 22.02.2011	
40	Clerk Cum Typist	10	0	Nil	9940-16580	73% DA,	SSLC + Typewriting Lower (Eng)	Direct Recruitment	Clerical Work + Fo	Seniority	..	..	U.D Typist/ U.D.Clerk	13210-22360	3 years 27.04.2011	
41	1. Confidential Asst.Selection grade 2. C.A(H.G) 3.Confidential Asst	1 2 1	0	Nil	19240-34500 13900-24040 13900-24040 10480-18300	73% DA,	SSLC + Typewriting Lower (Mal & Eng) + Shorthand	Direct Recruitment	Stenographying a copying	Seniority/Ratio	Confidential Asst. Senior Grade	16980-29180	Selection Grade Confidential Assistant		1) 01.12.2013 1 year 01.12.2013 3) 01.03.2010	
42	Office Attendent	190	41	Nil	8500-13210	73% DA,	7th Standard + Cycling	Direct Recruitment	Assist in Office w	Seniority	..	..	Store Attender	8730-13540	12.12.2011	OA/Watchman interchangeable
43	Watchman	205	27	Nil	8500-13210	73% DA, 73% DA,	8th Standard + Cycling	Direct Recruitment	Providing Secu	Seniority	.. ..	.. ..	Store Attender/Dresser Workshop Attender	9190-15780		
44	Sweeper	121	13	Nil	8500-13210	73% DA,	7th Standard	Direct Recruitment	Cleaning	Seniority	..	..	..	..	..	
45	Special Grade Storekeeper	1	0	Nil	16180-29180	73% DA,	SSLC + Attender Test Passed	By Promotion	Incharge of Store	Seniority	U.D. Store keeper	13210-22360	Nil	..		
46	U.D. Storekeeper	21	0	Nil	13210-22360	73% DA,	SSLC + Attender Test Passed	By Promotion	Incharge of Store	Seniority	L.D. Store keeper	9940-16580	Special Grade Storekeeper	16180-29180	14 years 08.06.2000	
47	L.D. Store keeper	65	33	Nil	9940-16580	73% DA,	SSLC + Attender Test Passed	By Promotion	In charge of Store	Seniority	Store Attender	8730-13540	U.D. Store keeper	13210-22360	5 years 03.03.09	
48	Store Attender	32	0	Nil	8730-13540	73% DA,	SSLC + Attender Test Passed. Spl. Rule attached	By Promotion	Assist the Storeke	Seniority	Promotion forLast Grade Servant	8500-13210	L.D. Store keeper	9940-16580	3 years 28.12.2011	
49	Dresser	17	0	Nil	8730-13540	73% DA,	7th Standard	By Promotion	Assistant in Pharn	Seniority	..	8500-13210	..	..	16 years 03.12.1998	Special rule attached

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
50	Pharmacist	19	2	Nil	11620-20240	73% DA.			Deputation from Health Department							
51	Driver Grade-I Grade-II	22	0	Nil	10480-18300 9190-15780	73% DA.	7th Standard + Licence in Heavy	Direct Recuitment	Driving & HMV						23.03.2011 19.10.1992	
52	Librarian	3	0	Nil	11620-20240	73% DA.	SSLC, Certificate in Library Science	Direct Recuitment	Library ige							vaccant
53	Painter	1	Nil	Nil	8960-14620	73% DA.		Direct Recuitment								vaccant
54	Part-time Sweeper	11	2	Nil	2500+DA	73% DA.		Direct Recuitment								
55	Part Time Scavenger	1	0	Nil	8500-13210	73% DA.		Direct Recuitment	Wet Swe							
56	Water Carrier	1	Nil	Nil	8500-13210	73% DA.		Direct Recuitment	Pump Op & uninterepted Water supply						19 years 09.11.1995	

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DIRECTOR OF TRAINING

25.9

23/9/14 23/5/14 24/9/14

QUESTIONNAIRE-1

I. Structure of pay and allowances

1.1 Whether improvements/modifications, are necessary in the present structure of pay and allowances based on any of the following?

a) Parity with Central Government, Public sector, Private sector.

b) In consonance with the nature of work assigned in different departments

c) To ensure average standard of living

d) All of the above ✓

e) Any other(Please specify)

1.2)The pay and allowances of Central Government Employees are being revised every 10 years, while that of State Government is revised every 5 years. In your view what is the right approach?

a) The present practice to be continued. ✓

b) The Practice followed in Central Government may be adopted

c) A new method other than the above is to be adopted (Please explain)

1.3) At present 35.76% of the State's total revenue is being incurred for pay and allowances of state Government employees and teachers. Do you feel that this is

a) High share

b) Low share

c) Reasonable share ✓

d) If not reasonable, please suggest a reasonable share

1.4) Do you feel that the expenditure for salaries be kept at a constant rate proportional to the State's revenue? If so, the optimum level should be

a) 35.76% as is now estimated for 2014-15

b) Less than this

c) More than this ✓

d) Whether any fixed limit is necessary and if so what it should be

1.5) Does the present salary package of State Government attract suitable talents to the State Government services?

a) Yes ✓

b) If not, what other incentives you consider necessary to attract better talents?

1.6) The 9 th Pay Revision Commission suggested 27 scales of Pay. Do you think

a) This is satisfactory ✓

b) More than required

c) Less than adequate

1.7) The 6th Central Pay Commission introduced the system of pay bands and grade pay. Do you think this practice be adopted in State Government also?

a) Yes

b) No ✓

c) If no, give reasons

1.8) Is the present system of master scales of pay beneficial to the employees?

a) Yes ✓

b) No

c) If no, explain how?

1.9) The lowest monthly emoluments of a State Government employees as on 01.07.2014 is Rs. 14705(Pay+D.A i.e, 8500+(73% of 8500) While that of the Central Government employees is Rs. 14000(7000+100%D.A). The

maximum emoluments of State Government Employees as on 01.07.2014 are Rs. 103523/- (Pay+Day). What is your view regarding minimum emoluments and maximum emoluments of State Government Employees?

a) Present level is sufficient

b) Difference between highest scale of pay and lowest scale of pay should be reduced. ✓

c) Any other suggestion.

1.10) The existing salary ratio between the highest and lowest posts at the State level is (i.e.the minimum of lowest scale and highest scale) 1:7:04. Do you think

a) It is a fair ratio

b) The ratio is to be reduced. ✓

c) The ratio is to be increased.

1.11) Do you consider that the minimum pay in the State Service should bear relation to

a) Per capita income of the State

b) Minimum wages in the other sectors (Industry, Agriculture, etc.

c) Need based minimum wages.

d) Cost of Living

e) All the above ✓

f) Any other factor (Specify)

1.12) Please rank the factors for fixing the pay scale of Government Servants

(Mark the ranks1-8 against each option)

a) Qualification required -1

b) Nature of duties and responsibilities -2

c) Expertise needed -5

d) Method of appointment -8

e) Prospects of promotion -3

f) Experience in the specific tasks -4

g) Remuneration for comparable posts under Central Government, CPSUs, State PSUs, Autonomous Institutions. -7

h) Risk inherent in the work -6

1.13) At present there are different rates of increments in a scale. It is desirable to switch over to a uniform rate of increment throughout the scale?

a) Yes ✓

b) No

c) If no, Please explain why

1.14) At present lowest rate of increment is Rs. 230/- and the highest rate is Rs.1200/- What according to you should be

a) Minimum increment rate to be Rs...500/-.....

b) Maximum increment rate to be Rs...1500/-.....

c) How these are to be determined?

The rate of increment shall be decided on the basis of the Consumer Price Index.

1.15) Does the existing rules and procedures for fixation of pay require modification?

a)Yes

b) No ✓

c) If yes, please suggest changes

1.16) In your view the HRA should be

a) Certain percentage of basic pay ✓

b) At par with central Govt.

c) Prevailing market rate

d) Any other rate (with reasons)

1.17) Do you consider the present system of special pay attached to various post are rational and fair?

a) Yes ✓

b) No

c) If no, please explain with reference to specific cases.

1.18) In your view the presently available compensatory allowances are

a) Adequate

b) Inadequate ✓

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c) If inadequate, please give suggestions

Compensatory Allowances may be allowed on the basis of the responsibilities and risk factors attached to each post.

1.19) What is your opinion on the existing schemes relating to the grant of TA/DA Permanent Travelling Allowance/Permenent Conveyance Allowance?

a) Attractive

b) Adequate

c) Inadequate. If so, Pease indicate suggestions with reference to specific cases. Monthly ceiling should be enhanced by 50% of existing data.

1.20) At present allowances such as special allowance , compensatory allowance, risk allowance, non practicing allowance, uniform allowance, additional special allowance etc. being enjoyed by employee. Is any of this allowance irrational or inadequate? Justify your remark?

Inadequate. Special allowance , compensatory allowance, risk allowance, non practicing allowance, uniform allowance, additional special allowance may be enhanced.

II Promotion and related issues.

2.1) Do you feel that at present promotion scope in State Government services is adequate?

a) Yes

b) No ✓ Time required for higher grade may be reduced.

c) If no, please give suggestions for improvement

2.2) If there is a system to improve the promotion scope, which one do you prefer

a) Modify the time bound higher grade

b) Introduce Non cadre Grade promotion

c) Improve ratio based Higher Grades

d) Common seniority based grades for posts falling under same category across various Departments. ✓

e) Any other suggestion

2.3) Can the Career Advancement Scheme of professional catagories be made applicable to non professional categories also?

(31)

a) Yes

b) No ✓

c) If no, Why?

2.4) Is merit also be considered along with seniority for granting promotion, with a view to ensuring quality and efficiency in service? If so, Suggest a suitable ratio for the two.

1:1 ratio vis-à-vis merit and seniority may be adopted for granting promotion to posts above and including supervisory level.

III Penion

3.1) Do you have any suggestion to improve upon the existing statutory pension under Part III, KSR, for those covered by it?

a)Yes ✓

b) No

c) If yes, give details

3.2) At present full pension is allowed only for persons with a minimum of 30 years service. Do you think there is a scope for reduction in this stipulation?

If so, what extent?

a) 25 years ✓

b) 28 yers ✓

c) Can it be equated with Central scheme?

3.3) Should there be a ceiling on pension?

a) Yes

b) No ✓

c) if yes, what should be the basis?

3.4) What should be the mode of calculation of pension?

a) 50% of average emoluments ✓

b) 50% of last pay drawn

c) More than 50%

d) If the answer is © Please justify higher rates.

3.5) Are there anomalies in the existing scheme of One Rank One Pension?

a) Yes ✓

b) No ✓

c) If yes, what are they?

3.6) Is the existing system of granting Compassionate Allowance to be continued?

a) Yes ✓

b) No

c) Is no, give resons

3.7) Is it desirable to grant family pension to the family of persons in receipt of Compassionate Allowance?

a) Yes ✓

b) No

3.8) Are you satisfied with the existing rules relating to encashment of Earned Leave at the time of retirement?

a) Yes ✓

b) No

c) If no, give reasons

3.9) Do you have any comments on the exising norms regarding Death cum

Retirement Gratuity?

a) Yes

b) No ✓

c) If yes, give suggestions

3.10 Indicate the maximum amount of Death cum Retirement Gratuity to be fixed

a) Should it be on par with Central Government

b) Should it be last drawn x number of years of service/2 without any limit ✓

c) A reasonable limit may be fixed (Please specify)

3.11) Ex-gratia pension-Does the rules require any change or improvement?

a) Yes ✓

b) No

c) If yes, give suggestions

All benefits now provided to regular pensioners including dearness pay may be extended to Ex-gratia pensioners also. Qualifying service required for minimum pension should be reduced 5 years.

3.12) Have you come across any specific cases of anomalies or inadequacies as as

result of the operation of the present pension rules? If so, please give examples with practical suggestions to rectify them.

Nothing in particular

3.13) Do you suggest any change in the present scheme of voluntary retirement under Part III, KSR?

a) Yes

b) No ✓

c) If yes, give suggestions.

3.14) Do you consider that the scheme of liberalized family pension introduced from 1964 and revised from time to time is?

a) Adequate ✓

b) Inadequate

c) If modification is required, give suggestions,

3.15) Give your comments on the present rules and rates regarding the commutation of pension and the decision of the Government to restore

the commuted portion after 12 years.

Restoration period may be reduced to 10 years.

3.16) What difficulties, if any, are faced in the drawal of pension and what are your suggestions for its redressal?

No comments ✗

3.17) Do you think that the retirement age be raised?

a) Yes ✓

b) No

c) If yes, Please justify

Owing to the increase in the life expectancy, retirement age of state government employees may be increased. It also helps the government to utilize the expertise of senior officers. The number of pensioners will outnumbered the servicing employees in the near future. Increase the retirement age will also reduce the burden on the exchequer.

3.18) Do you think the raising of the retirement age would affect the employment prospects of the youth?

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a) Yes

b) If Not, Please explain how it will not affect chances of youth

No. It is estimated that government can provide only around 25000 jobs in a year. If the retirement age will be increased by 2 or 3 years, it will not affect the job prospects of educated, talented youths. Moreover, the private employment market is expanding at a rapid speed, the youths will find out their jobs.

IV. Anomalies crept in previous pay commission report

4.1) Do you think that last Pay Revision Commission recommended undue hike to certain categories without sufficient grounds?

a) Yes

b) No

c) If yes, please give details

4.2) Do you suggest to reduce hike to normal revision?

a) yes

b) No

c) If Not, what is the justification for retaining such hike.

V) Medical insurance scheme

5.1) Do you feel that the present system of medical reimbursement is adequate?

a) Yes

b) No ✓

c) If no, What is your suggestion to make it adequate?

At present, cost of all medicines will not be re-imbursed. This may be changed to re-imburse all medicines. Head offices can sanction re-imbursement upto a maximum of 10,000/-. This may be enhanced.

5.2) Do you like to replace the present system of Medical Reimbursement Scheme with a Medical insurance Scheme for both serving employees and pensioners?

a) Yes ✓

b) No

c) If yes, give suggestions.

d) If no, why it is not necessary?

Introduction of Medical Insurance Scheme may inculcate a safety feeling among the employees as well pensioners. Cost of treatment is increasing year by year and this cannot be afforded by ordinary pensioners. This will be a boon to the pensioners who do not have other source of income other than pension.

5.3) Do you think that the medical allowance given to the pensioners is adequate andeffective?

a) Yes

b) No ✓

c) If no, what improvement is needed?

Medical Insurance Scheme may be implemented for pensioners. If it is not possible, a minimum of Rs.1000/- may be sanctioned. The rate will be increased progressively with rising of age.

5.4) Do you favour introducing a health insurance scheme with contribution of employees?

a) Yes ✓

b) No

c) If Not, what is a better alternative

5.5) Do you favour introducing a health insurance scheme by collecting a certain amount of premium from pensioners?

a) Yes ✓

b) No

c) If no what other suggestions do you have?

5.6) Do you prefer a scheme like CGHS presently available for Central Government employees and pensioners?

a) Yes ✓

b) No

VI Right to Service Act 2012

6.1) Right to service act is being implemented in 39 Departments. In your opinion the Right to Service Act 2012 has

a) Tremendously improved the quality of service

b) Improved the quality of service to a certain extent ✓

c) No improvement in quality of service

6.2) Should the Right to Service Act 2012 be extended to all the Department under Government Of Kerala?

a) Yes ✓

b) No

c) If no why?

6.3) A major portion of revenue expenditure is being expended in the education sector especially for giving salaries to Government/Aided School Teacher. But it is common complaint that the quality of education in the State is diminishing. Your opinion the reason for this is

a) Lack of efficiency among teachers

b) Selection process adopted in aided sector is not satisfactory ✓

c) Lack of proper in service training

d) Syllabus is inadequate and outdated

e) Any other (including external factors)

VII Lateral entry system

7.1) In your opinion, is the existing system of lateral entry justifiable?

a) Yes ✓

b) No

c) If no, give reasons

7.2) Does the system of lateral entry provide fair chances for the personnel across the departments?

a) Yes ✓

b) No

c) If no, Please explain

7.3) Does the system of lateral entry?

✓ a) Help to improve the quality of service

b) Has a negative impact in the quality of service

c) Do not affect the quality of service ✓

d) Any other

7.4) Does the system of lateral entry a hindrance to attract talents to the

Government Service?

a) Yes ✓

b) No

c) If Yes, please explain.

7.5) Should there be a system of suitability tests for being considered for lateral entry?

a) Yes ✓

b) No

c) If no, explain why?

d) Any other suggestion

VII. Deployment of IT enabled services

8.1) Do you think that extension of IT enabled services to more areas of government would help to reduce the cost of public services especially in view of the limited resources of the State?

a) Yes ✓

b) No

c) If no, explain why?

8.2) Do you suggest that the accessibility of all Government record (other than classified data) on line would enhance openness and transparency Government business.

a) Yes ✓

b) No, if so why?

8.3) Do you think that the computer literacy should be a mandatory criteria appointment in State Government?

a)Yes ✓

b) No ✓

IX General

9.1) In your opinion the efficiency, accountability and people friendliness of the State civil service is

a) Excellent

b) Very good

c) Satisfactory ✓

d) Poor

e) Very Poor

9.2) What measure do you suggest to improve the quality of the service?

a) Social auditing

b) Introduction of suitability tests at regular intervals of career for promotion as well as lateral entry

c) Introduction of performance linked incentives

d) Introduction of efficiency bar for granding increments

e) Modification of recruitment policy

f) All of the above ✓

g) Any other suggestion

9.3) Whether working days in a week need to be reduced to 5 days?

a) Yes ✓

b) No

c) In both case give justification

9.4)If 5 days system is adopted, is there scope for reducing number of casual leave/holidays, introduction of restricted holidays?

Yes

9.5) Do you agree that special casual leave being enjoyed by employed parents of mentally retarded child or physically challenged child is adequate?

a) Yes ✓

b) No ✓

c) If no, suggest changes.

In order to get more care to mentally retarded children, number of special casual leaves may be enhanced

9.6) In your view which of the following benefits available for Central Government employees deserve to be extended to State Government Employees?

a) Children Education allowance Scheme

b) Child care leave

c) Transport allowance

d) All the above ✓

e) Any other

9.7) Do you think whether existing facilities provided for women employees in the offices are adequate? If not, give suggestions.

Yes

9.8) There are instances when a higher ranked person in the Kerala Public Service Commission list faces stagnation in a particular department where as a person ranked lower than him in the same list obtains quicker promotion in another department where promotion opportunities are better. Suggest your views on rectifying such an anomaly, if it can be termed as anomaly.

No comments

9.9) Do you think that lack of sufficient infrastructure and amenities in the office premises affect the output of the Government servant?

a) Yes ✓

b) No

c) In both cases explain with details

Even though the Directorate of Training is the state headquarters of all Industrial Training Institute and other sub offices, it does not have infrastructure and amenities such as sufficient space for accommodating all employees, reference library, conference hall, refreshment room, toilet facilities, parking space for vehicles, etc. These have affected the output of employees.

9.10) Do you feel that existing measures to prevent corruption is sufficient in the present scenario. If not, what suggestions do you offer?

a) Implementation of Right to Service Act

b) Stricter enforcement of discipline

c) Ensuring quality and competency of officers to be appointed as Head of Departments and District level officers

d) Any other (please specify)

In addition to the above measures, implementation of e-governance in the administration will reduce corruption. It minimizes personal contact between officials and public.

9.11) Do you consider the formation of a State Administrative Service will bring in improvement in quality, efficiency and substantially minimize corruption?

a) Yes

b) No (If no, please give details)

9.12) Do you think that the introduction of system of monetary reward for high achievers as followed in private sector will improve efficiency in Government sector?

a) Yes

b) No

c) If yes, give your opinion

9.13) Is it necessary to introduce punching system in all government officers?

a) Yes

b) No

c) If not, why?

9.14) In order to ensure qualitative evaluation of an employee, is it desirable to include percentage of punctuality verified with punching system as a criterion in the Confidential Report of the employee?

a) Yes

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b) No ✓

c) If not, why?

9.15) Is the approach of the Government servant towards the public is satisfactory, if not what are your suggestions for improvement?

No. Approach and behavior of government servants towards the public should be improved. They should be convinced the fact that ultimate aim of each officer and office is to provide right service in right time to the people. Instruments like social audit may also be brought into practice. Proper training by IMG may also be resorted to.

9.16) At present do you find any Government Department overstaffed? If yes, what are they? As far as the Department of Industrial Training is concerned, it is understaffed. At present 92 Institutes are functioning with the existing staff pattern. As per the DGET directions State Govt. have entrusted new schemes & Responsibilities and introduce new plan schemes without sanctioning new posts from time to time.

9.17) Do you find any Government Department lacks sufficient man power? If yes,

what are they?

Yes. Industrial Trainee department lacks sufficient man power and infrastructure.

9.18) Please suggest methods for suitable redeployment, wherever necessary.

In order to implementing redeployment smoothly, applications may be called for as in the case of deputation.

Director of Training

25.9

24/9/14 24/9/14

25/9/14

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ചോദ്യാവലി

(ഉചിതമായ ഉത്തരത്തിനു നേരെ '√' ഇടുക.
ആവശ്യമെങ്കിൽ ലഘുവിവരണം നൽകുക)

I. ശമ്പളത്തിന്റെയും മറ്റ് ആനുകൂല്യങ്ങളുടെയും ഘടന

1.1 *താഴെപ്പറയുന്ന ഏത് ഘടകത്തിന്റെ അടിസ്ഥാനത്തിലാണ് നിലവിലുള്ള ശമ്പളത്തിന്റെയും മറ്റ് ആനുകൂല്യങ്ങളുടെയും ഘടനയിൽ മാറ്റങ്ങൾ ആവശ്യമായിരിക്കുന്നത്?*

√എ) കേന്ദ്ര സർക്കാർ, പൊതുമേഖല, സ്വകാര്യമേഖല എന്നിവയിലെ ശമ്പളം മറ്റ് ആനുകൂല്യങ്ങൾ എന്നിവയോടുള്ള തുല്യത

ബി) വകുപ്പുകളിലെ വ്യത്യസ്ത സ്വഭാവത്തിലുള്ള ജോലിയ്ക്ക് അനുസൃതമായ വേതനം.

സി) ശരാശരി ജീവിത നിലവാരം ഉറപ്പുവരുത്തുന്നതിന്

ഡി) മേൽ പറഞ്ഞവയെല്ലാം

ഇ) മറ്റെന്തെങ്കിലും കാരണം (വിശദീകരിക്കുക)

1.2 *കേന്ദ്ര സർക്കാർ ജീവനക്കാരുടെ ശമ്പളവും മറ്റ് ആനുകൂല്യങ്ങളും 10 വർഷത്തിൽ ഒരിക്കൽ പരിഷ്കരിക്കുന്നുണ്ട്. എന്നാൽ സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ശമ്പളം 5 വർഷത്തിലൊരിക്കലാണ് പരിഷ്കരിക്കുന്നത്. താങ്കളുടെ കാഴ്ചപ്പാടിൽ ഉചിതമായ സമീപനം ഏതാണ് ?*

√എ) നിലവിലുള്ള സമ്പ്രദായം തുടരുക

ബി) കേന്ദ്ര സർക്കാരിന്റെ നയം സ്വീകരിക്കുക.

സി) ഒരു പുതിയ രീതി അവലംബിക്കുക (വിശദമാക്കുക)

1.3 നിലവിൽ സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെയും അദ്ധ്യാപകരുടെയും ശമ്പള ത്തിനും മറ്റ് ആനുകൂല്യങ്ങൾക്കുമായി സംസ്ഥാനത്തിന്റെ മൊത്തം വരുമാന ത്തിന്റെ 35.76 ശതമാനം ചെലവഴിക്കുന്നു. താങ്കളുടെ അഭിപ്രായത്തിൽ ?

എ) ഇത് ഉയർന്ന നിരക്കാണ്.

ബി) താഴ്ന്ന നിരക്കാണ്

✓സി) ഉചിതമായ നിരക്കാണ്

ഡി) ഉചിതമായ നിരക്ക് അല്ലെങ്കിൽ യുക്തമായത് നിർദ്ദേശിക്കുക

1.4 സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ശമ്പള ചെലവ് സംസ്ഥാനത്തിന്റെ വരുമാനത്തിന് ആനുപാതികമായി നിലനിർത്തണമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ; അങ്ങനെയെങ്കിൽ ഉയർന്ന നിരക്ക് എത്രയായിരിക്കണം?

എ) 35.76% (2014-15 അടങ്കൽ)

ബി) നിലവിലെ നിരക്കിനേക്കാൾ കുറവ്

സി) നിലവിലെ നിരക്കിനേക്കാൾ കൂടുതൽ

✓ഇ) ഒരു നിശ്ചിതനിരക്ക് ആവശ്യമുണ്ടെങ്കിൽ അത് എത്ര? 25%.

1.5 സംസ്ഥാന സർക്കാരിൽ നിലവിലുള്ള ശമ്പളവും മറ്റ് ആനുകൂല്യങ്ങളും അനുയോജ്യരായ ആളുകളെ സർക്കാർ സർവീസിലേക്ക് ആകർഷിക്കുവാൻ പര്യാപ്തമാണോ?

✓എ) അതെ

ബി) അല്ല

(അല്ല എങ്കിൽ ഇതു പരിഹരിക്കാൻ എന്തു നിർദ്ദേശമാണ് താങ്കൾക്കുള്ളത്)

1.6 ഒൻപതാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ സംസ്ഥാന സർക്കാർജീവനക്കാർക്കായി 27 ശമ്പള സ്കെയിലുകൾ ശുപാർശ ചെയ്തിരുന്നു. ഇത് പര്യാപ്തമാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

✓(എ) തൃപ്തികരമാണ്

(ബി) കൂടുതലാണ്

(സി) കുറവാണ്

1.7 ആറാം കേന്ദ്രശമ്പള കമ്മീഷൻ പേ ബാന്റും ഗ്രേഡ് പേ യും നടപ്പിലാക്കി. അ സംസ്ഥാന ജീവനക്കാർക്കും നടപ്പിലാക്കുന്നതിനോട് താങ്കൾയോജിക്കുന്നുണ്ടോ

എ) ഉണ്ട്.

✓ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട് ? (വിശദമാക്കുക)

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1.8 *നിലവിലുള്ള മാസ്റ്റർ സ്കെയിൽ സമ്പ്രദായം ജീവനക്കാർക്ക് ഗുണകരമാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ലെങ്കിൽ എന്തുകൊണ്ട് (വിശദമാക്കുക)

1.9 *1-7-2014-ൽ ഒരു സംസ്ഥാന ജീവനക്കാരന്റെ ഏറ്റവു കുറഞ്ഞ മാസവേതനം 14,705 രൂപയും (8500+73% ഡി.എ.) ഏറ്റവും കൂടിയ മാസവേതനം 1,03,527 രൂപയുമാണ്. അതേ സമയം കേന്ദ്ര ജീവനക്കാരന്റെ ഏറ്റവും കുറഞ്ഞ മാസവേതനം 14,000 രൂപയാണ്. (7000+100% ഡി.എ.). ഒരു സർക്കാർ ജീവനക്കാരന്റെ ഏറ്റവും കുറഞ്ഞതും കൂടിയതുമായ മാസവേതനത്തിന്റെ അന്തരം സംബന്ധിച്ച് താങ്കളുടെ കാഴ്ചപ്പാട് എന്താണ്?*

എ) നിലവിലെ തോത് തൃപ്തികരമാണ്

ബി) ഉയർന്ന ശമ്പള സ്കെയിലും താഴ്ന്ന ശമ്പള സ്കെയിലും തമ്മിലുള്ള അന്തരം കുറയ്ക്കേണ്ടതാണ്.

സി) മറ്റ് നിർദ്ദേശങ്ങൾ (വിശദമാക്കുക)

1.10 *നിലവിൽ ഉയർന്ന തസ്തികയിലേയും താഴ്ന്ന തസ്തികയിലേയും ശമ്പളത്തിന്റെ അനുപാതം 1:7.04 ആണ്. താങ്കളുടെ അഭിപ്രായത്തിൽ ?*

എ) ശരിയായ അനുപാതം ആണ്.

ബി) അനുപാതം കുറയ്ക്കേണ്ടതാണ്

സി) അനുപാതം കൂട്ടേണ്ടതാണ്

1.11 *സർക്കാർ സർവീസിലെ മിനിമം ശമ്പളം താഴെപ്പറയുന്ന ഏത് ഘടകവുമായാണ് ബന്ധപ്പെട്ടിരിക്കേണ്ടത്. ?*

എ) സംസ്ഥാനത്തിലെ ആളോഹരി വരുമാനം

ബി) വ്യവസായം, കൃഷി മുതലായ മറ്റു മേഖലകളിലെ കുറഞ്ഞ വേതനം

സി) ആവശ്യാധിഷ്ഠിത മിനിമം വേതനം

ഡി) ജീവിതചെലവ്

ഇ) മുകളിലെ എല്ലാ ഘടകങ്ങളും

എഫ്) മറ്റ് ഏതെങ്കിലും (വിശദമാക്കുക)

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1.12 *ജീവനക്കാരന്റെ ശമ്പള സ്കെയിൽ നിർണയവുമായി ബന്ധപ്പെട്ട് താഴെപ്പറയുന്ന ഘടകങ്ങളെ മുൻഗണന അനുസരിച്ച് ക്രമീകരിക്കുക?*

എ) ആവശ്യമായ യോഗ്യത 3

ബി) ജോലിയുടെ സ്വഭാവവും ഉത്തരവാദിത്വവും 1

സി) പ്രാഗത്ഭ്യം 2

ഡി) നിയമനരീതി 4

ഇ) പ്രൊമോഷൻ സാധ്യത 5

എഫ്) പ്രത്യേക മേഖലയിലെ പരിചയം 6

ജി) കേന്ദ്ര, പൊതുമേഖല, സ്വയംഭരണ സ്ഥാപനങ്ങളിലെ സമാന തസ്തികകളുടെ വേതനം 7

എച്ച്) ജോലിയിലെ ആപൽസാധ്യത 8

1.13 *ഒരു ശമ്പള സ്കെയിലിൽ വിവിധ നിരക്കിലുള്ള ഇൻക്രിമെന്റ് ആണ് നിലവിലുള്ളത്. ഒരു ശമ്പളസ്കെയിലിന്റെ ആദ്യാവസാനം ഒരേ നിരക്കിൽ തന്നെ ഇൻക്രിമെന്റ് അനുവദിക്കുന്ന രീതി ഉചിതമാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ലെങ്കിൽ എന്തുകൊണ്ട് (വിശദീകരിക്കുക)

1.14 *നിലവിൽ സർക്കാർ സർവ്വീസിൽ അനുവദിക്കുന്ന ഏറ്റവും കുറഞ്ഞ ഇൻക്രിമെന്റ് നിരക്ക് 230 രൂപയും ഏറ്റവും കൂടിയ ഇൻക്രിമെന്റ് നിരക്ക് 1,200 രൂപയും ആണ്. താങ്കളുടെ അഭിപ്രായത്തിൽ ഇൻക്രിമെന്റ് നിരക്ക് എത്രയായിരിക്കണം?*

എ) ഏറ്റവും കുറഞ്ഞ ഇൻക്രിമെന്റ് നിരക്ക് .....

ബി) ഏറ്റവും കൂടിയ ഇൻക്രിമെന്റ് നിരക്ക് .....

സി) ഇവ എങ്ങനെയാണ് നിർണ്ണയിക്കേണ്ടത് ?

1.15 *നിലവിലുള്ള ശമ്പള ഫിക്സേഷൻ രീതികൾ മാറ്റേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ട് എങ്കിൽ മാറ്റങ്ങൾ നിർദ്ദേശിക്കുക

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1.16 *താങ്കളുടെ കാഴ്ചപ്പാടിൽ വീട്ടുവാടകബത്ത*

എ) അടിസ്ഥാന ശമ്പളത്തിന്റെ നിശ്ചിത ശതമാനം ആയിരിക്കണം
ബി) കേന്ദ്രനിരക്കിനു തുല്യം ആയിരിക്കണം
സി) പ്രാദേശികമായി നിലവിലുള്ള വാടകനിരക്ക് ആയിരിക്കണം
ഡി) മറ്റേതെങ്കിലും നിരക്ക് (വിശദമാക്കുക)

1.17 *വിവിധ തസ്തികകൾക്ക് നിലവിൽ അനുവദിച്ചിട്ടുള്ള സ്പെഷ്യൽ പേ ഉചിതവും അഭികാമ്യവുമാണോ?*

എ) അതെ
ബി) അല്ല
സി) അല്ലെങ്കിൽ ഉദാഹരണസഹിതം വ്യക്തമാക്കുക

1.18 *നിലവിൽ നൽകികൊണ്ടിരിക്കുന്ന കോമ്പൻസേറ്ററി അലവൻസുകൾ*

എ) പര്യാപ്തമാണ്
ബി) പര്യാപ്തമല്ല
സി) പര്യാപ്തമല്ലെങ്കിൽ ഉദാഹരണസഹിതം വ്യക്തമാക്കുക

1.19 *താങ്കളുടെ അഭിപ്രായത്തിൽ നിലവിലുള്ള യാത്രാബത്ത/ദിനബത്ത/പി.റ്റി.എ/ പി.സി.എ. എന്നിവ*

എ) ആകർഷകമാണ്
ബി) പര്യാപ്തമാണ്
സി) പര്യാപ്തമല്ലെങ്കിൽ നിർദ്ദേശങ്ങൾ നൽകുക.

ലിമിറ്റ് കൂടുതൽ വേണം.

1.20 *നിലവിൽ ലഭിച്ചുകൊണ്ടിരിക്കുന്ന സ്പെഷ്യൽ അലവൻസ്, കോമ്പൻസേറ്ററി അലവൻസ്, റിസ്ക് അലവൻസ്,നോൺ പ്രാക്ടീസിംഗ് അലവൻസ്,യൂണിഫോം അലവൻസ്, അഡീഷണൽ സ്പെഷ്യൽ അലവൻസ് എന്നിവയിലേതെങ്കിലും യുക്തിരഹിതവും അപര്യാപ്തവുമാണോ? അഭിപ്രായം വിശദമാക്കുക*

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II. പ്രൊമോഷനും അനുബന്ധ വിഷയങ്ങളും

2.1 *സർക്കാർ സർവ്വീസിൽ നിലവിലുള്ള പ്രൊമോഷൻ സാധ്യത പര്യാപ്തമാണ് എന്നു തോന്നുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ മെച്ചപ്പെടുത്തുന്നതിനുള്ള നിർദ്ദേശം നൽകുക

2.2 *പ്രൊമോഷൻ സാധ്യത മെച്ചപ്പെടുത്തുന്നതിന് താഴെപറയുന്നവയിൽ ഏതിനാണ് താങ്കൾ മുൻഗണന നൽകുന്നത് ?*

എ) സമയബന്ധിത ഹയർഗ്രേഡ് പരിഷ്കരിക്കുക

ബി) നോൺ കേഡർ ഗ്രേഡ് പ്രൊമോഷൻ നടപ്പിലാക്കുക

സി) റേഷ്യോ അടിസ്ഥാനപ്പെടുത്തിയുള്ള ഗ്രേഡ് പ്രൊമോഷൻ മെച്ചപ്പെടുത്തുക

ഡി) സമാന തസ്തികകളിൽ വിവിധ വകുപ്പുകൾക്കുമായി കോമൺ സീനിയോറിറ്റി ലിസ്റ്റിനെ അടിസ്ഥാനപ്പെടുത്തിയുള്ള ഗ്രേഡ് നടപ്പിലാക്കുക

ഇ) മറ്റ് നിർദേശങ്ങൾ

2.3 *പ്രൊഫഷണൽ വിഭാഗത്തിന് നൽകി വരുന്ന കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം മറ്റ് വിഭാഗങ്ങൾക്കുകൂടി നൽകാൻ സാധിക്കുമോ?*

എ) സാധിക്കും

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്

2.4 *പ്രൊമോഷൻ നൽകുന്നതിന് സീനിയോറിറ്റിയോടൊപ്പം കഴിവും കണക്കിലെടുക്കുന്നത് സർവ്വീസിന്റെ ഗുണമേൻമയും കാര്യക്ഷമതയും വർദ്ധിപ്പിക്കുമോ; എങ്കിൽ അവ തമ്മിലുള്ള അനുപാതം എങ്ങനെ ആയിരിക്കണം?* 50:50.

III. പെൻഷൻ

3.1 *സ്റ്റാറ്റ്യൂട്ടറി പെൻഷൻ അനുവദനീയമായവർക്ക് കെ.എസ്.ആർ ഭാഗം-3 പ്രകാരം നിലവിലുള്ള സ്റ്റാറ്റ്യൂട്ടറി പെൻഷൻ വ്യവസ്ഥകളിൽ എന്തെങ്കിലും മെച്ചപ്പെടുത്തലുകൾ നടത്തേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വിശദാംശങ്ങൾ നൽകുക

3.2 *ഇപ്പോൾ 30 വർഷം സർവ്വീസ് ഉള്ള വ്യക്തികൾക്കാണ് ഫുൾ പെൻഷൻ അനുവദിക്കുന്നത്. ഈ കാലയളവിൽ കുറവ് വരുത്തേണ്ടതുണ്ടോ; ഉണ്ടെങ്കിൽ എത്ര മാത്രം ?*

എ) 25 വർഷം

ബി) 28 വർഷം

സി) കേന്ദ്ര സർവ്വീസിലേതു പോലെ

3.3 *പെൻഷൻ തുകയിൽ പരിധി നിശ്ചയിക്കേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ എന്ത് അടിസ്ഥാനത്തിലാണ് ?

3.4 *പെൻഷൻ നിശ്ചയിക്കുന്നതിന്റെ മാനദണ്ഡം എന്തായിരിക്കണം?*

എ) ശരാശരി വേതനത്തിന്റെ പകുതി

ബി) അവസാനം വാങ്ങിയ അടിസ്ഥാന ശമ്പളത്തിന്റെ പകുതി

സി) പകുതിയിൽ കൂടുതൽ

ഡി) ഉത്തരം സി ആണെങ്കിൽ അതിനുള്ള കാരണം വ്യക്തമാക്കുക

3.5 *ഒരേ റാങ്കിന് ഒരേ പെൻഷൻ സ്കീമിൽ എന്തെങ്കിലും അപാകതകൾ ഉണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ എന്തൊക്കെയാണ് ?

3.6 *നിലവിലുള്ള അനുതാപബത്ത (Compassionate Allowance) സമ്പ്രദായം തുടരേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കുക

3.7 *അനുതാപ ബത്ത ലഭിക്കുന്ന ജീവനക്കാരുടെ കുടുംബത്തിന് ഫാമിലി പെൻഷൻ നൽകേണ്ടത് ആവശ്യമാണോ?*

എ) അതെ

ബി) അല്ല

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3.8 വിരമിക്കുന്ന അവസരത്തിൽ അവശേഷിക്കുന്ന ആർജ്ജിതാവധി പണമായി മാറ്റി നൽകുന്നത് സംബന്ധിച്ച് നിലവിലുള്ള ചട്ടങ്ങളോട് താങ്കൾ യോജിക്കുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കുക

3.9 ഡെത്ത് കം റിട്ടയർമെന്റ് ഗ്രാറ്റുവിറ്റി നൽകുന്നതിന് നിലവിലുള്ള വ്യവസ്ഥകൾ സംബന്ധിച്ച് താങ്കൾക്ക് എന്തെങ്കിലും അഭിപ്രായമുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വിശദമാക്കുക

3.10 ഡെത്ത് കം റിട്ടയർമെന്റ് ഗ്രാറ്റുവിറ്റിയുടെ ഉയർന്നപരിധി എത്രയായിരിക്കണം?

എ) കേന്ദ്രഗവൺമെന്റ് നിരക്കിന് തുല്യമായിരിക്കണം

ബി) അവസാനത്തെ അടിസ്ഥാന ശമ്പളം x ആകെ സർവീസ് കാലയളവ് (ഇതിന് പരിധി ആവശ്യമില്ല)

സി) ഉചിതമായ പരിധി നിശ്ചയിക്കാവുന്നതാണ്. (പരിധി നിർദ്ദേശിക്കുക)

3.11 എക്സ്-ഗ്രേഷ്യ പെൻഷൻ സംബന്ധിച്ച ചട്ടങ്ങളിൽ മാറ്റം വരുത്തേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ട് എങ്കിൽ നിർദ്ദേശങ്ങൾ നൽകുക

3.12 പെൻഷൻ ചട്ടങ്ങൾ നടപ്പാക്കുന്നതിൽ എന്തെങ്കിലും പോരായ്മകളോ അപാകതകളോ താങ്കളുടെ ശ്രദ്ധയിൽപെട്ടിട്ടുണ്ടോ; ഉണ്ടെങ്കിൽ ഉദാഹരണസഹിതം വ്യക്തമാക്കുകയും അത് പരിഹരിക്കുന്നതിന് ആവശ്യമായ പ്രായോഗിക നിർദ്ദേശങ്ങൾ നൽകുകയും ചെയ്യുക ?

3.13 കെ.എസ്.ആർ ഭാഗം-3 പ്രകാരം നിലവിലുള്ള വോളണ്ടറി റിട്ടയർമെന്റ് സ്കീമിൽ എന്തെങ്കിലും മാറ്റം ആവശ്യമുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ നിർദ്ദേശങ്ങൾ നൽകുക

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3.14 1964 ൽ ഏർപ്പെടുത്തിയതും കാലാകാലങ്ങളിൽ ഭേദഗതി വരുത്തിയിട്ടുള്ളതുമായ ഉദാരകുടുംബ പെൻഷൻ പദ്ധതി താങ്കളുടെ അഭിപ്രായത്തിൽ പര്യാപ്തമാണോ?

എ) പര്യാപ്തമാണ്

ബി) അപര്യാപ്തമാണ്

സി) പരിഷ്കരണം ആവശ്യമെങ്കിൽ നിർദേശം നൽകുക

3.15 പെൻഷൻ കമ്മ്യൂട്ട് ചെയ്യുന്നതിന് നിലവിലുള്ള ചട്ടങ്ങൾ, നിരക്ക് എന്നിവ സംബന്ധിച്ചും 12 വർഷത്തിനു ശേഷം കമ്മ്യൂട്ട് ചെയ്ത ഭാഗം പുനഃസ്ഥാപിക്കുന്നതു സംബന്ധിച്ചുള്ള സർക്കാർ ഉത്തരവ് സംബന്ധിച്ചും താങ്കളുടെ അഭിപ്രായം? 10 വർഷത്തിനിടയിൽ തിരിച്ചുകൊടുക്കണമെന്ന് ചിന്തിക്കുന്നു.

3.16 പെൻഷൻ കൈപ്പറ്റുന്നതുമായി ബന്ധപ്പെട്ട് എന്തെങ്കിലും, ബുദ്ധിമുട്ടുകൾ അനുഭവപ്പെടുന്നുണ്ടോ? എങ്കിൽ അത് പരിഹരിക്കുന്നതിന് താങ്കളുടെ നിർദ്ദേശങ്ങൾ എന്തൊക്കെയാണ്? online payment നൽകുന്നതാണ്.

3.17 പെൻഷൻ പ്രായം ഉയർത്തേണ്ടതുണ്ടെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ ന്യായീകരണം നൽകുക

3.18 പെൻഷൻ പ്രായം ഉയർത്തുന്നത് യുവാക്കളുടെ തൊഴിലവസരത്തെ ബാധിക്കുമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ യുവാക്കളുടെ തൊഴിലവസരങ്ങളെ എന്തുകൊണ്ട് ബാധിക്കുകയില്ല എന്നത് സംബന്ധിച്ച വിശദീകരണം നൽകുക

IV മുൻശമ്പള പരിഷ്കരണത്തിലെ അപാകതകൾ

4.1 ചില വിഭാഗം ജീവനക്കാർക്ക് പ്രത്യേക കാരണങ്ങൾ കൂടാതെ ഉയർന്ന ശമ്പളം നൽകാനായി കഴിഞ്ഞ ശമ്പളകമ്മീഷൻ ശുപാർശ ചെയ്തിട്ടുള്ളതായി അഭിപ്രായമുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വിശദാംശങ്ങൾ നൽകുക

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4.2 *ഇത്തരത്തിൽ യുക്തിരഹിതമായി വരുത്തിയ ശമ്പളവർദ്ധന തുടരേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലായെങ്കിൽ അസാധാരണ വർദ്ധനയ്ക്ക് ന്യായീകരണം വിശദമാക്കുക

V മെഡിക്കൽ ഇൻഷ്വറൻസ് സ്കീം

5.1 *നിലവിലുള്ള മെഡിക്കൽ റീ ഇംബേഴ്സ്മെന്റ് പദ്ധതി പര്യാപ്തമാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ല എങ്കിൽ മെച്ചമാക്കുന്നതിനുള്ള നിർദ്ദേശങ്ങൾ സമർപ്പിക്കുക

5.2 *മെഡിക്കൽ റീ ഇംബേഴ്സ്മെന്റിനു പകരം ജീവനക്കാർക്കും പെൻഷൻകാർക്കും മെഡിക്കൽ ഇൻഷ്വറൻസ് പദ്ധതി ഏർപ്പെടുത്തേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ നിർദ്ദേശം നൽകുക

ഡി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട് ആവശ്യമില്ലെന്ന് വ്യക്തമാക്കുക

5.3 *പെൻഷൻകാർക്ക് നൽകി വരുന്ന മെഡിക്കൽ അലവൻസ് പര്യാപ്തവും ഫലപ്രദവുമാണോ?*

എ) ആണ്

ബി) അല്ല

സി) അല്ലായെങ്കിൽ മെച്ചപ്പെട്ട ബദൽ സംവിധാനം ഏതാണ്

5.4 *ജീവനക്കാരിൽ നിന്നും നിശ്ചിത വിഹിതം കൈപ്പറ്റിക്കൊണ്ട് ആരോഗ്യ ഇൻഷ്വറൻസ് പദ്ധതി നടപ്പിലാക്കുന്നത് അഭിലഷണീയമാണോ?*

എ) ആണ്

ബി) അല്ല

സി) അല്ലായെങ്കിൽ മെച്ചപ്പെട്ട ബദൽ സംവിധാനം ഏതാണ്

5.5 *പെൻഷൻകാരിൽ നിന്നും നിശ്ചിത തുക പ്രീമിയമായി സ്വീകരിച്ചു ആരോഗ്യ ഇൻഷ്വറൻസ് പദ്ധതി നടപ്പിലാക്കുന്നതിനോട് താങ്കൾ യോജിക്കുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലായെങ്കിൽ താങ്കൾക്കുള്ള മറ്റ് നിർദ്ദേശം എന്താണ്?

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5.6 *ജീവനക്കാർക്കും പെൻഷൻകാർക്കും കേന്ദ്രഗവൺമെന്റിന്റെ CGHS മാതൃകയിൽ ഒരു പദ്ധതി ഏർപ്പെടുത്തുന്നത് ഉചിതമാണോ?*

എ) അതെ

ബി) അല്ല

VI സേവനാവകാശ നിയമം 2012

6.1 *39 വകുപ്പുകളിൽ നടപ്പിലാക്കിയ സേവനാവകാശ നിയമം താങ്കളുടെ അഭിപ്രായത്തിൽ*

എ) സർക്കാർ സർവീസിന്റെ കാര്യക്ഷമത വളരെയധികം മെച്ചപ്പെടുത്തി

ബി) ഒരുപരിധി വരെ മെച്ചപ്പെടുത്തി

സി) ഒരു മെച്ചവും ഉണ്ടാക്കിയില്ല

6.2 *സേവനാവകാശനിയമം എല്ലാ വകുപ്പുകളിലും നടപ്പാക്കേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലായെങ്കിൽ എന്തുകൊണ്ട്?

6.3 *നിലവിൽ സർക്കാരിന്റെ റവന്യൂ ചെലവിന്റെ സിംഹഭാഗവും ചെലവഴിക്കുന്നത് വിദ്യാഭ്യാസ മേഖലയിൽ ആണ്. പ്രത്യേകിച്ചും ഗവൺമെന്റ്, എയ്ഡഡ് മേഖലയിലെ അധ്യാപകരുടെ ശമ്പള ഇനത്തിൽ. പക്ഷെ വിദ്യാഭ്യാസ നിലവാരം കുറഞ്ഞുവരുന്നതായി വ്യാപകമായ പരാതികൾ ഉണ്ട്. താങ്കളുടെ അഭിപ്രായ ത്തിൽ അതിന്റെ പ്രധാന കാരണം ?*

എ) അധ്യാപകരുടെ കാര്യക്ഷമത ഇല്ലായ്മ

ബി) എയ്ഡഡ് മേഖലയിൽ സ്വീകരിച്ചുവരുന്ന തൃപ്തികരമല്ലാത്ത നിയമനരീതി

സി) കാര്യക്ഷമമായ പരിശീലന പരിപാടികളുടെ അഭാവം

ഡി) നിലവാരമില്ലാത്തതും പഴഞ്ചനുമായ സിലബസ്

ഇ) മറ്റ് ഘടകങ്ങൾ

VII പാർശ്വസ്ഥ പ്രവേശനവ്യവസ്ഥ (Lateral Entry System)

7.1 *നിലവിലുള്ള പാർശ്വസ്ഥ പ്രവേശന രീതി നീതീകരിക്കത്തക്കതാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കുക

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7.2 പാർശ്വസ്ഥ പ്രവേശന രീതി എല്ലാ വകുപ്പുകളിലെ ജീവനക്കാർക്കും തുല്യമായ അവസരങ്ങൾ നൽകുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ വിശദീകരിക്കുക

7.3 പാർശ്വസ്ഥ പ്രവേശന വ്യവസ്ഥ

എ) സേവനകാര്യക്ഷമത വർദ്ധിപ്പിക്കുന്നതിന് സഹായിക്കുന്നു.

ബി) കാര്യക്ഷമത കുറയുന്നതിന് ഇടയാക്കുന്നു

സി) കാര്യക്ഷമതയെ ബാധിക്കുന്നില്ല

ഡി) മറ്റ് എന്തെങ്കിലും

7.4 പ്രഗത്ഭരെ സർക്കാർ സർവ്വീസിലേക്ക് ആകർഷിക്കുന്നതിൽ പാർശ്വസ്ഥ പ്രവേശനം തടസമാകുന്നുണ്ടോ ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വ്യക്തമാക്കുക

7.5 പാർശ്വസ്ഥ പ്രവേശനത്തിനായി യോഗ്യതാ പരീക്ഷകൾ മാനദണ്ഡ മാക്കേണ്ട തുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്.

ഡി) മറ്റ് എന്തെങ്കിലും നിർദ്ദേശങ്ങൾ

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VIII വിവരസാങ്കേതിക വിദ്യയുടെ വിന്യാസം

8.1 സംസ്ഥാനത്തിന്റെ പരിമിതമായ വിഭവശേഷിയുടെ പശ്ചാത്തലത്തിൽ വിവരസാങ്കേതിക വിദ്യ കൂടുതൽ പ്രയോജനപ്പെടുത്തുന്നത് പൊതുസേവന ചെലവ് കുറയ്ക്കുമെന്ന് താങ്കൾ കരുതുന്നുവോ?

എ) അതെ

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്?

8.2 *എല്ലാ സർക്കാർ രേഖകളും (രഹസ്യരേഖകൾ ഒഴികെ) ഓൺലൈൻ ആക്കുന്നത് സർക്കാർ സംവിധാനങ്ങളുടെ സുതാര്യത വർദ്ധിപ്പിക്കുമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്?

8.3 *സർക്കാർ സർവീസിൽ പ്രവേശനം ലഭിക്കുന്നതിന് കമ്പ്യൂട്ടർ സാക്ഷരത നിർബന്ധമാക്കേണ്ടതുണ്ടെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

IX പൊതുവിഷയങ്ങൾ

9.1 *താങ്കളുടെ അഭിപ്രായത്തിൽ സിവിൽ സർവീസിന്റെ കാര്യക്ഷമത, ഉത്തരവാദിത്വം ജനാഭിമുഖ്യം എന്നിവ ?*

എ) ശ്രേഷ്ഠമാണ്

ബി) വളരെ നല്ലതാണ്

സി) തൃപ്തികരമാണ്

ഡി) മോശമാണ്

ഇ) വളരെ മോശമാണ്

9.2 *സർക്കാർ സർവീസിന്റെ കാര്യക്ഷമത വർദ്ധിപ്പിക്കുന്നതിനായി എന്ത് മാർഗ്ഗങ്ങളാണ് താങ്കൾ നിർദ്ദേശിക്കുന്നത്?*

എ) സാമൂഹികപരിശോധന

ബി) പ്രൊമോഷനും പാർശ്വസ്ഥ പ്രവേശനത്തിനും യോഗ്യതാ പരീക്ഷകൾ നിശ്ചിതകാലയളവിൽ ഏർപ്പെടുത്തുക

സി) കാര്യക്ഷമതയുമായി ബന്ധപ്പെടുത്തി ഇൻസെന്റീവുകൾ അനുവദിക്കുക

ഡി) ഇൻക്രിമെന്റ് നൽകുന്നതിന് കാര്യക്ഷമതാ മാനദണ്ഡം ഏർപ്പെടുത്തുക

ഇ) നിയമന നയങ്ങൾ പരിഷ്കരിക്കുക

എഫ്) മുകളിൽ പരാമർശിച്ചവ എല്ലാം

ജി) മറ്റ് നിർദ്ദേശങ്ങൾ

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9.3 സർക്കാർ പ്രവൃത്തി ദിനങ്ങൾ ആഴ്ചയിൽ 5 ദിവസമായി ചുരുക്കേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

(എ) ആയാലും (ബി) ആയാലും ന്യായീകരണം നൽകുക)

9.4 പ്രവൃത്തി ദിനങ്ങൾ 5 ആയി കുറയ്ക്കുകയാണെങ്കിൽ കാഷ്വൽ ലീവുകളുടെയും പൊതു അവധികളുടെയും എണ്ണം കുറയ്ക്കൽ, നിയന്ത്രിത അവധികൾ ഏർപ്പെടുത്തൽ എന്നീ പരിഷ്കാരങ്ങൾ അവലംബിക്കാവുന്നതാണോ?

9.5 മാനസികമായും ശാരീരികമായും വെല്ലുവിളികൾ നേരിടുന്ന കുട്ടികളുടെ മാതാപിതാക്കളായ സർക്കാർ ഉദ്യോഗസ്ഥർക്ക് നിലവിലുള്ള സ്പെഷ്യൽ കാഷ്വൽ ലീവ് പര്യാപ്തമാണ് എന്ന് കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ നിർദ്ദേശങ്ങൾ നൽകുക

9.6 കേന്ദ്രസർക്കാർ ജീവനക്കാർക്ക് ലഭ്യമായിട്ടുള്ള താഴെപറയുന്ന ആനുകൂല്യങ്ങളിൽ ഏതൊക്കെയാണ് സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്ക് ബാധകമാക്കേണ്ടത്?

എ) കുട്ടികളുടെ വിദ്യാഭ്യാസ അലവൻസ് പദ്ധതി

ബി) ശിശുപരിപാലന അവധി

സി) ട്രാൻസ്പോർട്ട്അലവൻസ്

ഡി) മുകളിൽ പരാമർശിച്ച എല്ലാം

ഇ) മറ്റ് ഏതെങ്കിലും

9.7 വനിതാ ജീവനക്കാർക്ക് സർക്കാർ ഓഫീസുകളിൽ ലഭ്യമായ സൗകര്യങ്ങൾ പര്യാപ്തമാണോ? പര്യാപ്തമല്ലെങ്കിൽ ആയത് സംബന്ധിച്ചുള്ള നിർദ്ദേശങ്ങൾ.

Ladies counter with Counter

9.8 കേരള പബ്ലിക് സർവീസ് കമ്മീഷൻ പുറപ്പെടുവിക്കുന്ന റാങ്കുലിസ്റ്റുകളിൽ ഉയർന്ന റാങ്ക് ലഭിക്കുന്ന ചിലർക്ക് പ്രൊമോഷൻ സാധ്യത കുറഞ്ഞ വകുപ്പിൽ നിയമനം ലഭിക്കുന്നതു മൂലം സ്റ്റാഗ്നേഷൻ നേരിടുകയും അതേ റാങ്ക് ലിസ്റ്റിൽ താഴ്ന്ന റാങ്ക് ലഭിച്ചയാൾക്ക് ഉയർന്ന പ്രൊമോഷൻ സാധ്യതയുള്ള വകുപ്പിൽ നിയമനം ലഭിക്കുന്നതു മൂലം വേഗത്തിൽ പ്രൊമോഷൻ ലഭിക്കുകയും ചെയ്തു വരുന്നുണ്ട്. ആ അപാകത പരിഹരിക്കുന്നതിന് താങ്കളുടെ നിർദ്ദേശം?

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9.9 ഓഫീസുകളിലെ പശ്ചാത്തല അടിസ്ഥാന സൗകര്യങ്ങളുടെ കുറവ് സർക്കാർ ജീവനക്കാരന്റെ കാര്യക്ഷമതയെ ബാധിക്കുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

(ഉത്തരം എ ആയാലും ബി ആയാലും ന്യായീകരണം നൽകുക)

9.10 നിലവിലെ സാമൂഹിക സാഹചര്യത്തിൽ അഴിമതി തടയുന്നതിനുള്ള നടപടികൾ പര്യാപ്തമാണോ; അല്ലെങ്കിൽ ആയതിനുള്ള പരിഹാര നിർദ്ദേശങ്ങൾ

എ) സേവനാവകാശ നിയമത്തിന്റെ നടപ്പാക്കൽ

ബി) കർശനമായ അച്ചടക്കം പാലിക്കുക

സി) ജില്ലാതല ഉദ്യോഗസ്ഥൻമാരായും വകുപ്പു മേധാവികളായും നിയമിക്കപ്പെടുന്നതിന് കാര്യക്ഷമതയും, കഴിവും മാനദണ്ഡമാക്കൽ

ഡി) മറ്റു നിർദ്ദേശങ്ങൾ

9.11 സ്റ്റേറ്റ് അഡ്മിനിസ്ട്രേറ്റീവ് സർവീസ് രൂപവത്ക്കരിക്കുന്നത് സംസ്ഥാന സിവിൽ സർവീസിന്റെ കാര്യക്ഷമതയും, ഗുണമേൻമയും വർദ്ധിപ്പിക്കുന്നതോടൊപ്പം അഴിമതി ഗണ്യമായി കുറയ്ക്കുന്നതിനും സഹായകരമാകും എന്ന് കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

(ഇല്ല എങ്കിൽ വിശദീകരണം നൽകുക)

9.12 സ്വകാര്യ മേഖലയിലേതുപോലെ, മെച്ചപ്പെട്ട പ്രകടനം കാഴ്ചവയ്ക്കുന്ന ജീവനക്കാർക്ക് സാമ്പത്തിക ആനുകൂല്യങ്ങൾ അനുവദിക്കുന്നത് സർക്കാർ സർവ്വീസിന്റെ കാര്യക്ഷമത വർദ്ധിപ്പിക്കുമെന്ന് താങ്കൾ കരുതുന്നുവോ?

എ) അതെ

ബി) ഇല്ല

സി) അതെയെങ്കിൽ താങ്കളുടെ അഭിപ്രായം

9.13 എല്ലാ സർക്കാർ ഓഫീസുകളിലും ബയോമെട്രിക് പഞ്ചിംങ് സമ്പ്രദായം ഏർപ്പെടുത്തേണ്ടതുണ്ടോ?

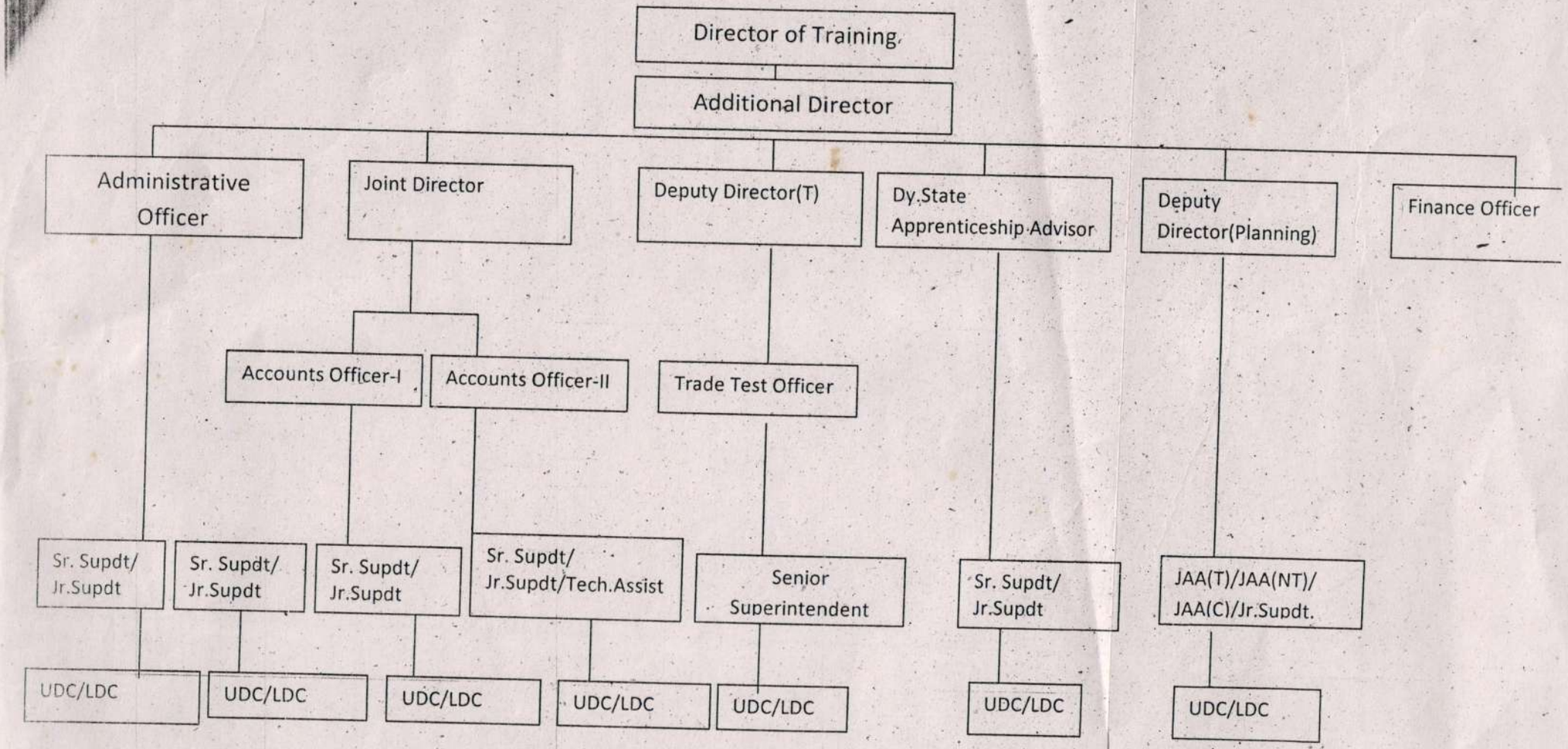
എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം

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ORGANIZATION CHART OF INDUSTRIAL TRAINING DEPARTMENT 2012-13



File No. DT/1136/2020-A7

GOVERNMENT OF KERALA

Labour and Skills Department
INDUSTRIAL TRAINING DEPARTMENT
A DTTVPM

SUBJECT

Main Category	: Establishment Matters
Sub Category	:
Description	: Pay Revision Commission 2019 Questionaire -Reg:-

OTHER DETAILS

Language	: English
Remarks	:
Previous References	:
Later References	:

File No. DT/1136/2020-A7 (Computer No. 65937)

Generated from eOffice by SAINA S, A 7 DTTVPM., A7 DTTVPM, INDUSTRIAL TRAINING DEPARTMENT on 24/06/2026 11:19 AM

Note # 1

2019 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ സെക്രട്ടറിയുടെ 17.05.2020ലെ 1105/A1/2020/XI PRC നമ്പർ കത്തും ചോദ്യാവലിയും പ്രൊഫോർമയുംകണ്ടാലും. ഈ വകുപ്പിലെ ജീവനക്കാരുടെ വിവരങ്ങൾ നിർദ്ദിഷ്ട പെർഫോർമയിൽ പൂരിപ്പിച്ച് ചോദ്യാവലിയുടെ മറുപടി ഉൾപ്പെടെ 15.03.2020 ന് മുൻപായി സർക്കാരിൽ ലഭ്യമാക്കാൻ അറിയിച്ചിരിക്കുന്നു. ചോദ്യാവലി സംബന്ധിച്ച അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും ,നിർദ്ദിഷപ്രൊഫോർമയിൽ ജീവനക്കാരുടെ വിവരങ്ങളും ലഭ്യമാക്കുന്നതിനായി എല്ലാ സ്ഥാപന മേധാവികൾക്കും ചുറ്ററിയിപ്പ് നൽകാവുന്നതാണ് .കൂടാതെ ചോദ്യാവലിക്ക് ഉത്തരങ്ങൾ നൽകുന്നത് സംബന്ധിച്ച് ഫയലിൽ സീകരിക്കേണ്ട തുടർനിർദ്ദേശം നൽകിയാലും.

27/02/2020 11:56 AM **BINDU S V**
A7 DTTVPM

Note # 2

മുൻ ഖണ്ഡിക കണ്ടാലും.ചോദ്യാവലി വകുപ്പിൻറെ വെബ്സൈറ്റിൽ പ്രസിദ്ധീകരിക്കാവുന്നതാണ്.കൂടാതെ ഈ ഓഫീസിലെ സെക്ഷൻ സുപ്രണ്ടുമാർക്കും മേലുദ്യോഗസ്ഥർക്കുംപകർപ്പ് നൽകാവുന്നതും ,ജീവനക്കാരിൽ നിന്നും നിർദ്ദേശങ്ങൾ ആവശ്യപ്പെട്ടുകൊണ്ട് യു.ഓ നോട്ട് നൽകാവുന്നതുമാണ്.ലെഭിക്കുന്ന അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും പരിശോധിക്കുന്നതിനും ഇതിൻറെ അടിസ്ഥാനത്തിൽ ചോദ്യാവലിക്കുള്ള മറുപടി തയ്യാറാക്കുന്നതിനും ഒരു കമ്മിറ്റിയെ നിയോഗിക്കവുന്നതും ,തുടർനടപടികൾ സ്വീകരിക്കുന്നതിനുള്ള നോഡൽ ഓഫീസർ ആയി അഡ്മിനിസ്ട്രെറ്റിവ് ഓഫീസർ- നെ ചുമതലപ്പെടുതവുന്നതാണ്. ഉത്തരവിനും സർക്കുലറിന്റെ കരട് അന്ഗീകാരത്തിനുമായി സമർപ്പിക്കുന്നു.

27/02/2020 01:00 PM **UNNI K S**
JS(A) DTTVPM

Note # 3

അംഗീകരിച്ചു

27/02/2020 01:21 PM **JUSTINRAJ B**
JD DTTVPM

Note # 4

കുറിപ്പ് ഫയൽ ഖണ്ഡിക(2) കണ്ടാലും 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷനിൽ നിന്ന് ലഭിച്ചിട്ടുള്ള ചോദ്യാവലിയുടെ പകർപ്പ് ഈ ഓഫീസിലെ സെക്ഷൻ സൂപ്രണ്ടുമാർക്കും മേലുദ്യോഗസ്ഥർക്കുംനൽകാവുന്നതും ,ഈ കാര്യാലയത്തിലെ എല്ലാ ജീവനക്കാരിൽ നിന്നും നിർദ്ദേശങ്ങൾ ആവശ്യപ്പെട്ടുകൊണ്ട് യു.ഓ നോട്ട് നൽകാവുന്നതുമാണ്.ലഭിക്കുന്ന അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും പരിശോധിച്ച് ആയതിന്റെ അടിസ്ഥാനത്തിൽ ചോദ്യാവലിക്കുള്ള മറുപടി തയ്യാറാക്കുന്നതിനുള്ള കമ്മിറ്റിയിലെ അംഗങ്ങളെ നിർദ്ദേശിക്കുന്നതിനും യു.ഓ നോട്ടിന്റെ കരട് അംഗീകരിക്കുന്നതിനുമായി ഫയൽ സമർപ്പിക്കുന്നു

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File No. DT/1136/2020-A7 (Computer No. 65937)

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27/02/2020 04:03 PM **BINDU S V**
A7 DTTVPM

Note # 5
പേറിവിഷൻ ചോദ്യാവലി - കമ്മിറ്റിയെ തീരുമാനിക്കുന്നതിനും ,യു.ഒ നോട്ടിന്റെ കരട് അന്ഗീകാരത്തിനുമായി സമർപ്പിക്കുന്നു

28/02/2020 02:09 PM **UNNI K S**
JS(A) DTTVPM

Note # 6
അംഗീകരിച്ചു
കമ്മിറ്റി അംഗങ്ങളെ നിർദ്ദേശിക്കുക

01/03/2020 12:09 PM **JUSTINRAJ B**
JD DTTVPM

Note # 7
ശ്രീ.എം.എസ്.നഹാസ് ,ഡെപ്യൂട്ടിഡയരക്ട്ർ,ശ്രീ.പി.സി.സതീശൻ,ആക്കൌണ്ട്സ് ഓഫീസർ ,ശ്രീ.ഉണ്ണികൃഷ്ണ പിള്ള ,സീനിയർ സുപ്രണ്ട് ,ശ്രീ.ജയപ്രകാശ് ,സീനിയർക്ലാർക്ക് എന്നിവരെ നിയോഗിക്കാവുന്നതാണ് .ടാറ്റ എൻട്രി ജോലികൾക്കായി ശ്രീമതി.രമണി.ബി ,അജിത.പി എന്നിവരെയും നിയോഗിക്കാവുന്നതാണ് .ഉത്തരവായാലും

02/03/2020 01:02 PM **UNNI K S**
JS(A) DTTVPM

Note # 8
ഉത്തരവിനായി

02/03/2020 11:47 PM **JUSTINRAJ B**
JD DTTVPM

Note # 9
മുൻ ഖണ്ഡികയിലെ നിർദേശം അംഗീകരിക്കാവുന്നതാണ്

04/03/2020 10:12 AM **MADHAVAN P K**
ADT DTTVPM

Note # 10
അംഗീകരിച്ചു

04/03/2020 05:54 PM **CHANDRASEKAR S**
DT DTTVPM

Note # 11

File No. DT/1136/2020-A7 (Computer No. 65937)

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മുൻഖണ്ഡികയിലെ നിർദ്ദേശാനുസരണം ശമ്പളപരിഷ്കരണക്കമ്മീഷൻനൽകിയിട്ടുള്ള ചോദ്യാവലിക്ക് സമയബന്ധിതമായി മറുപടി നൽകുന്നതിനായി ജീവനക്കാരെ നിയോഗിച്ചുകൊണ്ടുള്ള നടപടിക്രമത്തിന്റെ കരട് അംഗീകാരത്തിനായി .

06/03/2020 10:49 AM **BINDU S V**
A7 DTTVPM

Note # 12
കരട് നടപടിക്രമം അന്ഗീകരിക്കാവുന്നതാണ്

06/03/2020 11:03 AM **REJI S**
SS(A) DTTVPM

Note # 13

07/03/2020 12:31 PM **SABIN JOSE**
ADO DTTVPM

Note # 14
അംഗീകരിക്കാവുന്നതാണ്

09/03/2020 10:06 PM **JUSTINRAJ B**
JD DTTVPM

Note # 15
അംഗീകരിച്ചു

10/03/2020 11:09 AM **MADHAVAN P K**
ADT DTTVPM

Note # 16

പേറിവിഷൻ ചോദ്യാവലിക്ക് നിയോഗിച്ച കമ്മിറ്റി റിപ്പോർട്ട് സമർപ്പിച്ചിട്ടുണ്ട് .ടി റിപ്പോർട്ട് പരിശോധിച്ചതിൽ ചോദ്യം 5(1) ൽ സ്ത്രീ ജീവനക്കാർ അഭിമുഖീകരിക്കുന്ന ബഹുമുഖമായ പ്രശ്നങ്ങൾ എന്തൊക്കെയാണെന്നും അത് പരിഹരിക്കുന്നതിനുള്ള എന്ത് നടപടിയാണ് നിർദ്ദേശിച്ചിക്കാനുള്ളതെന്നും ചോദിച്ചിട്ടുണ്ട് .ഈ ചോദ്യത്തിന്കമ്മിറ്റി നൽകിയിട്ടുള്ള ഉത്തരം ഭേതഗതി വരുത്തേണ്ടതായി കാണുന്നു .ഈ വകുപ്പിൽ സ്ത്രീ ജീവനക്കാർ അഭിമുഖീകരിക്കുന്ന പ്രശ്നങ്ങൾ ശ്രദ്ധയിൽപ്പെട്ടിട്ടില്ല എന്ന്മറുപടി നല്കുവുന്നതാണോയെന്നു നിർദേശം നൽകിയാലും .കൂടാതെ ചോദ്യം 5(6) ൽ പ്രവേശന തലത്തിലും പ്രൊമോഷൻ തലത്തിലും സ്ത്രീ ജീവനക്കാരുടെ എണ്ണം വർധിപ്പിക്കുന്നതിന് ലിംഗസംവരണം ഏർപ്പെടുത്തേണ്ടതുണ്ട് എന്ന് കരുതുന്നുണ്ടോഎന്ന്ചോദിച്ചിട്ടുണ്ട് .ടി ചോദ്യത്തിന് ലിംഗസംവരണംആവശ്യമില്ല എന്ന് മറുപടി നൽകാവുന്നതാണോയെന്നും നിർദേശം നൽകിയാലും .ഉത്തരവിനും നിർദ്ദേശത്തിനുമായും ഫയൽ സമർപ്പിക്കുന്നു .

File No. DT/1136/2020-A7 (Computer No. 65937)
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09/06/2020 11:07 AM **BINDU S V**
A7 DTTVPM

Note # 17
ഭേദഗതിവരുത്തി റിപ്പോർട്ട് സമർപ്പിക്കാൻ ഉത്തരവിനായി,

09/06/2020 11:23 AM **UNNI K S**
JS(A) DTTVPM

Note # 18
ഭേദഗതി വരുത്തി സമർപ്പിക്കുക.

09/06/2020 11:31 AM **SABIN JOSE**
ADO DTTVPM

Note # 19

പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ സെക്രട്ടറിയുടെ 27.05.2020ലെ 105/A1/2020/XIPRC നമ്പർ അനൌദ്യോഗിക കുറിപ്പ് കണ്ടാലും .ശമ്പള പരിഷ്കരണ കമ്മീഷൻ നൽകിയിട്ടുള്ള ചോദ്യാവലിയുടെ മറുപടിയും പ്രോഫോർമയും10.06.2020ന് മുൻപായി സർക്കാരിൽ ലഭ്യമാക്കാൻ അറിയിച്ചിരിക്കുന്നു .ചോദ്യാവലിക്ക് കമ്മിറ്റി നൽകിയ മറുപടിയിൽ ചോദ്യം 5(1),5(6) എന്നീചോദ്യങ്ങളുടെ മറുപടിയിൽ ഭേദഗതി വരുത്തിയിട്ടുണ്ട് .ചോദ്യാവലിയുടെ മറുപടി, പ്രോഫോർമ,സർക്കാരിലേക്കുള്ള കത്തിൻറെ കരട് എന്നിവ അംഗീകാരത്തിനായി

09/06/2020 03:30 PM **BINDU S V**
A7 DTTVPM

Note # 20

10/06/2020 10:23 AM **UNNI K S**
JS(A) DTTVPM

Note # 21

10/06/2020 11:04 AM **BINDU S V**
A7 DTTVPM

Note # 22
ചോദ്യാവലിക്കുള്ള മറുപടി ,പ്രോഫോർമ ,ആമുഖ കത്ത് എന്നിവയുടെ കരടുകൾ അന്ഗീകരിച്ചാലും

10/06/2020 11:10 AM **UNNI K S**

File No. DT/1136/2020-A7 (Computer No. 65937)

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Note # 23

10/06/2020 11:19 AM **SABIN JOSE**
ADO DTTVPM

Note # 24

10/06/2020 11:26 AM **BINDU S V**
A7 DTTVPM

Note # 25
ഭേദഗതി വരുത്തിയ ചോദ്യാവലിക്കുള്ള മറുപടി, സ്റ്റേറ്റ്മെന്റ്, കരട് കത്ത് എന്നിവ അംഗീകരിക്കാവുന്നതാണ്.

10/06/2020 11:33 AM **SABIN JOSE**
ADO DTTVPM

Note # 26
അംഗീകരിക്കാവുന്നതാണ്

10/06/2020 11:36 AM **MADHAVAN P K**
ADT DTTVPM

Note # 27

10/06/2020 11:54 AM **BINDU S V**
A7 DTTVPM

Note # 28
അംഗീകരിച്ചു

10/06/2020 01:11 PM **CHANDRASEKAR S**
DT DTTVPM

Note # 29

a) പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ സെക്രട്ടറിയുടെ 22.06.2020 ലെ 105/A1/2020/XI PRC നമ്പർ അർദ്ധ ഔദ്യോഗിക കത്ത് കണ്ടാലും ശമ്പള പരിഷ്കരണ കമ്മീഷൻ വകുപ്പ് തലവന്മാരുമായി ചർച്ച നടത്തുന്നതിന്റെ ഭാഗമായി 15.07.2020ൽ

File No. DT/1136/2020-A7 (Computer No. 65937)

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ടെയിനിംഗ് ഡയറക്ടറുമായി Virtual Meeting നടത്തുമെന്ന് അറിയിച്ചിരുന്നു .എന്നാൽ Lock Down മൂലം മീറ്റിംഗ് നടന്നിട്ടില്ല. Meeting ൽ ചർച്ചനടത്തേണ്ട വിഷയങ്ങളുടെ Topic അയച്ചു തന്നിട്ടുണ്ട് .ഇക്കാര്യത്തിൽ ബന്ധപ്പെട്ട വിഷയങ്ങളിൽ 1,2,3,5എന്നിവക്കുള്ള മറുപടി A2/A6/A3/A9 സീറ്റുകളിൽ നിന്ന് ലഭ്യമാക്കാവുന്നതാണ്.6 നുള്ള മറുപടി A5സീറ്റിൽ നിന്ന് ലഭ്യമാക്കാവുന്നതാണ് .9 നുള്ള മറുപടി A8സീറ്റിൽ നിന്ന് ലഭ്യമാക്കാവുന്നതാണ്.13 നുള്ള മറുപടി ഐ.റ്റി.സെല്ലിൽ നിന്ന് ലഭ്യമാക്കാവുന്നതാണ്. Average Service Span of Emplyoyees in each category, Gender Ratio in all categories എന്നിവക്കുള്ള മറുപടി നൽകുന്നതിനുള്ള നിർദേശത്തിനും ഉത്തരവിനുമായും ഫയൽ സമർപ്പിക്കുന്നു .

b)പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ നല്കിയ ചോദ്യാവലിയുടെ മറുപടി ജീവനക്കാരുടെ തസ്തികകൾ ഉൾപ്പെട്ട പെർഫോർമ എന്നിവ 10.06.2020ലെ DT/1136/2020-A7 കത്ത് പ്രകാരം കമ്മീഷന് അയച്ചിരുന്നു .എന്നാൽ പെർഫോർമയിൽ 01.07.2014 മുതൽ സൃഷ്ടിച്ച തസ്തികകളിൽ പ്രിൻസിപ്പൽ ക്ലാസ്സ് II/ടെയിനിംഗ് ഓഫീസർ /ടി.ടി.ഒഎന്നീ തസ്തികൾ,ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ /J.A.A (T)/T.A,എന്നീ തസ്തികകൾ ,സീനിയർ ഇൻസ്ട്രക്ടർ ജൂനിയർ ഇൻസ്ട്രക്ടർ .,ക്ലാർക്ക്,സീനിയർ ക്ലാർക്ക് ,വർക്ക് ഷോപ്പ് അറ്റൻഡർ ടേഡ് അസിസ്റ്റന്റ് ., ജൂനിയർ സൂപ്രണ്ട് J.AA(NT).,ടൈപ്പിസ്റ്റ് എന്നീ തസ്തികകളിൽ പ്രോഫോർമ നൽകിയതിൽ സമാന തസ്തികകളിലെ പുതിയ നിയമനം ഒരുമിച്ചാണ് നൽകിയിരുന്നത് .ആയതുപ്രത്യേകമായി നൽകണമെന്ന് കമ്മീഷനിൽ നിന്ന് ടെലഫോൺ മുഖേന അറിയിച്ചിരിക്കുന്നു .പുതുക്കിയ സ്റ്റേറ്റ്മെന്റ് ശമ്പള പരിഷ്കരണ കമ്മീഷൻസെക്രട്ടറിക്ക് അയക്കാവുന്നതാണ് കരട് അംഗീകാരത്തിനായി .

28/09/2020 04:34 PM **BINDU S V**
A7 DTTVPM

Note # 30
കരട് അന്ഗീകരിക്കാവുന്നതാണ്

28/09/2020 04:45 PM **REJI S**
SS(A) DTTVPM

Note # 31
അംഗീകരിക്കാവുന്നതാണ്

01/10/2020 11:27 PM **NEHAS M S**
JD DTTVPM

Note # 32
സംസാരിക്കുക

03/10/2020 12:11 AM **JUSTINRAJ B**
ADT DTTVPM

Note # 33
ജെ ഡി യുമായി സംസാരിക്കുന്നതിലെക്കായി

06/10/2020 02:26 PM **REJI S**
SS(A) DTTVPM

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Note # 34
സംസാരിക്കുന്നതിനായി ഫയൽ അയയ്ക്കുന്നു

07/10/2020 01:42 PM **UNNI K S**
JS(A) DTTVPM

Note # 35
അംഗീകരിച്ചു

07/10/2020 04:12 PM **JUSTINRAJ B**
ADT DTTVPM

Note # 36

കഴക്കൂട്ടം ഐ.ടി.ഐ .യിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയിലെ ജീവനക്കാരുടെ അപേക്ഷ കണ്ടാലും .ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയുടെ ശമ്പളം VIII ,IX ശമ്പളപരിഷ്കരണ ഉത്തരവുകൾ പ്രകാരം H.S.A യുടെ ശമ്പളനിരക്കായിരുന്നു എന്നും പത്താം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ജൂനിയർ ഇൻസ്ട്രക്ടറുടെ ശമ്പളനിരക്ക് H.S.A യുടെ ശമ്പളനിരക്കിനെക്കൾ കുറവായതിനാൽ ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയുടെ ശമ്പളം H.S.A യുടെശമ്പളനിരക്കിന് തുല്യമാക്കി നൽകുന്നതിനായി പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ചെയർമാന് അയക്കുന്നതിനായി കത്തയച്ചിട്ടുണ്ട്.ഇക്കാര്യത്തിൽ ശ്രീമതി .ബിജിമോൾ എം .എൽ .എ ക്ക് ഇൻസ്ട്രക്ടമാരുടെ സംഘടന നിവേദനം നൽകുകയും ആയത് പരിഗണിക്കണമെന്ന് അറിയിച്ച് ടി നിവേദനം ഈ കാര്യാലയത്തിലേക്ക് അയക്കുകയും ചെയ്തിരുന്നു .ആയതിന്റെ അടിസ്ഥാനത്തിൽ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ സമർപ്പിച്ച ചോദ്യാവലിയുടെ മറുപടിയുടെ അയച്ചതിനോടൊപ്പം വകുപ്പിന്റെ വിഷയങ്ങളിൽ ഈ വിഷയവും ഉൾപ്പെടുത്തിയിട്ടുണ്ട് .ആയതിനാൽ ഈ കത്ത് ഫയൽ ചെയ്യാവുന്നതാണ് .ഉത്തരവിനായി

21/10/2020 11:00 PM **BINDU S V**
A7 DTTVPM

Note # 37
ഉത്തരവിനായി....

22/10/2020 10:44 AM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 38
Submitted before ADT.

22/10/2020 11:26 AM **ANIL KUMAR C S**
ADO DTTVPM

Note # 39
വിവരം അറിയിക്കുക

22/10/2020 11:04 PM **JUSTINRAJ B**
ADT DTTVPM

Note # 40

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ഗവ സെക്രട്ടറി യുടെ 13.11.20 ലെ 2562/b3/2020/XIPRC നമ്പർ കത്ത് കണ്ടാലും. 19.11.2020 ന XI pay revision commission സംബന്ധിച്ച് ഓൺലൈൻ മീറ്റിംഗ് ഉള്ളവിവരം അറിയിച്ചിരിക്കുന്നു. ആയതിലേക്കായി വിവരങ്ങൾ ശേഖരിക്കുന്നതിനുള്ള മേലെഴുത്ത് കത്തിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

17/11/2020 01:28 PM **GAYATHRI S**
A7 DTTVPM

Note # 41

17/11/2020 01:37 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 42

17/11/2020 02:09 PM **GAYATHRI S**
A7 DTTVPM

Note # 43

മേലെഴുത്തിന്റെ നക്കൽ അംഗീകരിക്കാം.....

17/11/2020 02:17 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 44

The date of meeting may be noted.Endosement may be approved.

17/11/2020 03:09 PM **ANIL KUMAR C S**
ADO DTTVPM

Note # 45

അംഗീകരിച്ചു

17/11/2020 03:36 PM **JUSTINRAJ B**
ADT DTTVPM

Note # 46

19.11.2020 ന 10.30 മണിക്ക് XI pay revision commission സംബന്ധിച്ച് ഓൺലൈൻ മീറ്റിംഗ് ഉള്ളവിവരം അറിയിച്ചിരിക്കുന്നു.

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ഫയൽ കാണുന്നതിനും അറിവിലേയ്ക്കുമായി

17/11/2020 06:08 PM **JUSTINRAJ B**
ADT DTTVPM

Note # 47
Seen

18/11/2020 09:37 AM **CHANDRASEKAR S**
DT DTTVPM

Note # 48
സൂചന പ്രകാരം 19.11.20 നുള്ള മീറ്റിംഗ് link/code ക്രമീകരിക്കുന്നതിനായി IT cell മാനേജർക്ക് നിർദേശം നൽകാവുന്നതാണ് .ഉത്തരവിനായി.

18/11/2020 10:49 AM **GAYATHRI S**
A7 DTTVPM

Note # 49
നിർദേശത്തിനായി...

18/11/2020 11:45 AM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 50
May be directed.

18/11/2020 12:06 PM **ANIL KUMAR C S**
ADO DTTVPM

Note # 51
ശരി

18/11/2020 03:34 PM **JUSTINRAJ B**
ADT DTTVPM

Note # 52
മീറ്റിങ്ങിന്റെ വിവരം ബഹുമാനപ്പെട്ട ADT,JD(SAMC),JD, ADO, DD(T),DD (P) എന്നിവരെ ക്കൂടി അറിയിക്കാവുന്നതാണ് .കീഴെഴുത കത്ത് അംഗീകരിച്ചാലും.

18/11/2020 03:58 PM **GAYATHRI S**
A7 DTTVPM

Note # 53
നാളത്തെ യോഗത്തിൽ പങ്കെടുക്കുന്നതിന് ബഹു. JD, ADO, DD(P), DD(T), TTO, SS (A)

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& A2 Seat clerk എന്നിവർക്ക് അറിയിപ്പ് നൽകുന്ന മേലെഴുത്തിന്റെ നക്കൽ അംഗീകരിക്കാം....

18/11/2020 04:08 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 54

Endosement may be approved.

18/11/2020 04:21 PM **ANIL KUMAR C S**
ADO DTTVPM

Note # 55

അംഗീകരിച്ചു

18/11/2020 04:31 PM **JUSTINRAJ B**
ADT DTTVPM

Note # 56

പേ റിവിഷൻ കമ്മിഷന്റെ 05.08.20 ലെ 2750/A1/X1 PRC/2020 നമ്പരായ കത്ത് കണ്ടാലും .PSC മുഖേനയും CES മുഖേനയും നിയമിച്ച (2017 മുതൽ) ജീവനക്കരുടെ വിവരങ്ങൾ A2,A3,A9 സെക്ഷനുകളിൽ നിന്നും ആവശ്യപ്പെടാവുന്നതാണ്. U O നോട്ടിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

28/11/2020 04:07 PM **GAYATHRI S**
A7 DTTVPM

Note # 57

ആവശ്യമായ വിവരം ലഭ്യമാക്കുന്നതിനുള്ള നടപടി സ്വീകരിച്ചാലും.

30/11/2020 10:37 AM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 58

A2-ഇന്ന് തന്നെ വിവരം നൽകുക

01/12/2020 01:25 PM **REJI S**
SS(A) DTTVPM

Note # 59

സമാശ്വാസ നിയമന പദ്ധതിപ്രകാരം ആറ് നിയമനവും കേരളാ പബ്ലിക് സർവീസ് കമ്മീഷൻ മുഖേനെ 507 നിയമനങ്ങളും നടന്നിട്ടുണ്ട് എന്ന വിവരം അറിയിക്കുന്നു

01/12/2020 01:50 PM **NASEER A**

File No. DT/1136/2020-A7 (Computer No. 65937)

Generated from eOffice by SAINA S, A 7 DTTVPM., A7 DTTVPM, INDUSTRIAL TRAINING DEPARTMENT on 24/06/2026 11:19 AM

A2 DTTVPM

Note # 60

proforma പ്രകാരമുള്ള വിവരം നൽകുക

01/12/2020 03:08 PM **REJI S**
SS(A) DTTVPM

Note # 61

പ്രൊഫൊർമയിലെ ക്രമ നമ്പർ പ്രകാരം വിവരങ്ങൾ തയ്യറാക്കി സമർപ്പിക്കുന്നു

Sl No	CES	KPSC
1	6	507
2	1. SSLC or equivalent Qualification and 2. (a) National Trade Certificate in the appropriate Trade with Three year experience in the Trade after obtaining the Certificate or (b) National Apprenticeship Certificate in the appropriate Trade with One year experience in the Trade after obtaining the Certificate or (c) Diploma in the appropriate branch of Engineering from a Government or Government recognized Polytechnic or its equivalent Qualification	1. SSLC or equivalent Qualification and 2. (a) National Trade Certificate in the appropriate Trade with Three year experience in the Trade after obtaining the Certificate or (b) National Apprenticeship Certificate in the appropriate Trade with One year experience in the Trade after obtaining the Certificate or (c) Diploma in the appropriate branch of Engineering from a Government or Government recognized Polytechnic or its equivalent Qualification
3	Craft Instructor Training from Central training Institutes	Craft Instructor Training from Central training Institutes
4	Nil	Nil

ഫയൽ തുടർ നടപടികൾക്കായി സമർപ്പിക്കുന്നു

01/12/2020 04:58 PM **NASEER A**
A2 DTTVPM

Note # 62

A3-വിവരങ്ങൾ ഇന്ന് തന്നെ നൽകുക

02/12/2020 09:32 AM **REJI S**
SS(A) DTTVPM

Note # 63

Sl No	**Details**		**CES**	**KPSC**
	(Category wise No.of	Clerk	9	103
		LD Typist	nil	8
		Driver Grade II	nil	7

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1	**appointments)**	Clerk Typist	nil	3
		Clerk	A pass in S.S.L.C. Examination or its equivalent qualification	A pass in S.S.L.C. Examination or its equivalent qualification
		LD Typist	Pass in SSLC or its equivalent Examination, Type writing English Higher KGTE and Word Processing or equivalent qualification, Type writing Malayalam Lower KGTE/MGTE or equivalent qualification	Pass in SSLC or its equivalent Examination, Type writing English Higher KGTE and Word Processing or equivalent qualification, Type writing Malayalam Lower KGTE/MGTE or equivalent qualification

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2	Prescribed qualification for each category	Driver Grade II	1) A Pass in Standard VII/III Forum. (2) Must posses valid Driving Licence of three years standing to drive light motor vehicles with Driver, badge. (3) Proficiency in Driving light Motor Vehicles which is to be proved by a Practical Test including 'H' test and Road Test conducted by the Kerala Public Service Commission during the course of selection. Only those who pass 'H' test are eligible for Road Test. (4) Medical Fitness :- (a) Ear – Hearing should be perfect. (b) Eye - Distant Vision : 6/6 Snellen Near Vision : 0.5 Snellen Colour Vision : Normal Night blindness : Nil (c) Muscles and joints : No paralysis, all joints must be capable of free movement. (d) Nervous System : Perfectly normal and free from any infectious diseases.	1) A Pass in Standard VII/III Forum. (2) Must posses valid Driving Licence of three years standing to drive light motor vehicles with Driver, badge. (3) Proficiency in Driving light Motor Vehicles which is to be proved by a Practical Test including 'H' test and Road Test conducted by the Kerala Public Service Commission during the course of selection. Only those who pass 'H' test are eligible for Road Test. (4) Medical Fitness :- (a) Ear – Hearing should be perfect. (b) Eye - Distant Vision : 6/6 Snellen Near Vision : 0.5 Snellen Colour Vision : Normal Night blindness : Nil (c) Muscles and joints : No paralysis, all joints must be capable of free movement. (d) Nervous System : Perfectly normal and free from any infectious diseases.
		Clerk Typist	Pass in SSLC or its equivalent Examination, Type writing English Lower KGTE and Word Processing or equivalent qualification, Type writing Malayalam Lower KGTE/MGTE or equivalent qualification	Pass in SSLC or its equivalent Examination, Type writing English Lower KGTE and Word Processing or equivalent qualification, Type writing Malayalam Lower KGTE/MGTE or equivalent qualification

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3	Additional qualifications the appointees posses		Nil	Nil
4	Category wise details of supernumerary appointments under CES pending regularization as on 31.03.2020		Nil	Nil

02/12/2020 12:33 PM **SHIJULAL K G**
A3 DTTVPM

Note # 64

Sl No.	Details		CES	KPSC
1	Category	Last Grade(Office Attendant/Watchman)	Nil	193
		Store Attendar	Nil	Nil
		LD Store Keeper	Nil	1
		UD Store Keeper	Nil	Nil
2	Prescribed qualification for each category	Last Grade (Office Attendant/Watchman)	Should have passed standard VII and should not have acquired any graduation.	Should have passed standard VII and should not have acquired any graduation.
		Store Attendar	Should have passed standard VII or equivalent qualification.	Should have passed standard VII or equivalent qualification.
		LD Store Keeper	Must possess SSLC or equivalent qualification.	Must possess SSLC or equivalent qualification.

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		UD Store Keeper	1. Must possess SSLC or equivalent qualification. 2.Minimum of 2 years working experience in stores at Govt or Quasi govt institutes	
3	Additional qualifications the appointees posses		Nil	Nil
4	Category wise details of supernumerary appointments under CES pending regularization as on 31.03.2020		Nil	Nil

27/03/2021 12:45 PM **ARYA A R**
A9 DTTVPM

Note # 65

ശ്രീ ധർമരാജൻ എസ് അഡീഷണൽ ഡയറക്ടർ, ശ്രീ മാധവൻ പി കെ സ്പെഷ്യൽ ഓഫീസർ എന്നിവരുടെ സമർപ്പണം കണ്ടാലും . GO (P) No 7/2016 fin dated 21.01.2016 പ്രകാരം അഡീഷണൽ ഡയറക്ടറു ടെ സ്കെയിൽ 81000-1176000 ആയി നിജപ്പെടുത്തിയിരുന്നു എങ്കിലും the present incumbents will be allowed personal scale of pay of Rs 85000-117600 എന്നാ പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തി 85000-117600 ശമ്പള സ്കെയിൽ തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. GO (P) No27/2021 fin dated 10.02.2021 പ്രകാരം 81000-1176000 നു തുല്യമായ സ്കെയിൽ ആണ് അനുവദിച്ചിട്ടുള്ളത് . 85000-117600 ശമ്പള സ്കെയിൽ നു തുല്യമായ സ്കെയിൽ ആയ 85000-117600 അനുവദിച്ചു ലഭിക്കുന്നതിനായി സർക്കാരി ലേക്ക് കത്ത് നൽകാവുന്നതാണ് കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

27/03/2021 03:17 PM **GAYATHRI S**
A7 DTTVPM

Note # 66

ഉത്തരവിന് വിധേയമായി സമർപ്പിച്ചിരിക്കുന്ന, ധനകാര്യ - പേ റിവിഷൻ - പ്രിൻസിപ്പൽ സെക്രട്ടറിക്കുള്ള കത്തിൻറെ നക്കൽ അംഗീകരിക്കാം.

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12/04/2021 05:42 AM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 67

PRC യ്ക്ക് വകുപ്പിലെ മറ്റു അനോമിലികൾ ശ്രദ്ധയിൽ പെടുത്തുവാൻ ഉണ്ടോ എന്നുകൂടി പരിശോധിക്കുക

12/04/2021 04:38 PM **NEHAS M S**
JD DTTVPM

Note # 68

ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗിന്റെ ശമ്പള സ്കെയിൽ 55350 - 101400 ആയി നിശ്ചയിച്ചും അക്കൌണ്ട്സ് ഓഫീസറുടെ ശമ്പള സ്കെയിൽ 42500 - 87000 ആയി നിശ്ചയിച്ചും ഇതിനനുസൃതമായുള്ള പരിഷ്കരണമാണ് പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മിഷൻ ശുപാർശ ചെയ്തിരുന്നത്. എന്നാൽ GO (P) No.27/2021/Fin Dated, 10/2/21 നമ്പർ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ഇത് പരിഗണിക്കാതെ നിലവിലുണ്ടായിരുന്ന സ്കെയിലിനു അനുസൃതമായാണ് ശമ്പള പരിഷ്കരണം നടത്തിയിരിക്കുന്നത്. ഇക്കാര്യം പിആർസിയുടെ ശ്രദ്ധയിൽപ്പെടുത്താവുന്നതാണ്. കത്തിന്റെ നക്കലിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി സമർപ്പിച്ചാലും.....

13/04/2021 11:23 AM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 69

മുൻ ഖണ്ഡിക കണ്ടാലും . ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് ൻറെ (55350-101400) പരിഷ്കരിച്ച സ്കെയിലായ (77200-140500)ഉം , അക്കൌണ്ട്സ് ഓഫീസറുടെ (42500-87000) പരിഷ്കരിച്ച സ്കെയിലായ(59300-120900) ഉം കൂടി പരിഗണിക്കുവാൻ PRC യ്ക്ക് കത്ത് നൽകാവുന്നതാണ് . കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു .

11thPayCommissionReport-Part1.pdf

13/04/2021 01:10 PM **GAYATHRI S**
A7 DTTVPM

Note # 70

ഖണ്ഡിക 65 മുതൽ ശ്രദ്ധിച്ചാലും. ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് ധനകാര്യവകുപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറി (പിആർസി) ക്കുള്ള കത്തിന്റെ നക്കൽ അംഗീകരിക്കാം....

16/04/2021 03:34 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 71

അംഗീകരിക്കാവുന്നതാണ്

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18/04/2021 10:16 PM **NEHAS M S**
JD DTTVPM

Note # 72

അംഗീകരിക്കാവുന്നതാണ്

19/04/2021 04:45 PM **JUSTINRAJ B**
ADT DTTVPM

Note # 73

For comments.

20/04/2021 05:28 PM **DR. CHITHRA S**
DT DTTVPM

Note # 74

പ്രൊപോസൽ,കരട് കത്ത് വിശദമായി സമർപ്പിക്കുക.പ്രൊപ്പോസലുമായി ബദ്ധപ്പെട്ട എല്ലാ രേഖകളുംസ്പെഷ്യൽ റൂൾസും സമർപ്പിക്കുക.

21/04/2021 03:14 PM **SHYNY V N**
FO DTTVPM

Note # 75

.സ്പെഷ്യൽ റൂൾസ് അറ്റാച്ച് ചെയ്തിട്ടുണ്ട് . വിശദമായ കത്തിൻറെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു .

GO (P) NO 214001.pdf
AO Special rule.pdf

27/04/2021 01:09 PM **GAYATHRI S**
A7 DTTVPM

Note # 76

ഖണ്ഡിക 74ലെ നിർദേശപ്രകാരം ഫയൽ സമർപ്പിക്കുന്നു...

28/04/2021 05:24 AM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 77

30/04/2021 01:52 PM **NEHAS M S**
JD DTTVPM

Note # 78

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അഡീഷണൽ ഡയറക്ടർ / സ്പെഷ്യൽ ഓഫീസർ / അഡിഷണൽ സ്റ്റേറ്റ് പ്രോജെക്ട് ഡയറക്ടർ എന്നീ തസ്തികയിലുള്ള ജീവനക്കാരുടെ സ്കെയിൽ 85000-117600 ശമ്പള സ്കെയിൽ നു തുല്യമായ സ്കെയിൽ ആയി അനുവദിച്ചും ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗിന്റെ ശമ്പള സ്കെയിൽ 55350 - 101400നു ആനുപാതികമായി പരിഷ്ക്കരിക്കുന്നതിനും അക്കൌണ്ട്സ് ഓഫീസറുടെ ശമ്പള സ്കെയിൽ 42500 - 87000 നു ആനുപാതികമായി ആയി നിശ്ചയിച്ചും,അക്കൗണ്ട്സ് ഓഫീസർ I ,അക്കൗണ്ട്സ് officer II എന്നീ തസ്തികകൾക്ക് വെവ്വേറെ സ്കെയിൽ അനുവദിക്കുക എന്നീ ആവശ്യങ്ങളാണ് ഫയലിലെ വിഷയം.പ്രൊപോസൽ പരിഗണിക്കാവുന്നതാണ്.പ്രോപ്പോസലുമായി ബദ്ധപ്പെട്ട എല്ലാ രേഖകളും സ്പെഷ്യൽ റൂൾസും സമർപ്പിച്ചിട്ടുണ്ട്.പ്രൊപോസൽ അനുവദിക്കുന്നതിനായി ധന (പി ആ ർ .സി)വകുപ്പിനു നൽകാവുന്നതാണ് .പ്രീപാര 73ലെ ഉത്തരവുപ്രകാരം പ്രൊപോസൽ സമർപ്പിക്കുന്നു.

14/05/2021 04:04 PM **SHYNY V N**
FO DTTVPM

Note # 79

FO(along with ADO and ADT)

please discuss and explain the things.

10/06/2021 07:23 PM **PREM KUMAR V R**
DT DTTVPM

Note # 80

പ്രീപാര 79 അറിവിലേക്കായി സമർപ്പിക്കുന്നു

07/07/2021 10:37 PM **SHYNY V N**
FO DTTVPM

Note # 81

ശ്രീ പി.കെ മാധവൻ,ശ്രീ.കെ.എസ്.ധർമരാജൻ എന്നിവർ ശബള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് 26.3.21 തീയതിയിൽ ഒരു അപേക്ഷ നൽകിയിട്ടുണ്ട്(നോട്ട്65).അതിൽ കഴിഞ്ഞ പേ റിവിഷനിൽ അനുവദിച്ച നൽകിയ 85000-117600 സ്കയിലിനു ആനുപാതികമായി ADT തസ്തികയിലെ ശബള സ്കെയിൽ അനുവദിക്കാനുള്ളതാണ്.
തുടർന്ന് ശബള പരിഷ്കരണ അനോമിലികൾ വേറെ ഉള്ളതുകൂടി ഉൾപ്പെടുത്തി ഒരു കത്തായി നൽകാൻ നടപടി സ്വീകരിച്ചു.
(നോട്ട.67,69).
നാളിതുവരെ ഈ അപേക്ഷ അനോമിലി കമ്മിറ്റിക്ക് അയക്കാൻ കഴിഞ്ഞില്ല .
ഖണ്ഡിക 79 അറിവിലേക്ക്

11/07/2021 09:32 AM **NEHAS M S**
ADT DTTVPM

Note # 82

GO (P) No 7/2016 fin dated 21.01.2016 പ്രകാരം അഡീഷണൽ ഡയറക്ടറു ടെ സ്കെയിൽ 81000-

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1176000 ആയി നിജപ്പെടുത്തിയിരുന്നു . എന്നാൽ the present incumbents will be allowed personal scale of pay of Rs 85000-117600 എന്ന പ്രത്യേക പരാമർശം foot നോട്ട് ആയി ഉത്തരവിൽ ഉൾപ്പെടുത്തി 85000-117600 ശമ്പള സ്കെയിൽ തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. തുടർന്ന് ശബള പരിഷ്കരണ ഉത്തരവിൽ, GO (P) No27/2021 fin dated 10.02.2021 പ്രകാരം, 81000-1176000 നു തുല്യമായ സ്കെയിൽ ആണ് അനുവദിച്ചിട്ടുള്ളത് . അതിനാൽ 85000-117600 ശമ്പള സ്കെയിൽ നു തുല്യമായ സ്കെയിൽ അനുവദിച്ചു ലഭിക്കുന്നതിനായി സർക്കാരി ലേക്ക് കത്ത്നൽകാവുന്നതാണ് .

മുൻ ഖണ്ഡികയിൽ സൂചിപിച്ചിട്ടുള്ള പ്രകാരം മറ്റു രണ്ടു അനോമലികൾ, അനുബന്ധ രേഖകൾ സഹിതം സർക്കാരിന്റെ
പരിഗണനയ്ക്കായി നൽകുക .

01/11/2021 01:21 PM **HAZEENA P S**
ADO DTTVPM

Note # 83
ഖണ്ഡിക 79 ലെ പരാമർശം അനുസരിച്ചുള്ള അഭിപ്രായം 3 പേരും രേഖപ്പെടുത്തിയിട്ടുണ്ട്.സർക്കാരിലേക്ക് കത്ത് നൽകാം കരടു സമർപ്പിക്കുക

01/11/2021 04:49 PM **NEHAS M S**
ADT DTTVPM

Note # 84
സർക്കാരിലേക്കുള്ള കത്ത് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു

21/12/2021 12:07 PM **PREMKUMAR G**
A7 DTTVPM

Note # 85
നിർദേശ പ്രകാരം സമർപ്പിച്ചിരിക്കുന്ന, ധനകാര്യ വകുപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറിക്കുള്ള കത്തിന്റെ നക്കൽ അംഗീകരിക്കാം..

30/12/2021 01:50 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 86
സർക്കാരിലേക്കുള്ള കത്ത് അംഗീകാരത്തിനായി

30/12/2021 02:22 PM **STAREY PAUL**
JD DTTVPM

Note # 87
അംഗീകരിച്ചു.

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02/01/2022 11:15 PM **NEHAS M S**
ADT DTTVPM

Note # 88

24-02-2022 ലെ C1/13/2022 നമ്പർ സർക്കാർ കത്ത് കണ്ടാലും

വകുപ്പിലെ വിവിധ തസ്തികയിലെ ശമ്പള സ്കെയിലുകളിൽ വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നതിനായി 24-09-2021 ലെ 85/2021/ധന നമ്പർ സർക്കുലറിന് വിധേയമായി ലഭ്യമാക്കാൻ നിർദ്ദേശിച്ചിരിക്കുന്നു.

24-09-2021 ലെ 85/2021/ധന നമ്പർ സർക്കുലറിന് വിധേയമായി തയ്യാറാക്കിയ കത്തിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു

29/10/2022 04:02 PM **PREMKUMAR G**
A7 DTTVPM

Note # 89

2019 ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ അടിസ്ഥാനത്തിൽ വകുപ്പിലെ വിവിധ തസ്തികകളുടെ ശമ്പളനിരക്കിലെ അപാകതകൾ പരിഹരിക്കുന്നതിന് ധനകാര്യ (പി.ആർ.സി) വകുപ്പിന് ഈ കാര്യാലയത്തിൽ നിന്നുള്ള 02.01.2022-ലെ ഇതേ നമ്പർ കത്ത് പ്രകാരം ശിപാർശ സമർപ്പിച്ചിരുന്നു . എന്നാൽ സർക്കാർ സർക്കുലർ നമ്പർ. 85/2021/ഫിൻ, തീയതി: 24.09.2021 ക്ക് വിധേയമായി ലഭ്യമാക്കുവാൻ പ്രസ്തുത ശിപാർശ സർക്കാർ കത്ത് നമ്പർ. സി1/13/2022-തൊഴിൽ, തീയതി: 24.02.2022 പ്രകാരം സർക്കാർ മടക്കിയിരിക്കുന്നു . ടി സാഹചര്യത്തിൽ വകുപ്പിലെ വിവിധ തസ്തികകളുടെ ശമ്പളനിരക്കിലെ അപാകതകൾ ചൂവടെയുള്ള ശിപാർശ പരിഗണിച്ച് പരിഹരിക്കുന്നതിനാവശ്യമായ നടപടികൾ സ്വീകരിക്കുന്നതിന് സർക്കാരിനോട് അപേക്ഷിക്കാം.

1. അഡീഷണൽ ഡയറക്ടർ ഓഫ് ടെയിനിംഗ്

2009 ശമ്പള പരിഷ്കരണ (*Page No. 158*) ഉത്തരവ് അനുസരിച്ച് വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പളനിരക്ക് 44640-58640 ആയിരുന്നു. എന്നാൽ 2014 ശമ്പള പരിഷ്കരണ (*Page No. 236*) ഉത്തരവ് അനുസരിച്ച് അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പളനിരക്ക് 81000-117600 ആയി നിജപ്പെടുത്തിയിരുന്നുവെങ്കിലും, "The present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600" എന്ന പ്രത്യേക നിബന്ധന 2014 ശമ്പള പരിഷ്കരണ (*Page No. 237*) ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നു. ആയതിൻ പ്രകാരം (01.07.2014-ന് മുമ്പും 44640-58640 ശമ്പളനിരക്കിൽ ആയിരുന്നതിനാൽ) ശ്രീ.മാധവൻ. പി.കെ, ശ്രീ.ധർമ്മരാജൻ. കെ.എസ് എന്നിവർ ക്ക് 85000-117600 ശമ്പളനിരക്കിൽ 2014 ശമ്പള പരിഷ്കരണം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. 2019 ശമ്പള പരിഷ്കരണ (*Page No. 191*) ഉത്തരവ് അനുസരിച്ച് അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പളനിരക്ക് (81000-117600 ശമ്പളനിരക്കിന്റെ അനുരൂപമായ) 112800-163400 ആണ്. എന്നാൽ 01.07.2019-ന് മുമ്പും 85000-117600 ശമ്പളനിരക്കിൽ ശമ്പളം ലഭിച്ചിരുന്ന ടിയാന്മാർക്ക് ടിശമ്പളനിരക്കിന്റെ അനുരൂപമായ

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118100-163400 എന്ന ശമ്പളനിരക്കിൽ 2019 ശമ്പള പരിഷ്കരണം തിട്ടപ്പെടുത്തുന്നതിന് ആവശ്യമായ പ്രത്യേക നിബന്ധന 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ഉൾപ്പെടാത്തതിനാൽ ടിയാന്മാർക്ക് 112800-163400 ശമ്പളനിരക്കിലാണ് 2019 ശമ്പള പരിഷ്കരണം തിട്ടപ്പെടുത്തി നൽകിയിട്ടുള്ളത്. 2019 ശമ്പള പരിഷ്കരണം 118100-163400 ശമ്പളനിരക്കിൽ തിട്ടപ്പെടുത്തി ലഭിക്കുന്നതിന് ശ്രീ.മാധവൻ. പി.കെ, ശ്രീ.ധർമ്മരാജൻ. കെ.എസ് എന്നിവർ സമർപ്പിച്ചിട്ടുള്ള അപേക്ഷകളും, അനുബന്ധ രേഖകളും (*അനുബന്ധം-1)* പരിഗണിച്ച് ടിയാന്മാരുടെ ശമ്പളനിരക്കിലെ അപാകത പരിഹരിക്കുന്നതിനാവശ്യമായ ഭേദഗതി ഉണ്ടാകണമെന്ന് സർക്കാരിനോട് അപേക്ഷിക്കാം.

2. ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്

വകുപ്പിലെ ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയ്ക്ക് 55350-101400 എന്നതിന് അനുരൂപമായ (77200-140500) ശമ്പളനിരക്ക് നൽകാമെന്നാണ് 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ (*Page No. 354*) ചെയ്തിട്ടുള്ളത്. എന്നാൽ ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയ്ക്ക് നിലവിലുണ്ടായിരുന്ന ശമ്പളനിരക്കിന് (താഴ്ന്ന തസ്തികയായ പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയുടെ സമാനമായ) ശമ്പളനിരക്കിന് അനുരൂപമായ 63700-123700 എന്ന ശമ്പളനിരക്കാണ് 2019 ശമ്പള പരിഷ്കരണ (*Page No. 191*) ഉത്തരവ് പ്രകാരം അനുവദിച്ച് നൽകിയിട്ടുള്ളത്. വകുപ്പിൽ 5 ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികകളാണ് നിലവിലുള്ളത് സംസ്ഥാനത്തെ എല്ലാ സർക്കാർ / സ്വകാര്യ ഐ.ടി.ഐ-കളിൽ ട്രെയിനിംഗ് സംബന്ധമായ പ്രവർത്തനങ്ങളുടെ മികവ് സംബന്ധിച്ച പരിശോധന നടത്തുകയും മെച്ചപ്പെട്ട പ്രവർത്തനങ്ങൾക്കായി റിപ്പോർട്ട് നൽകുകയും, ട്രെയിനികൾ, ജീവനക്കാർ, രക്ഷകർത്താക്കൾ എന്നിവർ നൽകുന്ന പരാതിയിന്മേൽ അന്വേഷണം നടത്തി റിപ്പോർട്ട് നൽകുന്ന ചുമതലയുമാണ് പ്രധാനമായും ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ നിർവ്വഹിക്കുന്നത്. നിലവിൽ ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയുടെയും Kerala Craftsmen Training Service Special Rules (*അനുബന്ധം-2)* പ്രകാരം ടി തസ്തികയുടെ താഴ്ന്ന തസ്തികയായ പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയുടെയും ശമ്പളനിരക്ക് (63700-123700) സമാനമാണ്. അധികാരശ്രേണി, ചുമതലകൾ എന്നിവ പരിഗണിക്കുമ്പോൾ പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയും ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയും വ്യത്യസ്തമാണ്. ജില്ലാനന്തര ഓഫീസർമാരായ ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയിലുള്ള ഉദ്യോഗസ്ഥർക്ക് ഒരു സ്ഥാപനമേധാവിയായ പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയിലുള്ള ഉദ്യോഗസ്ഥരുടെ ശമ്പളനിരക്ക് തന്നെ അനുവദിക്കുന്നത് അപാകതയാണ്. ആയതിനാൽ 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ ചെയ്ത 77200-140500 എന്ന ശമ്പളനിരക്ക് ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയ്ക്ക് അനുവദിക്കുന്നതിനാവശ്യമായ ഭേദഗതി ഉണ്ടാകണമെന്ന് സർക്കാരിനോട് അപേക്ഷിക്കാം.

3. അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, ഗ്രേഡ്-2

വകുപ്പിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ ഓരോന്ന് വീതമാണ് നിലവിലുള്ളത് Kerala General Service (Amendment) Special Rules 2003*(അനുബന്ധം-3)* അനുസരിച്ച് വകുപ്പിലെ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നുംAccount Test (Higher)

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യോഗ്യതയുടെ അടിസ്ഥാനത്തിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്2 തസ്തികയിലേയ്ക്കും, ടി തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേയ്ക്കും, ടി തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്–1 തസ്തികയിലേയ്ക്കും സ്ഥാനക്കയറ്റം നടത്തുന്നതിനാണ് വ്യവസ്ഥ ചെയ്തിട്ടുള്ളത്. ടി Special Rule ആണ് വകുപ്പിൽ ഇപ്പോഴും നിലനിൽക്കുന്നത്

2004 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ അനുസരിച്ച് വകുപ്പിലെഅക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ പേര് Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ എന്ന് നാമകരണം ചെയ്ത്, ടി തസ്തികയുടെ ശമ്പളനിരക്ക് Common Category-യിലെ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയുടെ ശമ്പളനിരക്കിന് സമാനമായി ചുവടെപ്പറയും പ്രകാരം നിജപ്പെടുത്തിയിരുന്നു.

SL. No.	Designation	No. of Posts	1997 Pay Revision	2004 Pay Revision
1	Accounts Officer Grade-1	1	7450-11475	
2	Administrative Assistant	1	7200-11400	12250-19800
3	Accounts Officer Grade-2	1	6675-10550	

2009 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ അനുസരിച്ച് മേൽ തസ്തികകളുടെ ശമ്പളനിരക്ക് Common Category-യിലെ പ്രസ്തുത തസ്തികകളുടെ ശമ്പളനിരക്കിന് സമാനമായി ചുവടെപ്പറയും പ്രകാരം അപാകതകളില്ലാതെ അനുവദിച്ചിരുന്നു

SL. No.	Designation	No. of Posts	2004 Pay Revision	2009 Pay Revision
1	Accounts Officer (Accounts Officer Grade-1)	1		
2	Administrative Assistant	1	12250-19800	21240-37040
3	Accounts Officer (Accounts Officer Grade-2)	1		

2014 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ അനുസരിച്ച്Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികകളുടെ ശമ്പളനിരക്ക് നിലവിലുണ്ടായിരുന്നതിന് മുകളിലായി ഉയർത്തിയെങ്കിലും, വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയുടെ ശമ്പളനിരക്ക് നിലവിലുണ്ടായിരുന്നതിന് അനുരൂപമായാണ് ചുവടെപ്പറയും പ്രകാരം അപാകതകളോടെ അനുവദിച്ചിരുന്നത്.

SL. No.	Designation	No. of Posts	2009 Pay Revision	2014 Pay Revision
1	Accounts Officer (Accounts Officer Grade-1)	1		40500-85000
2	Administrative Assistant	1	21240-37040	42500-89000
3	Accounts Officer (Accounts Officer Grade-2)	1		40500-85000

ടി അപാകത പരിഹരിക്കുവാൻ സർക്കാരിനെ സമീപിച്ചുവെങ്കിലും 19.01.2018-ലെ 07/2018/ധന നമ്പർ സർക്കുലറിന്റെ അടിസ്ഥാനത്തിൽ ടി വിഷയംഅടുത്ത ശമ്പള പരിഷ്കരണ കമ്മീഷന് മുമ്പാകെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാൻ04.04.2018-ലെ സി1/39/2017/തൊഴിൽ നമ്പർ കത്ത് പ്രകാരം സർക്കാർ നിർദ്ദേശം നൽകിയിരുന്നു ആയത് പ്രകാരം 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷന് മുമ്പാകെ ടി വിഷയം അവതരിപ്പിക്കുകയും

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വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയ്ക്ക് Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയുടെ ശമ്പളനിരക്ക് (59300-120900) നൽകാമെന്ന് കമ്മീഷൻ ശിപാർശയും (*Page No. 355*) ചെയ്തിരുന്നു. എന്നാൽ പ്രസ്തുത തസ്തികയുടെ ശമ്പളനിരക്ക് ചുവടെപ്പറയും പ്രകാരം അപാകതകളോടെയാണ് അനുവദിച്ചിരിക്കുന്നത്.

SL. No.	Designation	No. of Posts	2014 Pay Revision	2019 Pay Revision
1	Accounts Officer (Accounts Officer Grade-1)	1	40500-85000	56500-118100
2	Administrative Assistant	1	42500-89000	59300-120900
3	Accounts Officer (Accounts Officer Grade-2)	1	40500-85000	56500-118100

വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ പേര് 2004 ശമ്പള പരിഷ്കരണ ഉത്തരവ് പ്രകാരം Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ എന്ന് നാമകരണം ചെയ്തെങ്കിലും, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളിൽ നിയമനം നടത്തുന്നത് വകുപ്പിൽ നിലനിൽക്കുന്ന Kerala General Service (Amendment) Special Rules 2003 അനുസരിച്ചാണ്. ടി സ്പെഷ്യൽ റൂൾ അനുസരിച്ച് അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിൽ നിന്നാണ്അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം നടത്തുന്നത്. അധികാരശ്രേണി, ചുമതലകൾ എന്നിവ പരിഗണിക്കുമ്പോൾ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയും വ്യത്യസ്തമാണ്. നിലനിൽക്കുന്ന സ്പെഷ്യൽ റൂൾ അനുസരിച്ച് 59300-120900 ശമ്പള നിരക്കുള്ള അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിൽ നിന്നും 56500-118100 ശമ്പള നിരക്കുള്ള അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം നടത്തുമ്പോൾ ടി തസ്തികയിൽ സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന്/ ജീവനക്കാരിക്ക് ശമ്പള നഷ്ടം ഉണ്ടാകുന്ന സാഹചര്യമാണ് നിലവിലുള്ളത്.

ടി സാഹചര്യത്തിൽ വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ ശമ്പള നിരക്ക് 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ അനുസരിച്ച് Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയുടെ ശമ്പള നിരക്കിന് **(59300-12090)** സമാനമായി ഏകീകരിക്കുന്നതിനാവശ്യമായ ഭേദഗതി ഉണ്ടാകണമെന്ന് സർക്കാരിനോട് അപേക്ഷിക്കാം. **<u>സർക്കാർ നിർദ്ദേശപ്രകാരം, ഉത്തരവിന് വിധേയമായി, സമർപ്പിച്ചിരിക്കുന്ന കത്തിന്റെ നക്കൽ അംഗീകരിക്കാം...</u>**

31/10/2022 04:19 AM

SUNIL KUMAR K V
JS(A) DTTVPM

<u>Note # 90</u>
കത്തിന്റെ കരട് അംഗീകാരത്തിനായി

02/11/2022 09:35 AM

STAREY PAUL
JD DTTVPM

<u>Note # 91</u>
അംഗീകരിച്ചു

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02/11/2022 11:06 AM **SIVASANKARAN K P**
ADT DTTVPM

Note # 92

27/12/2022 05:11 PM **PREMKUMAR G**
A7 DTTVPM

Note # 93

30/01/2023 10:02 AM **PRASANTH V**
HC ITICKRA

Note # 94

30/01/2023 10:17 AM **PREMKUMAR G**
A7 DTTVPM

Note # 95

30/01/2023 04:25 PM **PRASANTH V**
HC ITICKRA

Note # 96

19-11-2022 ലെ C1/13/2022-തൊഴിൽ നമ്പർ സർക്കാർ കത്ത് കണ്ടാലും

അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തികൊണ്ടുള്ള സ്റ്റേറ്റ്മെന്റ് കൂടി അടിയന്തിരമായി ലഭ്യമാക്കാൻ നിർദ്ദേശിച്ചിരിക്കുന്നു.

12-04-2022 ലെ C1/65/2022-തൊഴിൽ നമ്പർ സർക്കാർ കത്ത് കണ്ടാലും

എൽ ഡി / യു ഡി .സ്റ്റോർ കീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷനിലെ അപാകത പരിഹരിക്കണമെന്ന് അപേക്ഷിച്ചു കൊണ്ട് ശ്രീ .ബിജോയ് പോൾ ,എൽ ഡി സ്റ്റോർ കീപ്പർ സമർപ്പിച്ച നിവേദനം പരിശോധനക്കും റിപ്പോർട്ടിനുമായി അയച്ചു തന്നിരിക്കുന്നു.

21-03-2022 ലെ C1/65/2022-തൊഴിൽ നമ്പർ സർക്കാർ കത്ത് കണ്ടാലും

എൽ ഡി / യു ഡി .സ്റ്റോർ കീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷനിലെ അപാകത പരിഹരിക്കണമെന്ന് അപേക്ഷിച്ചു കൊണ്ട് ശ്രീ .അനിൽകുമാർ .എം ,യു ഡി സ്റ്റോർ കീപ്പർ ,

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ശ്രീ .ജയപ്രകാശ് .എസ് ,എൽ ഡി സ്റ്റോർ കീപ്പർ എന്നിവർ സമർപ്പിച്ച നിവേദനം പരിശോധനക്കും റിപ്പോർട്ടിനുമായി അയച്ചു തന്നിരിക്കുന്നു
14-06-2022 ലെ C1/65/2022-തൊഴിൽ നമ്പർ സർക്കാർ കത്ത് കണ്ടാലും

എൽ ഡി / യു ഡി .സ്റ്റോർ കീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷനിലെ അപാകത പരിഹരിക്കണമെന്ന് അപേക്ഷിച്ചു കൊണ്ട് ശ്രീ .സതീഷ് .സി ,എൽ ഡി സ്റ്റോർ കീപ്പർ സമർപ്പിച്ച നിവേദനം പരിശോധനക്കും റിപ്പോർട്ടിനുമായി അയച്ചു തന്നിരിക്കുന്നു.

അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തികൊണ്ടുള്ള സ്റ്റേറ്റ്മെന്റ് തയ്യാറാക്കിയിട്ടുണ്ട് .ആയത് സർക്കാരിലേക്ക് അയച്ചു കൊടുക്കാവുന്നതാണ് .കത്തിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.
എൽ ഡി / യു ഡി .സ്റ്റോർ കീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷനിലെ അപാകത പരിഹരിക്കണമെന്ന് അപേക്ഷിച്ചു കൊണ്ട് ശ്രീ .അനിൽകുമാർ .എം ,യു ഡി സ്റ്റോർ കീപ്പർ , ശ്രീ .ജയപ്രകാശ് .എസ് ,എൽ ഡി സ്റ്റോർ കീപ്പർ എന്നിവർ സമർപ്പിച്ച നിവേദനം പരിശോധിച്ച് റിപ്പോർട്ട് തയ്യാറാക്കിയിട്ടുണ്ട് .ടി റിപ്പോർട്ട് സർക്കാരിലേക്ക് അയച്ചു കൊടുക്കാവുന്നതാണ് .കത്തിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.
ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയുടെ അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തി അറിയിക്കുവാൻ സർക്കാരിൽ നിന്നും നിർദ്ദേശം ലഭിച്ചിട്ടുണ്ട് . നിലവിൽ ടി തസ്തികയിൽ സേവനത്തിലുള്ള ജീവനക്കാരുടെ 2019 ശമ്പള പരിഷ്കരണത്തിന്റെ പേസ്ലിപ്പ് ലഭ്യമായാൽ മാത്രമേ ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തുവാൻ സാധിക്കുകയുള്ളൂ .ആകയാൽ 2019 ശമ്പള പരിഷ്കരണത്തിന്റെ പേസ്ലിപ്പ് ലഭ്യമാക്കാൻ നിർദ്ദേശിച്ചു കൊണ്ടുള്ള കത്തിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

31/01/2023 01:29 PM **PREMKUMAR G**
A7 DTTVPM

Note # 97

(എ) 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ അടിസ്ഥാനത്തിൽ വകുപ്പിലെ വിവിധ തസ്തികകളുടെ ശമ്പളനിരക്കിലെ അപാകതകൾ പരിഹരിക്കുന്നതിന് 02.11.2022-ലെ ഈ ഓഫീസിലെ കത്ത് പ്രകാരം ശിപാർശ സമർപ്പിച്ചിരുന്നു. എന്നാൽ സർക്കാർ സർക്കുലർ നമ്പർ. 85/2021/ഫിൻ, തീയതി: 24.09.2021 ഖണ്ഡിക. 6-ൽ വ്യവസ്ഥ ചെയ്തിരിക്കുന്ന പ്രകാരം അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തിക്കൊണ്ടുള്ള സ്റ്റേറ്റ്മെന്റ് കൂടി ലഭ്യമാക്കുവാൻ സർക്കാർ കത്ത് നമ്പർ. സി1/13/2022-തൊഴിൽ, തീയതി: 24.02.2022 പ്രകാരം സർക്കാർ ആവശ്യപ്പെട്ടിരിക്കുന്നു. ആയതിൽ അഡീഷണൽ ഡയറക്ടർ ഓഫ് ടെയിനിംഗ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികകളുടെ അപ്രകാരമുള്ള സ്റ്റേറ്റ്മെന്റ് ചുവടെച്ചേർക്കുന്നു.

1. അഡീഷണൽ ഡയറക്ടർ ഓഫ് ടെയിനിംഗ്

ശ്രീ.മാധവൻ. പി.കെ, ശ്രീ.ധർമ്മരാജൻ. കെ.എസ് എന്നിവർക്ക് 112800-163400

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ശമ്പളനിരക്കിലാണ് 2019 ശമ്പള പരിഷ്കരണപ്രകാരം 07/2019 പ്രാബല്യത്തിൽ തിട്ടപ്പെടുത്തി നൽകിയിട്ടുള്ളത്.

1 ശ്രീ. മാധവൻ. പി. കെ-യുടെ 07/2019-ലെ അടിസ്ഥാന ശമ്പളം	**1,49,800**
2 ശ്രീ. ധർമ്മരാജൻ. കെ. എസ്-ന്റെ 07/2019-ലെ അടിസ്ഥാന ശമ്പളം	**1,49,800**

ടിയാന്മാർ ആവശ്യപ്പെടുന്നതുപോലെ 2019 ശമ്പള പരിഷ്കരണം 118100-163400 ശമ്പളനിരക്കിൽ തിട്ടപ്പെടുത്തി ലഭിക്കുന്നതിനാവശ്യമായ ഭേദഗതി ഉണ്ടാകുന്നതിന് സർക്കാരിനോട് ആവശ്യപ്പെടാം. 118100-163400 എന്ന ശമ്പളനിരക്കിന്റെ മിനിമത്തിന് മുകളിലാണ് ടിയാന്മാരുടെ 07/2019-ലെ അടിസ്ഥാന ശമ്പളം എന്നതിനാൽ യാതൊരുവിധ അധിക സാമ്പത്തിക ബാധ്യതയും ഉണ്ടാകില്ല എന്ന വിവരവും സർക്കാരിന്റെ ശ്രദ്ധയിൽപ്പെടുത്താം.

2. അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, ഗ്രേഡ്-2

വകുപ്പിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകൾ ഓരോന്ന് വീതമാണ് നിലവിലുള്ളത് Kerala General Service (Amendment) Special Rules 2003 അനുസരിച്ച് വകുപ്പിലെ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും Account Test (Higher) യോഗ്യതയുടെ അടിസ്ഥാനത്തിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയിലേക്കും സ്ഥാനക്കയറ്റം നടത്തുന്നതിനാണ് വ്യവസ്ഥ ചെയ്തിട്ടുള്ളത്. ടി Special Rule ആണ് വകുപ്പിൽ ഇപ്പോഴും നിലനിൽക്കുന്നത്.

മേൽ തസ്തികകളുടെ നിലവിലുള്ള ശമ്പളനിരക്ക് ചുവടെച്ചേർക്കുന്നു

SL. No.	Designation	2019 Pay Revision
1	Accounts Officer Grade-1	56500-118100
2	Administrative Assistant	59300-120900
3	Accounts Officer Grade-2	56500-118100
4	Senior Superintendent (HG)	56500-118100

നിലവിൽ സീനിയർ സൂപ്രണ്ട് (HG) തസ്തികയുടെയും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്2 തസ്തികയുടെയും ശമ്പളനിരക്ക് സമാനമായതിനാൽ, സീനിയർ സൂപ്രണ്ട് (HG) തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവ്, ഖണ്ഡിക. 39 അനുസരിച്ച് ഒരു

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അഡ്വാൻസ് ഇൻക്രിമെന്റ് മാത്രമേ ലഭിക്കുകയുള്ളൂ. തുടർന്ന് അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് KSRs Part-I, Rule. 28(A) അനുസരിച്ച് രണ്ട് ഇൻക്രിമെന്റുകൾ ലഭിക്കുകയും ചെയ്യും. തുടർന്ന് ഹയർ സ്കെയിലുള്ള (59300-120900) അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിൽ നിന്നും ലോവർ സ്കെയിലുള്ള (56500-118100) അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് ഒരു അധിക ഇൻക്രിമെന്റും ലഭിക്കില്ലായെന്ന് കാണുന്നു. ആയതിനാൽ സീനിയർ സൂപ്രണ്ട് (HG) തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്- 2 തസ്തികയിലേയ്ക്കും ടി തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേയ്ക്കും ടി തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്–1 തസ്തികയിലേയ്ക്കും സ്ഥാനക്കയറ്റം ലഭിക്കുമ്പോഴും നിലവിൽ ആകെ മൂന്ന് ഇൻക്രിമെന്റുകൾ മാത്രമേ ജീവനക്കാരന് ലഭിക്കുകയുള്ളൂ.

വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ ശമ്പള നിരക്ക് ഏകീകരിക്കുന്നതിനാവശ്യമായ (59300-120900) ഭേദഗതി ഉണ്ടായാൽ ഒരു ജീവനക്കാരന് ലഭിക്കാവുന്ന ആകെ ഇൻക്രിമെന്റുകൾ ചുവടെച്ചേർക്കുന്നു.

സീനിയർ സൂപ്രണ്ട് (HG) തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് KSRs Part-I, Rule. 28(A) അനുസരിച്ച് രണ്ട് ഇൻക്രിമെന്റുകൾ ലഭിക്കും. തുടർന്ന് അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയുടെയും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയുടെയും ശമ്പളനിരക്ക് സമാനമായാൽ, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവ്, ഖണ്ഡിക. 39 അനുസരിച്ച് ഒരു അഡ്വാൻസ് ഇൻക്രിമെന്റ് മാത്രം ലഭിക്കും. തുടർന്ന് അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയുടെയും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയുടെയും ശമ്പളനിരക്ക് സമാനമായാൽ, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവ്, ഖണ്ഡിക. 39 അനുസരിച്ച് ഒരു അഡ്വാൻസ് ഇൻക്രിമെന്റും ലഭിക്കുകയില്ല. ആയതിനാൽ സീനിയർ സൂപ്രണ്ട് (HG) തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്–1 തസ്തികയിലേക്കും സ്ഥാനക്കയറ്റം ലഭിക്കുമ്പോൾ ആകെ മൂന്ന് ഇൻക്രിമെന്റ് മാത്രം തന്നെ ജീവനക്കാരന് ലഭിക്കുകയുള്ളൂ.

ടി സാഹചര്യത്തിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ ശമ്പള നിരക്ക് 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ അനുസരിച്ച് Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികകളുടെ ശമ്പള നിരക്കിന് (59300-120900) സമാനമായി ഏകീകരിക്കുന്നതിനാവശ്യമായ ഭേദഗതി ഉണ്ടാകുന്നതിന് സർക്കാരിനോട് അഭ്യർത്ഥിക്കാം. ഇതുവഴി യാതൊരുവിധ അധിക സാമ്പത്തിക ബാധ്യതയും ഉണ്ടാകില്ല എന്ന വിവരവും സർക്കാരിനെ അറിയിക്കാം.

(ബി) വ്യാവസായിക പരിശീലന വകുപ്പിൻ കീഴിൽ വരുന്ന ഗവ.ഐ.ടി.ഐകളിൽ

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പരിശീലനത്തിനായി പ്രവേശനം നേടിയിട്ടുള്ള ട്രെയിനികൾക്ക് വിവിധ ട്രേഡുകളിൽ ട്രെയിനിംഗ് നൽകുന്നതിന് ഉതകുന്ന തരത്തിൽ സജ്ജീകരിച്ചിട്ടുള്ള വർക്ക്ഷോപ്പുകൾ പ്രവർത്തിക്കുന്നു. ടി വർക്ക്ഷോപ്പുകളിലേക്ക് ആവശ്യമായ മെഷിനറികളും കൺസ്യൂമബിൾസും സംഭരിക്കുന്നതും വിതരണം ചെയ്യുന്നതും ഐ.ടി.ഐകളിലെ സ്റ്റോറുകൾ വഴിയാണ്. ടി സ്റ്റോറുകളിൽ ട്രെയിനികളുടെ എണ്ണത്തിന്റെ അടിസ്ഥാനത്തിൽ യു.ഡി.സ്റ്റോർകീപ്പർ, എൽ.ഡി. സ്റ്റോർകീപ്പർ, സ്റ്റോർ അറ്റൻഡർ എന്നീ തസ്തികകൾ അനുവദിച്ചിട്ടുണ്ട്. വകുപ്പിൽ ടി തസ്തികയിൽ താഴെപ്പറയുന്ന ജീവനക്കാർ നിലവിൽ സേവനമനുഷ്ഠിച്ചു വരുന്നു.

ക്രമ. നം.	തസ്തിക	എണ്ണം
1	സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർകീപ്പർ	1
2	യു.ഡി. സ്റ്റോർ കീപ്പർ	21
3	എൽ.ഡി. സ്റ്റോർ കീപ്പർ	69
4	സ്റ്റോർ അറ്റൻഡർ	35

സർക്കാർ ഉത്തരവ് നമ്പർ (എം.എസ്) 124/80/തൊഴിൽ തീയതി 14/11/80 പ്രകാരം യോഗ്യത നിർണ്ണയിച്ച് അനുവദിക്കപ്പെട്ട എൽ.ഡി. സ്റ്റോർ കീപ്പർ/അസിസ്റ്റന്റ് സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് ഉദ്യോഗക്കയറ്റം വഴിയും നേരിട്ടുള്ള സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് വഴിയും നിയമനം നടത്തിവരുന്നു. 9-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിലും 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിലും കോമൺ കാറ്റഗറിയിലും ഉൾപ്പെട്ടിട്ടില്ലാത്ത സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ, സ്റ്റോർ അറ്റൻഡർ തസ്തികകൾ വകുപ്പിന്റെ ഷെഡ്യൂളുകളിൽ ഉൾപ്പെടുത്തിയിട്ടുണ്ട്. എന്നാൽ എൽ.ഡി. സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികകൾ ഉൾപ്പെടുത്തിയിട്ടില്ല. 24/04/15-ൽ ബഹു. ശമ്പള കമ്മീഷൻ ചെയർമാനുമായി നടത്തിയ ചർച്ചയിലെ നിർദ്ദേശത്തിന്റെ അടിസ്ഥാനത്തിൽ എൽ.ഡി/യു.ഡി. സ്റ്റോർ കീപ്പർ അനുപാതം 1:1 എന്ന ക്രമത്തിൽ അനുവദിക്കുന്നതിനും യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികയിൽ 25% ജീവനക്കാർക്ക് 39300-83000 ശമ്പള നിരക്കിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്നതിനും 24/04/2015 ലെ എ7/37133/2014 നമ്പർ കത്ത് പ്രകാരം ശിപാർശ സമർപ്പിച്ചിരുന്നുവെങ്കിലും ടി ശുപാർശകൾ പരിഗണിച്ചില്ല. പതിനൊന്നാം ശമ്പള കമ്മീഷൻ റിപ്പോർട്ടിൽ ടി വിവരങ്ങൾ ഉൾപ്പെടുത്തുകയോ പേ റിവിഷൻ ഉത്തരവ് പ്രകാരം മേൽ പറഞ്ഞ തസ്തികയിലെ ജീവനക്കാർക്ക് പുതിയതായി എന്തെങ്കിലും ആനുകൂല്യങ്ങൾ അനുവദിക്കുകയോ ചെയ്തിട്ടില്ല.

മേൽ സൂചിപ്പിച്ച സാഹചര്യങ്ങൾ പരിഗണിച്ച് വകുപ്പിലെ എൽ. ഡി./യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികകൾ ശമ്പള പരിഷ്കരണ ഉത്തരവിലെ വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്തുന്നതിനും ടി തസ്തികകളുടെ അനുപാതം 1:1 എന്ന ക്രമത്തിലും യു.ഡി. സ്റ്റോർ കീപ്പർമാർക്ക് 25% റേഷ്യോ പ്രൊമോഷൻ 39300-83000 ശമ്പള നിരക്കിൽ അനുവദിക്കുന്നതിനും നടപടിയുണ്ടാകണമെന്നും സർക്കാരിനോട് അപേക്ഷിക്കാം.;

ഈ വകുപ്പിലെ പത്താം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട അനോമലി പരിഹരിക്കുന്നതിനായി 10-11-2016 ലെ എ7/37133/2014 നമ്പർ കത്ത് പ്രകാരം കത്തയച്ചിരുന്നു. അനോമലികൾ പരിഹരിക്കപ്പെട്ടിട്ടില്ല എന്ന വിവരവും സർക്കാരിന്റെ ശ്രദ്ധയിൽപ്പെടുത്താം.

(സി) ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയുടെ അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തുന്നതിന് നിലവിൽ ടി തസ്തികയിൽ സേവനത്തിലുള്ള ജീവനക്കാരുടെ 2019 ശമ്പള പരിഷ്കരണത്തിന്റെ പേസ്ലിപ്പ്

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ലഭിക്കേണ്ടതുണ്ട്. ആയതിന് കത്ത് നൽകാവുന്നതാണ്. ആയത് ഉടൻ ലഭ്യമാക്കി പ്രസ്തുത സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തി അറിയിക്കുന്നതാണ് എന്ന വിവരവും സർക്കാരിന്റെ ശ്രദ്ധയിൽപ്പെടുത്താവുന്നതാണ്.

<u>ഉത്തരവിന് വിധേയമായി സമർപ്പിച്ചിരിക്കുന്ന മൂന്നു കത്തുകളുടെ നക്കൽ അംഗീകരിക്കാം...</u>

01/02/2023 04:25 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

<u>Note # 98</u>

02/02/2023 10:41 AM **ANEESH A B**
ADO DTTVPM

<u>Note # 99</u>
അംഗീകരിച്ചു

02/02/2023 10:46 AM **SIVASANKARAN K P**
ADT DTTVPM

<u>Note # 100</u>

03/02/2023 12:24 PM **PREMKUMAR G**
A7 DTTVPM

<u>Note # 101</u>

05/02/2023 06:09 AM **SIVASANKARAN K P**
ADT DTTVPM

<u>Note # 102</u>
വ്യാവസായിക പരിശീലന വകുപ്പിൻ കീഴിൽ വരുന്ന ഗവ.ഐ.ടി.ഐകളിലെ .എൽ ഡി / യുഡി സ്റ്റോർ കീപ്പർ മാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച് ശ്രീ .അനിൽ കുമാർ.എം ,ശ്രീ .ജയ;പ്രകാശ്.എസ് ,ശ്രീ .ബിജോയ് പോൾ ,ശ്രീ .സതീഷ് .സി എന്നിവർ സമർപ്പിച്ച നിവേദനത്തിൻ മേലുള്ള റിപ്പോർട്ട് സർക്കാരിലേക്ക് അയച്ച കൊടുത്തിരുന്നു .ടി റിപ്പോർട്ടിൽ എൽ.ഡി. സ്റ്റോർകീപ്പർ തസ്തികകളുടെ എണ്ണം 69 എന്ന് തെറ്റായാണ് രേഖപ്പെടുത്തിയിരുന്നത്. നിലവിൽ 77 എൽ.ഡി. സ്റ്റോർകീപ്പർ തസ്തികകൾ ആണ് ഉള്ളത് .ടി വിവരം സർക്കാരിനെ അറിയിക്കാവുന്നതാണ് .കത്തിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു

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16/02/2023 12:31 PM **PREMKUMAR G**
A7 DTTVPM

Note # 103

ശുപാശയിലെ പിശക് തിരുത്തി കൊണ്ടുള്ള കത്തിന്റെ നക്കൽ അംഗീകരിക്കാം...

17/02/2023 12:09 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 104

17/02/2023 12:27 PM **ANEESH A B**
ADO DTTVPM

Note # 105

അംഗീകരിച്ചു

17/02/2023 02:37 PM **SIVASANKARAN K P**
ADT DTTVPM

Note # 106

1. സെക്ഷനിൽ നിന്നും ഫയൽ എടുത്തു.
2. ഇതുമായി ബന്ധപ്പെട്ടൊരു തപാൽ സർക്കാരിൽ നിന്നും ലഭിച്ചതായി കാണുന്നു. (തപാൽ നമ്പർ. **802594**) ആയത് പരിശോധിച്ചു ഫയൽ സമർപ്പിച്ചാലും....

15/03/2023 01:30 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 107

01-07-2023 ലെ C1/165/2022-തൊഴിൽ നമ്പർ സർക്കാർ കത്ത് കണ്ടാലും

വ്യാവസായിക പരിശീലന വകുപ്പിൽ എൽ ഡി സ്റ്റോർ കീപ്പർ ,യു ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ സൃഷ്ടിക്കപ്പെട്ട ഉത്തരവ് ,ടി തസ്തികകളുടെ നിയമന യോഗ്യത ,തുടർ പ്രൊമോഷൻ തസ്തികകൾ എന്നിവ പ്രതിപാദിക്കുന്ന സ്പെഷ്യൽ റൂൾ എന്നിവ സർക്കാരിലേക്ക് ലഭ്യമാക്കാൻ നിർദ്ദേശിച്ചിരിക്കുന്ന .ടി വിവരങ്ങൾ തേടുന്നതിനായി ഫയൽ A9 സീറ്റിന് നൽകാവുന്നതാണ് .

04/07/2023 04:40 PM **PREMKUMAR G**
A7 DTTVPM

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Note # 108

വിവരങ്ങൾ രേഖപ്പെടുത്തുന്നതിനും പകർപ്പുകൾ ലഭ്യമാക്കുന്നതിനുമായി ഫയൽ കൈമാറുന്നു...

04/07/2023 04:54 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 109

മുൻ ഖണ്ഡിക കണ്ടാലും. വകുപ്പിൽ എൽ.ഡി സ്റ്റോർ കീപ്പർ ,യു.ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ സൃഷ്ടിക്കപ്പെട്ട ഉത്തരവുകളുടെ പകർപ്പ് ടി സ്ഥാപനങ്ങളിൽ നിന്ന് ശേഖരിച്ച് വരികയാണ്.

ഫയൽ തിരികെ നൽകാവുന്നതാണ്. ഉത്തരവിനായി സമർപ്പിക്കുന്നു.

11/07/2023 02:18 PM **ARYA A R**
A9 DTTVPM

Note # 110

JS (A) Pls.

11/07/2023 05:15 PM **AJITHKUMAR J B**
SS(A) DTTVPM

Note # 111

ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയുമായി ബന്ധപ്പെട്ട വിവരങ്ങൾ ആരാഞ്ഞു കൊണ്ട് സർക്കാരിൽ നിന്നും ലഭിച്ച 10/3/23 ലെ കത്തിന്റെ അടിസ്ഥാനത്തിൽ നടപടി സ്വീകരിക്കേണ്ടതുണ്ട്. ഇതിനായി ഇനിയും വിവരം ലഭ്യമാക്കേണ്ടതുണ്ടെങ്കിൽ ആയതിനുള്ള കത്തിന്റെ നക്കൽ കൂടി സമർപ്പിക്കണം...

11/07/2023 09:13 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 112

ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയുമായി ബന്ധപ്പെട്ട വിവരങ്ങൾ ലഭ്യമാക്കികൊണ്ടിരിക്കുന്നു .ആയത് ഉടൻ ലഭ്യമാക്കുന്നതും ടി വിവരം സർക്കാരിനെ അറിയ്ക്കാവുന്നതും ആണ് .

വ്യാവസായിക പരിശീലന വകുപ്പിൽ എൽ ഡി സ്റ്റോർ കീപ്പർ ,യു ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ സൃഷ്ടിക്കപ്പെട്ട ഉത്തരവ് ,ടി തസ്തികകളുടെ നിയമന യോഗ്യത ,ഇടർ പ്രൊമോഷൻ തസ്തികകൾ എന്നിവ പ്രതിപാദിക്കുന്ന സ്പെഷ്യൽ റൂൾ എന്നിവ സർക്കാരിലേക്ക് ലഭ്യമാക്കാൻ നിർദ്ദേശിച്ചിരിക്കുന്നു എൽ.ഡി സ്റ്റോർ കീപ്പർ ,യു.ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ സൃഷ്ടിക്കപ്പെട്ട ഉത്തരവുകളുടെ പകർപ്പ് ടി സ്ഥാപനങ്ങളിൽ നിന്ന് ശേഖരിച്ച് വരികയായാണെന്ന് A9 സീറ്റിൽ നിന്നും അറിയിച്ചിരിക്കുന്നു . ടി വിവരങ്ങൾ ലഭ്യമാക്കുന്നതിനായി ഫയൽ A9 സീറ്റിനു നൽകാവുന്നതാണ്.

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17/08/2023 03:16 PM **PREMKUMAR G**
A7 DTTVPM

Note # 113

വിവരം ലഭ്യമാക്കിയാലും....

17/08/2023 03:17 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 114

മുൻ ഖണ്ഡിക കണ്ടാലും. വകുപ്പിൽ എൽ ഡി സ്റ്റോർ കീപ്പർ , യു ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ സൃഷ്ടിക്കപ്പെട്ട ഉത്തരവുകളുടെ വിവരം, ഐ.ടി.ഐ കളിൽ നിന്നും ലഭ്യമായ ഉത്തരവുകളുടെ പകർപ്പ് എന്നിവ നോട്ടിനോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

ടി തസ്തികകളുടെ സ്ഥാനകയറ്റം സംബന്ധിച്ച വിവരം ചുവടെ ചേർക്കുന്നു.

എൽ.ഡി സ്റ്റോർ കീപ്പർ

വകുപ്പിലെ സ്റ്റോർ അറ്റൻഡർ തസ്തികയിലെ ജീവനക്കാരിൽ നിന്നാണ് എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് ഉദ്യോഗകയറ്റം അനുവദിക്കുന്നത്.

Method of Appointment പ്രതിപാദിക്കുന്ന ഉത്തരവ്:-GO(Ms) No.124/80/LBR Dated 14.11.1980

യു.ഡി സ്റ്റോർ കീപ്പർ

വകുപ്പിൽ, യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക്കയിലേയ്ക്ക് സ്ഥാനകയറ്റം അനുവദിക്കുന്നത് സംബന്ധിച്ച് വിശദമായ ചട്ടങ്ങളോ ഉത്തരവുകളോ നിലവിലില്ല. വകുപ്പിലെ എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലെ ജീവനക്കാരിൽ നിന്നാണ് യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് ഉദ്യോഗകയറ്റം അനുവദിക്കുന്നത്.

പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ, കോമൺ കാറ്റഗറിയിൽ സീനിയർ സ്റ്റോർ കീപ്പർ എന്ന തസ്തിക ഉണ്ട്. ടി തസ്തികയുടെ ശമ്പള സ്കെയിലിലാണ് ഈ വകുപ്പിൽ യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് സ്ഥാനകയറ്റം അനുവദിച്ച് വരുന്നത്.

കൂടാതെ, വകുപ്പിൽ, സ്റ്റോർ അറ്റൻഡർ, യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളിൽ , പട്ടികജാതി/പട്ടികവർഗ ഉദ്യോഗാർത്ഥികളിൽ നിന്ന് പ്രത്യേക നിയമനം നടത്തുന്നതിനായി നിയമന രീതി, യോഗ്യത എന്നിവ നിശ്ചയിച്ച് 10.11.2020 ലെസ.ഉ(അച്ചടി)നം.85/2020/തൊഴിൽ പ്രകാരവും, നിയമനാധികാരിയായി അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസറെയും, പ്രായപരിധി 18 നും 41 നുമിടയിലുമായി നിശ്ചയിച്ച് 08.03.2021 തീയതിയിലെ സ.ഉ(അച്ചടി)നം.37/2021/തൊഴിൽ പ്രകാരവും ഉത്തരവായിട്ടുണ്ട്. ടി ഉത്തരവ് ഫയലിൽ ചേർത്ത് സമർപ്പിക്കുന്നു.

ഫയൽ തുടർ നടപടികൾക്കായി സമർപ്പിക്കുന്നു.....

LD UD Govt Orders- NOTE.docx
UDSK Govt Orders_compressed.pdf
LDSK Govt Orders 1.pdf
LDSK Govt Orders 2.pdf
LDSK Govt Orders 3.pdf

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18/08/2023 01:51 PM **ARYA A R**
A9 DTTVPM

Note # 115

JS(A) Pls.

19/08/2023 12:14 PM **AJITHKUMAR J B**
SS(A) DTTVPM

Note # 116

പരിശോധിച്ച് നടപടി തുടരാം...

19/08/2023 12:47 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 117

മേൽ ഖണ്ഡിക കണ്ടാലും .ടി വിവരങ്ങൾ ഉൾപ്പെടുത്തി സർക്കാരിലേക്ക് കത്ത് നൽകാവുന്നതാണ് .കത്തിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

19/08/2023 04:21 PM **PREMKUMAR G**
A7 DTTVPM

Note # 118

സർക്കാർ ആവശ്യപ്പെട്ട വിവരങ്ങൾ ഇതുമായി ബന്ധപ്പെട്ട എ 9 സീറ്റ് ക്ലർക്കിൽ നിന്നും ഖണ്ഡിക 114 പ്രകാരം ലഭ്യമാക്കിയിട്ടുണ്ട്. ആയതിന്റെ വെളിച്ചത്തിൽ സർക്കാരിലേക്ക് മറുപടി നൽകാവുന്നതാണ്. ഉത്തരവിന് വിധേയമായി സമർപ്പിച്ചിരിക്കുന്ന കത്തിന്റെ നക്കൽ അംഗീകരിച്ചാലും...

08/09/2023 05:34 AM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 119

16/09/2023 12:22 PM **JASMINE B KAS**
ADO DTTVPM

Note # 120

16/09/2023 12:29 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

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Note # 121

07 -9 -2019 ൽ ഐ ടി തസ്തികയിൽ സേവനം അനുഷ്ഠിച്ചിരുന്ന ചുവടെ പറയുന്ന ജീവനക്കാരുടെ പേ റിവിഷൻ ഫിക്സേഷൻ സ്റ്റേറ്റ്മെന്റ് നൽകനായി ലഭ്യമാക്കാൻ എ ജി ക്കു കത്ത് അയക്കാവുന്നതാണ് .കത്തിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

Sri.Ravikumar .C (PEN.417595)

Smt.Bindu .J.S (PEN .408734)

Sri Samraj MF (PEN.418490

Sri.Hareshkumar .B (PEN.417902)

08/12/2023 11:42 AM **PREMKUMAR G**
A7 DTTVPM

Note # 122

മേൽ ഖണ്ഡിക ശ്രദ്ധിച്ചാലും. ശ്രീ.കെ.എസ്.ധർമരാജൻ, ശ്രീ.പി.കെ.മാധവൻ എന്നീ അഡീഷണൽ ഡയറക്ടർമാരായി വിരമിച്ച ഉദ്യോഗസ്ഥരുടെ ശമ്പള പരിഷ്കരണ ഉത്തരവിലെ അനോമലിയുമായി ബന്ധപ്പെട്ട സർക്കാർ ആവശ്യപ്പെട്ട വിവരങ്ങൾ നൽകുന്നതിന് വേണ്ടുന്ന വിവരങ്ങൾ ആണ് അക്കൗണ്ടന്റ് ജനറലിൽ നിന്നും വേണ്ടത്. ആയത് ആവശ്യപ്പെട്ടു കൊണ്ടുള്ള കത്തിന്റെ നക്കൽ അംഗീകരിക്കാം...

17/12/2023 05:28 PM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 123

അംഗീകരിക്കുന്നു

19/12/2023 05:09 PM **Retheesan.C**
JD DTTVPM

Note # 124

23-01-2023 ലെ C1/65/2022- തൊഴിൽ നമ്പർ സർക്കാർ കത്ത് കണ്ടാലും

നിലവിൽ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ കോമൺ കാറ്റഗറിക്കു കീഴിൽ യഥാക്രമം 26500- 60700, 35600- 75400 എന്ന സ്കെയിലുകളിൽ സ്റ്റോർ കീപ്പർ, സീനിയർ സ്റ്റോർ കീപ്പർ എന്ന തസ്തികകൾ ഉണ്ട്. കൂടാതെ വകുപ്പിലെ യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന അവസരത്തിൽ സീനിയർ സ്റ്റോർ കീപ്പർ തസ്തികയുടെ ശമ്പള സ്കെയിലായ 35600- 75400 ആണ് അനുവദിക്കുന്നത് എന്ന് വ്യക്തമാക്കിയിട്ടുള്ള സാഹചര്യത്തിൽ നിലവിൽ ടി രണ്ടു തസ്തികകളിലുമുള്ള ജീവനക്കാർക്കും ശമ്പളം പ്രോസസ് ചെയ്യാൻ തടസ്സമുള്ളതായി കാണുന്നില്ല. എൽ.ഡി. സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകളുടെ തത്തുല്യ ശമ്പള നിരക്കിൽ കോമൺ കാറ്റഗറിയിൽ സ്റ്റോർ കീപ്പർ , സീനിയർ സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ നിലവിലുള്ളതിനാലും വകുപ്പിൽ ടി തസ്തികകളെ സംബന്ധിക്കുന്ന സ്പെഷ്യൽ റൂളോ തസ്തിക സൃഷ്ടിച്ച ഉത്തരവുകളെ നിലവിലില്ല എന്നു

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ബോധ്യപ്പെട്ടതിനാലും വകുപ്പ് തലവൻ ആവശ്യപ്പെട്ടിരിക്കുന്ന പ്രകാരം എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികകളെ വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്താൻ നിർവ്വാഹമില്ല എന്ന് അറിയിക്കുന്നതോടൊപ്പം സംസ്ഥനത്തെ നിലവിലുള്ള സാമ്പത്തിക സ്ഥിതിയിൽ പുതിയതായി ഒരാനുകൂല്യവും അനുവദിക്കാത്തതിനാൽ എൽ.ഡി/യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകൾ തമ്മിൽ 1:1 എന്ന അനുപാതത്തിൽ പുതുതായി റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കണമെന്ന ആവശ്യവും പരിഗണിക്കാനാകില്ല എന്നുള്ള വിവരം സർക്കാരിൽ നിന്നും അറിയിച്ചിരിക്കുന്നു.

22/02/2024 11:49 AM **PREMKUMAR G**
A7 DTTVPM

Note # 125

മേൽ ഖണ്ഡിക ശ്രദ്ധിച്ചാലും. ടി സർക്കാർ കത്ത് ഫയൽ ചെയ്യാവുന്നതാണ്. ഉത്തരവിനായി...

27/02/2024 05:22 AM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 126

ശരി .ഫയലിൽ പ്രതിപാദിച്ചിരിക്കുന്ന മറ്റു വിഷയങ്ങൾക്കുള്ള സ്പഷ്ടീകരണം ലഭ്യമായിട്ടുണ്ടോ?(**para 97 c)**

01/03/2024 02:25 PM **JASMINE B KAS**
ADO DTTVPM

Note # 127

16/05/2024 11:54 AM **SUNIL KUMAR K V**
JS(A) DTTVPM

Note # 128

2019 ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ അടിസ്ഥാനത്തിൽ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികകളുടെ ശമ്പളനിരക്കിലെ അനോമലികൾ പരിഹരിക്കുന്നതിന് ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത സ്റ്റേറ്റ്മെന്റ് സൂചന (1) പ്രകാരം അറിയിച്ചിരുന്നു. ആയതുപോലെ സൂചന (2) നിർദ്ദേശ പ്രകാരം ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയുടെ ശമ്പളനിരക്കിലെ അനോമലി പരിഹരിക്കുന്നതിന് ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത സ്റ്റേറ്റ്മെന്റ് ചുവടെച്ചേർക്കുന്നു.

1. **ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്**

File No. DT/1136/2020-A7 (Computer No. 65937)
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വകുപ്പിൽ ആകെ 5 ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികകളാണ് നിലവിലുള്ളത്. Kerala Craftsmen Training Service Special Rulesഅനുസരിച്ച് പ്രിൻസിപ്പാൾ ക്ലാസ്സ്- 1 തസ്തികയിൽ നിന്നുമാണ് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിലേയ്ക്ക് 'by promotion' നൽകുന്നത്. ടി തസ്തികകളുടെ നിലവിലുള്ള ശമ്പള നിരക്ക് ചുവടെച്ചേർക്കുന്നു.

ക്രമ നമ്പർ	തസ്തികയുടെ പേര്	ആകെ എണ്ണം	2019 പേ റിവിഷൻ പ്രകാരം ശമ്പള നിരക്ക്
1	Inspector of Training	5	63700-123700
2	Principal Class-1	21	63700-123700

പ്രിൻസിപ്പാൾ ക്ലാസ്സ്- 1 തസ്തികയിൽ നിന്നും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് നിലവിൽ 2019 പേ റിവിഷൻ ഉത്തരവ് ഖണ്ഡിക. 39 അനുസരിച്ച് ഒരു അഡ്വാൻസ് ഇൻക്രിമെന്റ് ലഭിക്കും

ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികകയ്ക്ക്2019 പേ റിവിഷൻ കമ്മീഷൻ ശിപാർശ (*Page No. 354*) ചെയ്ത ശമ്പള നിരക്ക്(77200-140500) അനുവദിച്ചാൽ KSRs Part-1, Rule. 28(A) അനുസരിച്ച് രണ്ട് ഇൻക്രിമെന്റുകൾ മാത്രമേ ലഭിക്കൂ കാരണം പ്രിൻസിപ്പാൾ ക്ലാസ്സ്- 1 തസ്തികയിൽ നിന്നും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന്റെ ടി തീയതിയിലെ അടിസ്ഥാന ശമ്പളം, പേ റിവിഷൻ കമ്മീഷൻ ശിപാർ ശ ചെയ്ത ശമ്പള നിരക്കിന്റെ മിനിമത്തിനും മുകളിലായിരിക്കും.

ആയത് എപ്രകാരമാണെന്ന് 01.05.2024-ൽ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിലുള്ള ജീവനക്കാരുടെ ശമ്പളത്തിന്റെ അടിസ്ഥാനത്തിൽ ചുവടെ വിശദമാക്കുന്നു

ക്രമ നമ്പർ	ജീവനക്കാരുടെ പേര്	ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിൽ ജോയിൻ ചെയ്ത തീയതി	ജോയിൻ ചെയ്ത തീയതിയിൽ പ്രിൻസിപ്പാൾ ക്ലാസ്-1 തസ്തികയിലെ അടിസ്ഥാന ശമ്പള നിരക്ക്	ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിൽ ലഭിച്ച അടിസ്ഥാന ശമ്പള നിരക്ക്	2019 പേ റിവിഷൻ കമ്മീഷൻ ശിപാർശ ചെയ്ത ശമ്പള നിരക്ക് അനുവദിച്ചാൽ അധികം ലഭിക്കുന്ന ഇൻക്രിമെന്റ്
1	ശ്രീ. എം.എഫ്. സാംരാജ്	27.08.2020	89000	91200	2200
2	ശ്രീ. എ. ഷമ്മി ബേക്കർ	17.10.2022	95600	97800	2500

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3	ശ്രീമതി. ആനീസ് സ്റ്റെല്ല ഐസക്ക്	25.10.2022	105300	107800	2500
4	ശ്രീ. ആർ. സുധാശങ്കർ	04.07.2023	93400	95600	2200
5	ശ്രീ. ടി. മനോജ് കുമാർ	29.01.2024	93400	95600	2200
	ആകെ തുക				**11600**

ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയ്ക്ക്2019 പേ റിവിഷൻ കമ്മീഷൻ ശിപാർശ ചെയ്ത ശമ്പള നിരക്ക്(77200-140500) അനുവദിച്ചാൽ, പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയിൽ നിന്നും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുമ്പോൾ ഒരു അധിക ഇൻക്രിമെന്റിന്റെ സാമ്പത്തിക ബാധ്യത മാത്രമേ ഉണ്ടാകുകയുള്ളൂ. അതായത് ഒരു വർഷം ആകെ**1,39,200**/- (11600*12) രൂപയുടെ സാമ്പത്തിക ബാധ്യത മാത്രമേ ഉണ്ടാകുകയുള്ളൂ അല്ലാതെ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗിന്റെ നിലവിലുള്ള ശമ്പള നിരക്കിന്റെ മിനിമത്തിന്റെയും, ശിപാർശ ചെയ്ത ശമ്പള നിരക്കിന്റെ മിനിമത്തിന്റെയും അന്തരമായ (13500*12 = 1,62,000*5 =**8,10,000**/-) തുകയുടെ സാമ്പത്തിക ബാധ്യത ഉണ്ടാകുകയില്ലായെന്നുംകാണുന്നു .ടി വിവരം ചൂണ്ടികാട്ടി സർക്കാറിലേക്ക് മറുപടി നൽകാവുന്നതാണ് .സർക്കാരിലേക്കുള്ള കത്തിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

Sudhasankar - 04.07.2023.pdf
Anies Stella Issac - 25.10.2022.pdf
Manojkumar - 29.01.2024.pdf
Shammi Baker - 17.10.2022.pdf
Samraj - 27.08.2020.pdf

21/06/2024 02:59 PM

PREMKUMAR G
A7 DTTVPM

Note # 129

മുൻ ഖണ്ഡിക കണ്ടാലും . സർക്കാരിലേക്കുള്ള കത്തിന്റെ നക്കൽ അംഗീകരിച്ചാലും

21/06/2024 04:18 PM

JEEJA RAJAN
JS(A) DTTVPM

Note # 130

സർക്കാരിലേക്കുള്ള കത്തിന്റെ നക്കൽ അംഗീകരിച്ചാലും .

24/06/2024 05:50 PM

Shammi Baker A
JD DTTVPM

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Note # 131

28/06/2024 12:12 PM **MINI MATHEW**
ADT DTTVPM

Note # 132

19-04-2025 ലെ C1/13/2022-തൊഴിൽ നമ്പർ സർക്കാർ കത്ത് കണ്ടാലും

പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ ശിപാർശയുടെ അടിസ്ഥാനത്തിലാണ് പത്താം ശമ്പളപരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികയ്ക്ക് 42640-58640 ശമ്പളസ്കെയിലിന് ആനുപാതികമായ 81000-117600 ശമ്പളസ്കെയിൽ അനുവദിക്കപ്പെട്ടതും The Present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600 എന്ന നിബന്ധന വകുപ്പിന്റെ ഷെഡ്യൂളിനു കീഴിൽ രേഖപ്പെടുത്തിയതും. പതിനൊന്നാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ ടി തസ്തികയ്ക്ക് പേഴ്സണൽ സ്കെയിൽ അനുവദിക്കുന്നതിന് ശിപാർശ ചെയ്തിട്ടില്ലാത്തതിനാൽ പതിനൊന്നാം ശമ്പളപരിഷ്കരണ ഉത്തരവിൽ ടി തസ്തികയ്ക്ക് പേഴ്സണൽ സ്കെയിൽ അനുവദിച്ചിട്ടില്ല. ആയതിനാൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ജീവനക്കാർക്ക് 85000-117600 ശമ്പളസ്കെയിലിന് ആനുപാതികമായ 118100-163400 എന്ന ശമ്പളസ്കെയിൽ പേഴ്സണൽ സ്കെയിൽ ആയി അനുവദിക്കണമെന്ന ആവശ്യം പരിഗണിക്കാൻ കഴിയില്ല എന്ന് അറിയിച്ചിരിക്കുന്നു

പതിനൊന്നാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ ശിപാർശയ്ക്ക് അനുസൃതമായ 77200-140500 എന്ന ഉയർന്ന ശമ്പള സ്കെയിൽ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയ്ക്ക് അനുവദിക്കാൻ കഴിയില്ല.

കോമൺ കാറ്റഗറിയിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയുമായി ശമ്പളത്തുല്യത വേണമെന്ന ആവശ്യം പരിഗണനാർഹമല്ല എന്നും അറിയിച്ചിരിക്കുന്നു.

ടി വിവരങ്ങൾ ശ്രീ .പി കെ മാധവൻ ,അഡീഷണൽ ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ് (റിട്ട),ശ്രീ .ധർമ്മരാജൻ .കെ എസ് ,അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ (റിട്ട)എന്നിവരെ അറിയിക്കാവുന്നതാണ് .ഫയൽ പരിശോധനക്കും നിർദ്ദേശങ്ങൾക്കുമായി

25/04/2025 07:21 PM **PREMKUMAR G**
A7 DTTVPM

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Note # 133

മുൻ ഖണ്ഡിക കണ്ടാലും . 19-04-2025 ലെ C1/13/2022-തൊഴിൽ നമ്പർ സർക്കാർ കത്ത് അറിവിലേക്കായി സമർപ്പിയ്ക്കുന്നു . അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ജീവനക്കാർക്ക് **85000-117600** ശമ്പളസ്കെയിലിന് ആനുപാതികമായ **118100-163400** എന്ന ശമ്പളസ്കെയിൽ പേഴ്സണൽ സ്കെയിൽ ആയി അനുവദിക്കണമെന്ന ആവശ്യം പരിഗണിക്കാൻ കഴിയില്ല എന്ന സർക്കാർ കത്തിലെ വിവരം വിവരം ശ്രീ പി.കെ മാധവൻ ,എ.ഡി.റ്റി (റിട്ട), ശ്രീ ധർമ്മരാജൻ .കെ.എസ് , അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ (റിട്ട) എന്നിവരെ അറിയിക്കാവുന്നതാണ് .ഉത്തരവിനായി

26/04/2025 02:40 PM

JEEJA RAJAN
JS(A) DTTVPM

Note # 134

ഉത്തരവിനായി

28/04/2025 11:22 PM

Shammi Baker A
JD DTTVPM

Note # 135

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Government of Kerala

Report of the XI Pay Revision Commission

PART I
JANUARY 2021

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REPORT OF THE XI PAY REVISION COMMISSION, KERALA

PART- I

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

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

JANUARY 2021

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PREFACE

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

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

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

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

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

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

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

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

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

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

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Acknowledgements

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

M K Sukumaran Nair

Member

Asok Mamen Cherian

Member

K Mohandas

Chairman

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ORGANISATION

COMMISSION

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

SECRETARIAT

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

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CHAPTER 1

INTRODUCTION

Constitution of the Commission & Terms of Reference

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

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

1.2. The Terms of Reference of the Commission are:

(i) To suggest modifications, if found necessary, for the pay and allowances of:
  (a) Posts under Government Service, including Part-time Contingent Service and Casual Sweepers
  (b) Posts under Education Institutions of the Government, Aided. Schools and Colleges and also such institutions covered by Direct Payment Scheme, including employees in Part-time posts and Casual Sweepers and excluding those posts covered by UGC/AICTE schemes of Scales of Pay and also posts for which, Central Scale of Pay have already been allowed such as Teaching Staff in Medical Colleges and Judicial Officers etc. and
  (c) Posts under Local Bodies and Universities except those covered by AICTE/ UGC / Central Schemes.

(ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, promotional avenues and fringe benefits available to the above categories of employees and suggest changes, if any required.

(iii) The commission shall also examine the scope of introducing non-cadre promotion to various categories of both gazetted and non- gazetted posts who continue in the entry cadres for long periods of service.

(iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.

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(v) To consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees.

(vi) To look into the cases of anomalies in the last Pay Revision specifically referred to the commission by Government and suggest remedial measures

(vii) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly

(viii) To consider the need for a gender sensitive service structure especially multifaceted issues faced by women employees and make suggestions for remedial measures

(ix) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises

(x) To asses and indicate the additional financial commitment on account of implementation of its recommendations, including the methodology/ assumptions adopted for such assessment

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

The Working of the Commission

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

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

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

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

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

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

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

The Challenging Task

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

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

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

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

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

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

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

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CHAPTER 2

THE CIVIL SERVICE IN KERALA AND HISTORY OF PAY REVISIONS

CIVIL SERVICE IN KERALA

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

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

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

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

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

Recruitment

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

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Retirement

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

HISTORY OF PAY REVISIONS IN KERALA

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

(i) Commission for Pay Unification:

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

(ii) First Pay Revision Commission:

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

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

(iii) Second Pay Revision Commission:

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

(iv) Pay Revision of 1973

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

(v) Third Pay Revision Commission

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

(vi) Fourth Pay Revision Commission

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

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

(vii) Fifth Pay Revision Commission

The fifth pay revision commission was appointed by government in December 1987 headed by Justice T. Chandrasekhara Menon. The Commission submitted its report in May 1989. The number of pay scales was revised to 27 and a master scale was introduced. Important recommendations of the Commission include fitment benefit of 1/3% for every completed years of service subject to a maximum of 10%. Minimum benefit was fixed at 17 ₹ 60/- and maximum at ₹ 250/-. Time Bound Higher Grade Promotion was further liberalized as 3 i.e., 10, 20, and 25 years. The Government implemented the recommendations in G.O (P) No: 489/1989/Fin dated 01.11.1989.

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

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

(ix) Seventh Pay Revision Commission

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

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

(x) Eighth Pay Revision Commission

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

(xi) Ninth Pay Revision Commission

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

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(xii) Tenth Pay Revision Commission

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

Previous Scales of Pay

SCHEDULE OF PAY SCALE AS ON 1-4-1958

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

SCHEDULE OF PAY SCALES AS ON 1-1-1966

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

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

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

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

SCHEDULE OF PAY SCALES AS ON 1-7-1968

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

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

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

SCHEDULE OF PAY SCALES AS ON 1-7-1973

(G.O. (P) No.91/74 Fin. dated5-4-74)

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

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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		
9	255 – 10 – 405 - 10/2 – 455	8	370 – 10 – 450 – 12 – 510 – 15 -600
10	275 – 11 – 330 – 13 – 460 - 13/2 - 525	9	390 – 12 – 438 – 13 – 490 – 15 -685
11	285 – 12 – 333 – 13 – 450 – 15 – 465 - 15/2 - 540	10	420 – 13 – 485 – 15 – 635 – 17 -720
12	285 – 13 – 389 – 14 – 445 – 15 – 475 - 15/2 - 550		
	Scale given to C.A GrII (240-540)	11	350 – 15 – 650 – 16 – 730
13	325 – 15 – 400 – 16 -480 – 18 – 570 - 18/2 - 660	12	450 – 15 – 525 – 16 – 605 – 18 -785
14	330 – 13 – 395 – 15 – 500 - 15/2 - 575		
15	345 – 13 – 358 – 14 – 400 – 15 – 505 - 15/2 - 580	13	470 – 16 – 550 – 18 – 730 – 20 -830
	Scale given to C.A GrI	14	450 – 15 – 525 – 16 – 605 – 18 -785 – 20 - 885
16	405 – 15 – 540 – 20 – 560 - 20/2 - 660	15	520 – 18 – 700 – 20 – 800 – 25 -900
17	410 – 15 – 515 – 20 – 655 - 25/2 - 715	16	535 – 18 – 625 – 20 – 825 – 25 -950

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

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

SCHEDULE OF PAY SCALES AS ON 1-7-1983

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

Sl. No.	Scale of pay (1978)	Sl. No.	Scale of pay (1983)
1	280 - 5- 340 – 6 – 400	1	550 – 10 – 650 – 15 – 800
2	290 – 5 – 330 – 6 – 390 – 7 - 425	2	575 – 10 – 645 – 15 – 900
3	300 – 6 – 360 – 7 – 402 – 8 - 450		
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 – 3 0 – 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		

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

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

SCHEDULE OF PAY SCALES AS ON 1-7-1988

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

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

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

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

SCHEDULE OF PAY SCALES AS ON 1-3-1992

(G.O. (P) No.600/93/Fin. dated25-9-93 & G.O.(P) No.930/93(2)/Fin. dated8-12-93)

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

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

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

SCHEDULE OF PAY SCALES AS ON 1-3-1997

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

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

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

SCHEDULE OF PAY SCALES AS ON 1-7-2004

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

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

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

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
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22	23200-550-25400-600-26600-650-31150	23	40640-1000-48640-1100-57440
		24	42640-1000-48640-1100-57440-1200-58640
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SCHEDULE OF PAY SCALES AS ON 1-7-2014

(G.O. (P) No.7/2016/Fin dated 20/01/2016)

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CHAPTER 3

THE STATE OF KERALA'S ECONOMY & GOVERNMENT FINANCES

Introduction

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

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

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

Part I—Challenges of Growth and Revenue Mobilisation

Growth of the Kerala Economy

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

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

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

Source: Kerala Economic Review

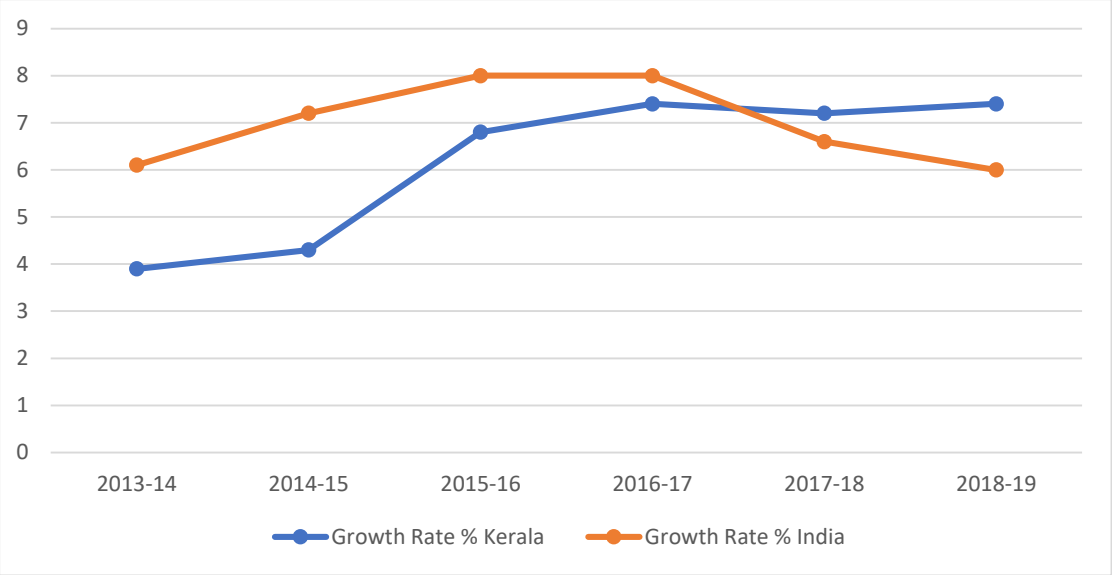
An analysis of the growth rates of the major sectors during 2013-14 to 2018-19 shows that agriculture, forestry and fishing (accounting for about 10-12 per cent of GSDP) continues to be in the negative zone and has a depressing effect on the overall growth rate. Manufacturing (accounting for about 10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

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Figure 1: Growth Rates: Kerala and India



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

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

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

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

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

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

Revenue Receipts of Kerala

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

Table3: Trends in State's Own Tax Revenue

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

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

Source: Kerala Economic Review, 2020

Non-Tax Revenue- Lotteries

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

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

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

Source: GOK, Budget in Brief, Various Issues.

Table 5: Percapita Revenue Receipts (₹)

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

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

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

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

Table 6: Elasticity of Tax Effort

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

Source: *Government of Kerala, Annual Budgets, various issues*

Central Transfers to Kerala

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

Table 7: The Trends in the Components of Revenue Receipts

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

Source: *GOK, Budget in Brief, Various Issues*

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

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

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

Part II – Expenditure, Deficits and Debt

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

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

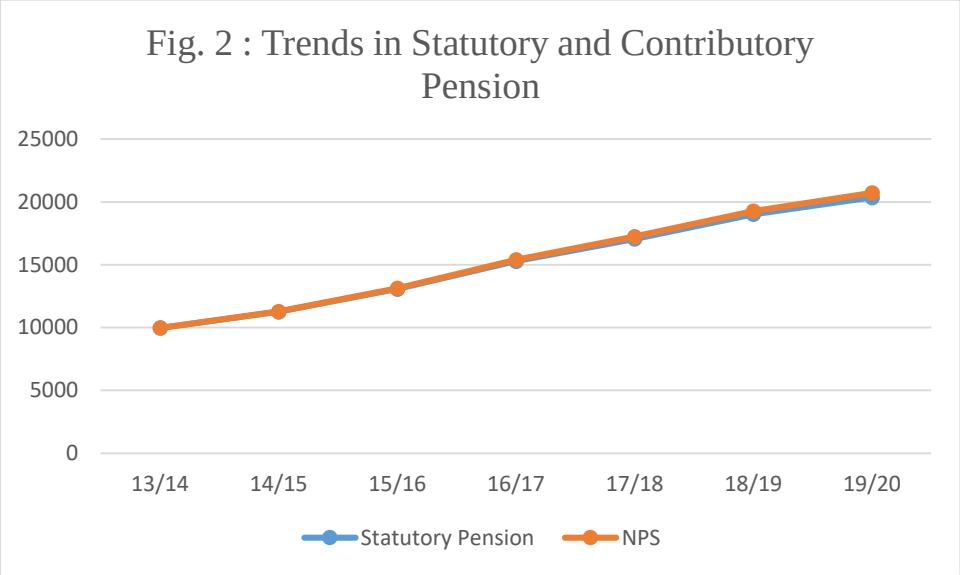
Salary and Pension

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

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



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

Table 9: Committed Expenditure and Components as % of TRR

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

Source:(1) Kerala Economic Review, various issues
(2) Kerala Government, LSGD Budget, various years

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

Interest Payments

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

Devolution to Local Governments

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

Table 10: Some Indicators of Salary in the Southern States

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

Note:* indicates employment data reported in The Times of India dated Oct.12/2017
Source: (1) Report of the Sixth State Pay Revision Commission, Karnataka and
(2), Kerala Government Budgets, various issues.

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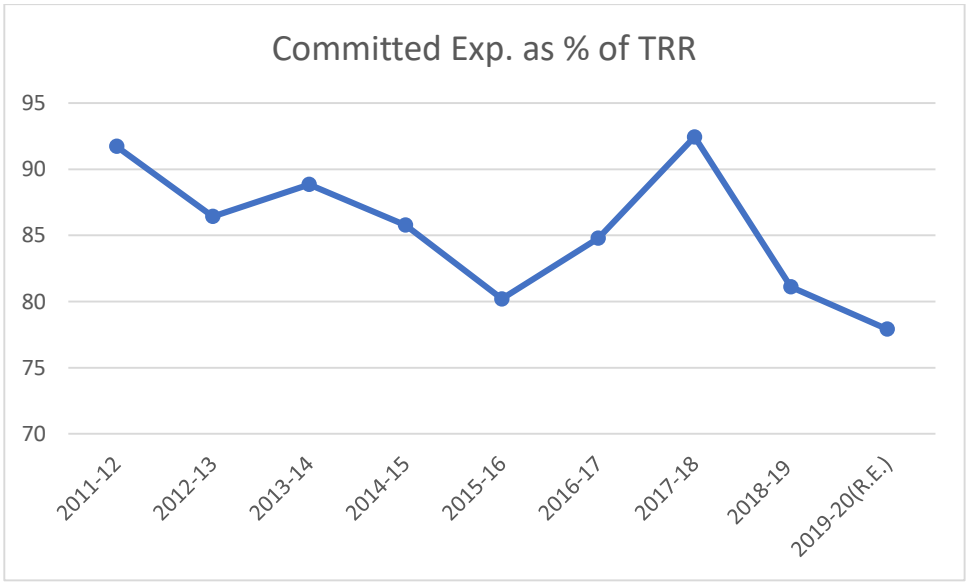
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Resources for Discretionary Spending

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

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

Figure 3. Committed Expenditure as a Proportion of TRR



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

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

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

Source: Reserve Bank of India, Study of State Finances
Note: Devolution to local bodies is not included in this table

Capital Spending

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

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

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

Source: KER, various issues

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

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

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Kerala	719.12	10289.46	5.81	9.33
Tamil Nadu	2324.78	26720.23	9.73	13.73

Revenue Deficit and Fiscal Deficit

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

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

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

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

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

Source: KER, various issues

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

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

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

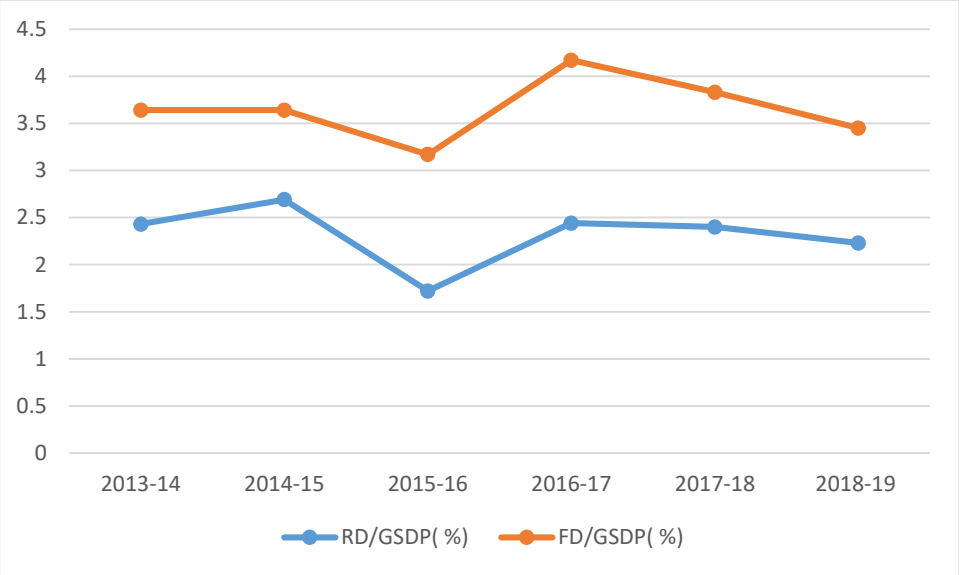


Table 15: Revenue Deficit and Fiscal Deficit as Percentage of Gross State Domestic Product: Southern States

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

Note: minus sign refers to revenue surplus and plus sign revenue deficit
Source: Reserve Bank of India, Study of State Finances

Public Debt

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

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

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Table 16 : Outstanding Debt

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

Source: KER, Various issues

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

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

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

Source: RBI, Study of State Finances

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

Part III—Wages, and Salaries in Government

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

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

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

Source: Periodic Labour Force survey, 2017-18

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

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

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

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

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

Part IV — Covid 19 Impact on the Economy

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

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

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

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

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

Table 20: Committed Expenditure as Percentage of Total Revenue Receipts

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V – Summing Up

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

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

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

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

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CHAPTER 4

COMPARISON BETWEEN CENTRAL AND KERALA STATE SERVICES

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

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

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

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

(Bold font indicates item favourable to the employees)

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

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

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

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CHAPTER 5

APPROACH TO PAY REVISION

The Level of Pay

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

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

Minimum Pay

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Number of Pay Scales

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

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

Parity

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

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

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

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

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

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

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

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

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

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

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

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

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

Simplification of Procedures

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

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

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The Next Revision

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

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CHAPTER 6

REVISION OF PAY SCALES

The Level of Pay

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

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

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

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

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Minimum Benefit

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

Service Weightage

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

Maximum Pay

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

Increment

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

Master Scale

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

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

Proposed Scales of Pay

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

Number of Stages in the Master Scale

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

Spread Between the New Scales

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

Rules of Fixation

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

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

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

6.13 Rules for Fixation in the Revised Scales of Pay:

(1) The revised scales of pay will come into force with effect from 01/07/2019.

(2) All employees who were in service as on 01/07/2019 shall come over to the revised scale of pay with effect from 01/07/2019. There will be no option facility to elect another date for pay revision.

(3) The pay in the revised scale as on 01/07/2019 will be the corresponding revised pay stage of pre revised pay as provided in Annexure-6(2). However, if the corresponding revised stage is less than the minimum of the revised scale of the post, the pay will be fixed at the minimum. There will be no fixation exercise for calculation of revised pay as done in previous pay revisions.

(4) In cases where the existing pay as on 01/07/2019 is retrospectively changed after 01/07/2019 for any reason, the pay so changed will be revised as provided in Annexure-6(2).

(5) All appointments and promotions made on or after 01/07/2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated

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accordingly.

Existing emoluments

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Recovery of Excess Payment

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

Classification of Officers

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

Annexures

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

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

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

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

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

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

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

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

Rule 4

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

01.08.2019 (Increment)-Pay raised to ₹ 27800

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

01.08.2020(Increment)- Pay raised to ₹ 29900

Next Increment-01.08.2021

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

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	27150	38300
01.08.2019	27800	39300
01.12.2019	29200 (Rule 28A Part I KSR)	41300 (Rule28A Part I KSR)
01.08.2020	29900 (Re-fixation)	42300(Re-fixation)

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

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Initial fixation to Revised Pay Scales

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

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

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

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

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

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

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

Rule 8

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

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	54000+1500PP	75400(Revised stage of ₹ 54000/-) Revised PP-₹ 1500x1.28=₹ 1920 Next Multiple of 100=₹ 2000 Next Increment after ₹ 75400 is ₹ 1800 Pay stepped up to ₹ 77200 Balance amount ₹ 200 will be protected as PP, which will not be absorbed in future increase in pay.
01.05.2020	55350+1500PP	79000+200PP

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

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	54000+1100PP	75400(Revised stage of ₹ 54000/-) ₹ 1100x1.28=₹ 1408 Next Multiple of 100=₹ 1500 (It is less than the next increment above ₹ 75400) Hence no step up in pay will be given and his pay will be ₹ 75400+1500PP. The PP will not be absorbed in future increase in pay
01.05.2020	55350+1100PP	₹ 77200+1500 PP

Rule 9

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An employee in the scale of pay of ₹ 89000-120000 is drawing basic pay ₹ 120000 and Residuary Pay ₹ 4500 w.e.f. 01.07.2014, his pay in the revised scale of pay of ₹ 123700-166800 as on 01.07.2019 will be ₹ 166800. His Residuary Pay in the revised scale will be ₹ 5760 (1.28x4500=5760)

Rule 10

An employee in the scale of pay of ₹ 60900-103600 is drawing basic pay ₹ 97000 and Special Pay of ₹ 1300 in lieu of higher time scale w.e.f. 01.5.2019, his pay in the revised scale of pay of ₹ 85000-143600 as on 01.07.2019 will be ₹ 134900. His Special Pay in the revised scale will be ₹ 1670 (1.28x1300=1664 rounded to 1670).

Rule 11

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

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

Rule 12

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

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

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

Rule 14

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

Employee A

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

Employee B

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

Employee C

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

Rule 19

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

Date	Pre-revised Pay & Scale of Pay in the post of senior clerk	Revised Pay & Scale of Pay	Actual pay or stipend

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01.07.2019	₹ 38500 (₹ 25200-54000)	₹ 53900 (₹ 35600-75400) (senior clerk)	₹ 55200 (Stipend)
01.05.2020	₹ 38500 (₹ 25200-54000)	₹ 53900 (₹ 35600-75400) (senior clerk)	₹ 55200 (Stipend)
05.06.2020	₹ .40500 (₹ 39500-83000) (Fixation under Rule 28 A Part I KSR)	₹ 56500 (₹ 51400-110300) (Fixation under Rule 28 A Part I KSR)	₹ 56500(Pay) (State Tax Officer)
01.05.2021	₹ 41500 (Re-fixation under Rule 28A)	₹ 57900 (Re-fixation under Rule 28A)	57900 (State Tax Officer)

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

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

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CHAPTER 7

DEPARTMENTS

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

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

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

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

7.1. GOVERNMENT SECRETARIAT

A. KERALA RAJ BHAVAN

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

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

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

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

(ii) Appointment to the post of Comptroller in Governor's Household is made by promotion from Under Secretary in Governor's Secretariat. Consequent on granting of ratio promotion to Under Secretary in Governor's Secretariat, the post of Comptroller may be placed in the scale of pay ₹ 77400-115200, the next higher scale of pay of Under Secretary (HG).

(iii) At present there are no Special Rule for any category of posts in Kerala Raj Bhavan. Special Rules prescribing qualification and method of appointment of all the categories of posts in Kerala Raj Bhavan may be framed expeditiously.

(iv) Appointment to the posts of Medical Officer, Staff Nurse, Pharmacist, Nursing Assistant and Hospital Attendant in Kerala Raj Bhavan-Governor's Household are being made by deputation from Health Services Department. Hence the scales of pay of these posts may be mentioned in the Schedule of Posts as 'As in PD'.

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

(vi) Existing allowances may be given normal revision.

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

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

(1) GOVERNOR'S SECRETARIAT

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

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

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

(2) GOVERNOR'S HOUSEHOLD

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

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

Part Time Contingent Employees

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

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

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

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

(2) Compensatory Allowance

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

(3) Uniform Allowance

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

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

ADMINISTRATIVE / FINANCE/ LAW SECRETARIAT

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

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

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

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(ii) Footwear Allowance was sanctioned to Part Time Contingent employees who perform sweeping and sanitation activities by G.O.(P)No.90/2016/(11)/Fin dated 02.07.2016. The work in garden is more tedious and strenuous than sweeping work. Hence it is recommended that the posts Gardener and Head Gardener in the Secretariat may be allowed Footwear Allowance.

(iii) Secretariat Traffic Warden are entrusted with the duty of regulating parking vehicles inside the Secretariat premises. Hence, they have to come to office early and leave the office late. This category is not in receipt of Compensatory Allowance, though many other categories in the Secretariat are allowed this Allowance. Therefore, it is recommended that Compensatory Allowance to Traffic Warden may be allowed at par with the rate now being granted to the posts of Watchman and Chowkidar in Administrative Secretariat.

(iv) The Last Grade employees and other lower categories in Secretariat have been included in the Secretariat Subordinate Service by G.O.(P)No.8/2016/GAD dated 03.02.2016 and thereby system of appointment to the post of Office Attendants in Secretariat from the common rank list prepared by PSC for appointment to the post in various departments has been dispensed with, and now PSC conducts a separate selection for appointment to the post of Office Attendant in Secretariat. By the amendment to the Secretariat Subordinate Service Special Rules, qualification for the post of Office Attendant in Secretariat has been enhanced from 7th Std to SSLC. The existing incumbents in the post are those appointed based on the earlier qualification. However, in view of the enhancement in qualification for the post, it is recommended that the entry level post of Office Attendant (Grade II) may be placed in the scale of pay ₹17000-37500, and the remaining posts may be placed in the next scales of pay i.e., Office Attendant Grade I on ₹17500-39500, Attender on ₹18000-41500, Attender (HG) on ₹19000-43600, Clerical Assistant Grade II on ₹20000-45800 and Clerical Assistant Grade I on ₹22200-48000

(v) In the existing Pay Revision Order, no ratio is fixed between Office Attendant Grade I and Grade II posts of Secretariat. A ratio of 2:1 may be allowed between the grades, as allowed in the case of Grade II and Grade I posts of Office Attendant in Common Category.

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

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

(vii) The post 'Nottam' in Administrative Secretariat is now placed in the scale of pay corresponding to Attender. The practice of bringing cash in bulk from the Treasury to Secretariat was stopped long ago, and so there is little relevance of continuing the post of Nottam. Hence this post may be abolished and treated as a vanishing category. The services of the present incumbent may be utilized as Attender.

(viii) In Common Category, appointment to the post of Lift Operator (₹18000-41500) is made by direct recruitment. There is Lift Operator (HG) post (₹19000-43600) in the ratio 2:1. Appointment to the post of Lift Operator in Secretariat (₹18000-41500) is made through by-transfer from Last Grade Servants. In Secretariat, no higher grade is allowed to the post, but the post of Lift Supervisor (₹20000-45800) is existing as promotion post of Lift Operator. Ratio 9:1 is existing between Lift Operator and Lift Supervisor. The Commission notes that Lift Supervisor being a post of supervisory nature, placing the posts of Lift Operator and Lift Supervisor under ratio promotion is not appropriate. Hence the existing

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

(ix) Lift Operator is allowed Special Allowance and Compensatory Allowance @ ₹120 and ₹100 respectively. There is no need to grant two allowances together to Lift Operator and one of the allowances has to be discontinued. While doing so, the total amount that employee gets under these two allowances may be protected so as to avoid drop in salary. Therefore, these two allowances may be merged into Special Allowance and may be given normal increase over the total amount of the two allowances(₹220).

(x) Post of Duplicating Machine Operator is existing in many departments, though the post has no relevance now. The employees in the post have no work to perform. The previous two Pay Revision Commissions had recommended to abolish the post. This post has a supervisory post also, by the name Duplicating Machine Supervisor. The scales of pay of Duplicating Machine Operator and Duplicating Machine Supervisor are ₹18000-41500 and ₹19000-43600 respectively, which are the scales of pay of the posts of Attender (HG) and Clerical Assistant Grade II respectively. The Commission recommends that the posts of Duplicating Machine Operator/Roneo Operator and Duplicating Machine Supervisor may be abolished and the employees may be accommodated in the category of Attender(HG) and Clerical Assistant Gr II respectively. It is also recommended that supernumerary posts of Attender(HG) and Clerical Assistant Grade II may be created so as to accommodate the incumbents of Duplicating Machine Operator/Roneo Operator and Duplicating Machine Supervisor, and these posts may be abolished on vacation of the posts by the incumbents.

(xi) There is a large number employees in Secretariat appointed against supernumerary posts under Compassionate Employment Scheme (CES) who are waiting for regularisation of their appointments. As per the existing rules, 5% of the total vacancies arising in a year is

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

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

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

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

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

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

(xiv) The posts Legal Assistant Grade II and Legal Assistant Grade I in Law Secretariat may be re-designated as Legal Assistant and Legal Assistant Senior Grade respectively, as similar designations are existing in other Secretariats.

(xv) The Commission has recommended to re-designate the post of Selection Grade Confidential Assistant in the Common Category as Personal Assistant. Concomitant to this, the following posts in Secretariat may be re-designated as follows

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

(xvi) All the category of posts except those mentioned above may be given corresponding proposed scales of pay of the existing scales of pay.

xvii) Existing Allowances except those specifically mentioned above may be given normal revision.

7.1.B. ADMINISTRATIVE SECRETARIAT

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

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

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

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

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

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

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

a Existing ratio 1:1 will continue

b The Grade ratio 1:1:1 will continue

c The existing ratio 1:1:1:1 will continue

d The ratio between Grade I and Grade II will be 1:3

e The ratio of 10:1 between Full Time Gardeners and Head Gardener will continue

f 1/3rd Higher Grade will continue

g Ratio between Lift Operator and Lift Operator (HG) will be 2:1

h The ratio between Grade II and Grade I will be 2:1

i Ratio among Gr II, Gr I and Senior grade will be 1:1:1

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Posts held by Personnel of other Departments

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

Common Category

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Footwear Allowance

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

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(2) Special Allowance

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

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

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

(3) Compensatory Allowance

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

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

(4) Uniform Allowance

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

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

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7.1. C. FINANCE SECRETARIAT

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

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

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

a The existing ratio 1:1 will continue

b The Grade ratio 1:1:1 will continue

c The existing ratio 1:1:1:1 will continue

d 1/3rd HG will continue

e The ratio between Grade II and Grade I will be 2:1

Posts held by Personnel of other Departments

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

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Common Category

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

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

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

(2) Uniform Allowance

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

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7.1. D. LAW SECRETARIAT

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

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

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

a Existing ratio 1:1 will continue

b Grade ratio 1:1:1 will continue

c The existing ratio 1:1:1:1 will continue

d Ratio 2:1 between Attender and Attender HG will continue

e The ratio between Grade II and Grade I will be 2:1

* The existing incumbent will continue to be designated as Deputy Secretary (Tamil Translator) with the Personal Scale of pay ₹107800-160000 in terms of GO(Ms)No.177/2012/GAD dated 10.07.2012.

Common Category

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

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

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

(2) Compensatory Allowance

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

(3) Uniform Allowance

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

7.1. E. LEGISLATURE SECRETARIAT

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

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

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

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

(ii) The Legislature Secretariat is implementing the e-niyamasabha project. Naturally, this adoption of technology will lead to substantial changes

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

(iii) The Commission see that the ratio now provided in the pay revision order among the four grades of Reporters viz., Selection Grade, Senior Grade, Grade-I and Grade-II, 7:2:5:7 is a strange one. The Secretary, Legislature has reported that as per G.O.(Ms)No.620/2000/Leg dated 01.06.2000, the ratio among the first three grades in the Subordinate Service was modified as 1:1:1. The Commission recommends to continue the ratio 1:1:1, among Reporter Gr-II, Gr-I and Senior Grade. However, any ratio between Senior Grade and Selection Grade Reporter is not recommended as one post is existing in Subordinate Service and other in the State Service. The existing ratio of 2:1 between Selection Grade Reporter and Selection Grade Reporter HG may continue.

(iv) The Commission observes that the creation of the category of post of Personal Secretary is not strictly in line with the practice in the Administrative Secretariat, where the posts have been attached only to Chief Secretary and Additional Chief Secretaries. However, this has now come as a fait accompli before the Pay Revision Commission. Therefore, the post of Personal Secretary may be included in the Schedule of posts with scale of pay applicable to the post in the Administrative Secretariat i.e., ₹ 45800-89000.

(v) The Commission has recommended to re-designate the post of Confidential Assistant Selection Grade in the Common Category as Personal Assistant, concomitant to this re-designation, the existing designations, Personal Assistant, Personal Assistant (HG), Personal Secretary in Legislative Secretariat may be re-designated respectively as Personal Secretary, Personal Secretary (HG), Senior Personal Secretary.

(vi) The post of 'Head Driver' in Legislature Secretariat was created in the scale of pay ₹27800-59400 by G.O.(Ms)No.95/2018/Leg dated 18.01.2018 by upgrading the senior most driver post citing the reason that the post of drivers in Legislature Secretariat require a supervisory post. This has been done invoking the provision of Rule 3(c) in Kerala Legislature Secretariat Recruitment and Conditions of Service-1979.

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

(vii) The posts of Estate Officer and Finance Officer have been upgraded to the level of Joint Secretary by G.O.(Ms)No.1073/2014/Leg dated 09.07.2014, and G.O.(Ms)No.306/2016/Leg dated 04.03.2016 respectively, issued after consultation with Chief Minister. Hence the posts of Estate Officer and Finance Officer may be included in the cadre of Joint Secretary instead of Deputy Secretary.

(viii) The Commission considered the demand for parity of Chief Editor with Joint Secretary and similar parity at lower levels also. The nature of duties and responsibilities of the two categories are very different and cannot be considered as identical for the purpose of pay determination.

(ix) The post of Assistant Agricultural Officer may be included under the sub-heading 'Post held by Personnel of other Departments' in the Schedule of posts in place of Agricultural Assistant in tune with the re-designation of the post of Agriculture Assistant Senior Grade in the Agriculture department vide GO(Ms)No.150/2013/Agri dated 04.5.2013.

(x) The Secretary, Legislature has reported that the post of Library Boy Grade I and Library Boy Grade II were amalgamated into Office Attendant Grade I and Office Attendant Grade II as per G.O.(Ms)No.430/2000/Leg dated 12.04.2000. Hence these posts may be excluded from the Schedule of posts.

(xi) The post of Office Assistant may be excluded from the schedule as the post has been abolished by G.O.(Ms)No.975/2019/Leg dated 03.07.2019.

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(xii) The posts of Lift Operator, Roneo Operator are now included in the Secretariat Subordinate Service. Hence these posts may be included in the Schedule of posts of Legislature Secretariat with scale of pay applicable to those posts in Administrative Secretariat.

(xiii) The designation 'Senior Assembly Attendant' may be excluded from the Schedule of Uniform Allowance as such a post is not existing in Legislature Secretariat. The designation 'Senior Assembly Attendant' seen in the Schedule of Compensatory Allowance of Legislature Secretariat may be corrected as 'Assembly Attendant'.

(xiv) Legislature Secretariat had issued G.O(Ms)No.684/2017/Leg dated 22.4.2017 and G.O(Ms)No.683/2017/Leg dated 22.4.2017 sanctioning Special Allowance to the posts of Assistant and Under Secretary working in the office of the Secretary, Legislature on the ground that such an allowance is being granted in Administrative Secretariat. But no posts of Assistant or Under Secretary are existing in the offices of the Secretaries in Administrative Secretariat and no Special Allowance is allowed there. The Commission observes that orders allowing Special Allowance to employees working in the office of the Secretary have been issued under Rules 8 (Conditions of Service) and 11(Removal of difficulties), whereas it is actually a decision relating to Emoluments coming under Rule 5. Hence the Commission does not recommend to continue this allowance.

(xv) Since the Special Rules of Personal staff of Speaker and Deputy Speaker are being issued by Legislature Secretariat and they can decide on the perks applicable to the personal staff of Speaker and Deputy Speaker, the Commission recommends that the rate of Special Allowance sanctioned as per G.O.(Ms)No.664/2016/Leg dated 02.05.2016 and G.O.(Ms)No.1560/2016/Leg dated 26.09.2016 may be allowed to continue at corresponding revised rates as applicable to personal staff of ministers and the allowance may be included in the Schedule of department.

(xvi) While Part Time Sweepers are not allowed Uniform Allowance in general, it is recommended that it may continue in Legislature Secretariat at corresponding proposed rates of Uniform Allowances being sanctioned to Part Time Sweepers in Legislature Secretariat.

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xvii) By the 10th Pay Revision Order, Lift operators of Administrative Secretariat and Legislature Secretariat were sanctioned same rate of Uniform Allowance (₹2500 per annum). But later the Legislature Secretariat issued orders enhancing the rate of Uniform Allowance in Legislature Secretariat to ₹3000 by invoking Rule 11(Removal of difficulty) of the Kerala Legislature Secretariat (Recruitment and Conditions of Services) Rules 1979. Government ratified this order by G.O.(Ms)No.120/2018/(97)/Fin dated 06.04.2018, as a special case. The Commission does not find any rationale for higher rate of Uniform Allowance to Lift Operator in Legislature Secretariat than which is allowed in Administrative Secretariat. Hence the Commission recommends that Lift Operators in Legislature Secretariat may be allowed the same rate of Uniform Allowance as is sanctioned to the same categories in Administrative Secretariat.

xviii) The category of Amenities Assistant in Legislature's Hostel is allowed Compensatory Allowance @ ₹100 per month. It is noted that this Allowance is not sanctioned to Lady Attendant in the Hostel. Compensatory Allowance to Lady Attendant in Legislature's Hostel may be allowed on par with Amenities Assistant.

(xix) As per G.O(P)No.8/2016/GAD dated 03.02.2016, following categories in the Administrative Secretariat which are common to Legislature Secretariat also, have been included in the Secretariat Subordinate Service and enhanced the qualification of Office Attendant Grade II to SSLC.

- Office Attendant
- Attender
- Duplicating Machine Operator
- Lift Operator
- Binder
- Clerical Assistant

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

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

(xx) The post of Amenities Assistant is now carrying the next higher scale of pay of Office Attendant Grade I. In view of the recommendation made to allow the scale of pay ₹17500-39500 to the post of Office Attendant Grade I, the post of Amenities Assistant may be placed in the scale of pay corresponding to ₹18000-41500. Consequently, the posts of Amenities Assistant (HG) and Chief Amenities Assistant may be placed in the scales of pay corresponding to ₹19000-43600 and ₹20000-45800 respectively.

(xxi) The post of 'Waiter' in Legislature Secretariat has been re-designated as 'Amenities Assistant' by G.O.(Ms)No.1165/2014/Leg dated 31.07.2014. Still the post of Waiter is included in the schedule of Compensatory Allowance. This post in the Schedule of Compensatory Allowance may be replaced with the post Amenities Assistant.

xxii) As per the Schedule of Uniform Allowance of Legislature Secretariat, the posts Waiter and Hostel Attendant are allowed Uniform Allowance @ ₹2500 and ₹3000 respectively. Since the post of Waiter has been re-designated as Amenities Assistant, the post 'Waiter' may be replaced by 'Amenities Assistant' and the post 'Hostel Attendant' may be replaced by 'Chief Amenities Assistant' in the Schedule of Uniform Allowance.

:xiii) The category of 'Lady Attendant' may be given Uniform Allowance at the same rate applicable to the category of Amenities Assistant in Legislature Secretariat.

:xiv) For those posts in Legislature Secretariat which have corresponding posts in the Administrative Secretariat, the scale of pay and ratio promotions may be as recommended for Administrative Secretariat.

xxv) All the categories of posts except those which are specifically mentioned above may be given normal revision of scales of pay.

:xvi) Existing allowances except those which are specifically mentioned above may also be given normal revision.

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

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

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

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

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

* Senior most driver will be designated as Selection Grade Driver

a Existing ratio 1:1 will continue

b Existing ratio 1:1:1 will continue

c Ratio 2:1 will be allowed between Selection Grade Reporter and its HG

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d Ratio 1:1:1 will be allowed among Grade II, Grade I and Senior Grade Reporters

e Existing ratio 1:1:1:1 will continue

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

g Ratio between Gr II and Gr I will be 2:1

Posts held by Personnel of other Departments

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

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Common Category

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

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

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

(2) Compensatory Allowance

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

(3) Uniform Allowance

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

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

(4) Additional Special Allowance

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

7.1.F. KERALA HOUSE, NEW DELHI

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

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

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

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(ii) The post of Chauffeur is not existing in the Office of the Resident Commissioner and the actual designation of the post is Driver which is a Common Category post. Therefore, the post of Chauffer included under the subheading 'Office of the Resident Commissioner' in the Schedule of Posts may be corrected as Driver and the scale of pay applicable to the post of Driver in Common Category may be allowed to the post.

(iii) Appointment to the posts of Deputy Director, Information Officer, Assistant Information Officer and Assistant Editor in the Information Office in Kerala House is made by deputation from Public Relations Department. Hence the scales of pay of these posts may be mentioned as 'As in PD' in the Schedule of Posts.

(iv) Appointment to the posts of Deputy Secretary and Assistant in the NORKA Cell is made from Administrative Secretariat. Hence the scales of pay of these posts may be mentioned as 'As in PD' in the Schedule of Posts.

(v) Cauvery Special Cell in Kerala House was wound up by G.O.(Ms)No.27/2017/WRD dated 15/05/2017. Hence the subheading 'Cauvery Special Cell' and the posts mentioned thereunder may be excluded from the Schedule.

(vi) Appointment to the posts in Tourism Information Office in Kerala House is made by deputation from Tourism Department. Therefore, the scales of pay of those posts mentioned in the Schedule may be changed as 'As in PD'.

(vii) In view of the higher rate of Education allowance being enjoyed by Central Government employees and the higher cost for education in New Delhi, the rate of monthly Education Allowance now admissible to the State Government employees working in New Delhi may be enhanced from ₹600 to ₹900 per child subject to the maximum of two children.

(viii) The existing rate of Warm Cloth Allowance is ₹5000 once in four years. The majority of the staff in Kerala House are deputed for a short term. Hence the existing system of payment of Warm Cloth Allowance in lump sum for the period of four years does not appear to be rational. Therefore, the periodicity of allowance may be changed to two years, and rate for the period of two years may be fixed at ₹ 3000.

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

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

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

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

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

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

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

a 1/3rd HG will continue.

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

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

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

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(2) Compensatory Allowance

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

(3) Uniform allowance

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

7.2. ADVOCATE GENERAL'S OFFICE

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

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

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

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

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

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

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

(ii) The post of Translator that was created in the office of the Advocate General by G.O.(Ms) No.145/2017/Law dated 24/11/2017 with scale of pay ₹ 26500-56700 may be included in the Schedule of Posts with the proposed scale of pay corresponding to ₹ 26500-56700.

(iii) The ratio between Under Secretary and Under Secretary (HG) may be revised to 1:1 as existing in Government Secretariat.

(iv) As per G.O.(P)No.27/88/P&ARD dated 29/06/1988, the mode of appointment to the post of Librarian is prescribed as by appointment from Section Officers. But the post of Librarian is now placed in a lower scale of pay (₹ 35700-75600) than Section Officer (₹ 36600-79200). As it is causing administrative difficulties in making appointment to the post, the scale of pay of Librarian may be enhanced to the proposed scale corresponding to ₹36600-79200 on par with Section Officer.

(v) The post of Clerical Assistant in the AG's office is existing in two grades—Grade I and Grade II. But no ratio is assigned between these posts. The scales of pay of the two Grades are the same as in Secretariat, where a ratio 1:1 is existing between the two grades. Hence the ratio 1:1 between Clerical Assistant Grade I and Grade II may be allowed as in Secretariat.

(vi) Officers attending cause list work are paid Compensatory Allowance. The Commission has not been able to verify the conditions for the admissibility of this allowance. Hence it is recommended that the Compensatory allowance for cause list work may be paid only as per the prescribed norms. If there are no conditions/norms prescribed, steps may be taken to frame the same.

(vii) Consequent to the recommendation of the Commission for re-designating the post of Selection Grade Confidential Assistant in the Common Category as Personal Assistant, the existing posts of Personal Assistant and Personal Assistant (HG) in the Advocate General's Office may be re-designated as Personal Secretary and Personal Secretary (HG).

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

(ix) Existing allowances may be given normal revision.

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

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

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

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

a Grade ratio will be 1:1

b Grade ratio 1:1:1 will continue

c Grade ratio 1:1:1:1 will continue

Common Category

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

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Part Time Contingent Employees

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(4) Special Allowance

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

(2) Compensatory Allowance

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

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

(3) Uniform Allowance

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

7.3. AGRICULTURE DEVELOPMENT AND FARMERS' WELFARE

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

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

i) The post of Tractor Driver Grade I may be placed in the revised scale of pay corresponding to ₹ 20000-45800.

ii) The posts of Beetle Picker, Ploughman, Surveyor, Farm Mechanic and Mechanical Engineering Supervisor may be excluded from the schedule as these posts are not existing in the Department.

iii) The post of Village Officer under the heading 'Posts held by personnel of other Departments' may be excluded from the schedule as the post is not existing in the Department.

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iv) The posts of Tractor Cleaner Grade II, Tractor Cleaner Grade I, Gardener cum Cleaner and Lab Attender in the scales of pay corresponding to ₹ 16500-35700, ₹ 17000-37500, ₹ 16500-35700 and ₹ 17000-37500 respectively may be included in the schedule of the Department.

v) The post of Permanent Servant may be excluded from the schedule of the Department as the post is not existing in the Department.

vi) The post of Cinema Operator may be abolished and the incumbents holding the post may be declared as vanishing category.

vii) The post of Tissue Culture Technician (on contract) with consolidated pay of ₹ 18,000/- may be substituted with the designation Tissue Culture Technician in the scale of pay corresponding to ₹ 20000-45800.

viii) The Risk Allowance granted to Staff in Seed Garden Complex Munderi, Nilambur may be discontinued.

ix) Consequent to the recommendation of the Commission to redesignate the post of Confidential Assistant Sel. Gr. as Personal Assistant and to redesignate the existing Personal Assistant as Personal Secretary, the post of Personal Assistant to Director of Agriculture may be redesignated as Personal Secretary to Director of Agriculture.

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

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

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

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

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

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

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

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

a. The ratio 1:3 between Senior Agricultural Officer/Assistant Director and Agricultural Officer will continue.

b. The existing ratio 1:1 between Agricultural Officer and Senior Grade Scientific Assistant for promotion as Assistant Soil Chemist will continue.

c. The ratio 2:1:1 among Grade II, Grade I and Senior Grade will continue.

d. 25% of posts will be placed in the Higher Grade

e. The existing ratio 5:3:2 will continue.

Posts held by Personnel of other Departments

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

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

Common Category

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

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

*** Vanishing Category.**

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

(2) Permanent Conveyance Allowance

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

7.4. ANIMAL HUSBANDRY

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

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

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

(i) The posts of Live Stock Inspector in the Department and Agricultural Assistants in the Agricultural Development and Farmers Welfare Department are comparable posts in terms of qualification and nature of duties. Even though Grade I and Grade II posts of Agricultural Assistant and Live Stock Inspector are in the same scale of pay, the post of Senior Grade Live Stock Inspector / Assistant Field Officer (₹29200-62400) in the Department is in a lower scale of pay than that of Assistant Agricultural Officer (₹30700-65400). Therefore, the scale of pay of the post of Live Stock Inspector Senior Grade / Assistant Field Officer may be placed on ₹30700-65400 on par with the post of Assistant Agricultural Officer.

(ii) In all health care departments, the posts of Laboratory Technician Grade II and Grade I are placed in the ratio 1:1. Even though two grades are existing for Lab Technician in Animal Husbandry Department, no ratio is seen fixed. Laboratory Assistant is an equivalent post of Lab Technician in Animal Husbandry Department. Hence the Grade II and Grade I posts of Lab Technician / Lab Assistant may be placed in the ratio of 1:1.

(iii) The posts of Assistant Forest Veterinary Officer, Forest Veterinary Officer and Chief Forest Veterinary Officer in the Forest and Wild Life Department are now deputation posts from Animal Husbandry Department under Rule 9B of the General Rules, and it is creating lot of administrative difficulties in making appointment to these posts. Hence these posts may be made ex-cadre posts of the Animal Husbandry Department.

(iv) The posts of Cinema Operator and Chief Operator have no relevance in the current time. Hence these posts may be declared as vanishing category and the personnel in these categories may be utilized elsewhere.

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(v) The posts of Director, Institute of Animal Health and Veterinary Biological, Palode is a post in the cadre of Additional Director in the Department. Therefore, this post may be shown as interchangeable to the post of Additional Director in the Schedule of posts with the scale of pay corresponding to ₹81000-117600.

(vi) The posts of Junior Instructor and Chick Sexing Expert are interchangeable posts as per the Special Rules. Hence these posts may be shown as interchangeable in the Schedule with the scale of pay corresponding to ₹27800-59400.

(vii) As per the Special Rules, the feeder post of X-Ray Technician is Dark Room Assistant, which is not now included in the Schedule of posts. Hence the post may be included in the Schedule with the scale of pay corresponding to ₹18000-41500, as applicable to the same post in Health Services Department.

(viii) As per the Special Rules, the posts of Laboratory Assistant and Laboratory Technician are equal and interchangeable. Hence the corresponding grades of these posts may also be shown as interchangeable in the Schedule of posts.

(ix) Taking into account the expenditure incurred for field visits, it is recommended that Permanent Conveyance Allowance @ ₹ 170 per month may be allowed to Live Stock Inspectors at par with the rate admissible to Agricultural Assistant.

(x) Considering the high risk factor involved in the job of Veterinary Doctors working in Elephant Squad, it is recommended to restore and revise the Risk Allowance allowed in the 9th Pay Revision to the category of Veterinary Surgeon in Elephant Squad. The rate proposed is ₹ 330 per month.

(xi) The Career Advancement Scheme for Veterinary Surgeons will be revised, and the details given in the section on Promotion prospects.

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

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

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

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

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

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

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

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

Posts held by Personnel of other Departments

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

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

Common Category

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

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

Part Time Contingent Employees

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Risk Allowance

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

(2) Uniform Allowance

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

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(3) Additional Special Allowance

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

(4) Permanent Conveyance Allowance

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

7.5. ARCHAEOLOGY

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

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

(i) The newly created post of 'Assistant Executive Engineer' may be included in the department schedule with the Scale of Pay corresponding to ₹ 42500-87000.

(ii) The posts 'Electrician' and 'Mechanic' may be included in department schedule with the scale of pay corresponding to ₹ 18000-41500 as the posts are included in Special Rules.

(iii) The post of Field Assistant at Padmanabhapuram palace may be upgraded and re-designated as 'Palace Superintendent' and granted revision corresponding to Scale of Pay of ₹ 35700-75600.

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

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

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

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

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

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

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

Posts held by Personnel of other Departments

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

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Common Category

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

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

7.6. ARCHIVES

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

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

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

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(ii) The post of Mender may be re designated as Conservation Assistant.

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

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

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

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

a.1/3rd Higher Grade will Continue.

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

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Posts held by Personnel of other Departments

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

Common Category

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

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Compensatory Allowance

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

(2) Risk Allowance

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

(3) Uniform Allowance

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

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7.7. AYURVEDA MEDICAL EDUCATION

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

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

(i) The posts of Senior Medical Officer and Chief Medical Officer in Indian Systems of Medicine department are placed in the scales of pay of ₹ 42500-87000 and ₹ 45800-89000 respectively, whereas the similar posts in Ayurveda Medical Education department are given lower scales of pay of ₹ 40500-85000 and ₹ 42500-87000 respectively. The qualification prescribed for the entry post of Medical Officer in both the Departments is the same and the post is placed in the same scale of pay of ₹ 39500-83000 in both the Departments. Hence it is recommended that the posts of Medical Officer, Senior Medical Officer and Chief Medical Officer in Ayurveda Medical Education Department may be placed in scales of pay corresponding to ₹ 39500-83000, ₹ 42500-87000 and ₹ 45800-89000 respectively on par with same posts in Indian Systems of Medicine Department.

(ii) The post Lab Technician Grade I with scale of pay ₹ 26500-56700 is duplicated in the schedule of the department. Hence duplicate entry may be excluded from the Schedule of posts.

(iii) The HoD has reported that the post 'Artist cum Museum Keeper' is erroneously shown as 'Artist cum Museum Curator' in the existing Pay Revision Order. The designation 'Artist cum Museum Curator' may be corrected as 'Artist cum Museum Keeper' in the Schedule of the posts of the Department.

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(iv) Appointment to the post Junior Health Inspector is made from Health Services Department on deputation. Therefore, the post may be shown in the Schedule under the heading 'Posts held by Personnel of other Departments'.

(v) In the existing Pay Revision Order, the post of Research Officer (Botany) is shown as equivalent to Research Officer (Chemistry / Bio-Chemistry). Appointment to the post of Research Officer (Botany) is made by direct recruitment whereas Research Officer (Chemistry / Bio-Chemistry) are promotion posts of Assistant Research Officer (Chemistry/ Bio-Chemistry). Hence the post 'Research Officer (Botany)' may be segregated from Research Officer (Botany/ Chemistry/ Bio-Chemistry) and shown as a separate post under the Drug Standardization Unit in the Schedule of posts.

(vi) The post of Assistant to Pharmacognosy Officer may be re-designated as Research Assistant (Botany).

(vii) The post Assistant Research Officer (Botany) is the promotion post of Farm Superintendent/ Assistant to Pharmacognosy Officer in the Pharmacognosy Unit. But no post of Assistant Research Officer (Botany) is included in the Pharmacognosy Unit. The post Assistant Research Officer (Botany) may be shifted from the Drug Standardization Unit to Pharmacognosy Unit in the Schedule of posts.

(viii) The post 'Lady Medical Officer' now included under the heading 'Posts held by Personnel of other Departments' may be excluded from the Schedule as the post is not existing in the department now.

(ix) The scale of pay of the posts of Ayurveda Therapist (₹19000-43600) and Ayurveda Therapist (HG) (₹ 20000-45800) may be upgraded to ₹ 20000-45800 and ₹ 25200-54000 respectively in view of the recommendation made by the Commission for similar upgradation in Indian Systems of Medicine Department.

(x) The qualification prescribed for the post of Lab Technician Grade II in Ayurveda Medical Education Department and Health Services Department is identical as per Special Rules. Hence, consequent on the upgradation of the scale of pay of the post of Lab Technician Grade II in Health Services Department to ₹25200-54000, the scale of pay of the post

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

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

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

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

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

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

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

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

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

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

a Higher Grade in the ratio of 1:1 will continue

b Ratio 1:2 between Grade I and Grade II will continue.

c Ayurveda Therapist and Ayurveda Therapist HG will be in the ratio 2:1

d Ratio between Pharmacy Attender Grade I and Grade II will be 1:2

Posts held by Personnel of other Departments

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

Common Category

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

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

Part Time Contingent Employees

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Foot Wear Allowance

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

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

(2) Compensatory Allowance

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

(3) Uniform Allowance

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

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

7.8. BACKWARD CLASSES DEVELOPMENT

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

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

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

i) The Commission recommends to frame Special Rules for the department at the earliest.

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

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

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

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

Posts held by Personnel of other Departments

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

Common Category

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

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

7.9. CHEMICAL EXAMINER'S LABORATORY

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

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

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

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(ii) The post of Bottle Cleaner may be included in the Schedule of posts with proposed scale of pay corresponding to ₹16500-35700.

(iii) The Commission finds no justification for allowing Risk Allowance to the staff in the Administrative and Finance wings. Therefore, Risk Allowance may be limited only to those employees who are directly engaged in laboratory services.

(iv) The scales of pay of all the existing posts in the Department may be given normal revision.

(v) Existing allowances except those specifically mentioned above may also be given normal revision.

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

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

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

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

Posts held by Personnel of other Departments

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

Common Category

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

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Part Time Contingent Employees

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Foot Wear Allowance

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

(2) Risk Allowance

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

(3) Uniform Allowance

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

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

7.10. CIVIL SUPPLIES

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

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

i) The posts of Taluk Supply Officer/ City Rationing Officer/ Senior Superintendent have the same method of appointment and feeder category i.e, by transfer from the posts of Assistant Taluk Supply Officers, Manager, and Junior Superintendent. Hence Taluk Supply Officer/ City Rationing Officer may also be granted Higher Grade in the same ratio as sanctioned to Senior Superintendent i.e, 3:1.

ii) As per the existing Special Rules, appointment to the post of Assistant Taluk Supply Officer is made 'by transfer' from among the Head Clerks / Senior Clerk while appointment to the post of Junior Superintendent in common category is made 'by promotion' of Head Clerk/ Senior Clerk in the department. But appointment to the posts of Assistant Taluk Supply Officer and Junior Superintendent are made by regular promotion of Head Clerk/ Rationing Inspector in the department for the past several years by treating these posts as interchangeable. Hence the Subordinate Service Special Rules of the department may be amended to

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

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

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

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

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

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

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

Posts held by Personnel of other Departments

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

Common Category

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

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Permanent Travelling Allowance

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

(2) Permanent Conveyance Allowance

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

(3) Uniform Allowance

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

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7.11. COLLEGIATE EDUCATION

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

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

(i) The posts of Professor Gr I (Arabic College), Taxidermist and Gas Man may be excluded from the schedule as the posts are not existing in the Department.

(ii) The posts of Professor(Training Colleges), Reader(Arts & Science College/Training College/Sanskrit College), Lecturer (Selection Grade), Lecturer (Senior Grade), Lecturer (Arts & Science College/ Sanskrit College/Training College/Physical Education College) and Lecturer in Sanskrit may be substituted with the posts of Professor (Arts & Science College/ Sanskrit College/Training College/Physical Education College), Associate Professor (Arts & Science College/ Sanskrit College/Training College/Physical Education College), Assistant Professor (Arts & Science College/ Sanskrit College/Training College/Physical Education College) respectively.

(iii) The post of Law Officer may be included in the schedule under the heading 'Posts held by personnel of other Departments'.

(iv) The consolidated pay of Part time Lecturer in Law/Journalism may be enhanced from the existing ₹ 19000+DA to ₹ 27000+DA.

(v) The posts of Senior Administrative Assistant and Special Officer for Scholarships may be sanctioned a Special Pay of ₹ 500/- per month in lieu of Higher Time Scale of Pay.

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

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

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

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

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

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

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

*. Special Pay in lieu of Higher Time Scale

Posts held by Personnel of other Departments

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

Common Category

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

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

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Compensatory Allowance

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

(2) Uniform Allowance

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

7.12. COMMISSIONERATE OF ENTRANCE EXAMINATIONS

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

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

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

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

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

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

Posts held by Personnel of other Departments

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

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

Common Category

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

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

(2) Uniform Allowance

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

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7.13. CO-OPERATION

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

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

(i) The existing scale of pay of the post of Personal Assistant (₹36600-79200) is less than its feeder post, Confidential Assistant Selection Grade (₹39500-83000) which is recommended to be re-designated as Personal Assistant elsewhere. Hence the scale of pay of the post of Personal Assistant to Registrar of Co-operative Societies/Personal Assistant to Director of Co-operative Audit may be enhanced to ₹39500-83000 with corresponding revision.

(ii) All the other posts in the department may be placed in the proposed scales of pay corresponding to the existing scales of pay.

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

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

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

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

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

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

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

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Posts held by Personnel of other Departments

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

Common Category

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

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

Part Time Contingent Employees

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

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

(2) Uniform Allowance

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

(3) Permanent Travelling Allowance

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

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(4) Permanent Conveyance Allowance

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

7.14. CULTURE

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

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

(i) The Commission has noted that Special Rules have not been issued for appointment to various posts in the Department. The Commission suggests that Special Rules may be framed without further delay.

(ii) The newly created post of Deputy Director may be included in the Schedule under the heading 'Post held by Personnel of other Departments' as the method of appointment for the post is by deputation.

(iii) The post of Administrative Officer/Accounts Officer may be moved from Department schedule of posts to the category 'Post held by Personnel of other Departments' as the post is filled up by deputation from the cadre of Under Secretary in Administrative Secretariat.

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

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

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

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

Posts held by Personnel of other Departments

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

Common Category

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

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

7.15. DAIRY DEVELOPMENT

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

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

(i) The post of Pump Operator may be included in the department schedule with the Scale of Pay corresponding to ₹ 17000-37500 as the post is included in the Special Rules of the Department.

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

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

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

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

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

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

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Posts held by Personnel of other Departments

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

Common Category

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

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

(2) Permanent Conveyance Allowance

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

7.16. DEPARTMENT OF GENERAL EDUCATION

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

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

7.16.A. GENERAL EDUCATION

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

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

(i) Special Allowance may be allowed to the Lecturers, Senior Lecturers and Principals of DIET who are having Ph.D. in the respective subject as sanctioned in Higher Secondary Education Wing.

(ii) The scale of pay of the posts of Headmaster and Headmaster (HG) in Special Schools may be enhanced to the scales of pay corresponding to ₹ 40500-85000 and ₹ 42500-87000 respectively

(iii) An amount of ₹ 600/- per month may be sanctioned to Physical Education Teachers attending to Higher Secondary and VHSE classes, by merging the existing Compensatory Allowance and Special Allowance. The combined revised allowance may be drawn from the salary head of the incumbent.

(iv) The posts of Assistant Provident Fund Officer and Administrative Assistant in the revised scale of pay corresponding to ₹ 40500-85000 may be included in the schedule of the department.

(v) Since the posts of Accountant CARE, Calculator Operator, Computer, Compositor, Printer, and Counter have lost their relevance, the same may be abolished, treating the incumbents as vanishing category.

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(vi) Consequent to the recommendation of the Commission to redesignate the post of Confidential Assistant Sel. Gr. as Personal Assistant and to redesignate the existing Personal Assistant as Personal Secretary, the post of Personal Assistant to Secretary, State Edn. Advisory Board may be redesignated as Personal Secretary to Secretary, State Edn. Advisory Board.

(vii) In view of the decision of the Commission to do away with the City Compensatory Allowance to all categories of employees, a compensatory allowance of ₹ 120/- per month may be sanctioned to the Part Time Teachers working in institutions in Municipal Corporation limits.

(viii) Group Insurance and State Life Insurance may be extended to Part Time Teachers also.

(ix) Part Time Teachers in Aided schools may be admitted to Provident Fund.

(x) The Commission also considered the representation received from Sri.V.Hameed, Headmaster, DOHS School, Pookarathara, Malappuram District based on the orders of Hon'ble High Court dated 22.07.2020 in WP(C)No.13491/2020(J). The Commission does not recommend reduction of the period for higher grades considering the huge financial commitment.

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

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

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

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

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

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

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

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

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

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

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

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

a. Out of total no. of posts, 25% of Deputy Director will be in higher grade in the scale of pay of ₹ 77200-140500.

b. 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).

c. The posts may be declared as vanishing category and the posts held by the existing incumbents may be abolished on their vacation of the posts.

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Posts held by personnel of Other Departments

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

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Common Category

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

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

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

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

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

(2) Permanent Conveyance Allowance

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

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(3) Uniform Allowance

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

4) Compensatory Allowance

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

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

Pre-primary Teachers and Ayahs appointed by PTA

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

7.16.B. HIGHER SECONDARY EDUCATION

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

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

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

i) Urgent action should be taken for framing Special Rules for the posts of Joint Director and Deputy Director.

ii) Considering the additional qualifications and nature of job, the Special Allowance for Higher Secondary School Teacher in Special Schools may be enhanced to ₹ 500/- per month.

iii) The Compensatory Allowance sanctioned to Physical Education Teachers attending the Higher Secondary School section may be merged with Special Allowance sanctioned to them under General Education Department and the combined revised allowance may be drawn from the salary head of the incumbent. Hence the Compensatory Allowance under this Department may be excluded.

iv) The post of PA to Director shown under the heading 'Posts held by personnel of other Departments' may be excluded from the schedule as the post is not existing in the department.

v) Since the post of Joint Director is filled up by deputation from the personnel of Collegiate Education Department, the post may be excluded from the department schedule and incorporated under the caption 'Posts held by Personnel of other Departments'.

vi) Since the Director of General Education is the new Head of Higher Secondary wing after the formation of Directorate of General Education as per G.O.(Ms)No.53/2019/G.Edn. dated 31.05.2019, the post of Director may be excluded from the schedule of Higher Secondary Education Department.

vii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances excluding the one mentioned at (iii) may be given normal revision.

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

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

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

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

Posts held by Personnel of other Departments

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

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Common Category

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

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

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

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

(2) Uniform Allowance

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

7.16.C. VOCATIONAL HIGHER SECONDARY EDUCATION

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

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

i) The post of Research Assistant may be placed in the revised scale of pay corresponding to ₹ 40500-85000.

ii) Vocational and Non Vocational Teachers in the department having Ph.D qualification in the respective subject may be granted Special Allowance similar to Higher Secondary Education Department.

iii) The post of Matron with the scale of pay corresponding to ₹ 20000-45800 may be included in the schedule.

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iv) Since the Director of General Education is the new head of Vocational Higher Secondary after the formation of Directorate of General Education as per G.O.(Ms.)No. 53/2019/G.Edn. dated 31.05.2019, the post of Director may be excluded from the schedule.

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

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

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

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

Posts held by Personnel of other Departments

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

Common Category

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

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

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

(2) Uniform Allowance

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

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7.17. DIRECTORATE OF PROSECUTION

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

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

(i) The post of Personal Assistant created *vide* G.O.(Ms)No.17/2018/Home dated 31/01/2018 may be included in the Schedule of Posts. Action may be taken to include the post in the Special Rules of the Directorate of Prosecution.

(ii) The post Deputy Director of Prosecution may be included in the Schedule of Posts as 'Deputy Director of Prosecution and Senior Assistant Public Prosecutor' which is the name of the post as per the Special Rules.

(iii) The scales of pay of all the existing posts may be allowed normal revision.

(iv) Existing allowances may be given normal revision.

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

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

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

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

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

Posts held by Personnel of other Departments

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

Common Category

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

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

Uniform Allowance

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

7.18. DRUGS CONTROL

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

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

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

(ii) The posts of Drugs Inspector, Special Intelligence Branch and Technical Assistant to Drugs Controller may be included along with the post of

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

(iii) The post of Senior Drugs Inspector (Ayurveda) may be included in the Schedule of posts with the proposed scale of pay corresponding to ₹42500-87000.

(iv) The post of Deputy Drugs Controller (Ayurveda) may be shown in the Schedule of posts under the heading 'Posts held by Personnel of other Departments' with scale of pay as in Parent Department, as appointment to the post is made by deputation from Ayurveda Medical Education Department.

(v) All the posts existing in the department may be placed in the proposed scales of pay corresponding to the existing scales of pay.

(vi) Existing allowances may be given normal revision.

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

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

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

Posts held by Personnel of other Departments

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

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Common Category

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

Part Time Contingent Employees

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

Uniform Allowance

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

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7.19. ECONOMICS AND STATISTICS

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

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

(i) Both field work and office work should make use of modern technology to facilitate speed and efficiency. Appropriate mobile apps may be used for field work to track the field level employees and to record data from the field level instantly.

(ii) The field staff have to undertake frequent journeys for conducting field level activities. Therefore, the rates of Permanent Travelling Allowance may be enhanced to ₹400/- per month for Taluk level field work, and ₹600/- per month for District level field work to all the eligible field staff.

(iii) The scale of pay of the post of Taluk Statistical Officer (₹35700-75600) and its equated post of Senior Supervisor (Computer) may be upgraded to ₹36600-79200, on par with that of Senior Superintendent in the Common Category taking into account the fact that the post of Senior Superintendent in the Department was converted into Taluk Statistical Officer *vide* G.O.(P)No.58/1985/Plg dated 24/07/1985. As the post of Senior Supervisor (Computer) is an equal and interchangeable post of Taluk Statistical Officer, the post Senior Supervisor (Computer) may be clubbed with Taluk Statistical Officer in the Schedule of Posts.

(iv) Consequent to the upgradation of the scale of pay of the post Taluk Statistical Officer and its equated post Senior Supervisor

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(Computer), the scale of pay of its further promotion post viz. Additional District Officer and its equivalent post Scrutiny Officer may be upgraded from ₹36600-79200 to ₹39500-83000.

(v) The scale of pay of the post of District Officer/Senior Statistical Officer (₹40500-85000) may be upgraded to ₹42500-87000 on par with that of Administrative Assistant in Common Category taking into account the fact that erstwhile post of Administrative Assistant in the Department was converted as District Officer/Senior Statistical Officer *vide* G.O.(P).No.58/1985/Plg dated 24/07/1985.

(vi) As per the Special Rules, Computer Supervisor is an equal and interchangeable post of Research Assistant/ Statistical Inspector/ Extension Officer. But Computer Supervisor is now placed in a lower scale of pay of ₹29200-62400, whereas Research Assistant/Statistical Inspector/ Extension Officer are placed in the scale of pay of ₹30700-65400. Therefore, the post of Computer Supervisor may be placed in the scale of pay corresponding to ₹30700-65400.

(vii) The post of Director General may be excluded from the Schedule of posts since this post was downgraded as Director *vide* G.O.(P)No.24/2019/Plg dated 06/09/2019.

(viii) As per the existing Special Rules, Typists and Confidential Assistants in the Department have lateral entry to the post of Statistical Assistant Grade I, which is the first promotion post of an entry cadre Statistical Assistant Grade II. Since the numbers of Typists and Confidential Assistants are much less compared to the strength of Statistical Assistant Grade II, there are chances that Typists and Confidential Assistants having lesser service than Statistical Assistant Grade II will get appointment to the post of Statistical Assistant Grade I. In order to obviate such a situation, it is recommended to amend the Special Rules to the effect that Typists and Confidential Assistants who have lesser service than directly recruited Statistical Assistant Grade II shall not supersede Statistical Assistant Grade II for appointment to the post of Statistical Assistant Grade I.

(ix) As per the Special Rules, the post Scrutiny Officer is an equal and interchangeable post of Additional District Officer. Hence the post

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

(x) The posts of Deputy Director and Nosologist may be shown as separate posts in the Schedule of posts, since these are different posts as per the Special Rules.

(xi) The posts of Computer Operator Grade I and Computer Operator Grade II may be excluded from the Schedule of posts, as these posts stand deleted from the Special Rules as per G.O.(Ms) No.22/2019/Plg dated 28/06/2019.

(xii) The Commission recommends that the Head of each Department should review the staff pattern, work load and performance of the Statistics Wing in the Department, to assess the staff strength necessary for the functions being performed.

(xiii) The scales of pay of all existing posts in the Department except those which are specifically mentioned above may be placed in corresponding proposed scales of pay.

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

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

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

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

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

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Posts held by Personnel of other Departments

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

Common Category

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

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Part Time Contingent Employees

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

(2) Permanent Travelling Allowance

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

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(3) Permanent Conveyance Allowance

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

7.20. ELECTRICAL INSPECTORATE

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

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

(i) The posts of Skilled Assistant, Skilled Assistant (H.G) and Skilled Assistant (Sr.Gr.) may be re designated as Overseer Gr II, Overseer Gr I and Sub Engineer similar to the re designation in P.W.D and other Engineering Departments. Delegation of more powers and entrustment of more duties to Sub Engineers should also be considered.

(ii) The post of Accounts Officer under the heading of 'Posts held by Personnel of other Departments' may be removed from the Schedule as the post is nonexistent in the Department

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

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

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

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

a. Existing 25% HG will continue.
b. Existing 1/3rd HG will continue.
c. Ratio among Overseer Gr II, Overseer Gr I and Sub Engineer will be 1:1:1.

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Posts held by Personnel of other Departments

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

Common Category

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

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

A. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

7.21. ENQUIRY COMMISSIONER & SPECIAL JUDGE; VIGILANCE TRIBUNAL

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

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

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(i) Considering the reduced promotion opportunities for Assistants joining these organisations compared to those appointed from the select list of the PSC to the Secretariat, Kerala Public Service Commission, Kerala State Audit Department, etc., the Commission recommends that future vacancies of Assistants in these organisations may be converted to the posts of Clerks and appointments may be made on deputation from the Subordinate Civil Judiciary in the Districts concerned, with the Principal District Judge empowered to order the deputation.

(ii) The ratio between Manager and Manager (HG) may be modified as 1:1 in view of the fact that Manager (HG) post is the highest promotion post existing for an Assistant appointed in these organisations.

(iii) The Grade II, Grade I, Senior Grade and Selection Grade posts of Computer Assistant and Confidential Assistant may be included in the Schedule of posts, with scales of pay and ratio promotions applicable to similar posts in the Govt. Secretariat, KPSC, Kerala State Audit Department, etc.

(iv) The posts of Driver Grade II, Grade I and Senior Grade may be included in the Schedule of posts with scales of pay and ratio promotions applicable to the similar post in Common category.

(v) The scales of pay of all the existing posts may be placed in corresponding proposed scales of pay.

(vi) Existing allowances may be given normal revision.

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

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

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

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

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

a Ratio between Manager and Manager (HG) will be 1:1

b The existing ratio 1:1:1 will continue

c The existing ratio 1:1:1:1 will continue

d The ratio among Grade II, Grade I and Senior Grade will be 1:1:1

e The ratio among Grade II, Grade I and Senior Grade will be 1:1:1

Common Category

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

Part Time Contingent Employees

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

Uniform Allowance

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

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7.22. ENVIRONMENT & CLIMATE CHANGE

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

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

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

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

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

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

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Posts held by Personnel of other Departments

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

Common Category

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

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

7.23. EXCISE

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

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

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

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

(i) The cadre of Excise Commissioner may be shown as IAS/ IPS in the Schedule of posts.

(ii) Training Allowance may be granted to all the categories of Excise Personnel who are deputed as trainers in the State Excise Academy and Research Centre, Thrissur.

(iii) Two types of Special Allowances are now granted to the Excise Staff under: (i) Special Allowance (ii) Additional Special Allowance. The first one may be re-named as 'Training Allowance' as mentioned in (ii) above and the Additional Special Allowance may be renamed as 'Excise Special Allowance'.

(iv) The designation of Excise Guard shown in the Schedule of posts may be corrected as Civil Excise Officer as the post was re-designated so by G.O.(Ms) No.192/2012/TD dated 09/10/2012.

(v) The post of Women Civil Excise Officer may be included in the Schedule of posts with the scale of pay corresponding to ₹20000-45800, as the post of Women Excise Guard was incorporated in the Special Rules by G.O.(P) No.113/2008/TD dated 04/06/2008.

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(vi) The post of Vigilance Officer (Superintendent of Police) may be included in the Schedule of posts under the heading 'Posts held by personnel of other Departments'. The post of Vigilance Officer– IAS may be excluded from the Schedule.

(vii) The post of Van Cleaner may be excluded from the Schedule, as this post is not seen included in the Special Rules, and such a post is not existing in the Department.

(viii) Civil Excise Officer and Women Civil Excise Officer entering service in the scale of pay ₹ 20000-45800 may be eligible for four time bound higher grades on completion of 8 years, 15 years, 22 years and 27 years of service subject to the general conditions of Time Bound Higher Grade scheme.

(ix) The Commission recommends that the post of Civil Excise Officer / Women Civil Excise Officer may be given the designation as Preventive Officer (Grade), Assistant Excise Inspector (Grade) and Excise Inspector (Grade) with Uniform and insignia of respective higher posts on completion of 12, 20 and 25 years of service, provided the incumbent is qualified for regular promotion to such post. The Commission recommends this for Excise Personnel in line with the system existing in Police Department.

(x) The scales of pay of all the existing posts in the Department may be placed in the corresponding proposed scales of pay.

(xi) Existing allowances except those specifically mentioned above may be given normal revision.

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

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

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

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

a 20% Higher Grade will continue

b 25% of the post will be in Higher Grade.

c The existing ratio 1:1:1 among Driver Grade II, Driver Grade I and Driver Senior Grade will continue. 10% of post of Senior Grade Driver will be on Selection Grade.

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Posts held by Personnel of other Departments

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

Common Category

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

Part Time Contingent Employees

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

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	Training Allowance (Personnel working in State Excise Academy and Research Centre, Thrissur)		
1	Assistant Excise Commissioner	200	800
2	Circle Inspector	160	650
3	Excise Inspector	-	550
4	Preventive Officer	-	400

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Joint Excise Commissioner	5250	5750
2	Deputy Excise Commissioner	5250	5750
3	Assistant Excise Commissioner	5250	5750
4	Excise Circle Inspector	5100	5600
5	Excise Inspector	5100	5600
6	Assistant Excise Inspector	5100	5600
7	Preventive Officer	4500	5000
8	Civil Excise Officer/ Women Civil Excise Officer	4500	5000
9	Driver	4500	5000

(3) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	1. Excise Special Allowance		
1	Assistant Excise Commissioner	150	170
2	Excise Circle Inspector	140	160
3	Excise Inspector	140	160

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4	Assistant Excise Inspector	120	140
5	Preventive Officer	120	140
6	Civil Excise Officer/ Women Civil Excise Officer	120	140
	2. Day off Allowance *(Rate per day)		
7	Excise Circle Inspector	500	550
8	Excise Inspector	500	550
9	Assistant Excise Inspector	500	550
10	Preventive Officer	460	510
11	Civil Excise Officer/ Women Civil Excise Officer	400	440
12	Driver	400	440
	*Day off Allowance granted for officers working in the field units compensating for their duty during Onam and Christmas festivals.		

(4) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	Excise Inspector	400	One Range	15	440
2	Assistant Excise Inspector	300	One Range	15	330
3	Preventive Officer	200	One Range	15	220
4	Civil Excise Officer/ Women Civil Excise Officer	200	One Range	15	220

7.24. FACTORIES AND BOILERS

The main responsibility of Factories and Boilers Department is to check whether the Factory Act 1948 and the Indian Boiler Act of 1923 are complied with the factories. The department is designed to ensure the welfare, health and safety of the Factory workers and of the ordinary people. The Director is

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the Head of the Department. The department is divided into three regions under which there are 22 factory divisions and 25 additional factory divisions.

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

(i) The post of Director, Factories and Boilers may be placed in the scale of pay corresponding to ₹ 85000-117600 considering the qualifications and nature of the job.

(ii) The post of Senior Joint Director of Factories & Boilers may be redesignated as Additional Director of Factories & Boilers as it is the second level in the hierarchy.

(iii) The post of Technical Officer (Chemical) may be upgraded to Joint Director (Chemical) in the scale of pay corresponding to ₹68700-110400.

(iv) Since the posts of Technical Assistant (Chemical) and Chemical Inspector are interchangeable as per the Special Rules, they may be clubbed in the schedule and may be given higher grade in the ratio 2:1 in the scale of pay corresponding to ₹ 45800-89000.

(v) As per the Special Rules, qualifications for the post of Technical Assistant (Chemical)/ Chemical Inspector are Degree in Chemical Engineering/ Chemical Technology and Two Years post Degree experience in a Chemical Industry or Laboratory run by Government or Quasi Government Enterprise. It is grossly unfair to deny them Career Advancement Scheme on the apprehension that persons with B.Sc Chemical Technology may also get the benefit intended for Professional Degree holders. Hence, Career Advancement Scheme may be implemented for the engineering degree holders directly recruited in the Chemical Branch of the department similar to that given to directly recruited Engineers in PWD, Irrigation, LSGE etc. The Commission recommends amendment of Special Rules of the Kerala Factories and Boilers Service by adding the words 'an engineering degree in' before the words 'Chemical Technology' in entry 8 under Rule 3.

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(vi) Appointment to the post of Additional Inspector of Factories is by transfer from the post of Senior Superintendent. They would not be eligible for the Higher Grade allowed to Senior Superintendent. To mitigate their grievance, they may be allowed Higher Grade in the scale of pay corresponding to ₹ 39500-83000.

(vii) The posts of Inspector of Factories and Boilers Grade-II and Grade-I may be redesignated as Inspector of Factories and Boilers and Inspector of Factories and Boilers (HG) respectively.

(viii) The posts of Nursing Assistant Gr.II, Lab Assistant and Lab Attendant may be included in the department schedule under the heading 'Posts held by Personnel of other Departments', as the posts are filled by personnel from Health Services Department.

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

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

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

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Factories & Boilers	1	81000-117600	118100-163400
	2	Additional Director of Factories & Boilers	1	77400-115200	107800-160000
	3	Joint Director of Factories & Boilers	5	68700-110400	95600-153200
	4	Joint Director of Factories & Boilers (Medical)	1	68700-110400	95600-153200

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	5	Joint Director of Factories & Boilers (Chemical)	1	45800-89000	95600-153200
	6	Medical Officer	4	45800-89000	63700-123700
a	7	Inspector of Factories & Boilers (HG)	8	45800-89000	63700-123700
	8	Inspector of Factories & Boilers	17	39500-83000	55200-115300
b	9	Technical Assistant (Chemical)/ Chemical Inspector(HG)	6		63700-123700
	10	Technical Assistant (Chemical)/ Chemical Inspector		39500-83000	55200-115300
a	11	Additional Inspector of Factories (HG)	8	36600-79200	55200-115300
	12	Additional Inspector of Factories	17	36600-79200	51400-110300
	13	Industrial Hygienist	1	36600-79200	51400-110300
	14	Head Draftsman	1	36600-79200	51400-110300
	15	Head Statistician	1	35700-75600	50200-105300
	16	Computer Operator	1	27800-59400	39300-83000
	17	Draftsman Gr I	3	26500-56700	37400-79000
	18	Draftsman Gr II	3	22200-48000	31100-66800

a. Existing ratio 2:1 will continue

b. Ratio between Technical Assistant (Chemical)/Chemical Inspector and Technical Assistant (Chemical)/Chemical Inspector(HG) will be 2:1.

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Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Chemist	1	As in PD	As in PD
	4	Nursing Assistant Gr II	1	As in PD	As in PD
	5	Lab Assistant	1	As in PD	As in PD
	6	Lab Attendant	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	3	As in CC	As in CC
	2	Junior Superintendent (HG)	2	As in CC	As in CC
	3	Junior Superintendent	4	As in CC	As in CC
	4	Head Accountant	1	As in CC	As in CC
	5	Senior Clerk	50	As in CC	As in CC
	6	Personal Assistant	1	As in CC	As in CC
	7	Confidential Assistant Sen. Gr	1	As in CC	As in CC
	8	Confidential Assistant Grade I	1	As in CC	As in CC
	9	Confidential Assistant Grade II	2	As in CC	As in CC
	10	Clerk-Clerk Typist	51	As in CC	As in CC
	11	Typist Selection Grade	1	As in CC	As in CC
	12	Typist Senior Grade	1	As in CC	As in CC

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	13	UD Typist	2	As in CC	As in CC
	14	L.D.Typist	2	As in CC	As in CC
	15	Librarian Gr.IV	1	As in CC	As in CC
	16	Senior Grade Driver	2	As in CC	As in CC
	17	Driver Grade I	2	As in CC	As in CC
	18	Driver Grade II	4	As in CC	As in CC
	19	Office Attendant Gr.I	18	As in CC	As in CC
	20	Office Attendant Gr.II	34	As in CC	As in CC
	21	Night Watcher	2	As in CC	As in CC
	22	Full Time Sweeper	1	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

(2) Non-Practicing Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Joint Director (Medical)	1200	1320

7.25. FIRE & RESCUE SERVICES

Kerala Fire and Rescue Services Department, which became a separate and independent department in the year 1963 under the provisions of the Kerala Fire Force Act, functions with the aim of saving life and property of the people in emergencies. It carries out firefighting and rescue operations in all sorts of emergency situations, ranging from small accidents to disasters. The Director General is the Head of the Department. Apart from the headquarters office,

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there are regional level, district level and station level offices and training academies in the Department. Fire & Rescue Station headed by Station Officer is the basic operational unit of the Department that handles all firefighting and rescue operations.

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

(i) The posts of Divisional Officer and Assistant Divisional Officer were re-designated as Regional Fire Officer and District Fire Officer respectively by G.O.(Ms)No.96/2018/Home dated 31.05.2018. The new designations may be shown in the Schedule of posts. The re-designations of the posts of Leading Fireman, Driver Mechanic, Fireman Driver cum Pump Operator and Fireman as Senior Fire and Rescue Officer, Senior Fire and Rescue Officer (Mechanic), Fire and Rescue Officer (Driver) and Fire and Rescue Officer respectively ordered by G.O.(Ms) No.185/2019/Home dated 23.11.2019 may also be indicated in the Schedule.

(ii) There are two posts of Director in the Department, Director (Technical) and Director (Administration). But the number of feeder posts to Director viz. Regional Fire Officer (Senior Grade) is only one. Hence it is recommended that three posts of Regional Fire Officer may be in Senior Grade, out of the nine posts.

(iii) Fire and Rescue Officers/Fire and Rescue Officer (Driver) entering service in the scale of pay of ₹ 20000-45800 may be eligible for four Time Bound Higher Grades on completion of 8 years, 15 years, 22 years and 27 years of service subject to the general conditions of Time Bound Higher Grade scheme.

(iv) The Commission recommends that the post of Fire and Rescue Officer may be given three grade designations namely Senior Fire and Rescue Officer (Grade), Assistant Station Officer (Grade) and Station Officer (Grade) with Uniform and insignia of respective higher posts on completion of 12, 20 and 25 years of service, provided the incumbent is qualified for regular promotion to such post. Fire and Rescue Officer (Driver) may also be granted similar grade designations subject to the modification in the second designation, which is Senior Fire and Rescue

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Officer (Mechanic). The Commission recommends this to Fire Service Personnel in line with the system existing in Police Department.

(v) Considering the high chances of getting their uniforms damaged during rescue/firefighting operations, it is recommended that higher Uniform Allowance may be allowed to Fire and Rescue Services personnel.

(vi) In view of the risk factors associated with rescue operations, the present rate of Risk Allowance of ₹150 per month may be enhanced to ₹200 per month for all eligible Fire and Rescue Services personnel.

(vii) It is recommended that Training Allowance may be allowed to all the categories of Fire and Rescue Services personnel who are deputed as trainers in all the training institutions.

(viii) Currently, a number of small, duty-linked allowances are granted to Fire and Rescue Services personnel. These allowances include Smartness Allowance, Feeding Charges, Ration Money, Water and Electricity Charges, etc. The Commission finds it unnecessary to continue allowances like Ration Money, Feeding Charges, Water and Electricity Charges, and feels that all these are outdated allowances, which do not serve any considerable purpose in the service delivery. Similarly, two Special Allowances are now granted to same officers: one under Special Allowance and the other under Additional Special Allowance, which also need to be rationalised. Hence it is recommended that the allowances viz., Smartness Allowance, Ration Money, Feeding Charges, Water & Electricity Charges and Special Allowance under the schedule of 'Additional Special Allowance' may be merged and granted as a single 'Fire Service Special Allowance'. In the case of the two Special Allowances, the higher rate of allowance may be taken for merger. The existing rates of these allowance and the proposed rate of Fire Service Special Allowance are given as follows:

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Unit / Type of Allowance	Category of officers and amount of allowance (₹)						
	FRO Driver	Senior FRO (Mechanic)	Senior FRO	FRO	Station Officer	Assistant Station Officer	District Fire Officer
Smartness Allowance	80	80	80	80	-	-	-
Special Allowance	300	140	140	140	160	150	170
Feeding Charges	80	80	80	80	80	80	100
Water & Electricity	50	50	50	50	-	-	-
Ration Money	150	150	150	150	150	150	-
Total	**660**	**500**	**500**	**500**	**390**	**380**	**270**
Proposed Rate of Fire Service Special Allowance	**750**	**600**	**600**	**600**	**500**	**500**	**350**

(ix) Scuba Diving Allowance @ ₹ 500 per month may be allowed to those who are working in the Scuba Diving Team after successfully completing the Advanced Scuba Training conducted by the Institute of Advanced Water Rescue and Training.

(x) The post of Finance Officer will be included in the schedule of the department under the heading 'Posts held by personnel of other Departments'.

(xi) All the posts existing in the Department may be placed in corresponding proposed scales of pay.

(xii) Existing allowances except those specifically mentioned above may be given normal revision.

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

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

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director General	1	IPS	IPS
	2	Director (Technical) / (Administration)	2	81000-117600	112800-163400
@	3	Regional Fire Officer (Senior Grade)	9	68700-110400	95600-153200
@ a	4	Regional Fire Officer		45800-89000	63700-123700
	5	Manager	1	42500-87000	59300-120900
@	6	District Fire Officer (HG)	19	40500-85000	56500-118100
@ b	7	District Fire Officer		36600-79200	51400-110300
	8	Station Officer	123	30700-65400	43400-91200
	9	Station Officer (Motor Transport)	8	30700-65400	43400-91200
	10	Assistant Station Officer	140	29200-62400	41300-87000
*	11	Leading Fireman	496	26500-56700	37400-79000
*	12	Driver Mechanic	130	26500-56700	37400-79000
*	13	Fireman Driver Cum Pump Operator Grade I	917	26500-56700	37400-79000
*	14	Fireman Driver Cum Pump Operator Grade II		20000-45800	27900-63700
*	15	Fireman	2735	20000-45800	27900-63700

a 3 posts will be in Senior Grade

b 20% HG will continue

@ The posts of Divisional Officer and Assistant Divisional Officer were re-designated as Regional Fire Officer and District Fire Officer

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respectively by G.O.(Ms)No.96/2018/Home dated 31/05/2018.

* The posts Leading Fireman, Driver Mechanic, Fireman Driver cum Pump Operator, Fireman may be read as Senior Fire and Rescue Officer, Senior Fire and Rescue Officer (Mechanic), Fire and Rescue Officer (Driver), Fire and Rescue Officer respectively w.e.f. 23/11/2019 in terms of G.O.(Ms) No.185/2019/Home dated 23/11/2019.

Posts held by Personnel of other Departments

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

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	8	As in CC	As in CC
	2	Junior Superintendent	19	As in CC	As in CC
	3	Fair Copy Superintendent	1	As in CC	As in CC
	4	Confidential Assistant Senior Grade	1	As in CC	As in CC
	5	Confidential Assistant Grade I	1	As in CC	As in CC
	6	Confidential Assistant Grade II	2	As in CC	As in CC
	7	Head Clerk	6	As in CC	As in CC
	8	Senior Clerk	66	As in CC	As in CC
	9	Clerk	85	As in CC	As in CC
	10	Typist Selection Grade	7	As in CC	As in CC
	11	Typist Senior Grade	7	As in CC	As in CC
	12	UD Typist	7	As in CC	As in CC
	13	LD Typist	9	As in CC	As in CC
	14	Office Attendant	8	As in CC	As in CC
	15	Night Watcher	5	As in CC	As in CC

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	16	Cook	2	As in CC	As in CC
	17	Water Carrier	1	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	112	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	1. Training Allowance (Personnel working in Training Centres)		
1	Leading Fireman *	120	400
2	Assistant Station Officer	-	450
3	Station Officer	140	550
4	District Fire Officer	-	650
5	Regional Fire Officer	-	800
	2. Scuba Diving Allowance		
6	Fire Service Personnel who are working in the Scuba Diving Team after having successfully completed the Advanced Scuba Training conducted by the Institute of Advanced Water Rescue and Training.	-	500

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(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Fireman Driver Cum Pump Operator *	100	110
2	Driver Mechanic *	100	110

(3) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Driver Mechanic *	150	200
2	Leading Fireman *	150	200
3	Fireman *	150	200
4	Fireman Driver Cum Pump Operator *	150	200

(4) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Director (Technical) / Director (Administration)	3000	5500
2	Staff Car Driver of the Director General	2400	2700
3	Driver Mechanic *	4500	5500
4	Leading Fireman *	5000	5500
5	Fireman *	5000	5500
6	Fireman Driver Cum Pump Operator *	5000	5500
7	Station Officer	5000	5500
8	Assistant Station Officer	5000	5500
9	District Fire Officer	3000	5500
10	Regional Fire Officer	3000	5500

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(5) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	1. Day off Allowance (Rate per day)		
1	Fireman Driver Cum Pump Operator *	150	170
2	Driver Mechanic *	150	170
3	Leading Fireman *	150	170
4	Fireman *	150	170
5	Assistant Station Officer	150	170
6	Station Officer	170	190
	2. Fire Service Special Allowance #		
7	Fireman Driver Cum Pump Operator *		750
8	Driver Mechanic *		600
9	Leading Fireman *		600
10	Fireman *		600
11	Station Officer		500
12	Assistant Station Officer		500
13	District Fire Officer		350
14	Regional Fire Officer		180
15	Staff Car Driver of the Director General	250	280

\# Special Allowance, Water and Electricity, Feeding Charges and Ration Money now existing under Additional Special Allowance in Annexure XIII are subsumed into Fire Service Special Allowance

* The posts Leading Fireman, Driver Mechanic, Fireman Driver cum Pump Operator, Fireman may be read as Senior Fire and Rescue Officer, Senior Fire and Rescue Officer (Mechanic), Fire and Rescue Officer (Driver), Fire and Rescue Officer respectively w.e.f. 23/11/2019 in terms of G.O.(Ms) No.185/2019/Home dated 23/11/2019

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7.26. FISHERIES

The Fisheries Department of Kerala, established in 1st November 1956, is one of the most important productive and developmental sectors of the State. About 3 percent of the economy is attributed to Fisheries. All the development and management programmes envisaged by the Government in the Fisheries sector are being implemented by the Fisheries Department. The main functions of the department include implementation of policy of Government for the Socio Economic Development of fisher folk, undertaking various production oriented schemes for the development of fisheries sector, serving as agency for sustainable fishery and conservation of fish resources, protecting the interest of fisher folk, fish farmers, fish traders, exporters and consumers, implementing schemes for increasing infrastructure facilities in the coastal area, developing new technologies in fisheries sector, implementing schemes for upgrading the educational status of the children of fishermen and implementing of schemes for the welfare and progress of fishermen community etc. The Director from the IAS is the Head of the department.

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

i) The post of Mechanic, Tank Attender and Gardener may be included in the department schedule in the revised scales of pay corresponding to ₹18000-41500, ₹ 16500-27500 and ₹ 16500-27500 respectively.

ii) The posts of Headmaster, Warden cum Tutor, High School Assistant and Physical Education Teacher may be excluded from the category of Regional Fisheries Technical High School in the department schedule and may be included in the category of 'Posts held by Personnel of Other Departments'.

iii) The post of Statistical Assistant may be included in the schedule of Permanent Travelling Allowance since the same is the interchangeable post of Statistical Investigator.

iv) The Commission finds that many posts existing in the department are not included in the latest special rules; but were available in the erstwhile Special Rules of the department. The Commission, therefore, recommends to take urgent steps to include such posts in the new

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Special Rules after examining the administrative necessity of the posts in the department. If any posts are found to be unnecessary, the same may be abolished and the employees in such categories may be deployed elsewhere in the department.

v) The schedule of the department is modified as per the latest State Service Special Rules issued vide G.O. (P) No.01/2019/F&PD dated: 29.01.2019. By the new Special Rules, the posts of Fresh Water Biologist, Extension Officer and Aqua Culture Expert will be designated as Fisheries Extension Officer.

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

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

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

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Additional Director	1	81000-117600	112800-163400
	3	Joint Director	7	68700-110400	95600-153200
a	4	Deputy Director (HG)	3	55350-101400	77200-140500
	5	Deputy Director	16	45800-89000	63700-123700
	6	Assistant Director / CEO/Project Officer	26	40500-85000	56500-118100
	7	Deputy Registrar of Co-operative Societies (Fisheries)	1	40500-85000	56500-118100

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	8	Assistant Registrar of Co-operative Societies (Fisheries)	5	36600-79200	51400-110300
	9	Fisheries Extension Officer	76	35700-75600	50200-105300
@	10	Fishery Development Officer Gr.I	28	30700-65400	43400-91200
@	11	Senior Co-operative Inspector	13	30700-65400	43400-91200
b	12	Foreman/ Senior Mechanical Instructor (HG)	16	30700-65400	43400-91200
	13	Foreman/ Senior Mechanical Instructor		27800-59400	39300-83000
	14	Fishery Development Officer Gr.II	11	27800-59400	39300-83000
#	15	Research Assistant	7	27800-59400	39300-83000
#	16	Curator	1	27800-59400	39300-83000
#	17	Assistant Extension Officer	10	27800-59400	39300-83000
#	18	Inspector of Fisheries	26	27800-59400	39300-83000
#	19	Technical Assistant	22	27800-59400	39300-83000
#	20	Fish Culture Officer	3	27800-59400	39300-83000
#	21	Fish Farm Manager	1	27800-59400	39300-83000
	22	Mechanical Instructor Gr I	6	26500-56700	37400-79000
*	23	Sub Inspector of Fisheries	102	25200-54000	35600-75400
	24	Mechanical Instructor Gr II	5	22200-48000	31100-66800

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	25	Laboratory Assistant	2	22200-48000	31100-66800
$	26	Nursery Keeper	3	18000-41500	25100-57900
$	27	LD Investigator	5	18000-41500	25100-57900
	28	Mechanic	7		25100-57900
	29	Lascar Gr II	9	17500-39500	24400-55200
	30	Cook	17	17500-39500	24400-55200
	31	Tindal Cum Driver	2	17500-39500	24400-55200
	32	Ticket Collector	2	17500-39500	24400-55200
	33	Fisherman cum Watchman	30	17000-37500	23700-52600
	34	Petty Yard Officer	8	17000-37500	23700-52600
	35	Laboratory Attender	2	17000-37500	23700-52600
	36	Oil Man	2	17000-37500	23700-52600
	28	Mess Boy/ Mess Girl	9	16500-35700	23000-50200
	29	Deckman	2	16500-35700	23000-50200
	30	Tank Attender	1		23000-50200
	31	Gardener	1		23000-50200
Miscellaneous Category					
	32	Boat Driver/ Engine Driver	2	18000-41500	25100-57900
	33	Boat Syrang	4	18000-41500	25100-57900
	34	Roneo Operator	1	17500-39500	24400-55200

a. Existing ratio of 4:1 will continue.
b. Ratio will be 2:1

Designations marked as @, #, * and $ may be read as Fisheries Co-operative Inspector, Assistant Fisheries Extension Officer, Fisheries Officer and Fisheries Assistant respectively in terms of G.O. (P) No.16/2020/F&P dated: 24.06.2020.

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Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer	1	As in PD	As in PD
	2	Superintendent of Police (Marine Enforcement)	1	As in PD	As in PD
	3	Senior Finance Officer	1	As in PD	As in PD
	4	Deputy Director (Statistics)	2	As in PD	As in PD
	5	Law Officer	1	As in PD	As in PD
	6	Chief Guards	1	As in PD	As in PD
	7	Research Officer (Statistics)	1	As in PD	As in PD
	8	Inspector of Guards	3	As in PD	As in PD
	9	Sub Inspector of Guards	6	As in PD	As in PD
	10	Research Assistant	2	As in PD	As in PD
	11	Head Guard	12	As in PD	As in PD
	12	Statistical Assistant Grade I	1	As in PD	As in PD
	13	Guard	38	As in PD	As in PD
	14	Statistical Assistant Grade II	1	As in PD	As in PD
	15	Headmaster	10	As in PD	As in PD
	16	High School Assistant	47	As in PD	As in PD
	17	Warden Cum Tutor	10	As in PD	As in PD
	18	Physical Education Teacher	3	As in PD	As in PD

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Common Category

	Sl. No.	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	4	As in CC	As in CC
	2	Senior Superintendent	3	As in CC	As in CC
	3	Junior Superintendent	19	As in CC	As in CC
	4	Fair Copy Superintendent	2	As in CC	As in CC
	5	Head Clerk	10	As in CC	As in CC
	6	Senior Clerk	78	As in CC	As in CC
	7	Clerk	78	As in CC	As in CC
	8	Personal Assistant	2	As in CC	As in CC
	9	Confidential Assistant Senior Grade	2	As in CC	As in CC
	10	Confidential Assistant Gr I	2	As in CC	As in CC
	11	Confidential Assistant Gr II	3	As in CC	As in CC
	12	Selection Grade Typist	10	As in CC	As in CC
	13	Senior Grade Typist	10	As in CC	As in CC
	14	U.D Typist	10	As in CC	As in CC
	15	L.D Typist	10	As in CC	As in CC
	16	Clerk Typist	15	As in CC	As in CC
	17	Driver Senior Grade	8	As in CC	As in CC
	18	Driver Gr I	8	As in CC	As in CC
	19	Driver Gr II	10	As in CC	As in CC
	20	Binder Gr II	1	As in CC	As in CC
	21	Record Attender	1	As in CC	As in CC

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	22	Watchman	52	As in CC	As in CC
	23	Office Attendant	198	As in CC	As in CC
	24	Full Time Sweeper	9	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	60	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Head Master, Regional Fisheries Technical High Schools	250	280

(2) Permanent Travelling Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a Month
1	Statistical Investigator / Statistical Assistant Thiruvananthapuram, Kollam and Alappuzha.	300	330	One District	15
2	Statistical Investigator/ Statistical Assistant, Kollam.	250	280	Two Taluks	15
3	Inspector of Fisheries, Kollam and Alappuzha.	300	330	One District	15

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4	Sub Inspector of Fisheries, Backwaters	220	250	1. Kollam Back waters, 2.Vaikom & Meenachil, 3.Cherthala Taluks	15
5	Senior Co-operative Inspector, Vizhinjam and Thiruvananthapuram	250	280	Two Taluks	15
6	Fishery Development Officer, Vizhinjam	250	280	One District	15
7	Fishery Development Officer, Thiruvananthapuram	250	280	Two Taluks	15
8	Senior Co-operative Inspector, Kollam and Alappuzha.	250	280	One District	15
9	Fishery Development Officer, Kollam.	250	280	One District	15
10	Sub Inspector of Fisheries, North Paravur	150	170	One Taluk	15
11	Fishery Development Officer, Ernakulam, Alappuzha.	250	280	Two Districts	15
12	Senior Co-operative Inspector, Ernakulam	250	280	Two Districts	15
13	Sub Inspector of Fisheries, Thevaravattom	220	250	Thevaravattom Fisheries Section	15
14	L.D. Investigator, Alappuzha, (Part of a District)	250	280	Part of a District	15

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Office of the Deputy Director of Fisheries, Thrissur					
15	Senior Co-operative Inspector	250	280	One District	15
16	Fishery Development Officer, Chavakkad.	250	280	One Taluk	15
Office of the Deputy Director of Fisheries, Ponnani					
17	Fishery Development Officer, Ponnani and Thanur.	250	280	One Taluk	15
18	Senior Co-operative Inspector, Ponnani and Thanur.	250	280	One Taluk	15
Office of the Deputy Director of Fisheries, Kozhikkode					
19	Fishery Development Officer, Vadakara.	250	280	One Taluk	15
20	Senior Co-operative Inspector.	250	280	One Taluk	15
Office of the Deputy Director of Fisheries, Kannur					
21	Fishery Development Officer, Kannur.	250	280	One Taluk	15
22	Senior Co-operative Inspector.	250	280	One Taluk	15
Office of the Deputy Director of Fisheries, Kasaragod					
23	Fishery Development Officer, Kasaragod.	250	280	One Taluk	15
24	Senior Co-operative Inspector	250	280	One Taluk	15
Office of the Assistant Director of Fisheries, Kottayam					
25	Sub Inspector of Fisheries, Backwater	220	250	One District	15

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(3) Risk Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Assistant Director	300	330
2	Inspector of Guards	300	330
3	Sub Inspector of Guards	250	280
4	Head Guards	200	220
5	Fishery Guards	170	190
6	Boat Driver	170	190
7	Syrang	170	190
8	Deckman	170	190
9	Lascar	170	190

4) Uniform Allowance

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

7.27. FOOD SAFETY

The Commissionerate of Food Safety was established in the State in 2009 under Section 30 of the Food Safety & Standards Act, 2006 for efficient implementation of food safety and standards and other requirements laid down in the Act and the Rules/Regulations made thereunder. The Commissioner of Food Safety is the Head of the Department. The headquarters of the Department is in Thiruvananthapuram. There are three regional level, 14 district level and 140 circle level offices which are under Deputy Commissioners, Assistant Commissioners and Food Safety Officers respectively. The Department has also three regional level and one district level analytical/food testing laboratories.

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

(i) The post of Deputy Commissioner which was created by G.O.(Ms) No.184/2018/H&FWD dated 26/09/2018 may be included in the Schedule of posts with the proposed scale of pay corresponding to ₹45800-89000.

(ii) The posts of Research Officer and Research Officer (Microbiology) included together in the Schedule of Posts may be shown as separate posts.

(iii) The posts of Technical Officer (Food), Technical Assistant (Legal) and Technical Assistant which are not existing now may be excluded from the Schedule of posts.

(iv) The posts of Administrative Officer, Finance Officer, Research Officer and Statistical Assistant may be placed under the heading 'Posts held by personnel of other Departments' in the Schedule.

(v) All the posts existing in the Department may be placed in the corresponding proposed scales of pay.

(vi) Existing allowances may be given normal revision.

(vii) The Department needs strengthening. The Commission will give its views in the matter in Part VII of the Commission Report.

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

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

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Commissioner of Food Safety	1	IAS	IAS
	2	Deputy Director (PFA)	1	81000-117600	112800-163400
	3	Chief Govt. Analyst	1	77400-115200	107800-160000
	4	Joint Commissioner of Food Safety (Administration and Legal) / (Enforcement)	2	68700-110400	95600-153200
	5	Government Analyst	4	45800-89000	63700-123700

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	6	Deputy Commissioner of Food Safety	3	45800-89000	63700-123700
	7	Deputy Government. Analyst	6	42500-87000	59300-120900
	8	Assistant Commissioner of Food Safety	14	36600-79200	51400-110300
	9	Research Officer	25	36600-79200	51400-110300
	10	Research Officer (Microbiology)		36600-79200	51400-110300
	11	Food Safety Officer (HG)	160	30700-65400	43400-91200
a	12	Food Safety Officer		27800-59400	39300-83000
	13	Junior Research Officer	24	35700-75600	50200-105300
	14	Microbiologist	5	35700-75600	50200-105300
	15	Technical Assistant Grade I	27	30700-65400	43400-91200
	16	Technical Assistant Grade II	25	25200-54000	35600-75400
	17	Lab Assistant	3	18000-41500	25100-57900
	18	Junior Lab Assistant	19	17500-39500	24400-55200
	19	Packer	4	17000-37500	23700-52600

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

Posts held by Personnel of other Departments

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

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	2	As in CC	As in CC
	2	Junior Superintendent	3	As in CC	As in CC

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	3	Head Clerk	2	As in CC	As in CC
	4	Senior Clerk	192	As in CC	As in CC
	5	Clerk		As in CC	As in CC
	6	Clerk Typist	3	As in CC	As in CC
	7	Personal Assistant		As in CC	As in CC
	8	Confidential Assistant Senior Grade		As in CC	As in CC
	9	Confidential Assistant Gr I		As in CC	As in CC
	10	Confidential Assistant Gr II		As in CC	As in CC
	11	Typist Selection Grade	20	As in CC	As in CC
	12	Typist Senior Grade		As in CC	As in CC
	13	UD Typist		As in CC	As in CC
	14	LD Typist		As in CC	As in CC
	15	Driver Selection Grade	18	As in CC	As in CC
	16	Driver Senior Grade		As in CC	As in CC
	17	Driver Grade I		As in CC	As in CC
	18	Driver Grade II		As in CC	As in CC
	19	Office Attendant Gr II	122	As in CC	As in CC
	20	Night Watchman	3	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	28	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

Uniform Allowance

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

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7.28. FOREST

Kerala Forests & Wild Life Department is one among the very old departments in the State. The main functions of the Department include forest protection & development, wildlife management & research, social forestry, tribal welfare & rehabilitation, special afforestation, forest vigilance & evaluation, etc. The forests of Kerala are managed with the objectives of conserving and expanding natural forests, increasing productivity of forest plantations, increasing the tree cover both inside and outside the forest, conservation, maintenance and enhancement of the existing gene pool of the State for future generations. The Department is headed by the Principal Chief Conservator of Forests & Head of Forest Force, who is assisted by the Principal Chief Conservators of Forests, Additional Principal Chief Conservators of Forests and Chief Conservators of Forests in management of the Department and implementation of various activities and projects. There are 11 Forest circles, 79 Forest Divisions and 136 Forest Ranges under the Department, which are headed by Conservator of Forests, Divisional Forest Officer and Range Forest Officer respectively.

The Commission, having considered the proposal of the Principal Chief Conservator of Forests and Head of Forest Force, and the demands of Service Organizations and individuals, makes the following recommendations:

(i) Day Off Allowance allowed to Forest Drivers (₹ 160) is very small. An enhanced rate will be allowed.

(ii) Forest Protective Staff are allowed Uniform Allowance in the range from ₹ 3000 to ₹ 4000 per annum. Considering the facts that Forest Protective Staff are working in dense forest areas and they have to walk into large forest areas regularly and chances of getting their uniform damaged are high compared to other uniformed staff, it is recommended to enhance the Uniform Allowance to Forest Protection Staff. That is, Range Forest Officer, Deputy Range Forest Officer, Section Forest Officer, Beat Forest Officer, and Forest Driver may be allowed Uniform Allowance at par with Police Officers at similar levels. Watcher may be allowed normal revision in Uniform Allowance.

(iii) Forest Department Staff are given a separate Special Allowance under the heading 'Additional Special Allowance' in the Pay Revision Order. Special Allowance is also given under the heading 'Special Allowance'. The Commission feels that two allowances by the same name may be discontinued. Hence it is recommended to rename the Special Allowance

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in the Schedule of Additional Special Allowance, as 'Forest Special Allowance' and it may be provided that Forest Special Allowance and Special Allowance will not be allowed simultaneously.

(iv) The categories of Mahout and Cavadis of Forest Department are presently allowed Risk allowance @ ₹ 150 p.m. Considering the high risk factor associated with their job, it is recommended that Mahouts and Cavadis may be sanctioned Risk Allowance @ ₹ 250 p.m.

(v) The Commission considered the demand for granting higher scale of pay to the post of Senior Administrative Assistant on the ground that now the post of Administrative Assistant and Senior Administrative Assistant are placed in same scale of pay even though the former is the promotion post of the latter as per the departmental Special Rules. The Commission observes that Senior Administrative Assistant is a departmental post, whereas Administrative Assistant is a Common Category post. The next scale of pay of Senior Administrative Assistant is ₹ 45800-89000, which is the scale of pay attached to the post of Administrative Officer. Hence a higher scale of pay to the post of Senior Administrative Assistant is not justified. However, as a remedy, Special Pay of ₹500 p.m may be sanctioned to the post of Senior Administrative Assistant in lieu of higher time scale of pay.

(vi) Unlike in other Forces, training is not mandatory in Forest Department before induction into regular service. The Commission recommends that induction training should be made mandatory for all Forest Protective Staff before posting them in regular posts.

(vii) Now Forest Protective staff up to the rank of Range Forest Officer is allowed Risk allowance, but that allowance is not sanctioned to Forest Drivers and Forest Boat Drivers though they are also the part of Forest Protective Force. Hence Risk Allowance may be allowed to Forest Drivers and Forest Boat Drivers also at par with the rates admissible to Beat Forest Officer.

(viii) The Cadre post of Divisional Forest Officer and Wild Life Warden is Assistant Conservator of Forest. These posts may be shown together with the post of Assistant Conservator of Forests in the Schedule of posts.

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(ix) The posts Assistant Conservator of Forests and Deputy Conservator of Forests (Non-Cadre) are now allowed ratio promotion of 3:1. The post of Deputy Conservator (Non-Cadre) is not a cadre post; it is in the cadre of Assistant Conservator of Forests. The term 'Assistant' and 'Deputy' are used as prefixes with the designation of middle level supervisory posts in almost all departments. In all such cases, 'Deputy' is the cadre post having higher duties and responsibilities than 'Assistant'. The 'Assistant' and 'Deputy' posts are not placed under a ratio in any department. Hence the existing designation 'Deputy Conservator of Forests (Non-Cadre) may be changed as 'Assistant Conservator of Forests (Senior Grade)' in the Schedule of posts.

(x) The post of Assistant Forest Publicity Officer is the deputation post which corresponds to the cadre of Assistant Information Officer from Information & Public Relations Department. Hence this post may be included under the heading 'Posts held by personnel of other departments' in the Schedule of posts.

(xi) As there is no Museum functioning under the Forest Department, the posts Curator of Museum and Museum Assistant may be excluded from the Schedule of posts.

(xii) Dark Room Attender is a deputation post from Information & Public Relations Department. The post may be excluded from the Schedule as it has no relevance now.

(xiii) As per G.O(Ms)No.18/2020/F&WLD dated 04.11.2020, the post of Tribal Watcher in the Forest Department has been re-designated as Forest Watcher (Special Recruitment). This re-designation may be indicated in the Schedule of posts and allowances.

(xiv) Beat Forest Officers entering service in the scale of pay of ₹ 20000-45800 may be eligible for four time bound higher grades on completion of 8 years, 15 years, 22 years and 27 years of service subject to the general conditions of Time Bound Higher Grade scheme.

(xv) The Commission recommends that the post of Beat Forest Officer may be given the designation Section Forest Officer (Grade), Deputy Range Officer (Grade) with Uniform and insignia of respective higher posts on completion of 12 and 20 years of service, provided the incumbent is qualified for regular promotion to such post. The Commission recommends this to Personnel in Forest Department in line with the system existing in Police Department.

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(xvi) All the categories of posts may be given proposed scales of pay corresponding to the existing scale of pay.

(xvii) Allowances except those which are specifically mentioned above may be given normal revision.

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

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

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Principal Chief Conservator of Forests (Head of Forest Force)	1	IFS	IFS
	2	Principal Chief Conservator of Forests	1	IFS	IFS
	3	Additional Principal Chief Conservator of Forests	3	IFS	IFS
	4	Chief Conservator of Forests	11	IFS	IFS
	5	Conservator of Forests	15	IFS	IFS
	6	Deputy Conservator of Forests	32	IFS	IFS
	7	Assistant Conservator of Forests (Senior Grade)	25	77400-115200	107800-160000
	8	Economist	1	77400-115200	107800-160000
a	9	Assistant Conservator of Forests / Divisional Forest Officer/ Wildlife Warden	76	45800-89000	63700-123700
	10	Deputy Director (Wildlife Education)	3	45800-89000	63700-123700
	11	Senior Administrative Assistant	9	42500-87000	59300-120900 + 500 sp*
	12	Range Forest Officer and equated category	205	39500-83000	55200-115300
b	13	Wildlife Assistant Senior Grade	3	39500-83000	55200-115300
	14	Wild life Assistant Grade I	3	30700-65400	43400-91200
	15	Wild life Assistant Grade II	4	26500-56700	37400-79000

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	16	Deputy Range Officer	168	29200-62400	41300-87000
	17	Section Forest Officer	938	26500-56700	37400-79000
	18	Beat Forest Officer	2629	20000-45800	27900-63700
	19	Selection Grade Forest Driver	8	29200-62400	41300-87000
	20	Senior Grade Forest Driver	78	25200-54000	35600-75400
	21	Forest Driver Grade I	86	22200-48000	31100-66800
	22	Forest Driver Grade II	87	19000-43600	26500-60700
	23	Forest Boat Driver	22	19000-43600	26500-60700
	24	Timber Supervisor	1	17500-39500	24400-55200
	25	Documentation Officer	1	17500-39500	24400-55200
	26	Elephant Mahouts/Cavadies	26	17500-39500	24400-55200
	27	Boat Watcher	7	16500-35700	23000-50200
	28	Boat Cleaner	3	16500-35700	23000-50200
	29	Boat Lascar	4	16500-35700	23000-50200
	30	Boat Syrang	1	16500-35700	23000-50200
	31	Tracker - Cum - Gardener	4	16500-35700	23000-50200
	32	Gardener - Cum - Marker	5	16500-35700	23000-50200
	33	Cook	1	16500-35700	23000-50200
	34	Assistant Cook	7	16500-35700	23000-50200
	35	Chowkidar	2	16500-35700	23000-50200
	36	Depot Watcher / Reserve Watcher	505	16500-35700	23000-50200
@	37	Tribal Watcher	700	16500-35700	23000-50200
	38	Plantation Watcher cum Cook	9	16500-35700	23000-50200
	39	Sanitation Worker	1	16500-35700	23000-50200

sp* Special Pay in lieu of higher time scale of pay

a 25% posts of Assistant Conservator of Forest will be in Senior Grade

b The existing ratio of 1:1:1 among Senior Grade, Grade I and Grade II Wildlife Assistants will continue.

@ The post marked @ may be read as Forest Watcher (Special Recruitment) w.e.f 04/11/2020 in terms of G.O.(Ms) No.18/2020/F&WLD dated 04.11.2020

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Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	Economics & Statistics			
1	Research Officer	1	As in PD	As in PD
2	Deputy Director	1	As in PD	As in PD
3	Statistical Officer	1	As in PD	As in PD
4	Research Assistant	2	As in PD	As in PD
5	Statistical Assistant Grade I	31	As in PD	As in PD
6	Statistical Assistant Grade II	13	As in PD	As in PD
	Survey and Land Records			
1	Assistant Director	1	As in PD	As in PD
2	Superintendent of Survey	2	As in PD	As in PD
3	Head Draftsman	2	As in PD	As in PD
4	Head Surveyor	2	As in PD	As in PD
5	Draftsman Grade I	48	As in PD	As in PD
6	Draftsman Grade II	29	As in PD	As in PD
7	Surveyor Grade I	17	As in PD	As in PD
8	Surveyor Grade II	49	As in PD	As in PD
9	Survey Lascar	11	As in PD	As in PD
	Judiciary			
1	Tribunal Judge	1	As in PD	As in PD
	Secretariat			
1	Senior Administrative Officer	1	As in PD	As in PD
2	Senior Finance Officer	1	As in PD	As in PD
3	Section Officer	1	As in PD	As in PD
4	Public Relations Officer	1	As in PD	As in PD
5	Legal Assistant	1	As in PD	As in PD
6	Photographer - cum- Artist	1	As in PD	As in PD

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7	Confidential Assistant	1	As in CC	As in CC
8	Office Attendant	1	As in PD	As in PD
	AG's Office			
1	Finance Manager	1	As in PD	As in PD
	Animal Husbandry			
1	Forest Veterinary Officer	2	As in PD	As in PD
2	Assistant Veterinary Officer	2	As in PD	As in PD
	PWD			
1	Head Draftsman	2	As in PD	As in PD
2	Draftsman Grade I	48	As in PD	As in PD
3	Draftsman Grade II	29	As in PD	As in PD
	Police			
1	Circle Inspector	2	As in PD	As in PD
2	Sub Inspector	4	As in PD	As in PD
3	Head Constable	22	As in PD	As in PD
4	Constable	110	As in PD	As in PD
5	P.T. Instructor	6	As in PD	As in PD
	Health			
1	Pharmacist	2	As in PD	As in PD
2	Nursing Assistant	1	As in PD	As in PD
3	Hospital Attender	1	As in PD	As in PD
	Kerala Water Authority			
1	Pump Operator	1	As in PD	As in PD
	Information & Public Relations Department			
1	Assistant Forest Publicity Officer	3	As in PD	As in PD

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Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	12	As in CC	As in CC
	2	Senior Superintendent (And equated posts like Manager)	34	As in CC	As in CC
	3	Junior Superintendent	71	As in CC	As in CC
	4	Fair Copy Superintendent	8	As in CC	As in CC
	5	Head Clerk/ Head Accountant (and equated Posts)	74	As in CC	As in CC
	6	Senior Clerk	443	As in CC	As in CC
	7	Clerk	444	As in CC	As in CC
	8	Personal Assistant	9	As in CC	As in CC
	9	Confidential Assistant Senior Grade	10	As in CC	As in CC
	10	Confidential Assistant Grade I	10	As in CC	As in CC
	11	Confidential Assistant Grade II	10	As in CC	As in CC
	12	Typist Selection Grade	33	As in CC	As in CC
	13	Typist Senior Grade	33	As in CC	As in CC
	14	U.D. Typist	33	As in CC	As in CC
	15	L.D. Typist	34	As in CC	As in CC
	16	Binder Grade II	2	As in CC	As in CC
	17	Attender Grade I	6	As in CC	As in CC
	18	Attender Grade II	12	As in CC	As in CC
	19	Office Attendant Grade I	839	As in CC	As in CC
	20	Office Attendant Grade II		As in CC	As in CC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Principal, Forest School, Arippa	200	220
2	Instructor (Ranger), Forest School, Arippa	200	220
3	Instructor, Forest School, Walayar	200	220
	Vigilance and Evaluation Wing		
1	Assistant Conservator of Forests	200	220
2	Divisional Forest Officer	200	220
3	Range Forest Officer	180	200
4	Section Forest Officer	120	140
5	Beat Forest Officer	100	110
	Wild Life Wing		
1	Range Forest Officer	180	200
2	Wild Life Assistant	180	200
3	Deputy Range Forest Officer	150	170
4	Section Forest Officer	120	140
5	Beat Forest Officer	100	110
6	Warder	100	110
	Flying Squad		
1	Assistant Conservator of Forest	200	220
2	Divisional Forest Officer	200	220
3	Range Forest Officer	180	200
4	Deputy Range Forest Officer	150	170
5	Section Forest Officer	120	140
6	Beat Forest Officer	100	110
7	Forest Driver	100	110
	Marayoor Sandal Division		
1	Deputy Range Forest Officer	10% of basic pay	10% of basic pay
2	Section Forest Officer	10% of basic pay	10% of basic pay
3	Beat Forest Officer	10% of basic pay	10% of basic pay

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4	Watcher	10% of basic pay	10% of basic pay
5	Forest Driver	10% of basic pay	10% of basic pay

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Van Driver (Publicity Unit)	150	170

(3) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Deputy Range Forest Officer	250	280
2	Beat Forest Officer	200	220
3	Forest Driver		220
4	Forest Boat Driver		220
5	Forest Watcher	200	220
6	Tribal Watcher @	200	220
7	Section Forest Officer	250	280
8	Mahouts and Cavadies	150	250

(4) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Range Forest Officer (Range)	3000	5500
2	Deputy Range Forest Officer	3000	5500
3	Wild Life Assistant	3000	3300
4	Section Forest Officer	4000	5500
5	Beat Forest Officer	4000	5500
6	Forest Driver	4000	5500
7	Boat Driver	4000	4500
8	Forest Watcher	4000	4500
9	Watcher (Specially recruited) @	4000	4500
10	Driver (Common Category)	2400	2700

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(5) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	***1. Day off Allowance (Rate per day)***		
2	Range Forest Officer (Range)	100	110
3	Senior Grade Range Forest Officer	100	110
4	Deputy Range Forest Officer	200	220
5	Beat Forest Officer	160	180
6	Forest Watcher	160	180
7	Watcher (Specially recruited) @	160	180
8	Section Forest Officer	200	220
9	Forest Driver	160	220
10	Boat Driver	160	180
	2. Forest Special Allowance *		
1	Range Forest Officer (Range)	140	160
2	Senior Grade Range Forest Officer	140	160
3	Deputy Range Forest Officer	170	190
4	Wild Life Assistant	120	140
5	Beat Forest Officer	150	170
6	Forest Watcher	120	140
7	Watcher (Specially recruited) @	120	140
8	Section Forest Officer	160	180
9	Forest Driver	120	140
10	Boat Driver	120	140
*	Special Allowance and Forest Special Allowance will not be eligible at a time.		

(6) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	Range Forest Officer	350	Range	20	390
2	Senior Grade Range Forest Officer	350	Range	15	390

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3	Deputy Range Forest Officer	300	Range	15	390
4	Beat Forest Officer	220	Range	15	250
5	Forest Watcher	170	Section	20	190
6	Watcher (Specially recruited) @	170	Section	20	190
7	Section Forest Officer	300	Section	15	330
8	Surveyor	150	Range	20	170
9	Boat Driver	170	Section	20	190
10	Syrang	170	Section	20	190
11	Cleaner	170	Section	20	190
	Wild Life Wing				
1	Range Forest Officer	350			390
2	Deputy Range Forest Officer	300			330
3	Section Forest Officer	300			330
4	Beat Forest Officer	220			250
	Flying Squad				
1	Range Forest Officer	350			390
2	Deputy Range Forest Officer	300			330
3	Section Forest Officer	300			330
4	Beat Forest Officer	220			250
	Marayoor Sandal Division				
1	Deputy Range Forest Officer	300			330
2	Section Forest Officer	300			330
3	Beat Forest Officer	220			250
4	Watcher	170			190

@ The post marked @ may be read as Forest Watcher (Special Recruitment) w.e.f. 04/11/2020 in terms of G.O.(Ms) No.18/2020/F&WLD dated 04.11.2020

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7.29. GROUND WATER

The Ground Water Department, the nodal agency in the State for Ground Water Resources Management, started functioning as an independent department in the year 1978. The Department has Hydrogeological, Geophysical and Hydro Chemical and Engineering wings for survey, drilling, resource evaluation and monitoring of ground water resources. A ground water database, setup as a part of hydrology project by incorporating data generated by the routing works and from the observation wells at different places of the state aid us predicting early onset of drought related emergency. The Director is the Head of the Department.

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

(i) One post of Senior Geophysicist with the scale of pay of ₹ 60900-103600 may be upgraded as Superintending Geophysicist with the scale of pay corresponding to ₹ 81000 – 117600 and one post of Geophysicist with the scale of pay ₹ 40500-85000 may be upgraded as Senior Geophysicist.

(ii) Career Advancement Scheme may be implemented for Engineers in the Department. The existing scales of pay of Assistant Executive Engineers may be upgraded to ₹ 42500-87000 and that of Executive Engineers to ₹ 68700-110400.

(iii) The ratio for the appointment to the post of District Officer shall be modified as 6:6:1 among Senior Hydrogeologists, Executive Engineers and Senior Geophysicists. The 14th post may be given to the senior among Senior Hydrogeologists and Senior Geophysicists.

(iv) The post of Welder may be excluded from the schedule as the post is not existing in the department.

(v) The post of Lascar may be included in the schedule with the scale of pay corresponding to ₹ 16500-35700.

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

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

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

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	85000-117600	118100-163400
	2	Superintending Hydrogeologist	2	81000-117600	112800-163400
	3	Superintending Engineer	2	81000-117600	112800-163400
	4	Superintending Geophysicist	1		112800-163400
	5	Chief Chemist	1	81000-117600	112800-163400
a	6	Executive Engineer (Design/Drilling/Hydrology/Sp & W)	8	60900-103600	95600-153200
	7	Senior Hydrogeologist	9	60900-103600	85000-143600
	8	Senior Geophysicist	2	60900-103600	85000-143600
	9	Executive Chemist	3	60900-103600	85000-143600
b	10	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W)(HG)	16	45800-89000	63700-123700
	11	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W)		40500-85000	59300-120900
	12	Chemist	2	40500-85000	56500-118100
	13	Hydrogeologist	13	40500-85000	56500-118100
	14	Geophysicist	2	40500-85000	56500-118100
	15	Junior Chemist	3	36600-79200	51400-110300
	16	Junior Hydrogeologist	18	36600-79200	51400-110300
	17	Junior Geophysicist	14	36600-79200	51400-110300
	18	Assistant Engineer	19	39500-83000	55200-115300
	19	System Manager(IT)	1	36600-79200	51400-110300
	20	Master Driller	20	35700-75600	50200-105300

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	21	Senior Driller	30	32300-68700	45600-95600
	22	Foreman	1	27800-59400	39300-83000
	23	Store-in-charge	3	27800-59400	39300-83000
	24	Driller	70	26500-56700	37400-79000
	25	Drilling mechanic		26500-56700	37400-79000
c	26	Draftsman Gr. I	7	26500-56700	37400-79000
	27	Draftsman Gr. II		22200-48000	31100-66800
	28	Surveyor Gr. I		26500-56700	37400-79000
	29	Geological Assistant	11	26500-56700	37400-79000
	30	Geophysical Assistant	1	26500-56700	37400-79000
	31	Chemical Assistant	2	26500-56700	37400-79000
	32	Motor Mechanic	2	25200-54000	35600-75400
	33	Store Assistant	1	25200-54000	35600-75400
c	34	Surveyor Gr. II	6	22200-48000	31100-66800
	35	Compressor Driver	11	20000-45800	27900-63700
	36	Tractor Driver	1	20000-45800	27900-63700
	37	Electrician	3	19000-43600	26500-60700
	38	Tracer	2	19000-43600	26500-60700
	39	Machinist	2	18000-41500	25100-57900
	40	Blacksmith	1	18000-41500	25100-57900
	41	Tinker	1	18000-41500	25100-57900
	42	Turner	1	18000-41500	25100-57900
	43	Fitter	1	18000-41500	25100-57900
	44	Drilling Assistant	96	18000-41500	25100-57900
	45	Pump Operator	2	18000-41500	25100-57900
	46	Cleaner		17500-39500	24400-55200
	47	Lab Attender	2	17000-37500	23700-52600
	48	Workshop Attender	1	17000-37500	23700-52600
	49	Worker		16500-35700	23000-50200
	50	Lascar	14	16500-35700	23000-50200

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a. Ratio 6:6:1 among Senior Hydrogeologist, Executive Engineer and Senior Geophysicist for appointment to District Officer. The 14th post may be given to the senior among Senior Hydrogeologists and Senior Geophysicists.
b. 1/3rd higher grade will continue.
c. The ratio 1:1 between Grade I and Grade II will continue.

Posts held by Personnel of other Departments

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

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	1	As in CC	As in CC
	2	Junior Superintendent	1	As in CC	As in CC
	3	Head Clerk	1	As in CC	As in CC
	4	Confidential Assistant Grade II	3	As in CC	As in CC
	5	Senior Clerk	23	As in CC	As in CC
	6	Clerk	23	As in CC	As in CC
	7	Typist Selection Grade	4	As in CC	As in CC
	8	Typist Senior Grade	5	As in CC	As in CC
	9	UD Typist	5	As in CC	As in CC
	10	L.D. Typist	5	As in CC	As in CC
	11	Senior Grade Driver	4	As in CC	As in CC
	12	Driver Grade I	5	As in CC	As in CC
	13	Driver Grade II	6	As in CC	As in CC
	14	Office Attendant	18	As in CC	As in CC
	15	Binder	1	As in CC	As in CC
	16	Watcher	29	As in CC	As in CC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
	Drilling Staff		
1	Master Driller	2000	2200
2	Senior Driller	2000	2200
3	Drilling Mechanic/Driller	2000	2200
4	Compressor Driver	2000	2200
5	Drilling Assistant	2000	2200
6	Foreman	2000	2200
7	Store in Charge	2000	2200
8	Motor Mechanic	2000	2200
9	Store Assistant	2000	2200
10	Tractor Driver	2000	2200
11	Electrician	2000	2200
12	Machinist	2000	2200
13	Blacksmith	2000	2200
14	Tinker	2000	2200
15	Turner	2000	2200
16	Fitter	2000	2200
17	Pump Operator	2000	2200
18	Lorry Cleaner	2000	2200
19	Workshop Attender	2000	2200
20	Skilled Worker	2000	2200
21	Lascar	2000	2200
22	Watcher	2000	2200
23	Unskilled Worker	2000	2200
24	Driver	2400	2700

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7.30. HARBOUR ENGINEERING

The Harbour Engineering Department was formed in the year 1982 to function as a service department to Fisheries and Ports Department. It is engaged in investigation, planning, execution and monitoring various projects in coastal area. The department undertakes the construction and maintenance of fishing harbours and fish landing centres, fisheries infrastructure like hatcheries, ponds, farms, etc., sea shore-based tourism projects, infrastructure of ports and coastal roads. The Department is now offering consultancy services to other States and organizations for the development of coastal infrastructure. The Chief Engineer is the head of the department.

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

(i) The scales of pay of Chief Engineer and Superintending Engineer may be enhanced corresponding to ₹ 93000-120000 and ₹ 85000-117600 respectively on par with the equivalent posts in Public Works/Irrigation/Local Self Government Engineering Departments.

(ii) The post of Electrician/Lineman Gr.II may be placed corresponding to ₹ 18000-41500 on par with scale of pay of Electrician in Common Category.

(iii) The posts of Draftsman Gr.III/ Overseer Gr.III, Draftsman Gr.II/ Overseer Gr.II and Draftsman Gr.I/ Overseer Gr.I may be redesignated as Draftsman Gr.II/Overseer Gr.II, Draftsman Gr.I/Overseer Gr.I and Sub Engineer respectively. Delegation of more powers and entrustment of more duties to the posts of Sub Engineer may be considered.

(iv) Since the qualifications for the posts of Draftsman Gr. III/ Overseer Gr. III and Draftsman Gr. II/ Overseer Grade. II(redesignated as Draftsman Gr. II/ Overseer Gr. II and Draftsman Gr. I/ Overseer Gr. I) in Civil Engineering Branch are the same, direct recruitment to the post of Draftsman Gr II/ Overseer Gr II (redesignated as Draftsman Gr I/Overseer Gr I) may be discontinued and the posts may only be filled up by promotion from Draftsman Gr III/ Overseer Grade III(redesignated as Draftsman Gr II/ Overseer Gr II). The existing practice in Mechanical and Electrical Branches may continue.

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(v) The posts of Mobile Crane Operator /Heavy Mechanic Operator, Crane Operator, Master Gr.III, Engine Driver Gr.III, Light Machine Operator, Seaman and Cleaner may be excluded from the schedule as these posts do not exist in the department.

(vi) The posts of Helper, Cook, Watchman-cum-Cook and Store Attender corresponding to the scales of pay of ₹ 16500-35700, ₹ 16500-35700, ₹ 17000-37500 and ₹ 19000-43600 respectively may be included in the schedule of the department.

(vii) The post of Blue Printer in the scale of pay of ₹ 17000-37500 may be declared as a vanishing category and the post may be abolished as and when the existing incumbents vacate the posts.

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

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

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

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Engineer	1	85000-117600	129300-166800
	2	Superintending Engineer/Deputy Chief Engineer	4	81000-117600	118100-163400
a	3	Executive Engineer (HG)	11	77400-115200	107800-160000
	4	Executive Engineer		68700-110400	95600-153200
a	5	Assistant Executive Engineer (HG)	34	45800-89000	63700-123700
	6	Assistant Executive Engineer/Technical Assistant		42500-87000	59300-120900
	7	Assistant Engineer/ Head Draftsman	84	39500-83000	55200-115300

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	8	Sub Engineer	64	26500-56700	37400-79000
	9	Senior Mechanic	1	22200-48000	31100-66800
	10	Draftsman Gr.I/Overseer Gr.I	65	22200-48000	31100-66800
	11	Tracer	10	19000-43600	26500-60700
	12	Draftsman Gr.II/ Overseer Gr.II	43	19000-43600	26500-60700
	13	Store Attender	1		26500-60700
	14	Electrician Gr.II/ Lineman	5	17500-39500	25100-57900
	15	Mechanic	1	18000-41500	25100-57900
#	16	Blue Printer	11	17000-37500	23700-52600
	17	Asst. Crane Operator	2	17000-37500	23700-52600
	18	Watchman-cum-Cook	2		23700-52600
	19	Lascar/Chainman	34	16500-35700	23000-50200
	20	Helper	1		23000-50200
	21	Cook	1		23000-50200

a. Grade ratio as applicable in Public Works Department.

#. The post may be declared as a vanishing category and may be abolished as and when the existing incumbents vacate the posts.

Posts held by Personnel of other Departments

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

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent	10	As in CC	As in CC
	3	Divisional Accounts Officer	8	As in CC	As in CC
	4	Junior Superintendent	4	As in CC	As in CC

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	5	Fair Copy Superintendent	1	As in CC	As in CC
	6	Head Clerk	5	As in CC	As in CC
	7	Senior Clerk	38	As in CC	As in CC
	8	Clerk	38	As in CC	As in CC
	9	Typist Selection Grade	29	As in CC	As in CC
	10	Typist Senior Grade		As in CC	As in CC
	11	UD Typist		As in CC	As in CC
	12	L.D.Typist		As in CC	As in CC
	13	Confidential Assistant	4	As in CC	As in CC
	14	Driver Grade II	15	As in CC	As in CC
	15	Duplicating Machine Operator	1	As in CC	As in CC
	16	Office Attendant	37	As in CC	As in CC
	17	Watchman	17	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	23	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

7.31. HEALTH SERVICES

The department of Health Services functions under the administrative control of Health and Family Welfare Department of the Government of Kerala. The Health Services Department performs mainly the function of the delivery of primary health care in a wholesome manner. The main objective of the department is prevention, control and management of communicable, non-communicable and life style diseases, disaster management, healthy pollution free environment, nurturing a mindset among the public to identify health needs and utilize health services by implementing various national health programs. Accordingly, the state has better health standards with low birth

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and death rate, high level of acceptance of family planning methods and increased life expectancy when compared to even developed countries. Patient friendly hospital initiative named ARDRAM provides quality health care services at all levels. As a part of the program, it is envisaged to upgrade primary health centers into family health centers in a phased manner in order to deliver effective family centered health care services. The vision of the department is to provide quality health care, affordable and acceptable to all. The Director is the administrative Head of Department who is assisted by Additional Directors, Deputy Directors and Assistant Directors.

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

(i) In Health Services Department there is facility for by transfer appointment to the post of Junior Health Inspector from among Field Worker, Field Assistant and Insect Collector. Completion of Health Inspector's training is mandatory for such by transfer appointment. The training is given to employees with full salary and allowances. It has come to the notice of the Commission that the employees who have undergone one year training with salary are later found desisting from being appointed as Junior Health Inspector when their respective turn for appointment becomes due. This situation causes severe loss to the state exchequer. Hence an option should be made mandatory in advance to be appointed as Junior Health Inspector on by transfer basis from the category of Field Worker, Field Assistant and Insect Collector and only those willing employees need be deputed for training course and the option once furnished to select the Junior Health Inspector promotion channel should be made final, and any retraction from the option will not be allowed.

(ii) Now the posts of Field Assistant and Insect Collector are two different posts with different scales of pay i.e., ₹ 18000-41500 and ₹ 19000-43600 respectively, but as per the new special rules issued by G.O(P)No.76/2017/H&FWD dated 12.12.2017, the posts of Insect Collector and Field Assistant are equal and interchangeable posts. Hence the posts of Insect Collector and Field Assistant may be shown as interchangeable in the schedule of posts with scale of pay corresponding to ₹ 19000-43600.

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(iii) Nurses working in hospitals have to wear uniform compulsorily during the entire duty time and they have to keep good demeanour in clean and tidy uniform. The Commission found that the existing rate of Uniform allowance provided to nursing staff is inadequate to purchase requisite sets of uniform. Hence Uniform Allowance @ ₹ 5000/- per annum may be sanctioned to the categories of Staff Nurse, Head Nurse and, Nursing Superintendent in Health Services Department.

(iv) The Commission has observed that the scale of pay attached to the entry posts of paramedical categories in Health Services Department is not commensurate with the qualification prescribed for the posts and even posts with lesser qualifications have been given better scales of pay. The qualification prescribed for paramedical categories is 10+2+2/3 year diploma course. On closer scrutiny of the history of past pay revisions, it is found these categories have not been given adequate consideration in the matter of pay scales while similarly placed and even lower categories have surpassed them in scale of pay over the successive pay revisions. The job nature of paramedical categories also makes them eligible to have a scale of pay commensurate with the scales of pay given to other categories having similar qualification. The 9th Pay Revision Commission placed the posts of LPSA,UPSA and Paramedical categories in the same scale of pay, but after that revision the Government have allowed enhancement in scale of pay to teacher's post through an executive order, and thereby LPSA/UPSA have come to enjoy next higher scale of pay. The same placement continued in the 10th Pay revision also. The Commission is of the view that paramedical categories deserve better scales in consideration of their qualification, nature of duties and responsibilities. The entry level scale of pay of following paramedical categories may be enhanced from the existing ₹ 22200-48000 to ₹ 25200-54000:

1. Dental Mechanic Gr II
2. Dental Hygienist Gr II
3. Optometrist Gr II
4. Pharmacist Gr II
5. Laboratory Technician Gr II
6. Radiographer Gr II
7. Blood Bank Technician Gr II

(v) In Health Services Department, generally Grade I and Grade II posts of paramedical and other technical categories are placed in the ratio 1:1, but there are some exceptions. The Commission finds that a uniformity has

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to be maintained in the ratio promotions of all these categories. All paramedical and other technical categories in HSD may be placed in the same ratio 1:1 between Grade II and Grade I posts. Also, in the case of paramedical categories having senior grades, a uniform ratio 2:2:1 among Grade II, Grade I and Senior Grade may be allowed. Hence the Gr I and Gr II posts of Anaesthesia Technician, CSR Technician/Sterilisation Technician, ECG Technician, ENT Technician may be placed in the ratio 1:1.

(vi) District Lab Technician is generally not working as a Technician in any Laboratory. Also, a laboratory by the name District Laboratory is not existing under the department. District Lab Technician is generally engaged in supervision of laboratory activities in a district. Hence the post of 'District Lab Technician' may be redesignated as 'District Laboratory Officer'.

(vii) Now the post of Assistant Director(Medical Supplies) is attached to Pharmacy wing. The Commission finds that 'Assistant Director (Pharmacy Services)' is a more appropriate designation than Assistant Director (Medical Supplies). Hence the post of Assistant Director(Medical Supplies) under 'Pharmacy and Medical supplies' may be redesignated as 'Assistant Director (Pharmacy Services)'.

(viii) As India Population Project (IP Project) is defunct now, the post 'Stores Officer/FW/IPP' may be redesignated as 'Stores Officer/FW'.

(ix) Two categories of Stores Superintendent are now existing in Health Services Department viz., Stores Superintendent, District Medical Stores' on ₹ 35700-75600 and Stores Superintendent (Hospital) on ₹ 32300-68700. Now the District Medical Stores are defunct consequent to the formation of Medical Services Corporation. Thus, all 'Store Superintendents' on ₹ 35700-75600 are now working in hospitals . Hence there is no need to retain two categories of Stores Superintendent posts in two scales of pay in hospitals. These two categories of 'Store Superintendents on different scales of pay may be merged into a single category of 'Store Superintendent' on ₹ 35700-75600.

(x) Among the various paramedical categories in HSD, there is parity in scale of pay in the entry cadre and first ratio promotion post. There are some categories having the senior grade post also. Eventhough there is

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parity in entry and first promotion posts, wide disparity is existing in the scale of pay of second promotion posts. In the case of Radiographer and Optometrists, the scale of pay of Senior grade post is ₹ 35700-75600;but in the case of Pharmacist, second promotion post (Pharmacist Store Keeper) is in the scale of pay of ₹ 30700-65400. But in the case of Dental Hygienist, Dental Mechanic and Lab Technician, the second promotion post is at a lower scale of pay of ₹ 27800-59400. The Commission finds that this is a grave anomaly among similarly placed posts with similar qualification. Hence the second promotion post of all paramedical categories in the entry level scale of pay ₹25200-54000 may be in the scale of pay not less than ₹30700-65400 . Therefore,the Senior Grade posts of Dental Hygienist, Dental Mechanic and the post of Chief Lab Technician may be enhanced from ₹27800-59400 to ₹30700-65400.

(xi) It has come to the notice of the Commission that the total number of 1445 posts of Laboratory Technician is placed in two grades in the ratio 1:1 on ₹ .22200-48000 and ₹ 26500-56700.There are only four posts of Chief Lab Technician on ₹ 27800-59400 as its promotion post. Hence there is every possibility for majority of the employees to retire in the Gr I post. Such a stagnating situation is not existing in the case of any other Paramedical Categories. In Medical Education department, post of Senior Laboratory Technician in the scale of pay ₹ 30700-65400 is existing, with the ratio 1:1:1 among Gr II, Gr I and Senior grade. Hence a Senior grade may be introduced for Laboratory Technicians in HSD also,in the scale of pay ₹ 30700-65400 and the ratio among Grade II, Grade I and Senior grade may be 2:2:1. So the number of posts in each grade may be as follows

Gr I →578

Gr II →578

Sr Grade →289, Chief Lab Technician may be made the promotion post of Laboratory Technician (Senior grade).

(xii) The categories of Dental Hygienist and Dental Mechanic in Medical Education department are allowed Uniform allowance, but the same categories in HSD are not allowed the allowance now. Since the categories in both the departments are required to wear uniform, denying uniform allowance in one department and allowing the same in another department is not justifiable. The categories of Dental Hygienist and Dental Mechanic in Health Services Department may be

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allowed Uniform Allowance at the same rate which is applicable to same categories in Medical Education Department.

(xiii) It is pertinent to note that Speciality Cadre doctors in Health Services department have higher qualification and they are fully engaged in clinical duties in their entire service period, but they have the maximum promotion post up to the level of Chief Consultant which corresponds to Additional Director in the Administrative cadre. They cannot become the Head of the Department by virtue of their option to the speciality cadre. Hence a Higher grade may be granted to the senior most Chief Consultant among various specialties in the scale of pay equivalent to that of Director, Health Services i.e., ₹ 93000-120000.

(xiv) Despite there being different cadres in HSD, parity in scales of pay is existing at all levels of posts in Administrative, Speciality and General cadres. Also, higher start is applicable to all cadres. The existing placement of all corresponding posts in all cadres in same scale of pay may be continued. However, the rate of Special Pay of Speciality cadre doctors may be double the rate of Special Pay of Administrative cadre. At present Administrative cadre doctors are given Special Pay exactly equal to three increments; that of Speciality cadre is an amount which is less than five increments. The Doctors in the Speciality cadre and Administrative cadre may be given Special pay at a consolidated amount equal to first six and three increments respectively of the minimum of the scale of pay of the post.

(xv) The posts Assistant Surgeon and Civil Surgeon, Junior Administrative Medical officer and Assistant Director are different posts involving change of duty, and so such posts cannot be placed under ratio promotion. It is seen that the ratio 3:1 is provided between Assistant Surgeon & Civil Surgeon, Junior Consultant & Consultant and Junior Administrative Medical Officer & Assistant Director, in the existing pay revision order. The Commission found that such a ratio is not operating in the department due to the change of duty involved between two posts. Hence the ratio may be withdrawn and the cadre strength of Civil Surgeon, Assistant Director and Consultant may be fixed as per the existing number of posts available in those cadres.

(xvi) Unlike other categories of employees the retirement age of doctors in Health Services department is 60 years. It is pertinent to note that at

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present the pay of Deputy Director of Health Services starts at ₹ 93000. ₹ 93000 is the 71st pay stage, out of the total 83 pay stages in the master scale. After that only 12 pay stages are available. A doctor would reach the pay of ₹ 93000 while getting 2nd placement under CAS on completion of 15 years of service. Since the retirement age of doctors is 60, there is every possibility for a doctor to have total 35 years of service. That is, after getting 2nd TBHG only 12 pay stages are available in the remaining 20 years of service and for fixation of pay on three promotions. Thus, at present there is every possibility of stagnation for years at the maximum of the scale. Elongating the master scale further would disturb the ratio of minimum and maximum pay. Allowing increments indefinitely after reaching the maximum pay in the master scale will be in contravention of the existing rules being followed for fixation of pay. However, the Commission is of the view that the issue being faced by the doctors has to be addressed as they remain in service without increment for long periods. As a way out, the Commission recommends as follows:

Now, Residuary pay is in existence to protect the salary of officers whose pay exceeds the maximum of the master scale when switching over to the revised pay scales during pay revision. At present the Residuary pay system is allowed only at the time of switch over from pre-revised scale of pay to the revised scale of pay and no hike in residuary pay will be given after fixing pay in the revised scales. In order to address the issue faced by doctors in HSD, Doctors in Health Services Department who are stagnating in the maximum of the master scale may be allowed biennial increments in pay as Residuary Pay and the maximum number of such biennial increment shall be five. It may also be provided that Residuary pay will not be counted for any purpose, viz, fixation of pay, leave salary, pension, family pension, DCRG, drawal of allowance or transit pay. However, Dearness Allowance will be admissible on Residuary Pay. The residuary pay as biennial increments may be allowed in cases where an incumbent completed two years service after reaching the maximum of the revised Master scale.

(xvii) The Commission found that as per G.O.(P)No.521/2006(23)/Fin dated 28.12.2006 government allowed the benefit of two advance increments to entry cadre doctors including Dental Surgeons in the Health Services department. Even though the pay and allowances of medical doctors have undergone substantial changes over subsequent

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revisions with higher scales of pay and much higher start in pay, the entry level scales of pay of Dental doctors remains much lower than that of Medical doctors and the benefit of two advance increments that was being enjoyed by them is no longer there. Hence the Commission recommends that Dental Assistant Surgeons and Junior Dental Consultants on scale of pay ₹ 39500-83000 possessing PG Degree / Diploma in any Dental Speciality may be allowed the benefit of three additional increments next above the pay as on 01.04.2021 without prejudice to the normal increment. Those who enter service on or after 01.04.2021 as Dental Assistant Surgeon / Junior Dental Consultant with PG Degree / Diploma in any Dental Speciality may be granted higher start on ₹ 42500 in the scale of pay of ₹ 39500-83000.

(xviii) At present among other categories RMO(Resident Medical Officer)in the Cadre of Assistant Surgeon is allowed Non –Practicing allowance. In view of the cadre system, the Junior Administrative Medical Officer working as RMO may also be allowed Non-Practicing Allowance at the same rate it is being allowed to RMO in the cadre of Assistant Surgeon.

(xix) At present Medical Officer, Primary Health Centres are allowed Compensatory Allowance ₹ 700 per month taking into account of the additional administrative responsibilities of Primary Health Care institutions. Only one Medical Officer who is in charge of the administration of Primary Health Centre may be allowed Compensatory Allowance.

(xx) In the 10th PRO, post of Civil Surgeon (HG) is existing in the scale of pay corresponding to Deputy Director, Health Services Department i.e., ₹ 85000-117600. But no ratio is prescribed for the post of Civil Surgeon and its HG post. Taking into account the fact that placing equivalent posts of Civil Surgeon in the Speciality and Administrative cadres, viz Consultant & Senior Consultant and Assistant Director & Deputy Director under ratio promotion is not possible, the Commission is not recommending a ratio between Civil Surgeon and Civil Surgeon HG. However, a Medical Officer who has completed eight years of qualifying service as Civil Surgeon or has availed the 2nd placement under CAS may be designated as Civil Surgeon(HG).

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(xxi) In the existing special rules of Medical Officers, it is mentioned that Super Speciality cadre will be implemented for doctors in HSD. Government is in the course of amending the special rules for incorporating Super Speciality cadre. But, by virtue of the provisions in the existing special rules, Government have created some super speciality cadre posts and have made appointment in those posts by G.O.(Rt)No.2634/2018/H&FWD dated 20.08.2018. At present Super Speciality posts are created in Cardiology, Nephrology, Neurology and Urology specialities. Doctors working against these posts may be allowed Super Specialist Allowance equal to the sum of two increments at the lowest rates in the new pay scales of Consultant, Senior Consultant and Chief Consultant as the case may be and the existing Super Specialist degree allowance will be continued with normal revision. It may also be provided that Super Specialist Allowance and Super Specialist degree allowance will not be allowed simultaneously.

(xxii) The PG Degree/Diploma Allowance now sanctioned to Doctors in Health Services in the General Cadre may be extended to all category of Dental Doctors in the General cadre who possess Post Graduation.

(xxiii) Although Optometrists in Health Services Department are supposed to wear uniform, they are not sanctioned Uniform Allowances now. Optometrists in Health Services Department may be sanctioned Uniform Allowance at the minimum rate of Uniform Allowance.

(xxiv) The scale of pay attached to the post of Psychiatric Social Worker is ₹ 30700-65400 and its Higher Grade post is placed in the scale of pay of ₹ 39500-83000. The qualification prescribed to the post of Psychiatric Social Worker is Post Graduate degree and Diploma in Social Psychology. Posts in other departments with similar qualifications are placed in higher scales of pay. Hence the post of Psychiatric Social Worker may be placed in the scale of pay ₹ 32300-68700 and the Higher Grade Post may be given normal revision.

(xxv) The post of District Malaria Officer is related with National Anti-Malaria Programme. As the name of the programme is re-named as National Vector Borne Disease Control Programme, the post of District Malaria Officer may be redesignated as District Vector Borne Disease Control Officer in line with the guidelines issued by the Directorate of

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National Vector Borne Disease Control Programme, Government of India.

(xxvi) As per 10th PRO, Doctors only are allowed Post-mortem allowance. The Commission finds that Post-mortem Allowance is now allowed to Hospital Attendant Gr. II and Nursing Assistant also at the rates of ₹ 65/- and ₹ 75/- respectively, which is very meager. Hence an amount of ₹ 100/- may be sanctioned as Post-mortem Allowance per case to the category of Hospital Attendant Gr-II and Nursing Assistant and the allowance may be included in the schedule of 'Special Allowance'.

(xxvii) Now, Footwear allowance is sanctioned to specified categories of various departments at uniform rate ₹ 450 p.a. This includes the category of Sanitation Workers of Health Services Department also. Sanitation Workers in Health Service Department may be allowed Footwear allowance of ₹600/-p.a. taking into account of the fact that Gumboot is necessary to perform their job.

(xxviii) The post of Photographer cum Model Maker existed in the previous Pay Revision Orders (1989 PR and 1992 PR) corresponding to the existing scale of pay of ₹ 25200-54000 and happened to be omitted in the subsequent orders. HoD has proposed to include the post 'Photographer cum Model Maker' with revision corresponding to the existing scale of pay ₹25200-54000. Hence the post 'Photographer cum Model Maker' may be included in the department schedule under the subheading 'Other Miscellaneous Categories' with revision corresponding to the existing scale of pay ₹25200-54000.

(xxix) In the 10th PRO, post of Technical Assistant is shown in the schedule of Health Services Department. It is mentioned within brackets that this post is equivalent to Head Clerk. But the post of Technical Assistant (Head Clerk) is placed in the scale of pay ₹ 26500-56700, whereas the post of Head Clerk in Common Category is placed in the scale of pay ₹ 27800-59400. Since this is an anomalous situation, the post 'Technical Assistant (Head Clerk)' may be given scale of pay equivalent to Head Clerk in the Common Category.

(xxx) As per Special Rules, the Posts 'Biologist' and 'Entomologist' in Health Services Department are interchangeable posts. Hence these posts may be clubbed together in the schedule. Also the Posts 'Assistant

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Director (Entomology)' and 'Assistant Director (Filaria)' are interchangeable posts. These posts may also be clubbed together in the schedule.

(xxxi) As per special rules the post 'Assistant Director (Nursing Service)' is equal and interchangeable to District Nursing Officer. Hence these posts may be shown as interchangeable in the schedule of posts.

(xxxii) The Post 'Computer Programmer' included under the heading 'Pharmacy and Medical Supplies' actually does not come under the category of Pharmacy. Hence the post 'Computer Programmer' may be shifted from the subheading 'Pharmacy and Medical Supplies' to 'Other Miscellaneous Categories'.

(xxxiii) The post 'Junior Scientific Officer' included under the subheading "Common Categories in Laboratories" has been shifted to the schedule of Food Safety Department. Hence the post may be excluded from the schedule of Health Services Department.

(xxxiv) Two categories of Chemist post are included under the subheading "Common Categories in Laboratories" with scales of pay ₹25200-54000 and ₹35700-75600 respectively. As per GO(Ms)No.104/68/HD,these posts are differentiated by re-designating as Gr I and Gr II posts. The two categories of Chemist post may be re-designated as Chemist and Senior Chemist respectively.

(xxxv) The post 'Food Analyst' now included under the subheading "Common Categories in Laboratories" is now not existing in the department. Hence this post may be excluded from the schedule of post.

(xxxvi) As the National Goitre Control programme is not existing now, the post 'Technical Officer (Goitre)' got abolished. Hence this post may be excluded from the schedule.

(xxxvii) Posts 'Communication Officer', 'Health Education Instructor', 'Training Co-ordinator' included under the sub-heading 'Family Welfare' are inter-changeable posts. Hence these posts may be clubbed together in the department schedule.

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(xxxviii) Posts 'Deputy State Mass Education & Media officer', 'Chief Health Education Officer', 'School Health Education Officer' and 'Technical Officer (Health Education)' included under the sub-heading 'Family Welfare' are interchangeable posts. Hence these posts may be clubbed together in the department schedule.

(xxxix) Posts 'District Education and Media Officer', 'Social Science Instructor', 'Social Scientist', 'Production and Distribution Assistant' included under the sub-heading "Family Welfare" are also interchangeable. Hence these posts may be clubbed together in the department schedule.

(xl) Posts 'Medical Lecturer cum Demonstrator' and 'Management Instructor' now included under the sub-heading "Family Welfare" are not existing in the department. Hence these posts may be excluded from the schedule.

(xli) Appointment to the post of 'Statistical Assistant' now included under the sub-heading 'Family Welfare' is held by personnel from Economics &Statistics department. Hence this post may be shifted to the sub-heading 'Posts held by Personnel of other departments'.

(xlii) The post 'Electrical Overseer' is not existing in the department. Hence the post may be excluded from the Schedule.

(xliii) On account of the job nature of Physiotherapist, which warrants close physical contact with patients, Physiotherapist may be allowed Risk allowance @ ₹ 500p.m.

(xliv) Two posts of Refrigeration Mechanic are shown in the existing Pay Revision order, one is 'Refrigeration Mechanic UIP' with scale of pay ₹ 19000-43600 and the other is 'Refrigeration Mechanic' with scale of pay ₹ 25200-54000. In the previous pay revision orders, the designation of the second post was 'Refrigeration Mechanic (Senior grade)'. The post of Refrigeration Mechanic (Senior Grade) is not a cadre post. In the 8th PRO, only one category of Refrigeration Mechanic was included in the scale of pay of ₹ 5650-8790 (Now ₹ 19000-43600). In the 7th PRO, this post was not included, but was later incorporated with the scale of pay of ₹3350-5275 (Now ₹19000-43600) as per G.O.(Ms)No.1106/2001/(114)/Fin dt.06.10.2001. While, in compliance

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with the judgment of Hon'ble Supreme Court in SLP No.19559/2005 dt.30.09.2005, the government elevated the scale of pay of this post to ₹ 4500-7000 (Now ₹ 25200-54000) vide G.O.(Ms).No.510/2005/(154)/Fin dt.30.11.2005. But the 8th PRC did not place this post in the corresponding revised scale and allowed the scale of pay ₹ 5650-8790 (Now ₹ 19000-43600), and corresponding revision of scale of pay of ₹ 4500-7000(Now ₹ 25200-54000) was given only to persons who were benefited by the G.O. dt.30.11.2005 as personal. The 8th PRC denied corresponding revision to this category by citing the reason that the post of 'Refrigeration Mechanic' was re-designated to "Refrigeration Mechanic UIP" and reduced the qualification of the post to a lesser qualification compared to the erstwhile post. Persons on higher personal scale were re-designated as Refrigeration Mechanic (Senior grade) and the cadre post was designated as 'Refrigeration Mechanic UIP'. The Refrigeration Mechanic (Senior Grade) therefore becomes a supernumerary category. In the 10th PRO, the post of Refrigeration Mechanic (UIP) is included with scale of pay 19000-43600 and a foot note (k) was also provided to mention the scale of pay of persons who were benefitted by G.O.(Ms)No.510/2005/ (154)/Fin dt.30.11.2005 (₹25200-54000). That is, it is to be noted that the above clauses were enough to mention the scale of pay of cadre post and to protect the personal scale of pay. At the same time, an error happened in the PRO by including another entry of Refrigeration Mechanic with scale of pay ₹ 25200-54000. This inclusion of the two posts with same designation and different scales creates confusion. Hence the post 'Refrigeration Mechanic' with scale of pay ₹25200-54000 (supernumerary Senior Grade post of Refrigeration mechanic) included in the existing Pay Revision Order may be excluded from the schedule.

(xlv) The HoD has reported that Post of EEG Technician is existing in the department, but the post is not included in the pay revision order. EEG Technician Gr I and Gr II are included in the schedule of the Medical Education department with scales ₹ 25200-54000 and ₹ 19000-43600 respectively. These posts may be included in the schedule of HSD with scales of pay granted to same posts in Medical Education Department, the ratio 1:1 allowed between Gr I and Gr II posts of EEG Technician in Medical Education Department may be extended to these posts in Health Services Department also.

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(xlvi) All the categories of posts existing in the department except those which are specifically mentioned above, may be placed with corresponding revised scales of pay. Allowances except those specifically mentioned in pre paras, also may be given normal revision.

(xlvii) The Commission has recommended normal revision to all posts of Doctors who are in service as on the effective date of this pay revision and is aware of the fact that a doctor at the entry level as the general cadre with a basic qualification of degree in modern medicine will be paid ₹ 71,800/- p.m as pay, as on 01.07.2019 in the scale of pay of ₹ 63700-123700. The Commission is of the view that the size of salary at that rates is on a higher side when viewed against the basic qualifications. However, this much of salary is wholly justified only in the case of a medical professional in possession of PG Degree or Diploma in a medical specialty . Hence the general applicability of higher start above the minimum of scale of pay may be discontinued. PG/Diploma holders in a medical specialty alone be given higher start in pay. Those who enter service with the basic qualification of MBBS on or after 01.04.2021 may start at the minimum of the scale of pay of the post ₹ 63700-123700. The benefit of higher start in pay will be admissible only if the incumbent possesses a Post graduate Degree/ Diploma in a medical specialty. In the case of MBBS doctors who acquire PG degree/Diploma in a medical specialty after entry in service, their pay will be stepped upto five incremental stages above the pay drawn on the date of acquisition of either of these qualifications without prejudice to normal increment. The date of publication of result may be treated as the date of acquisition of qualification. However, those who enter service as Assistant Surgeon with a PG degree or Diploma will be allowed higher start fixed at the scales of pay applicable on the date of entry itself.

(xlviii) The Commission finds that there are several posts in the schedule which appear to be outdated or irrelevant. The Commission recommends that a detailed exercise may be done by the Administrative Department to identify such posts and abolish them.

(i) The Commission view on the existing Cadre system in the department will be given in Part VII of the Report.

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

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
ADMINISTRATIVE CADRE					
#	1	Director of Health Services	1	93000-120000 (6600 sp*)	129300-166800 (8400sp*)
#1	2	Additional Director of Health Services	13	89000-120000 (6600 sp*)	123700-166800 (8400sp*)
#2	3	Deputy Director of Health Services	53	85000-117600 (6200 sp*)	118100-163400 (8400 sp*)
	4	Deputy Director (Dental)	1	85000-117600	118100-163400
#3	5	Assistant Director of Health Services	174	68700-110400 (5400 sp*)	95600-153200 (7200sp*)
#4	6	Junior Administrative Medical Officer	33	45800-89000 (3750 sp*)	63700-123700 (4700sp*)
SPECIALITY CADRE					
#	7	Chief Consultant (HG)^ (Various Specialities)			129300-166800 (17400 sp*)
#1	8	Chief Consultant (Various Specialities)	21	89000-120000 (9300 sp*)	123700-166800 (16800 sp*)
	9	Chief Dental Consultant (Various Specialities)		89000-120000	123700-166800
#2	10	Senior Consultant (Various specialities)	63	85000-117600 (8900 sp*)	118100-163400 (16800 sp*)
	11	Senior Dental Consultant (Various specialities)		85000-117600	118100-163400
#3	12	Consultant (Various specialities)	712	68700-110400 (7700 sp*)	95600-153200 (14700 sp*)
	13	Dental Consultant (Various specialities)		68700-110400	95600-153200
#4	14	Junior Consultant (Various Specialities)	1367	45800-89000 (5600 sp*)	63700-123700 (9900 sp*)

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#5	15	Junior Dental Consultant (Various specialities)		39500-83000	55200-115300
GENERAL CADRE					
#2	16	Civil Surgeon (HG)		85000-117600	118100-163400
	17	Dental Civil Surgeon (HG)		85000-117600	118100-163400
	18	Civil Surgeon	259	68700-110400	95600-153200
	19	Dental Civil Surgeon	15	68700-110400	95600-153200
#4 $	20	Assistant Surgeon	3754	45800-89000	63700-123700
#5 *	21	Dental Assistant Surgeon	134	39500-83000	55200-115300
DENTAL WING					
b	22	Dental Mechanic Senior Grade		27800-59400	43400-91200
	23	Dental Mechanic Grade I		26500-56700	37400-79000
	24	Dental Mechanic Grade II	58	22200-48000	35600-75400
b	25	Dental Hygienist Senior Grade		27800-59400	43400-91200
	26	Dental Hygienist Grade I		26500-56700	37400-79000
	27	Dental Hygienist Grade II	115	22200-48000	35600-75400
	28	Dental Equipment Maintenance Technician	1	19000-43600	26500-60700
TB WING					
	29	Director, TB Centre		68700-110400	95600-153200
	30	District TB Officer		68700-110400	95600-153200
	31	Supervising Medical Officer		68700-110400	95600-153200
	32	Bacteriologist		42500-87000	59300-120900
	33	Senior Treatment Organiser	12	35700-75600	50200-105300
a	34	Treatment Organiser Grade I	95	26500-56700	37400-79000

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	35	Treatment Organiser Grade II		19000-43600	26500-60700
LEPROSY					
	36	District Leprosy Officer		68700-110400	95600-153200
	37	Technical Assistant (Leprosy)	1	36600-79200	51400-110300
	38	Assistant Leprosy Officer	24	35700-75600	50200-105300
	39	Non-Medical Supervisor Grade I	55	30700-65400	43400-91200
OPHTHALMOLOGY					
	40	District Ophthalmic Co-ordinator	15	36600-79200	51400-110300
b	41	Senior Optometrist	66	35700-75600	50200-105300
	42	Optometrist Grade I	274	26500-56700	37400-79000
	43	Optometrist Grade II		22200-48000	35600-75400
COMMUNICABLE DISEASES					
	44	Assistant Director (Entomology)/ Assistant Director (Filaria)	2	45800-89000	63700-123700
	45	Senior Biologist	3	40500-85000	56500-118100
	46	Biologist/ Entomologist	11	39500-83000	55200-115300
c	47	District Vector Borne Disease Control Officer (HG)	4	40500-85000	56500-118100
	48	District Vector Borne Disease Control Officer	8	39500-83000	55200-115300
	49	Assistant Entomologist	8	27800-59400	39300-83000
NURSING SERVICE – HOSPITAL WING					
	50	Additional Director (Nursing)	1	68700-110400	95600-153200
	51	Deputy Director (Nursing)	1	55350-101400	77200-140500
	52	Assistant Director (Nursing Service)/ District Nursing Officer	15	45800-89000	63700-123700
	53	Nursing Officer	12	42500-87000	59300-120900
	54	Nursing Superintendent Grade I	92	39500-83000	55200-115300
	55	Nursing Superintendent Grade II	140	35700-75600	50200-105300

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d	56	Head Nurse	1506	32300-68700	45600-95600
a	57	Staff Nurse Grade I	3320	29200-62400	41300-87000
	58	Staff Nurse Grade II	3725	27800-59400	39300-83000
	59	Honorary Nursing Sister (Fixed Pay)		8000	11100
NURSING SCHOOL/JUNIOR PUBLIC HEALTH NURSING SCHOOL					
	60	Principal, School of Nursing	25	45800-89000	63700-123700
	61	Vice Principal	15	40500-85000	56500-118100
e	62	Senior Nursing Tutor		39500-83000	55200-115300
	63	Nursing Tutor	106	35700-75600	50200-105300
PHARMACY AND MEDICAL SUPPLIES					
	64	Assistant Director (Pharmacy Services)	1	42500-87000	59300-120900
	65	Stores Officer, Govt. Medical Stores	1	42500-87000	59300-120900
	66	Stores Superintendent	52	35700-75600	50200-105300
			1	32300-68700	
	67	Stores Verification Officer	1	35700-75600	50200-105300
	68	Stores Officer (FW)	2	35700-75600	50200-105300
	69	Stores Verification Officer (District)	13	35700-75600	50200-105300
	70	Pharmacist Store Keeper	126	30700-65400	43400-91200
a	71	Pharmacist Grade I	896	26500-56700	37400-79000
	72	Pharmacist Grade II	896	22200-48000	35600-75400
PUBLIC HEALTH LABORATORY					
#1	73	Director/Chief Consultant		89000-120000 (9300 sp*)	123700-166800 (16800sp*)
#3	74	Consultant		68700-110400 (7700 sp*)	95600-153200 (14700 sp*)
#4	75	Junior Consultant		45800-89000 (5600 sp*)	63700-123700 (9900 sp*)
	76	Scientific Officer (HG) {Sterile Solution/ Biochemistry/ Microbiology}		42500-87000	59300-120900

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c	77	Scientific Officer (Sterile Solution)	10	39500-83000	55200-115300
	78	Scientific Officer (Biochemistry)		39500-83000	55200-115300
	79	Scientific Officer (Microbiology)		39500-83000	55200-115300
c	80	Research Officer (Biochemistry)HG	7	42500-87000	59300-120900
	81	Research Officer (Biochemistry)		36600-79200	51400-110300
	82	Junior Proto zoologist /Scientific Officer	1	39500-83000	55200-115300
COMMON CATEGORIES IN LABORATORIES					
	83	Bacteriologist	1	35700-75600	50200-105300
	84	Senior Chemist	2	35700-75600	50200-105300
	85	Store Superintendent	2	27800-59400	39300-83000
	86	Chemist		25200-54000	35600-75400
LABORATORY SERVICES-GENERAL					
	87	Junior Scientific Officer	28	36600-79200	51400-110300
	88	District Laboratory Officer	14	35700-75600	50200-105300
	89	Chief Lab Technician	4	27800-59400	43400-91200
	90	Laboratory Technician Senior Grade		-	43400-91200
i	91	Laboratory Technician Grade I	622	26500-56700	37400-79000
	92	Laboratory Technician Grade II	823	22200-48000	35600-75400
	93	Junior Laboratory Assistant	112	17500-39500	24400-55200
RADIOLOGY					
	94	Chief Radiographer	2	35700-75600	50200-105300
a	95	Radiographer Grade I	202	26500-56700	37400-79000
	96	Radiographer Grade II		22200-48000	35600-75400
OTHER SUPPORTING SERVICE					
	97	Clinical Psychologist (HG)	8	42500-87000	59300-120900
f	98	Clinical Psychologist	9	39500-83000	55200-115300
	99	Radiation Physicist	1	36600-79200	51400-110300
	100	Psychiatric Social Worker (HG)	8	39500-83000	55200-115300

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f	101	Psychiatric Social Worker	8	30700-65400	45600-95600
c	102	Physiotherapist (General) HG	8	35700-75600	50200-105300
	103	Physiotherapist (General)	23	32300-68700	45600-95600
	104	Occupational Therapist	3	27800-59400	39300-83000
NUTRITION WING					
	105	State Nutrition Officer	1	68700-110400	95600-153200
	106	Chief Scientific Officer (Nutrition)	1	55350-101400	77200-140500
b	107	Senior Grade Dietician	3	36600-79200	51400-110300
	108	Dietician Grade I	6	30700-65400	43400-91200
	109	Dietician Grade II	6	27800-59400	39300-83000
OTHER TECHNICAL SERVICES					
	110	Blood Bank Technician Grade I		26500-56700	37400-79000
	111	Mortuary Technician Grade I		26500-56700	37400-79000
	112	Theatre Technician Grade I		26500-56700	37400-79000
	113	E.N.T. Technician Grade I		25200-54000	35600-75400
	114	E.C.G. Technician Grade I		25200-54000	35600-75400
	115	C.S.R. Technician Grade I / Sterilization Technician Grade I		25200-54000	35600-75400
	116	Anaesthetic Technician Grade I		25200-54000	35600-75400
	117	E.E.G. Technician Grade I			35600-75400
	118	Theatre Mechanic Grade I		25200-54000	35600-75400
a	119	Blood Bank Technician Grade II	58	22200-48000	35600-75400
	120	Mortuary Technician Grade II	5	22200-48000	31100-66800
	121	Theatre Technician Grade II		22200-48000	31100-66800
a	122	E.N.T Technician Grade II		19000-43600	26500-60700

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	123	E. C. G Technician Grade II	71	19000-43600	26500-60700
	124	C. S. R Technician Grade II / Sterilization Technician Grade II	9	19000-43600	26500-60700
	125	Anesthetic Technician Grade II	3	19000-43600	26500-60700
a	126	E.E.G. Technician Grade II			26500-60700
	127	Theatre Mechanic Grade II	3	19000-43600	26500-60700
FAMILY WELFARE					
	128	State Mass Education & Media Officer	1	68700-110400	95600-153200
	129	Communication Officer/Health Education Instructor/ Training Co-ordinator	5	45800-89000	63700-123700
	130	Chief Health Education Officer/ School Health Education Officer/ Deputy State Mass Education and Media Officer/ Technical Officer (Health Education)	4	42500-87000	59300-120900
	131	Health Education Extension Officer/Social Science Instructor/ District Education and Media Officer/ Production & Distribution Assistant/ Social Scientist	20	40500-85000	56500-118100
	132	Deputy District Education and Media Officer	28	39500-83000	55200-115300
MCH WING					
	133	MCH Officer	14	39500-83000	55200-115300
	134	District Public Health Nurse	26	36600-79200	51400-110300
	135	Public Health Nursing Instructor	37	35700-75600	50200-105300
c	136	Lady Health Supervisor HG	153	35700-75600	50200-105300

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	137	Lady Health Supervisor		30700-65400	43400-91200
	138	Lady Health Inspector	958	29200-62400	41300-87000
a	139	Junior PH Nurse Grade I	2772	26500-56700	37400-79000
	140	Junior PH Nurse Grade II	2773	22200-48000	31100-66800
PUBLIC HEALTH					
	141	Technical Assistant Grade I		36600-79200	51400-110300
	142	Technical Assistant Grade II / District Health Education Officer / Senior Sanitarian / Senior Health Inspector	36	35700-75600	50200-105300
	143	Medical Record Officer	3	35700-75600	50200-105300
c	144	Health Supervisor HG	58	35700-75600	50200-105300
	145	Health Supervisor/ Health Inspector Grade I / Filaria Inspector Grade I/ Malaria Inspector Grade I	117	30700-65400	43400-91200
	146	Health Inspector Grade II/ Filaria Inspector Grade II/Malaria Inspector Grade II	881	29200-62400	41300-87000
	147	Junior Health Inspector Grade I /Evaluation Assistant	1807	26500-56700	37400-79000
	148	Medical Record Librarian Grade I		25200-54000	35600-75400
a	149	Junior Health Inspector Grade II	1812	22200-48000	31100-66800
a	150	Medical Record Librarian Grade II	76	22200-48000	31100-66800
	151	Field Assistant/Insect Collector	118	18000-41500	26500-60700
			38	19000-43600	
	152	Field Worker	445	17000-37500	23700-52600
PUBLICATION					
	153	Senior Editor	1	40500-85000	56500-118100
	154	Editor	1	36600-79200	51400-110300
	155	Sub Editor	1	30700-65400	43400-91200

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	156	Publication Assistant	1	26500-56700	37400-79000
TRANSPORT ORGANIZATION					
	157	State Health Transport Officer	1	42500-87000	59300-120900
	158	Store Superintendent	1	29200-62400	41300-87000
	159	Chargeman	3	27800-59400	39300-83000
	160	Foreman Mechanic	11	25200-54000	35600-75400
	161	Purchase Assistant	1	22200-48000	31100-66800
	162	Mechanic (Health Transport)	41	19000-43600	26500-60700
	163	Tinker	1	18000-41500	25100-57900
	164	Blacksmith	1	18000-41500	25100-57900
	165	Assistant Sergeant	1	18000-41500	25100-57900
	166	Electrician (Health Transport)	11	19000-43600	26500-60700
	167	Welder	1	18000-41500	25100-57900
	168	Helper	6	17500-39500	24400-55200
	169	Van Cleaner	4	16500-35700	23000-50200
LIMB FITTING CENTRE					
	170	Foreman	2	32300-68700	45600-95600
	171	Rehabilitation Technician (Orthotics) Grade I	20	25200-54000	35600-75400
	172	Rehabilitation Technician (Leather Works) Grade I		25200-54000	35600-75400
	173	Rehabilitation Technician (Prosthetics) Grade I		25200-54000	35600-75400
a	174	Rehabilitation Technician (Prosthetics) Grade II		20000-45800	27900-63700
a	175	Rehabilitation Technician (Leather Works) Grade II		20000-45800	27900-63700
a	176	Rehabilitation Technician (Orthotics) Grade II		20000-45800	27900-63700
	177	Cobbler	12	17500-39500	24400-55200
	178	Helper	4	16500-35700	23000-50200

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OTHER MISCELLANEOUS CATEGORIES					
	179	Cold Chain Officer	1	39500-83000	55200-115300
	180	Superintendent (Offset Press)	1	36600-79200	51400-110300
	181	Computer Programmer	1	30700-65400	43400-91200
	182	Helio Operator	1	27800-59400	39300-83000
	183	Cameraman		26500-56700	37400-79000
	184	Offset Machine Operator	1	26500-56700	37400-79000
	185	Proof Reader	1	25200-54000	35600-75400
	186	Photographer cum Model Maker			35600-75400
	187	Instructor Grade I		25200-54000	35600-75400
	188	Retouching Artist	1	25200-54000	35600-75400
	189	Compositor (HG)		22200-48000	31100-66800
	190	Binder UD	1	22200-48000	31100-66800
	191	Graining Machine Operator	1	22200-48000	31100-66800
	192	Store Keeper	1	22200-48000	31100-66800
	193	Statistical Assistant		22200-48000	31100-66800
	194	Foreman Power Laundry		22200-48000	31100-66800
	195	Plate maker	1	20000-45800	27900-63700
	196	Electrician	19	19000-43600	26500-60700
h	197	Refrigeration Mechanic (UIP)	14	19000-43600	26500-60700
	198	Copy Holder	1	19000-43600	26500-60700
	199	Instructor Grade II		19000-43600	26500-60700
	200	Assistant Instructor	1	19000-43600	26500-60700
	201	Bunoi Instructor		19000-43600	26500-60700
	202	Assistant Offset Machine Operator	2	18000-41500	25100-57900
	203	Binder LD	2	18000-41500	25100-57900
	204	Printer LD	1	18000-41500	25100-57900
	205	LD Compositor	2	18000-41500	25100-57900
	206	Data Entry Operator		18000-41500	25100-57900
	207	Receptionist-cum-Computer Operator	1	19000-43600	26500-60700
	208	Carpenter	3	18000-41500	25100-57900

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	209	Dark Room Assistant	1	18000-41500	25100-57900
	210	Boiler Attendant		18000-41500	25100-57900
	211	Tailoring Instructor		18000-41500	25100-57900
	212	Auto Electrician	2	18000-41500	25100-57900
	213	Fireman	1	17500-39500	24400-55200
	214	Plumber cum Operator	2	18000-41500	25100-57900
	215	Theatre Assistant	6	17500-39500	24400-55200
	216	Boat Driver	1	17500-39500	24400-55200
	217	Lift Operator	7	17500-39500	24400-55200
	218	Junior Laboratory Assistant		17500-39500	24400-55200
	219	Laboratory Assistant	2	17000-37500	23700-52600
	220	Plaster Technician	1	17000-37500	23700-52600
	221	Packer	3	17000-37500	23700-52600
	222	Lab Attender	27	17500-39500	24400-55200
	223	Record Attender	3	17500-39500	24400-55200
	224	Power Laundry Attender	1	17000-37500	23700-52600
	225	Stable Attender		17000-37500	23700-52600
	226	Nursing Assistant	4412	17500-39500	24400-55200
	227	Telephone Operator	4	17000-37500	23700-52600
	228	Barber	7	17000-37500	23700-52600
	229	Silk Screen Printing-cum-Duplicating Operator	1	17000-37500	23700-52600
	230	House Keeper	36	17500-39500	24400-55200
	231	Engine Driver		17000-37500	23700-52600
	232	Tailor	2	17000-37500	23700-52600
	233	Cook Grade I		17000-37500	23700-52600
	234	Hospital Attendant Grade I/ X-Ray Attender/ Boiler Attender/ Blood Bank Attender/ Pump House Attender/ Library Attender	1080	17000-37500	23700-52600
g	235	Hospital Attendant Grade II	4141	16500-35700	23000-50200
g	236	Cook Gr. II	67	16500-35700	23000-50200

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	237	Bottle Cleaner		16500-35700	23000-50200
	238	Chowkidar Grade II	6	16500-35700	23000-50200
	239	Lascar and Bottle Cleaner	4	16500-35700	23000-50200
	240	Dhobi	29	16500-35700	23000-50200
	241	Electrical Winder	3	18000-41500	25100-57900
	242	Painter	3	17000-37500	23700-52600
MINISTERIAL WING					
	243	Senior Administrative Assistant	4	42500-87000	59300-120900
	244	Accounts Officer (FW)	1	42500-87000	59300-120900
	245	Lay Secretary and Treasurer	146	36600-79200	51400-110300
	246	Manager, TB Centre	1	35700-75600	50200-105300
	247	Chief Accountant		35700-75600	50200-105300
	248	Junior Accounts Officer	1	35700-75600	50200-105300
	249	Accountant (AIDS)		35700-75600	50200-105300
	250	Technical Assistant (Head Clerk)		26500-56700	39300-83000
	sp*	Special pay in addition to pay			
	#	Allowed higher start at ₹ 140500 in the scale of pay of ₹ 129300-166800			
	#1	Allowed higher start at ₹ 134900 in the scale of pay of ₹ 123700-166800			
	#2	Allowed higher start at ₹ 129300 in the scale of pay of ₹ 118100-163400			
	#3	Allowed higher start at ₹ 105300 in the scale of pay of ₹ 95600-153200			
	#4	Allowed higher start at ₹ 71800 in the scale of pay of ₹ 63700-123700			
	#5	Allowed higher start at ₹ 59300 in the scale of pay of ₹ 55200-115300			
	$	In the case of appointees who have joined service on or after 01.04.2021, higher start is admissible only if they possess PG Degree/Diploma in a Medical Speciality			

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	*	Doctors possessing PG Degree/Diploma in a Dental Speciality only will be eligible for the higher start.
	^	Senior most Chief Consultant among various specialities will be granted Higher Grade
	a	Ratio between Grade I and Grade II posts will be 1:1
	b	Existing ratio of 2:2:1 among Grade II, Grade I & Senior Grade will continue.
	c	The existing ratio 1:2 between Higher Grade and Lower Grade posts will continue.
	d	The existing ratio of 1:2 between Head Nurse and Staff Nurse Gr.I will continue. Cadre strength of Head Nurse will be determined in the ratio 1:2 between Head Nurse and Staff Nurse Grade I.
	e	Ratio 3:1 between Nursing Tutor and Senior Nursing Tutor will continue.
	f	The existing ratio 1:1 between Higher Grade and Lower Grade posts will continue.
	g	The ratio between Grade I and Grade II posts will be 1:2.
	h	Refrigeration Mechanic (UIP) benefited by G.O.(Ms) No.510/2005/(154)/Fin dated 30/11/2005 will be allowed revision corresponding to the scale of ₹ 25200-54000.
	i	Ratio 2:2:1 among Grade II, Grade I and Senior Grade will be allowed

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer	1	As in PD	As in PD
2	Senior Finance Officer	1	As in PD	As in PD
3	Finance Officer	1	As in PD	As in PD
4	Law Officer	1	As in PD	As in PD
5	Liaison Officer (Engineer)	1	As in PD	As in PD
6	Demographer	1	As in PD	As in PD
7	Chief Statistician	1	As in PD	As in PD
8	Statistical Officer	3	As in PD	As in PD
9	Statistician		As in PD	As in PD

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10	Statistical Assistant	50	As in PD	As in PD
11	Statistical Investigator		As in PD	As in PD
12	Statistical Assistant Grade I	16	As in PD	As in PD
13	Statistical Assistant Grade II	13	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	17	As in CC	As in CC
	2	Senior Superintendent	44	As in CC	As in CC
	3	Junior Superintendent	86	As in CC	As in CC
	4	Fair Copy Superintendent	9	As in CC	As in CC
	5	Head Clerk / Head Accountant	134	As in CC	As in CC
	6	Senior Clerk	1175	As in CC	As in CC
	7	Clerk	1176	As in CC	As in CC
	8	Clerk-Typist	120	As in CC	As in CC
	9	Confidential Assistant Grade II	25	As in CC	As in CC
	10	Typist Selection Grade	6	As in CC	As in CC
	11	Typist Senior Grade	8	As in CC	As in CC
	12	UD Typist	213	As in CC	As in CC
	13	LD Typist		As in CC	As in CC
	14	Chief Operator	1	As in CC	As in CC
	15	Sergeant	8	As in CC	As in CC
	16	Driver Selection Grade	22	As in CC	As in CC
	17	Driver Senior Grade	220	As in CC	As in CC

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	18	Driver Grade I	222	As in CC	As in CC
	19	Driver Grade II	222	As in CC	As in CC
	20	Plumber	17	As in CC	As in CC
	21	Cinema Operator Grade II	4	As in CC	As in CC
	22	Clerical Attender	3	As in CC	As in CC
	23	Duffedar	1	As in CC	As in CC
	24	Office Attendant Grade I	1351	As in CC	As in CC
	25	Office Attendant Grade II		As in CC	As in CC
	26	Night Watcher	2	As in CC	As in CC
	27	Watcher	14	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	1430	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Foot Wear Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Foreman Mechanic	450	500
2	Motor Mechanic	450	500
3	Helper	450	500
4	Electrician	450	500
5	Blacksmith	450	500
6	Tinker	450	500
7	Security Guards	450	500
8	Welder	450	500
9	Van Cleaner	450	500
10	Assistant Sergeant	450	500
11	Sergeant	450	500
12	Nursing Assistant	450	500

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13	Junior Lab Assistant	450	500
14	Hospital Attendant	450	500
15	Sanitation Worker	450	600
16	Part-Time-Contingent Employees	450	500

(2) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	General Cadre Doctors in Health Services (PG Diploma Allowance)	800	880
2	General Cadre Doctors in Health Services (PG Degree Allowance)	1000	1100
3	Dental Doctors in Health Services (General Cadre) (PG Diploma Allowance)	-	880
4	Dental Doctors in Health Services (General Cadre) (PG Degree Allowance)	-	1100
5	Chief Consultant working as Super Specialist		5600
6	Senior Consultant working as Super Specialist		5600
7	Consultant working as Super Specialist		4700
8	Doctors possessing Super Speciality Degree, Super Speciality Allowance (those will not come under Sl. No. 6,7,8 above)	1500	1650
9	Post mortem Allowance (per case)to Doctors	1000	1100
10	Post mortem Allowance (per case)to Hospital Attendant Gr-II and Nursing Assistant		100
11	Exhumation Allowance (Per exhumation) to Doctors	1500	1650
12	Specialist Doctors working in Radiology, TB, Pathology, Leprosy, Anaesthetics	1200	1320
13	Thorasic Surgeon working in Thorasic surgery unit in District Hospitals and TB Hospitals.	1200	1320
14	Pharmacist attending clerical work	100	110
15	Lift Operator	100	110

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(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Medical Officer, Primary Health Centre in charge of Administration(General cadre)	700	770
2	Health Inspector, Public Health Training School, Thiruvananthapuram	130	150

(4) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	(i) X-ray Sections of Hospitals		
1	Medical Officer	300	330
2	Head Nurse	100	110
3	Staff Nurse	100	110
4	Mechanic	100	110
5	Radiographer	100	110
6	Technician	100	110
7	Dark Room Assistant	100	110
8	Other Full time employees like Attender/Attendant/Cleaner/ Warder etc.	100	110
	(ii) Radium Sections of Hospitals		
1	Medical Officer	300	330
2	Technician	150	170
3	Radiographer	150	170
4	Staff Nurse	150	170
5	Attender	100	110
6	Cleaner	100	110
7	Warder	100	110
8	Lascar	100	110

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	(iii) Sanatorium for Chest Diseases, Pulayanarkotta Chest Hospital, Mulamkunnathukavu, Pariyaram TB clinics/TB Wards/TB Centres		
1	Medical Officer	300	330
2	Bacteriologist	180	200
3	Nursing Superintendent	180	200
4	Manager/Lay Secretary and Treasurer	180	200
5	Head Nurse	150	170
6	Staff Nurse	150	170
7	Treatment Organizer Grade I and Grade II	150	170
8	Pharmacist/Pharmacist Store Keeper	100	110
9	Laboratory Technician Grade I &II / Health Welfare Worker/Medical Records Librarian	100	110
10	Statistician/Statistical Assistant / Steward/Head Clerk/Clerk/Store Keeper/ Typist/Instructor (Tailoring)/ Driver/LD Compiler	100	110
11	Social Worker	100	110
12	Dietician	100	110
13	Blood Bank Technician	100	110
14	Mechanic	100	110
15	House Keeper	100	110
16	All other Class III (except ministerial) & Class IV officers	100	110
	***(iv)* Specialist Medical Officer, Govt. Hospital, Mavelikkara, visiting the Leprosy Hospital, Nooranad (One Eye Specialist, One Dental Surgeon and One Surgeon)**	300	330
	(v) V.D. Section of Hospitals/V.D. Clinics		
1	Medical Officer	250	280
2	Nursing Superintendent (V.D), Medical Colleges	180	200
3	Head Nurse	100	110
4	Staff Nurse	100	110
5	Serological Assistant/ Social Worker	100	110
6	Technician	100	110
7	Cleaner/Warder/Sweeper/Attender	100	110

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	(vi) Mental Health Centres		
1	Medical Officer	200	220
2	Nursing Superintendent	150	170
3	Psychiatric Social Worker	150	170
4	Head Nurse	100	110
5	Staff Nurse	100	110
6	Deputy Overseer	100	110
7	Laboratory Technician	100	110
8	Weaving Instructor/ Bunoi Instructor	100	110
9	Nursing Assistant/ Laboratory Attender/ Work Mistress	100	110
10	All other Class-III & Class-IV Officers	100	110
	(vii) Laboratory Section of Hospitals		
1	Medical Officer	150	170
2	Chemist	100	110
3	Laboratory Technician	100	110
4	Laboratory Technicians working in Public Health Centres	100	110
5	Attender/Attendant/ Cleaner/Lascar	100	110
	(viii) Contagious Disease Hospital		
1	Medical Officer	200	220
2	Head Nurse	100	110
3	Midwife	100	110
4	Pharmacist	100	110
5	Clerk/Typist	100	110
6	All other Last Grade Employees	100	110
	(ix) Psychiatric Clinic attached to the Medical College Hospital, Kottayam		
1	Staff Nurse	100	110
2	Nursing Assistant	100	110
	(x) Public Health Laboratory		
1	Director/Chief Consultant	200	220
2	Consultant	150	170
3	Junior Consultant	150	170
4	Micro Biologist/Scientific Officer/Junior Protozoologist	150	170

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5	Laboratory Assistant/ Attender	100	110
6	Bottle Cleaner/ Glass Blower	100	110
	(xi) Regional District Public Health Laboratories		
1	Medical Officer (Pathology)	150	170
2	Chief Scientific Officer	150	170
3	Research Officer/Scientific Officer/Junior Scientific Officer	150	170
4	Technical Assistant / Laboratory Technician	100	110
5	Laboratory Assistant/ Laboratory Attender/ Last Grade Employees	100	110
	(xii) Leprosy Wing		
1	Non-medical Supervisor/ Assistant leprosy Officer	150	170
	(xiii) Reconstructive Unit of Leprosy Sanatorium, Nooranad		
1	Staff Nurse	150	170
2	Nursing Assistant	100	110
	(xiv)Other Supporting Service		
1	Physiotherapist		500

(5) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Director of Health Services	2000	2200
2	Additional Director	1700	1870
3	Deputy Director	1600	1760
4	Principal, Public Health Training School	1600	1760
5	Assistant Director (HE)	1600	1760
6	Assistant Director (CD)	1600	1760
7	Assistant Director(MCH)	1600	1760
8	Deputy Director (TB)	1600	1760
9	Deputy Director (Leprosy)	1600	1760
10	Deputy Director (FW)	1600	1760
11	Deputy Director (Ophthalmology)	1600	1760
12	Assistant Director (Physical Medicine Rehabilitation)	1600	1760

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13	Zonal Malaria Officer	1600	1760
14	District Medical Officer (Health) / Deputy District Medical Officer (Health)	1600	1760
15	Principal, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode	1600	1760
16	District RCH Officer	1600	1760
17	Supervisory Medical Officer, BCG Campaign (Civil Surgeon)	900	990
18	District Immunisation Officer	900	990
19	Medical Officer in charge (I.U.C.D) (Civil Surgeon)	900	990
20	Civil Surgeon (Non Cadre) (Family Welfare Programme)	900	990
21	RMO (in the cadre of Civil Surgeon)	900	990
22	District Leprosy Officer	900	990
23	Medical Officer, Pilot Survey Unit	650	720
24	RMO in the cadre of Assistant Surgeon	650	720
25	Junior Administrative Medical Officer working as RMO		720
26	Assistant Surgeon-in-charge, Mobile Medical Unit (Attapady, Kalpetta, Thaliparamba & Floating Dispensary, Chambakulam)	650	720
27	Assistant Surgeon (Family Welfare Programme)	650	720
28	Medical Officer, School Health Programme	650	720
29	Medical Officer, Raj Bhavan Dispensary	650	720
	Public Health Laboratory		
1	Director	1000	1100
2	Senior Consultant/Consultant as Senior Assistant Director	1000	1100
3	Junior Consultant / Consultant as Assistant Director	800	880
4	Consultant as Assistant Director (Nutrition) (*Civil Surgeon Gr. II)*	800	880
5	Junior Consultant	650	720
	Regional Laboratories		
1	Consultant	800	880
2	Junior Consultant	650	720

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	District Laboratories		
1	Junior Consultant/Consultant	650	720

(6) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Nursing Superintendent	2600	5000
2	Nursing Sister (Matron and Head Nurse)	2600	5000
3	Nursing Tutor	2600	3000
4	Head Nurse	2600	5000
5	Lady Health Inspector	2400	2700
6	Lady Health Supervisor	2400	2700
7	District Public Health Nurse	2400	2700
8	Public Health Nursing Instructor	2400	2700
9	MCH Officer	2600	3000
10	Nursing Officer(Principal)	2600	3000
11	Lady Health Worker (Allopathic Midwife)	2000	2200
12	Junior Public Health Nurse	2400	2700
13	Pupil Nurse	2000	2200
14	Nurse (Male & Female)	2400	2700
15	Vice Principal (Nursing)	2600	3000
16	Staff Nurse	2400	5000
17	Pharmacist/Pharmacist Store Keeper	2000	2200
18	Optometrist	-	1200
19	Dental Hygienist	-	2200
20	Dental Mechanic	-	2200
21	Driver	2400	2700
22	Foreman Mechanic	2000	2200
23	Motor Mechanic	2000	2200
24	Helper	2000	2200
25	Electrician	2000	2200
26	Blacksmith	2000	2200
27	Tinker	2000	2200
28	Security Guard	2000	2200

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29	Welder	2000	2200
30	Van Cleaner	2000	2200
31	Assistant Sergeant	2000	2200
32	Lab Technician	2000	2200
33	Blood Bank Technician	2000	2200
34	Sergeant	2000	2200
35	Nursing Assistant	2400	2700
36	Cook	2400	2700
37	Junior Lab Assistant	2000	2200
38	Hospital Attendant	2400	2700
39	Offset Machine Operator	2000	2200
40	Grinning Machine Operator	2000	2200
41	LD Printer	2000	2200
42	Compositor	2000	2200
43	LD Binder	1800	2000
44	UD Binder	1800	2000
45	Plate Maker	1800	2000
46	Assistant Offset Machine Operator	1800	2000
47	Radiographer	2000	2200
48	Mechanic	2000	2200
49	Darkroom Assistant	2000	2200
50	Other Full time employees like Attender/Attendant/Cleaner/Warder /Lascar/Sweeper etc.	2400	2700
51	Chemist	2000	2200
52	Medical Records Librarian, Laboratory Assistant, and other Last grade employees in Sanatorium for Chest Diseases, Pulayanarkotta Chest Hospital, Mulamkunnathukavu, Pariyaram TB clinics/TB Wards/TB Centres	2000	2200
53	Bottle Cleaner/ Glass Blower, ***Public Health Laboratory***	2400	2700
54	Technical Assistant, ***Regional District Public Health Laboratories***	2000	2200

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(7) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Doctors working in Rural areas, Rural area allowance	4500	4500
2	Doctors working in difficult Rural areas, Difficult Rural area allowance	5500	5500
3	Casualty Allowance (Except in rural area)	3000	3300
4	Special Difficult area allowance to Doctors working in Attapady Region	20000	20000
5	Special Difficult area allowance to Other staff working in Attapady Region	15% of basic pay	15% of basic pay

(8) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	District PH Nurse/District Extension Educator/BCH Team Leader/Malaria Inspector GrI & II/Health Educator	300	Parts of a District	15	330
2	Health Inspector	300	Parts of a District	15	330
3	Health Supervisor	300	Parts of a District	15	330

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(9) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
1	Health Inspector/ Health Supervisor	250	Area covered by 3 to 5 Junior Public Health Nurses	280
2	Medical Officer (to visit Raj Bhavan)	600		660
3	Medical Officer (to visit Sub Jails)	500		550
4	Lady Health Inspector	250	Area covered by 3 to 5 Junior Public Health Inspectors	280
5	Extension Educator (Family Welfare)	250		280
6	Junior Health Inspector Grade I	220		250
7	Junior Public Health Nurse Grade I	220		250
8	Non-Medical Supervisor	350		390
9	Leprosy Health Visitor	220		250
10	Urban Health Educator (Attending Clinics of SET Centres)	250		280
11	Junior Health Inspector Grade II/ Social Worker	150		170
12	Junior Public Health Nurse	150		170
13	Field Assistant/Field Worker	150		170
	Biweekly Dispensaries & Tri-weekly Dispensaries			
	(A)			
1	Medical Officer	400	Where the distance to be covered from the main P.HCentre of Dispensary does not exceed 8 Km.	440

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2	Pharmacist	150	Where the distance to be covered from the main P.HCentre of Dispensary does not exceed 8 Km.	170
3	Hospital Attendant	130	Where the distance to be covered from the main P.HCentre of Dispensary does not exceed 8 Km.	150
	(B)			
1	Medical Officer	450	Where it exceeds 8 Km.	500
2	Pharmacist	200	Where it exceeds 8 Km.	220
3	Hospital Attendant	150	Where it exceeds 8 Km.	170

7.32. HINDU RELIGIOUS AND CHARITABLE ENDOWMENT

The Hindu Religious & Charitable Endowments (Admin) Department was abolished and Malabar Devaswom Board was formed by the Madras Hindu Religious & Charitable Endowments (Amendment) Act, 2008, for administration of the Hindu Temples in the erstwhile Malabar area. The department as such ceased to exist w.e.f 02.10.2008, the date on which the newly formed Malabar Devaswom Board assumed office. However, the employees of the abolished Hindu Religious & Charitable Endowments (Admin) Department were allowed to continue on deemed deputation in the newly formed Malabar Devaswom Board as per G.O.(Ms)No. 222/2010/RD dated 08.06.2010. The employees of the erstwhile Hindu Religious & Charitable Endowments (Admin) Department continuing in Malabar Devaswom Board on deputation have been recognized as State Government employees for all practical purposes including pay & allowances and pensionary benefits as a vanishing category in the service of the Board with the same terms and conditions of service and rights and privileges, as before.

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

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

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

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

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Commissioner	1	77400-115200	107800-160000
	2	Deputy Commissioner	2	45800-89000	63700-123700
	3	Assistant Commissioner	6	40500-85000	56500-118100
	4	Inspector Gr.I	8	27800-59400	39300-83000
	5	Inspector Gr.II	3	25200-54000	35600-75400
	6	Goldsmith	1	18000-41500	25100-57900

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Personal Assistant	1	As in CC	As in CC
	2	Senior Superintendent	4	As in CC	As in CC
	3	Junior Superintendent	4	As in CC	As in CC

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	4	Confidential Assistant Senior Grade	1	As in CC	As in CC
	5	Head Clerk/ Head Accountant	5	As in CC	As in CC
	6	Confidential Assistant Gr I	1	As in CC	As in CC
	7	Typist Selection Grade	2	As in CC	As in CC
	8	Typist Senior Grade	2	As in CC	As in CC
	9	U.D Typist	2	As in CC	As in CC
	10	Senior Clerk	23	As in CC	As in CC
	11	Confidential Assistant Gr II	3	As in CC	As in CC
	12	Clerk	8	As in CC	As in CC
	13	L.D Typist	3	As in CC	As in CC
	14	Clerical Attender	2	As in CC	As in CC
	15	Office Attendant/ Watchman	27	As in CC	As in CC

7.33. HOMOEOPATHY

The Department of Homoeopathy functions under the AYUSH Department, Kerala with the objective of providing comprehensive and affordable homoeopathic healthcare to the public through a network of well-equipped healthcare institutions served by competent professionals responsive to the needs of the society. There are 14 District Medical Offices, 14 District Homoeo Hospitals, 20 Homoeo Hospitals and 669 Homoeo Dispensaries under the Department. Some of the speciality projects of the Department include Seethalayam, RAECH, Janani, Sadgamaya, Ayushmanbhava, Chethana, Punarjani. The Department is headed by Director of Homoeopathy and its headquarters is in Thiruvananthapuram.

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

(i) As per the new Special Rules, the post of Hospital Superintendent is the promotion post of Chief Medical Officer. Hospital Superintendent and its feeder post Chief Medical Officer are now placed in the same

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scale of pay of ₹ 42500-87000. Therefore, the scale of pay of the post Hospital Superintendent may be upgraded to ₹ 45800-89000 with corresponding revision.

(ii) As hike in the scale of pay of Hospital Superintendent has been recommended, the scales of pay of the further promotion posts of Hospital Superintendent viz. District Medical Officer and District Medical Officer (HG) may be upgraded to ₹ 55350-101400 and ₹ 60900-103600 respectively and corresponding revision may be given.

(iii) The post of Lab Technician Grade II in the Department has the same qualification and nature of duty compared to the similar post existing in Health Services and Medical Education Departments. It has been recommended to enhance the scale of pay of the posts in Health Services and Medical Education from ₹ 22200-48000 to ₹ 25200-54000. Therefore, Lab Technician Grade II in the Homoeopathy Department may also be placed in the scale of pay corresponding to ₹ 25200-54000.

(iv) PG Allowance @ ₹ 500 per month may be allowed to Medical Officers who possess PG degree taken through a regular course.

(v) All the category of posts except those specifically mentioned above may be given normal revision..

(vi) Existing allowances may be given normal revision.

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

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

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	77400-115200	107800-160000
	2	Deputy Director	1	68700-110400	95600-153200
	3	District Medical Officer (HG)		55350-101400	85000-143600
a	4	District Medical Officer	14	45800-89000	77200-140500

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	5	Hospital Superintendent	30	42500-87000	63700-123700
	6	Chief Medical Officer	127	42500-87000	59300-120900
	7	Medical Officer	584	39500-83000	55200-115300
	10	Lay Secretary		36600-79200	51400-110300
	11	Nursing Superintendent Grade II	2	27800-59400	39300-83000
	12	Medical Officer (Non-Cadre)		27800-59400	39300-83000
	13	Laboratory Technician Grade I		26500-56700	37400-79000
	14	Nurse Grade I		25200-54000	35600-75400
	15	Pharmacist Grade I		25200-54000	35600-75400
b	16	Laboratory Technician Grade II	14	22200-48000	35600-75400
c	17	Nurse Grade II	102	20000-45800	27900-63700
c	18	Pharmacist Grade II	603	20000-45800	27900-63700
	19	Nursing Assistant Grade I		17500-39500	24400-55200
	20	Attender Grade I		17500-39500	24400-55200
	21	Dispenser Grade I		17500-39500	24400-55200
	22	Store Attender Grade I		17500-39500	24400-55200
	23	Record Attender Grade I		17500-39500	24400-55200
c	24	Nursing Assistant Grade II	659	17000-37500	23700-52600
	25	Attender Grade II		17000-37500	23700-52600
	26	Dispenser Grade II		17000-37500	23700-52600
	27	Store Attender Grade II		17000-37500	23700-52600
	28	Record Attender Grade II		17000-37500	23700-52600

a	Ratio between District Medical Officer and District Medical Officer (HG) will be 4:1.
b	Ratio between Laboratory Technician Grade II and Grade I will be 1:1
c	Existing ratio 1:2 between Grade I and Grade II will continue

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Posts held by personnel from other Departments

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

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent / Lay Secretary	17	As in CC	As in CC
	3	Junior Superintendent	2	As in CC	As in CC
	4	Head Clerk	1	As in CC	As in CC
	5	Senior Clerk	37	As in CC	As in CC
	6	Clerk	37	As in CC	As in CC
	7	Confidential Assistant Grade II	1	As in CC	As in CC
	8	L.D Typist	16	As in CC	As in CC
	9	Clerk Typist	8	As in CC	As in CC
	10	Driver Grade II	6	As in CC	As in CC
	11	Office Attendant / Night Watcher / SCP / WCS / Cook / Sanitation Worker / Cleaner / Clinical Attender	265	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Medical Officer with PG degree (Regular PG Degree only) – PG Allowance	-	500

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(2) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Director	800	880
2	Deputy Director	800	880
3	District Medical Officer	750	830

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Nurse	2400	2700
2	Pharmacist	1800	2000
3	Attender	1800	2000
4	Dispenser	1800	2000
5	Nursing Assistant	2400	2700
6	Lab Attender	1800	2000
7	Driver	2400	2700
8	Cook	2400	2700
9	Cleaner	2400	2700

(4) Additional Special Allowance

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

7.34. HOMOEOPATHY MEDICAL COLLEGES

There are five Homoeopathy Medical Colleges in the State, of which two are Government colleges situated at Thiruvananthapuram and Kozhikode and the other three are Aided colleges. These colleges are affiliated to the Kerala University of Health Sciences (KUHS). The Principal, Government Homoeopathic Medical College, Thiruvananthapuram is the Controlling Officer of the colleges.

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The Commission, after examining the demands submitted by the Principal & Controlling Officer and Service Organizations, makes the following recommendations:

(i) The posts of Attender, Nursing Assistant and Lab Attender are equal and interchangeable posts. Hence these posts may be shown as equal and interchangeable posts in the Schedule with the scale of pay corresponding to ₹17000-37500.

(ii) In Homoeopathy Department, the posts of Attender, Nursing Assistant and Lab Attender are given ratio higher grade in the ratio 2:1, but in Homeopathy Medical Colleges, Grade I post is existing for Nursing Assistant only, and no ratio is seen fixed for Attender and Lab Attender. Hence the posts of Attender and Lab Attender may be given ratio promotion as existing in Homeopathy Department.

(iii) The post of Specimen Collector is an equivalent post of Attender, Nursing Assistant and Lab Attender. Hence the above ratio grade of 2:1 may be granted to Specimen Collector also.

(iv) The posts of Radiographer and X-ray Technician are not existing in Homoeopathy Department, but are existing in Homoeopathy Medical Colleges. These posts have qualification as in Health Services Department, where a ratio 1:1 is existing between Grade I and Grade II posts. The same ratio may be extended to these posts in Homoeopathy Medical Colleges also. It is also recommended that recruitment to the posts of Radiographer and X-ray Technician could be from a common rank list of the Kerala Public Service Commission.

(v) The existing office of the Controlling Officer may be converted as the office of the Director of Homoeopathic Medical Education without any additional post creation. The Director could also be the Principal of the Government Homoeopathic Medical College, Thiruvananthapuram, considering that the workload of both the positions can be managed by one officer.

(vi) The posts of Lab Technician Grade II and Radiographer Grade II in Homoeopathy Medical Colleges have the same qualification and nature of duty compared to the similar posts existing in Health Services and Medical Education Departments. It has been recommended to enhance the scale of pay of those posts in Health Services and Medical Education from ₹ 22200-48000 to ₹ 25200-54000. Therefore, the posts of Radiographer Grade II and Lab Technician Grade II in Homoeopathy Medical Colleges may also be placed in the scale of pay corresponding to ₹ 25200-54000.

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(vii) All other posts may be placed in the corresponding revised scales of pay.

(viii) Existing allowances may be given normal revision.

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

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

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
a	1	Principal & Controlling Officer	2	85000-117600	118100-163400
	2	Principal		UGC	UGC
a	3	Professor	26	85000-117600	118100-163400
	4	Professor		UGC	UGC
a	5	Reader	36	77400-115200	107800-160000
	6	Reader		UGC	UGC
a	7	Lecturer	36	68700-110400	95600-153200
	8	Lecturer		UGC	UGC
	9	Tutor / RMO		42500-87000	59300-120900
	10	Tutor		UGC	UGC
	11	Radiologist	1	36600-79200	51400-110300
	12	Lay Secretary	-	36600-79200	51400-110300
	13	Pharmacist Store Keeper	1	27800-59400	39300-83000
	14	Nursing Superintendent	1	27800-59400	39300-83000
	15	Lab Technician Grade I		26500-56700	37400-79000
	16	Radiographer Grade I		-	37400-79000
	17	X-Ray Technician Grade I		-	37400-79000
	18	Nurse Grade I		25200-54000	35600-75400
	19	Pharmacist Grade I		25200-54000	35600-75400

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b	20	Radiographer Grade II	2	22200-48000	35600-75400
b	21	X-Ray Technician Grade II	2	22200-48000	31100-66800
b	22	Lab Technician Grade II	7	22200-48000	35600-75400
c	23	Nurse Grade II	18	20000-45800	27900-63700
c	24	Pharmacist Grade II	6	20000-45800	27900-63700
	25	ECG Technician	1	19000-43600	26500-60700
	26	Dark Room Assistant	2	18000-41500	25100-57900
	27	Attender Grade I / Nursing Assistant Grade I / Lab Attender Grade I		17500-39500	24400-55200
	28	Specimen Collector Grade I		-	24400-55200
	29	House Keeper	1	17000-37500	23700-52600
c	30	Attender Grade II / Nursing Assistant Grade II / Lab Attender Grade II	33	17000-37500	23700-52600
c	31	Specimen Collector Grade II	4	17000-37500	23700-52600
	32	Gardener	1	17000-37500	23700-52600
	33	Cook	8	16500-35700	23000-50200
	34	Worker		16500-35700	23000-50200
	35	Sweeper cum Cleaner	28	16500-35700	23000-50200
	36	Sweeper		16500-35700	23000-50200

a These scales are applicable to those teaching staff who are not eligible for UGC scales as per G.O.(P) No.48/2012/Fin dated 13/01/2012

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

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

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Posts held by Personnel of other Departments

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

Common Category

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

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	8	As in PTCC	As in PTCC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Principal & Controlling Officer	750	830

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	Homoeopathy Medical College, Kozhikkode		
1	Warden, Men's Hostel	150	170

(3) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Radiographers and X-ray Technicians	100	110
2	Laboratory Technicians	100	110

(4) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	Non-Technical		
1	Principal	800	880
2	Professor	750	830
3	Assistant Professor / Tutor	650	720

(5) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Nurse	2400	2700
2	Radiographers and X-ray Technicians	2000	2200
3	Laboratory Technicians	2000	2200
4	Driver	2400	2700

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7.35. HOUSING TECHNICAL CELL

The Housing Technical Cell was formed in the year 1980 as per the G.O(Ms) No.8/80/I&HD dated, 19/01/1980 as a new Technical Cell under the direct guidance of the Housing Commissioner and ex Officio Additional Secretary (Housing) with the objective of achieving, the degree of co-ordination among various housing activities in the State. The main function of the Cell is supporting the Housing Department with technical guidance in all matters related to 'Housing'. The Housing Commissioner is the head of the Cell.

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

(i) The posts of 'Architectural Head Draftsman', 'Draftsman Gr-I', 'Draftsman Gr-II' may be excluded from the department schedule, as the posts are not existing in the department.

(ii) All the posts existing in the department may be placed on the corresponding revised scale of pay. Existing allowances may be given normal revision.

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

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

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Housing Commissioner	1	89000-120000	123700-166800
	2	Chief Planner (Housing)	1	85000-117600	118100-163400
	3	Asst. Executive Engineer	1	40500-85000	56500-118100
	4	Assistant Engineer	2	39500-83000	55200-115300

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Common Category

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

Part Time Contingent

	1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

7.36. HYDROGRAPHIC SURVEY WING

The Hydrographic Survey Wing was constituted in 1967 with the objective of collecting and analysing hydrographic data required for minor and intermediate Ports and facilitating inland water transport. The wing conducts pre and post monsoon survey, pre and post dredging survey and survey on the construction of fishing harbours. It also undertakes hydrographic survey requirements of Irrigation, Inland Navigation, Water

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Transport Departments etc. The Chief Hydrographer is the Head of the Wing and its headquarters is in Thiruvananthapuram.

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

(i) The post of Deck Tindal may be excluded from the department schedule and the Annexure of Uniform Allowance as suggested by the Director.

(ii) The existing ratio of 1:1 between Draftsman Grade II and Draftsman Grade I may be omitted since they are functional posts as per the Special Rules.

(iii) Ratio promotion of 3:1 may be sanctioned between Chief Survey Syrang and Chief Survey Syrang(HG).

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

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

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

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Hydrographer	1	85000-117600	118100-163400
	2	Deputy Hydrographer	1	77400-115200	107800-160000
	3	Marine Surveyor	2	68700-110400	95600-153200
	4	Assistant Cartographer	1	68700-110400	95600-153200
	5	Senior Technical Assistant (Electronics)	1	40500-85000	56500-118100
	6	Assistant Marine Surveyor	8	39500-83000	55200-115300
	7	Chief Draftsman	2	39500-83000	55200-115300
	8	Assistant Engineer (Mechanical)	1	39500-83000	55200-115300

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	9	Chief Survey Syrang (HG)	1	30700-65400	43400-91200
	10	Engine Driver Gr. I	4	27800-59400	39300-83000
a	11	Chief Survey Syrang	3	27800-59400	39300-83000
	12	Field Assistant	15	26500-56700	37400-79000
	13	Draftsman Gr. I	3	26500-56700	37400-79000
	14	Engine Driver Gr. II	5	22200-48000	31100-66800
	15	Survey Syrang Gr. I	7	22200-48000	31100-66800
	16	Draftsman Gr. II	2	22200-48000	31100-66800
	17	Tide Watcher	6	20000-45800	27900-63700
	18	Cassab (Store Keeper)	3	19000-43600	26500-60700
	19	Engine Driver Gr. III	1	18000-41500	25100-57900
	20	Survey Syrang Gr. II	1	18000-41500	25100-57900
	21	Master Gr. III	1	18000-41500	25100-57900
	22	Leadsman	8	18000-41500	25100-57900
	23	Seaman	46	17500-39500	24400-55200
	24	Machine Room Attender	1	17500-39500	24400-55200
	25	Blue Printer	2	17000-37500	23700-52600
	26	Cook Cum Steward	2	16500-35700	23000-50200

a. Ratio 3:1 between Chief Survey Syrang and Chief Survey Syrang (HG).

Posts held by Personnel of other Departments

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

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC

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	2	Head Clerk	1	As in CC	As in CC
	3	Senior Clerk	9	As in CC	As in CC
	4	Clerk		As in CC	As in CC
	5	Confidential Assistant	1	As in CC	As in CC
	6	Typist	2	As in CC	As in CC
	7	Driver Grade I	1	As in CC	As in CC
	8	Driver Grade II	2	As in CC	As in CC
	9	Office Attendant	2	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	4	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Master	100	110
2	Engine Driver	100	110
3	Syrang	100	110
4	Seaman/ Cook-cum-Steward	100	110

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Master	2400	2700
2	Engine Driver	2400	2700
3	Syrang	2400	2700
4	Tide Watcher	2400	2700

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5	Cassab	2400	2700
6	Leadsman	2400	2700
7	Machine room Attender	2400	2700
8	Driver	2400	2700
9	Seaman/Cook-cum-Steward	2400	2700

7.37. INDIAN SYSTEMS OF MEDICINE

Indian Systems of Medicine Department comes under AYUSH Department, Kerala. The different institutions under this Department deliver primary, secondary and tertiary level health care to the public through Ayurveda, Yoga & Naturopathy, Unani and Siddha streams of medicine. There is a wide network of Ayurveda, Naturopathy, Siddha & Unani hospitals and dispensaries in Kerala. In-patient and out-patient treatments are rendered through 815 dispensaries and 127 hospitals all over the State. The headquarters of the Department is in Thiruvananthapuram. The Department is headed by the Director of Indian Systems of Medicine. All the Ayurveda, Yoga & Nature cure, Unani and Siddha hospitals and dispensaries are functioning under the District Medical Officers of the Department concerned, while Government Ayurveda Research Institute for Mental Diseases in Malappuram District is under the direct control of the Director.

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

(i) Attenders and Nursing Assistants of Indian System of Medicine Department are interchangeable posts which are now allowed same scale of pay of ₹17000-37500. The work of Nursing Assistant is much more demanding than that of Attender, with longer hours of work. Hence the post of Nursing Assistant may be placed in the scale of pay corresponding to ₹17500-39500. Existing two grades of Nursing Assistant may be clubbed and the post of Nursing Assistant be made as the promotion post of Attender Grade II based on the willingness of employees. The employees who have opted for the post of the Nursing Assistant may not be considered for promotion to Grade I post of Attenders. If no willing candidates are there for the post of Nursing Assistant, juniors may be appointed as Nursing Assistant. The existing post of Nursing Assistant may be excluded from the ratio higher grades

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provided to the post of Attenders. The Special Rules may be amended accordingly.

(ii) The post of Attender (Siddha) included in the Special Rules of the Department is not included in the Schedule of posts despite the posts being occupied now. The post of Attender (Siddha) may be included in the Schedule of posts with the scale of pay corresponding to ₹17000-37500.

(iii) The existing Duty Manual of Indian System of Medicine Department is based on the situations that were prevailing decades ago. Hence it is recommended that the Duty Manual of the Department may be revised clearly specifying the duties of each and every category in sync with the current scenario.

(iv) The posts of Nurse, Pharmacist, Lab Assistant, and even Clerk and Typist working in Mental Hospital, Kottakkal are allowed Risk Allowance, while Ayurveda Therapists are not sanctioned this Allowance. The job of Ayurveda Therapist needs close physical contact with the patients, hence the risk factor involved in their work is much higher compared to other categories. Hence Risk Allowance to Ayurveda Therapist working in Mental Hospital, Kottakkal may be at the same rate applicable to the post of Nurse and Pharmacist. It is also recommended to discontinue the Risk Allowance being given to the post of Clerk/ Typist (Administration) working in Mental Hospital, Kottakkal as there is no justification in granting Risk Allowance to Ministerial Categories.

(v) Only Nurses in Indian Systems of Medicine Department are allowed Uniform Allowance at present; while a number of similar Categories in Ayurveda Medical Education Department are allowed Uniform Allowance. Denial of Uniform Allowance to categories who are required to wear uniform while on duty has no justification. Therefore, Uniform Allowance may be allowed to the posts of Nursing Superintendent, Pharmacist, Lab Technician, Ayurveda Therapist, Nursing Assistant, Lab Attender, Radiographer (X-ray Section), Cook and Sanitation Worker at the rates applicable to similar categories in Ayurveda Medical Education Department.

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(vi) The post of Pharmacist (Siddha) Grade II is included in the Special Rules of the Department, but not included in the Schedule of posts and the posts are manned now. Hence the posts of Pharmacist (Siddha) Grade II and Pharmacist (Siddha) Grade I may be included in the Schedule with scale of pay corresponding to Pharmacist Grade II and Grade I, i.e. ₹20000-45800 and ₹ 25200-54000. Ratio 1:2 applicable to Pharmacists Grade I and Grade II in the department, may be allowed between Grade I and Grade II posts of Pharmacist (Siddha) also.

(vii) For getting appointment to the post of Medical Officer (Specialist), PG degree or Diploma in the respective speciality (Visha, Netra, Marma, Panchakarma and Sickle Cell Anaemia) is a necessary qualification, whereas basic degree in Ayurveda Medicine (BAMS) is sufficient for appointment to the post of Medical Officer (Ayurveda). Prior to the amendment of the Special Rules, there was separate appointment to the post of Medical Officer (Specialist) and this post was placed in a higher scale of pay than that of Medical Officer (Ayurveda). By the amendment in the Special Rules as per G.O.(P) No.93/2005/H&FWD dated 05.04.2005, separate recruitment to the post of Medical Officer (Specialist) was dispensed with and appointment is now made by placement from qualified Medical Officer (Ayurveda). Till the 9th Pay Revision, Medical Officer (Specialist) was in higher scale of pay. But in the 9th Pay Revision, the post of Medical Officer (Specialist) and Medical Officer (Ayurveda) were placed in same scale of pay consequent on the hike in scale of pay awarded to the post of Medical Officer (Ayurveda). Specialist Allowance was given to Medical Officers (Specialist) so as to compensate highly qualified doctors. This system is still continuing.

The Commission examined the demand for higher scale of pay to the post of specialist medical officers by virtue of their higher qualification. Highly qualified doctors deserve higher pay than lesser qualified doctors. But, at the same time, it is quite difficult to place them in a separate higher scale of pay as it would disturb the existing equilibrium among different categories of posts. Considering the fact that Specialist Medical Officers possess higher qualification and highly qualified and proficient doctors have to be attracted to Specialist posts, the Commission is of the opinion that the existing system of granting only a Special allowance to highly qualified doctors needs to be replaced with a pay component which will be protected during the entire service of an Officer. Hence it is recommended as follows:

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Instead of granting Specialist Allowance, Medical Officer (Specialist) may be given Special Pay as is being given to the Administrative and Speciality Cadre in Health Services Department. The rate of Special Pay may be equal to the sum of two initial level increments applicable to the scale of pay of the post of Medical Officer. A similar Special pay may be given to the next promotion post, viz Senior Medical Officer (Specialist) also, at the rate equal to the sum of two initial increments applicable to the scale of pay of Senior Medical Officer. This special pay may be in lieu of higher time scale of pay and it will remain as a separate component in the posts of Medical Officer (Specialist) and Senior Medical Officer (Specialist). However, the special pay may be reckoned for fixation of pay on further promotion as Chief Medical Officer as this special pay is not recommended to the post of Chief Medical Officer as it is a common promotion post of Senior Medical Officer (Specialist) and Senior Medical Officer (Ayurveda). This Special pay may be given effect from the date of issuance of Government order.

(viii) The Special pay as recommended in (vii) above may be given to the post of Medical Officer (Panchakarma) also, since Medical Officer (Panchakarma) is also included in the category of Specialist Medical Officers.

(ix) The posts of Superintendent (Medical) and Chief Medical Officer are interchangeable posts as per Special Rules, but these are shown as separate posts in the Schedule of posts. Hence these posts may be shown as interchangeable posts in the Schedule.

(x) Chief Medical Officer and Senior Medical Officer are two posts with different nature of duties. But ratio promotion is existing between Senior Medical Officer and Chief Medical Officer in the ratio 3:1. Two categories, viz. Senior Medical Officer (Ayurveda) and Senior Medical Officer (Specialist) are existing as feeder categories to the post of Chief Medical Officer. Appointment to the post of Chief Medical Officer is being made from Senior Medical Officer (Ayurveda) and Senior Medical Officer (Specialist) in the ratio 15:1. Thus, the ratio promotion existing between the posts of Chief Medical Officer and two categories of Senior Medical Officer is irrational. Hence the ratio existing (1:3) between Chief Medical Officer and Senior Medical Officer may be discontinued and it may be specified that existing posts of Chief

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Medical Officer will be the cadre strength of Chief Medical Officer for all purposes.

(xi) The post of Medical Officer (Unani) is an entirely different post from Medical Officer (Ayur), but in the existing Pay Revision Order, these posts are shown as Medical Officer (Ayur & Unani). Hence the post of Medical Officer (Unani) may be segregated from Medical Officer (Ayur & Unani) and the posts of Medical Officer (Ayur) and Medical Officer (Unani) may be shown as separate posts in the schedule with scale of pay corresponding to ₹39500-83000.

(xii) The qualification fixed for the post of Nurse, Pharmacist and Therapist are SSLC and a one-year certificate course in the respective discipline. The posts of Nurse Grade II and Pharmacist Grade II have the same scale of pay of ₹20000-45800 whereas the post of Ayurveda Therapist gets a scale of pay of ₹19000-43600. The job nature of Therapists is more strenuous compared to that of Nurse and Pharmacist. Hence there is no justification for placing Ayurveda Therapists in a lower scale of pay than Nurse and Pharmacist. Ayurveda Therapists may be given the same scale of pay as that of Nurse and Pharmacist in all grades.

The Commission also took into consideration the order dated 09.01.2020 of the Hon'ble KAT in OA[EKM]No.2234/2019 filed by Sri.Renjith N.P and others. The above recommendation would cover the relief sought by the petitioner in the application before the Tribunal.

(xiii) The Commission notes that several hospitals do not have sanctioned posts of essential staff like Pharmacists, Therapists and Cooks. Government may consider sanctioning the essential posts so that the institutions can function effectively, providing the service that is expected from them.

(xiv) All the category of posts except those specifically mentioned above may be given normal revision.

(xv) Existing allowances except those specifically mentioned above also may be given normal revision.

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

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

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	85000-117600	118100-163400
	2	Joint Director	2	77400-115200	107800-160000
	3	District Medical Officer	14	68700-110400	95600-153200
	4	Superintendent (Nature Cure)	1	45800-89000	63700-123700
	5	Superintendent Mental Hospital (Manasika)	1	45800-89000	63700-123700
	6	Superintendent (Medical) / Chief Medical Officer	88	45800-89000	63700-123700
	7	Senior Specialist (Nature Cure)	1	42500-87000	59300-120900
	8	Senior Specialist(Manasika)	1	42500-87000	59300-120900
	9	Specialist (Manasika)	2	40500-85000	56500-118100
a	10	Senior Medical Officer (Specialist)	15	42500-87000	59300-120900+ 2900 sp#
b	11	Senior Medical Officer (Ayurveda)	247	42500-87000	59300-120900
b	12	Senior Medical Officer (Siddha)	3	42500-87000	59300-120900
a	13	Medical Officer (Specialist, Visha,Netra, Marma)	45	39500-83000	55200-115300+ 2700 sp#
b	14	Medical Officer (Ayurveda)	747	39500-83000	55200-115300
	15	Medical Officer (Unani)	1	39500-83000	55200-115300
a	16	Medical Officer (Panchakarma)	8	39500-83000	55200-115300 + 2700 sp#
b	17	Medical Officer (Siddha)	8	39500-83000	55200-115300
	18	Medical Officer (Nature Cure)	3	39500-83000	55200-115300

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a	19	Medical Officer (Sickle Cell Anaemia)	1	39500-83000	55200-115300+ 2700 sp#
	20	Medical Officer (Rehabilitation)		39500-83000	55200-115300
	21	Lay Secretary & Treasurer	4	36600-79200	51400-110300
	22	Nursing Superintendent (HG)		35700-75600	50200-105300
	23	Store Keeper (Pharmacist) (HG)		35700-75600	50200-105300
c	24	Store Keeper (Pharmacist)	2	30700-65400	43400-91200
c	25	Nursing Superintendent	3	30700-65400	43400-91200
	26	Lab Technician Grade I	7	26500-56700	37400-79000
d	27	Lab Technician Grade II	8	22200-48000	31100-66800
	28	Nurse Grade I	146	25200-54000	35600-75400
e	29	Nurse Grade II	294	20000-45800	27900-63700
	30	Pharmacist Grade I	318	25200-54000	35600-75400
e	31	Pharmacist Grade II	638	20000-45800	27900-63700
	32	Pharmacist Grade I (Siddha)	2	-	35600-75400
e	33	Pharmacist Grade II (Siddha)	5	-	27900-63700
	34	Ayurveda Therapist (HG)	28	20000-45800	35600-75400
f	35	Ayurveda Therapist	56	19000-43600	27900-63700
	36	Radiographer	2	22200-48000	31100-66800
	37	Nursing Assistant	422	17500-39500	24400-55200
	38	Pharmacy Attender Grade I/ Attender Grade I		17500-39500	24400-55200
e	39	Pharmacy Attender Grade II/ Attender Grade II	840	17000-37500	23700-52600
	40	Lab Attender	4	17000-37500	23700-52600
	41	Attender (Siddha)	9	-	23700-52600
	42	Cook Grade I		17000-37500	23700-52600
	43	Cook Grade II	128	16500-35700	23000-50200
	44	Gardener	3	16500-35700	23000-50200

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	45	Sanitation worker	150	16500-35700	23000-50200
	46	Full time Sweeper	14	16500-35700	23000-50200
	47	Night Watcher	2	16500-35700	23000-50200

Special pay in lieu of higher time scale of pay.

\# The Special pay attached to Senior Medical Officer (Specialist) will be reckoned for fixation of pay on promotion to the post of Chief Medical Officer.

a Ratio 1:3 between SMO and MO will continue. The ratio between SMO (Ay) and SMO (Specialist) for promotion to the post of CMO will be 15:1 as envisaged in the Special Rules.

b Ratio 1:3 between SMO and MO in concerned branches will continue

c One post will be in HG

d Ratio 1:1 between Grade I and Grade II will continue

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

f Ratio between Ayurveda Therapist and Ayurveda Therapist (HG)will be 2:1

Posts held by Personnel of other Departments

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

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Accounts Officer	2	As in CC	As in CC
	3	Senior Superintendent	20	As in CC	As in CC
	4	Junior Superintendent	16	As in CC	As in CC
	5	Head Clerk / Head Accountant	10	As in CC	As in CC
	6	Senior Clerk	92	As in CC	As in CC

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	7	Clerk	91	As in CC	As in CC
	8	Clerk-Typist	6	As in CC	As in CC
	9	Fair Copy Superintendent	1	As in CC	As in CC
	10	Typist Selection Grade	5	As in CC	As in CC
	11	Typist Senior Grade	5	As in CC	As in CC
	12	UD Typist	6	As in CC	As in CC
	13	LD Typist	6	As in CC	As in CC
	14	Confidential Assistant Grade II	1	As in CC	As in CC
	15	Store Keeper cum Clerk	1	As in CC	As in CC
	16	Driver Senior Grade	3	As in CC	As in CC
	17	Driver Grade I	3	As in CC	As in CC
	18	Driver Grade II	4	As in CC	As in CC
	19	Binder Grade II	1	As in CC	As in CC
	20	Office Attendant Grade II	40	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	857	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1). Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Superintendent (Medical)	400	440
2	Pharmacist, Ayurveda Hospital doing clerical work	100	110
3	Superintendent, Mental Hospital, Kottakkal	400	440
4	Medical Officer with PG Degree (who does not have Special pay)- PG Degree allowance	1000	1100

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(2) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	Ayurveda Mental Hospital, Kottakkal		
1	Superintendent	250	280
2	Senior Specialist	250	280
3	Specialist Physician	250	280
4	Nursing Superintendent	250	280
5	Laboratory Assistant	100	110
6	Nurse	100	110
7	Pharmacist	100	110
8	Ayurveda Therapist	100	110
9	Laboratory Attender	100	110

(3) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	District Medical Officer	800	880
2	Superintendent, District Ayurveda Hospital, Kannur	800	880
3	Superintendent, Mental Hospital, Kottakkal	800	880

(4) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Nursing Superintendent	2400	2700
2	Nurse	2400	2700
3	Pharmacist	1800	2000
4	Lab Technician	1800	2000
5	Ayurveda Therapist	2400	2700
6	Nursing Assistant	2400	2700
7	Attender/ Lab Attender/ Pharmacy Attender	2400	2700

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8	Cook	2400	2700
9	Sanitation Worker	2400	2700
10	Radiographer (X-ray Section)	1000	1100
11	Driver	2400	2700

(5) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Doctors working in Rural areas	3000	3000
2	Doctors working in Difficult Rural areas	4500	4500

7.38. INDUSTRIAL TRAINING

The Industrial Training Department functions with the major objectives of providing Skill and Apprenticeship Training to the youths in the State. To achieve these objectives, the Department runs a variety of skill training programmes in Industrial Training Institutes in the State. It also registers the youth for Apprenticeship training across various establishments in the State. The Industrial Training Department is the agency for implementation of Craftsman Training Scheme (CTS) & Apprenticeship Training Scheme (ATS), major skill up- gradation schemes of the Director General of Training (DGT) in the State. Several new schemes are being implemented by the department throughout the State namely Centres of Excellence, PPP, Modular Employable Skills etc. which are intended to transform the skill development in the State of Kerala.

The Industrial Training Department functions under the Department of Labour & Skills. The Director of Training, also designated as the State Apprenticeship Adviser, is the Head of the Department. There are 99 Industrial Training Institutes and 350 Private ITIs under the Department.

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

i) The Inspector of Training may be placed in the revised scale of pay corresponding to ₹ 55350-101400. The Special Rules may be

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amended to provide for including the post of Principal Class I as the feeder category of Inspector of Training.

ii) The post of Accounts Officer may be given the scale of pay corresponding to ₹ 42500-87000 on par with the scale of pay of Accounts Officer in the Common Category.

iii) The existing Special Allowance of ₹ 150/- for the post of Principal ITI, Kalamasserry, Kozhikode and Thiruvananthapuram and the Compensatory Allowance of ₹ 100/- and ₹ 80/- for the posts of Clerk and Office Attendants of ITI, Kalamasserry, Kozhikode and Thiruvananthapuram may be discontinued as there are no justifiable grounds for continuance.

iv) The interchangeability of ACD Instructor with Senior Instructor may be excluded from the department schedule since it is the interchangeable post of Junior Instructor as per the Special Rules.

v) The posts of Part Time Scavenger, Officer In-charge of Training cum Orientation and Water Carrier may be excluded from the department schedule since these posts have been abolished.

vi) The post of Motor Driver in Mechanic Motor Vehicle Trade may be included in the schedule with the revised scale of pay corresponding to ₹ 18000-41500, same as that of the Driver.

vii) The post of Social Studies Instructor may be excluded from the schedule of Posts held by Personnel of other Departments and the post of Employability Skill Instructor may be included in the department schedule in the revised scale of pay corresponding to ₹26500-56700.

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

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

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

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Training	1	IAS	IAS
	2	Additional Director of Training/ Special Officer STI	2	81000-117600	112800-163400
	3	Joint Director	3	77400-115200	107800-160000
	4	Deputy Director	2	68700-110400	95600-153200
	5	Deputy State Apprenticeship Advisor	1	68700-110400	95600-153200
	6	Inspector of Training	5	45800-89000	77200-140500
	7	Principal Class I	22	45800-89000	63700-123700
	8	Vice Principal/ Principal Class II	120	42500-87000	59300-120900
	9	Training Officer	9	42500-87000	59300-120900
	10	Trade Test Officer	1	42500-87000	59300-120900
	11	Accounts Officer	2	40500-85000	59300-120900
a	12	Group Instructor (HG)	127	35700-75600	50200-105300
	13	Group Instructor		32300-68700	45600-95600
	14	Junior Apprenticeship Advisor (Tech)	14	32300-68700	45600-95600
	15	Technical Assistant	1	32300-68700	45600-95600
	16	Junior Apprenticeship Advisor (Catering)	1	32300-68700	45600-95600
	17	AVTS Instructor	9	30700-65400	43400-91200
	18	Post ITI Special Instructor	8	30700-65400	43400-91200
	19	Junior Apprenticeship Advisor (Non-Technical)	9	30700-65400	43400-91200
	20	Special Grade Store Keeper	1	27800-59400	39300-83000

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	21	Senior Instructor	852	27800-59400	39300-83000
	22	Junior Instructor/ ACD Instructor	852	26500-56700	37400-79000
	23	Employability Skill Instructor	1	-	37400-79000
	24	Assistant Hostel Superintendent	12	25200-54000	35600-75400
	25	Workshop Attender	174	18000-41500	25100-57900
	26	Trade Assistant	7	18000-41500	25100-57900
	27	Motor Driver in Mechanic Motor Vehicle Trade		-	25100-57900
	28	Painter	1	17500-39500	24400-55200
	29	Store Attender	35	17000-37500	23700-52600
	30	Dresser	19	17000-37500	23700-52600

a. Existing ratio of 2:1 will continue

Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Pharmacist	21	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent	36	As in CC	As in CC
	3	Junior Superintendent	79	As in CC	As in CC
	4	Head Clerk	17	As in CC	As in CC
	5	Senior Clerk	210	As in CC	As in CC
	6	Clerk	210	As in CC	As in CC
	7	Fair Copy Superintendent	1	As in CC	As in CC
	8	Personal Assistant	1	As in CC	As in CC

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	9	Confidential Assistant Senior Grade	1	As in CC	As in CC
	10	Confidential Assistant Gr I	1	As in CC	As in CC
	11	Confidential Assistant Gr II	1	As in CC	As in CC
	12	Selection Grade Typist	23	As in CC	As in CC
	13	Senior Grade Typist	23	As in CC	As in CC
	14	U.D Typist	24	As in CC	As in CC
	15	L.D Typist	24	As in CC	As in CC
	16	Clerk Typist	10	As in CC	As in CC
	17	U D Store Keeper	21	As in CC	As in CC
	18	L D Store Keeper	72	As in CC	As in CC
	19	Librarian	3	As in CC	As in CC
	20	Driver Senior Grade	7	As in CC	As in CC
	21	Driver Gr I	7	As in CC	As in CC
	22	Driver Gr II	10	As in CC	As in CC
	23	Watchman	207	As in CC	As in CC
	24	Office Attendant	211	As in CC	As in CC
	25	Full Time Sweeper cum scavenger	121	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper cum Scavenger	17	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
Staff attached to the examination wing of the Directorate			
1	Pay Range of ₹ 26500/- and above	250	280
2	Pay Range between ₹ 25100/- and ₹ 26499/-	200	220

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3	Pay Range between ₹ 23700/- and ₹ 25099/-	170	190
4	Pay Range below ₹ 23700/-	150	170

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)	300	330
2	Part Time Medical Officer, I.T.I.	250	280
3	Assistant Hostel Superintendent (PT), ITI, Kozhikode	120	140
4	Group Instructor (Foreman ITI, Kalamasserry)	120	140

(3) Uniform Allowance

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

39. INDUSTRIAL TRIBUNAL

The Industrial Tribunal is a statutory quasi-judicial body established under Section 7A of the Industrial Disputes Act, 1947 to adjudicate industrial disputes referred to it. It is also a court constituted under Section 75 of the Employees State Insurance Act, 1948. There are seven Industrial Tribunals in the State at Thiruvananthapuram, Kollam, Alappuzha, Idukki, Thrissur, Palakkad and Kozhikode. The Presiding Officers of the Industrial Tribunals are appointed from among the Judicial Officers not below the rank of a District Judge or is a person who is qualified for appointment as a judge of the High Court. The Secretary who is the ministerial head and the other subordinate staff are all appointed from the Labour Department.

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The Commission, having considered the proposal submitted by the Labour Commissioner and the demands of the Presiding Officers and Service Organizations, makes the following recommendations:

(i) The Commission has received representations from the Presiding Officers about the inconvenience caused by frequent transfer of staff. The Commission will furnish its recommendation in the matter in Part VII of the report.

(ii) The posts existing in the Industrial Tribunal may be placed in the proposed scales of pay applicable to the posts in the parent department.

(iii) Existing allowances may be given normal revision.

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

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

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Tribunal	7	NJPC	NJPC
	2	Secretary (Senior Superintendent)	7	36600-79200	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Personal Assistant	3	As in CC	As in CC
	2	Confidential Assistant Senior Grade	3	As in CC	As in CC
	3	Confidential Assistant Grade I	1	As in CC	As in CC
	4	Senior Clerk	16	As in CC	As in CC
	5	Clerk	13	As in CC	As in CC
	6	Typist Selection Grade	3	As in CC	As in CC

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	7	Typist Senior Grade	1	As in CC	As in CC
	8	U.D. Typist	4	As in CC	As in CC
	9	L.D. Typist	3	As in CC	As in CC
	10	Driver Senior Grade	1	As in CC	As in CC
	11	Driver Grade I	2	As in CC	As in CC
	12	Driver cum Office Attendant	2	As in CC	As in CC
	13	Office Attendant	13	As in CC	As in CC
	14	Night Watchman	7	As in CC	As in CC
	15	Watchman		As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

7.40. INDUSTRIES AND COMMERCE

The Department of Industries and Commerce is dealing with the implementation of various industrial development activities and is responsible for promoting / sponsoring, registering, financing and advising MSMEs (Micro Small or Medium Enterprises) in the State. The role of the department is to act as a facilitator for industrial promotion and sustainability of MSMEs and traditional industrial sector in the State. The Department has three branches - it is composed of Directorate of Industries and Commerce, Directorate of Handloom and Textiles and Directorate of Coir Development. The Directorate of Industries and Commerce, headed by the Director of Industries and Commerce, from IAS, bears the responsibility of promoting Industries, Handicrafts and Industrial Co-operatives. The Directorate of Coir and the Directorate of Handlooms & Textiles are headed by separate Directors under the overall administrative control of the Director of Industries and Commerce.

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

(i) The posts of Assistant Director(Planning), Skilled Worker(Rubber), Skilled Worker (Tool Room) and Winder under Department Schedule of

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posts and the post of Assistant Director (Nucleus Cell) under the heading 'Posts held by Personnel of other Departments' may be removed from the Schedule as the posts are non-existent in the Department.

(ii) The posts of Inspector (Quality Control) and Field Assistants (Junior Field Officer) may be removed from the Schedule of Permanent Travelling Allowance as the posts are non-existent in the Department.

(iii) The post of Inspector (Quality Control) may be removed from the Schedule of Permanent Conveyance Allowance as the post is non-existent in the Department.

(iv) The posts of Technical Assistant (Chemical Testing) and Technical Assistant (Physical Testing) in the department schedule may be re-designated Technical Officer (Chemical Testing) and Technical Officer (Physical Testing) respectively.

(v) The posts of Foreman (Rubber), Foreman (Plastic), Foreman (Electrical) and Foreman (Tool Room) in the department schedule may be re-designated Technical Officer (Rubber), Technical Officer (Plastic), Technical Officer (Electrical) and Technical Officer (Tool Room) respectively.

(vi) The Scale of Pay of the posts of Machine Operator Gr II and Machine Operator Gr I may be revised corresponding to the Scales of Pay of ₹ 18000-41500 and ₹ 19000-43600 respectively.

(vii) Considering the need for frequent travel associated with the job of Industrial Extension Officer the Commission recommends to enhance the Permanent Travelling Allowance for the posts from the existing rates of ₹ 300 to ₹ 400.

(viii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances excluding the one mentioned above may be given normal revision.

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

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

	Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Director of Handloom and Textiles	1	85000-117600	118100-163400
	3	Director of Coir Development	1	85000-117600	118100-163400
	4	Additional Director	3	77400-115200	107800-160000
	5	Joint Director	3	68700-110400	95600-153200
	6	General Manager(District Industries Centre)	14	68700-110400	95600-153200
	7	Manager/ Deputy Director / Women's Industries Officer	42	45800-89000	63700-123700
	8	Assistant Director	10	40500-85000	56500-118100
	9	Assistant Director (Rubber)	1	40500-85000	56500-118100
	10	Assistant Director (Training)	1	40500-85000	56500-118100
	11	Assistant Director (Plastic)	1	40500-85000	56500-118100
	12	Assistant Director (Tool Room)	1	40500-85000	56500-118100
	13	Special Officer (RBI)	1	40500-85000	56500-118100
	14	Project Officer(Coir)	10	40500-85000	56500-118100
	15	Deputy Registrar	17	40500-85000	56500-118100
	16	Assistant Registrar of Co-Operative Societies.	14	36600-79200	51400-110300
	17	Assistant District Industries Officer	88	36600-79200	51400-110300

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	18	Technical Officer (Tool Room)	1	35700-75600	50200-105300
	19	Technical Officer (Electrical)	1	35700-75600	50200-105300
	20	Technical Officer (Rubber)	1	35700-75600	50200-105300
	21	Technical Officer (Plastic)	1	35700-75600	50200-105300
	22	Technical Officer (Chemical Testing)	1	35700-75600	50200-105300
	23	Technical Officer (Physical Testing)	1	35700-75600	50200-105300
	24	Industries Extension Officer	193	35700-75600	50200-105300
	25	Senior Co-operative Inspector /Senior Supervisor (Handloom)/Senior Coir Inspector/ Liquidation Inspector-Coir(Special Grade)	19	32300-68700	45600-95600
a	26	Senior Co-operative Inspector /Senior Supervisor (Handloom)/Senior Coir Inspector/ Liquidation Inspector-Coir	76	30700-65400	43400-91200
	27	Junior Co-operative Inspector	95	27800-59400	39300-83000
	28	Textile Assistant	2	27800-59400	39300-83000
	29	Junior Scientific Officer	2	26500-56700	37400-79000
	30	Electrician(CFSC)	1	25200-54000	35600-75400
	31	Analyst(CFSC)	2	22200-48000	31100-66800
	32	Dye Maker	1	22200-48000	31100-66800

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	33	Machine Operator (CFSC)	1	22200-48000	31100-66800
	34	Liaison Officer	1	25200-54000	35600-75400
	35	Laboratory Assistant	2	18000-41500	25100-57900
	36	Machine Operator Grade I	4	18000-41500	26500-60700
	37	Machine Operator Grade II	5	17500-39500	25100-57900

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

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer	1	As in PD	As in PD
	2	Senior Finance Officer	1	As in PD	As in PD
	3	Finance Officer	1	As in PD	As in PD
	4	Technical Assistant	1	As in PD	As in PD
	5	Law Officer	1	As in PD	As in PD
	6	Special Officer	1	As in PD	As in PD
	7	Research Officer	1	As in PD	As in PD
	8	Librarian	1	As in PD	As in PD
	9	Research Assistant		As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	17	As in CC	As in CC

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	2	Senior Superintendent (HG)	2	As in CC	As in CC
	3	Senior Superintendent	20	As in CC	As in CC
	4	Junior Superintendent (HG)	5	As in CC	As in CC
	5	Junior Superintendent	44	As in CC	As in CC
	6	Fair Copy Superintendent	5	As in CC	As in CC
	7	Head Clerk/ Chief Accountant	32	As in CC	As in CC
	8	Senior Clerk/ UDFA	217	As in CC	As in CC
	9	Clerk/ LDFA	218	As in CC	As in CC
	10	Selection Grade Typist	17	As in CC	As in CC
	11	Senior Grade Typist	17	As in CC	As in CC
	12	U.D Typist	18	As in CC	As in CC
	13	L.D Typist	18	As in CC	As in CC
	14	Clerk-Typist	76	As in CC	As in CC
	15	Personal Assistant	6	As in CC	As in CC
	16	Confidential Assistant Senior Grade	7	As in CC	As in CC
	17	Confidential Assistant Gr I	7	As in CC	As in CC
	18	Confidential Assistant Gr II	7	As in CC	As in CC
	19	Selection Grade Driver	1	As in CC	As in CC
	20	Senior Grade Driver	16	As in CC	As in CC
	21	Driver Gr I	16	As in CC	As in CC
	22	Driver Gr II	16	As in CC	As in CC
	23	Roneo Operator/ Stencil Operator	1	As in CC	As in CC
	24	Office Attendant	254	As in CC	As in CC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

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

(2) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
1	Industries Extension Officer	300	400	One Taluk	15
2	Junior Co-operative Inspector	300	330	One Block	15
3	Senior Co-operative Inspector	300	330	One to three Taluks	15
4	Supervisor, Handloom	300	330	One to three Taluks	15

(3) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Industries Extension Officer	300	330	One Block

7.41. INFORMATION & PUBLIC RELATIONS

The Information and Public Relations Department (I&PRD) functions as the nodal agency of the Government of Kerala to disseminate information to the public through print and electronic media on Government policies,

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programmmes, schemes, initiatives and achievements. It publicizes information through different modes of communication viz. press releases, press notes, feature articles, photographs, video clippings etc, mainly in Malayalam to reach out to the target people and almost all newspapers and media organizations in different parts of the State instantaneously. It also serves as an interface between the Government and the public to provide feedback to the Government on people's reaction as reflected in the media.

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

i) The equated categories of Information Officer include the posts of Scrutiny Officer, Cultural Development Officer, Editor-Malayalam, Editor-English and Co-ordinating News Editor. Hence the nomenclature "Information Officer and equated categories" may be modified as Information Officer/ Scrutiny Officer/ Cultural Development Officer/ Editor, Malayalam/ Editor, English/ Co-ordinating News Editor in the schedule.

ii) The technology of film development become obsolete by the introduction of digital photography and hence, the posts of Photographic Attender, Dark Room Assistant, Printer and Photo Artist are unnecessary. Hence the above-mentioned posts may be declared as vanishing category. The personnel in these categories may be utilized elsewhere in the department.

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

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

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Additional Director	4	85000-117600	118100-163400
	3	Deputy Director	15	77400-115200	107800-160000
a	4	Information Officer/ Scrutiny Officer/ Cultural Development	9	68700-110400	95600-153200

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		Officer/ Editor, Malayalam/ Editor, English/ Co-ordinating News Editor. (HG)			
	5	Information Officer/ Scrutiny Officer/ Cultural Development Officer/ Editor, Malayalam/ Editor, English/ Co-ordinating News Editor.	30	45800-89000	63700-123700
	6	Chief Photographer	1	39500-83000	55200-115300
	7	Assistant Editor	20	30700-65400	43400-91200
	8	Research Officer	1	30700-65400	43400-91200
	9	Assistant Cultural Development Officer	1	30700-65400	43400-91200
	10	Assistant Scrutiny Officer	1	30700-65400	43400-91200
	11	Designer	2	29200-62400	41300-87000
	12	Manager (Tagore Theatre)	1	27800-59400	39300-83000
	13	Photographer	10	27800-59400	39300-83000
	14	Assistant Information Officer	21	27800-59400	39300-83000
	15	Translator	4	27800-59400	39300-83000
	16	Artist	1	25200-54000	35600-75400
*	17	Photo Artist	1	25200-54000	35600-75400
*	18	Printer	1	22200-48000	31100-66800
	19	DTP Operator	1	18000-41500	25100-57900
	20	Packer	1	17000-37500	23700-52600
*	21	Dark Room Assistant	1	17000-37500	23700-52600
*	22	Attender (Photography)	3	17000-37500	23700-52600

* Vanishing category.

a. Existing ratio of 3:1 will continue.

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Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Deputy Secretary		As in PD	As in PD
	2	Accounts Officer		As in PD	As in PD
	3	Section Officer		As in PD	As in PD
	4	Assistant		As in PD	As in PD
	5	Senior Clerk		As in PD	As in PD
	6	U.D Typist		As in PD	As in PD
	7	Confidential Assistant		As in PD	As in PD
	8	Clerk		As in PD	As in PD
	9	L.D Typist / Clerk Typist		As in PD	As in PD
	10	Gardener		As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Driver	24	As in CC	As in CC
	2	Cinema Operator Gr II	18	As in CC	As in CC
	3	Roneo Operator	3	As in CC	As in CC
	4	Clerical Attender	16	As in CC	As in CC
	5	Office Attendant	42	As in CC	As in CC
	6	Binder	1	As in CC	As in CC
	7	Watch Man	2	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Staff Car Driver	300	330

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(2) Compensatory Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
(a) Information Office, New Delhi			
1	Information Officer	600	660
2	Assistant/ Confidential Assistant	600	660
(b) Directorate			
3	Assistant working in the Cellar	150	170
4	Clerical Assistant working in the Cellar	120	140
5	Office Attendant working in the Cellar	100	110

(3) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction
1	Information Officer, New Delhi	300	330	Delhi and Surrounding area

(4) Uniform Allowance

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

7.42. INSURANCE MEDICAL SERVICE

Insurance Medical Services Department was established in the year 1985 as a separate department for implementing in the State the medical care scheme under the Employees State Insurance Scheme of India. Comprehensive medical care services are provided to the worker population and their dependents under the ESI Scheme. Medical facilities under Allopathic, Ayurvedic and Homoeopathic system are provided through 9 State and 4 ESI

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Corporation ESI Hospitals, one ESI Annexe in Government Chest Disease Sanatorium, Pulayanarkotta and 145 full time dispensaries. The Director of Insurance Medical Services is the Head of the Department. There are three Regional Offices headed by Regional Deputy Directors at Kollam (South Zone), Ernakulam (Central Zone) and Kozhikode (North Zone).

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

(i) **Implementation of Cadre System for Doctors:**

Government had amended the Special Rules for the Kerala Insurance Medical Services, 1993 by G.O.(P)No.98/2013/LBR dated 23.08.2013 for implementing Cadre system for the Allopathy doctors in Insurance Medical Services Department on the lines of the Cadre system already implemented in the Health Services Department by G.O.(P)No.69/2010/H&FWD dated 17.02.2010. As per the system doctors in the Insurance Medical Services Department are placed in three Cadres viz. Administrative Cadre, Speciality Cadre & Entry Cadre. But the Cadre system has not been practically implemented in the Department so far. Government have referred to the Commission the matter of implementation of the Cadre System. The Commission's recommendations in the matter will be furnished in Part VII of the Report.

(ii) The Director has suggested availing of the services of Specialists from outside for surgeries in ESI Hospitals in various specialities. The Commission recommends that this may be tried out in a couple of hospitals with good infrastructure and other facilities, giving remuneration at the rates ₹ 4000 per day as suggested by the HoD. The practical and financial aspects may be analysed after six months and a decision on further continuance can be taken after such a review.

(iii) The category of Nurse (Ayurveda) is existing in the Department, but the post is not included in the Schedule of Posts. Hence the posts of Nurse (Ayurveda) Grade I and Nurse (Ayurveda) Grade II may be included in the Schedule with scales of pay ₹25200-54000 and ₹20000-45800 respectively on par with the scales of pay applicable to the posts of Nurse Grade I and Nurse Grade II in Indian Systems of Medicine Department.

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Ratio 2:1 between Grade II and Grade I posts may be allowed as existing in Indian Systems of Medicine Department.

(iv) Even though two grades are existing to the post of Medical Record Librarian in the Department, only the post of Medical Record Librarian Grade I in the scale of pay ₹ 25200-54000 is included in the Schedule of Posts. The post of Medical Record Librarian Grade II may be included in the Schedule of Posts with scale of pay ₹22200-48000. The ratio 1:1 between Grade II and Grade I posts as existing in Health Services Department may be allowed.

(v) All the posts in Nursing and Paramedical categories in Insurance Medical Services Department enjoy parity with similar posts in Health Services Department. In Pharmacy wing, posts of Pharmacist Grade I and Store Keeper are exceptions, whereas the other two posts viz., Pharmacist Gr-II and Store Superintendent have parity with the corresponding posts in Health Services Department. It is recommended that the scales of pay of the posts of Pharmacist Grade I and Store Keeper may be upgraded to ₹26500-56700 and ₹ 30700-65400 respectively, which are assigned to the corresponding posts in Health Services Department.

(vi) As per the existing Pay Revision Order, none of the categories in Insurance Medical Services Department are allowed Footwear Allowance. The Commission recommends that all categories to which Footwear Allowance is sanctioned in Health Services Department may be given Footwear Allowance in Insurance Medical Services Department also. Accordingly, the posts of Electrician, Nursing Assistant, Junior Lab Assistant and Hospital Attendant in IMS Department may be allowed Footwear Allowance.

(vii) There is no relevance for a separate allowance by the name ESI allowance. Hence ESI Allowance need not be allowed to any categories in Insurance Medical Services Department. The existing Special Allowance enjoyed by Cooks, sanctioned as ESI Allowance (₹100/-) may be stopped. However, it is recommended that the post of Cook may be given a Uniform Allowance of ₹2400 per annum.

viii) Auxiliary Nurses / Midwives (ANM) are primarily involved in antenatal activities which involve duties like maintaining registers regarding details of pregnant ladies, their nutrition, proper vaccination of infants

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etc. It is understood that the services of majority of Auxiliary Nurse Midwives are now utilized in Dispensaries for distribution of medicines. Where there are two shifts, one shift is managed by the usual Pharmacist and the other by ANM. In short, the service of ANM is utilized in Dispensaries due to the shortage of Pharmacists. However, in the light of the recent court direction that dispensing medicine should be handled by Pharmacists alone, there is difficulty in deploying excess number of ANM in Dispensaries also. Due to the protest from nursing staff in ESI Hospitals, the service of ANM cannot be utilized in hospitals also. Field level activities in antenatal care are entrusted to Health Services Department and so the service of ANM cannot be utilized for field work or in Nursing service or Pharmacy.

There are 156 posts of ANM in IMS Department. There are 9 ESI hospitals and 145 Dispensaries. The service of ANM can be effectively utilized only in hospitals. In view of these, the Commission recommends that after retaining only 18 posts, the remaining posts of ANM may be converted as supernumerary posts and they may be considered as vanishing category and abolished on the retirement of the existing staff. However, the persons now in service need to be given benefits on par with those in Health Services Department. There are no promotional avenues for ANM to the category of Junior Public Health Nurse in IMS Department, whereas the same category in Health Services Department has good promotion prospects. Hence the post of ANM may be given Grade I post and corresponding scale (₹26500-56700) as in the case of Junior Public Health Nurse Grade I post in Health Services Department. The ratio between two Grades in Insurance Medical Services Department may be also fixed on par with Junior Public Health Nurse Grade I and Grade II (1:1) in Health Services Department. As the post of ANM has no further promotion posts, 20% of the Grade I posts may be placed in the Senior Grade with scale of pay ₹29200-62400 on par with that of Lady Health Inspector in HSD.

(ix) The rate of Uniform allowance being sanctioned to Auxiliary Nurses / Midwife (ANM) is lower than that sanctioned to Pharmacist in the Department [ANM- ₹1800 & Pharmacist - ₹2000]. There is no justification to have a lower rate of Uniform Allowance than Pharmacist. Auxiliary Nurses / Midwife (ANM) may be given Uniform allowance at higher rates.

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(x) The Commission has recommended that Risk Allowance need not be introduced for new categories. But those who are eligible now in IMS Department may be sanctioned Risk Allowance @ 75% of the rates proposed to corresponding categories in Health Services Department.

(xi) Staff Nurses in Insurance Medical Services Department may be sanctioned Uniform Allowance at the higher rates proposed to identical categories in Health Services Department.

(xii) In both Health Services Department and Insurance Medical Services Department, Nursing Assistant is the promotion post of Hospital Attendant Grade I. In Health Services Department, the post of Nursing Assistant is placed in a higher scale of pay of ₹17500-39500 than that of Hospital Attendant Grade I, whereas in Insurance Medical Services Department, the posts of Hospital Attendant Grade I and Nursing Assistant are both placed in the same scale of pay (₹ 17000-37500). In order to rectify this anomaly, the Commission recommends to place the post of Nursing Assistant in the IMS Department in the scale of pay of ₹ 17500-39500.

xiii) The post Superintendent (Homoeo) is an interchangeable post of Insurance Medical Officer Grade II (Homoeo) and included in the Schedule of Posts with scale of pay equivalent to the post of Insurance Medical Officer Gr-II (Homoeo) i.e. ₹ 42500-87000. But this post is not included in the Special Rules. It is reported that the post is not existing in the department. Hence the post of Superintendent (Homoeo) may be deleted from the Schedule of Posts.

xiv) The posts of Nursing Assistant (Homoeo), Hospital Attendant (Homoeo) and Nurse (Homoeo) Grade I and II are not existing now and the HoD has recommended to exclude these posts from the schedule. Hence these posts may be deleted from the Schedule of Posts.

(xv) Van Cleaner, a post covered under Last Grade Special Rules, is not included in the Schedule of Posts. Three posts are existing according to the report of the HoD. Hence the the post of Van Cleaner may be included in the Schedule with proposed scale of pay corresponding to ₹ 16500-35700. The Commission finds that these posts have lost their relevance and recommends abolition, treating the present incumbents as a vanishing category.

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xvi) As per Special Rules, posts of Junior Laboratory Assistant, Laboratory Attender, X-Ray Attender are interchangeable. These posts may be included together in the Schedule of Posts.

(xvii) The post Packer is included in the Special Rules and Schedule of Posts. But this post is not included in the proforma furnished by the HoD. The post may be deleted from the Schedule.

viii) Dental Surgeons in the Department have no promotion posts and hence they are eligible only for general Time Bound Higher Grade Scales. But these scales are very low when compared to scales of pay of Time Bound Higher Grade promotions granted to Dental Doctors in Health Services Department. The Dental Surgeons in IMS Department are also professional categories, so they deserve minimum benefits sanctioned to professional categories under Career Advancement Scheme. The Commission therefore, recommends that special placement under Career Advancement Scheme may be allowed to Dental Surgeons in IMS Department by granting 1st placement and 2nd placement in the proposed scales of pay corresponding to ₹55350-101400 and ₹68700-110400 respectively.

xix) In Health Services Department, the Commission has recommended to restrict higher start only to Doctors who possess PG Degree or Diploma in a Medical speciality. In view of this, it may be specified that in the case of Doctors who join service on or after 01.04.2021, higher start is admissible only if they possess PG Degree or Diploma in a Medical Speciality under the same conditions as specified in Health Services Department. (Para 7.31.xvii)

:x) The Commission has recommended higher start in pay of three increments to the entry level Dental doctors in Health Services Department. It is recommended that the same benefit may be given to Dental Surgeons in IMS Department also and the Dental Surgeons may be allowed higher start at ₹ 42500 in the scale of pay of ₹ 39500-83000 as recommended to the same post in HSD. This higher start in pay is admissible only to doctors possessing PG Degree or Diploma in a dental speciality in view of the specific recommendation given in this regard in Health Services Department. The conditions specified for granting advancement

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increments in Health Service Department may be made applicable in Insurance Medical Service Department also. (Para 7.31.xlvii)

(xxi) The qualification prescribed for paramedical categories are Plus Two and 2 or 3 year Diploma course, and the posts are now placed in the scale of pay ₹ 22200-48000, which the Commission feel, is not commensurate with the scale of pay attached to the posts having same or even lower qualification in other departments. The nature of job and responsibilities attached to these posts also entitles them to have a higher scale of pay. The Commission has recommended to enhance the scale of pay of these categories in HSD from ₹ 22200-48000 to ₹ 25200-54000. The Commission has recommended same placement to those categories in the Indian Systems of Medicine Department as well. Hence the scale of pay of following categories in the Department may be upgraded from ₹ 22200-48000 to ₹ 25200-54000.

(a)Pharmacist Gr II
(b) Radiographer Gr II
(c)Blood Bank Technician Gr II
(d) Laboratory Technician Gr II
(e)Dental Hygienist Gr II

(xxii) All the category of posts, except those which are specifically mentioned above, may be given corresponding proposed scales of pay of the existing scales of pay.

(xxiii)Also, Allowances except those specifically mentioned may be given normal revision.

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

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

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
#	1	Director		89000-120000	123700-166800
#1	2	Joint Director		85000-117600	118100-163400

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#1	3	Regional Deputy Director		85000-117600	118100-163400
	4	Deputy Director (Homoeo)	1	68700-110400	95600-153200
	5	Deputy Director (Ayurveda)	1	68700-110400	95600-153200
#2	6	Insurance Medical Officer	97	68700-110400	95600-153200
	7	Insurance Medical Officer GradeI (Ayurveda)	1	45800-89000	63700-123700
	8	Insurance Medical Officer GradeI (Homoeo)	1	45800-89000	63700-123700
	9	Insurance Medical Officer GradeII (Ayurveda)	3	42500-87000	59300-120900
	10	Insurance Medical Officer GradeII (Homoeo)	1	42500-87000	59300-120900
#3 $	11	Assistant Insurance Medical Officer	377	45800-89000	63700-123700
	12	Assistant Insurance Medical Officer (Ayurveda)	10	39500-83000	55200-115300
	13	Assistant Insurance Medical Officer (Homoeo)	12	39500-83000	55200-115300
#4 *	14	Dental Surgeon	9	20740-36140	55200-115300
	15	Nursing Superintendent GradeI	3	39500-83000	55200-115300
	16	Lay Secretary and Treasurer	8	36600-79200	51400-110300
	17	Store Superintendent	1	35700-75600	50200-105300

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	18	Nursing Superintendent GradeII	6	35700-75600	50200-105300
	19	Scientific Assistant (Physiotherapy)	1	32300-68700	45600-95600
b	20	Head Nurse	44	32300-68700	45600-95600
	21	Store Keeper	3	26500-56700	43400-91200
	22	Staff Nurse GradeI	91	29200-62400	41300-87000
	23	Auxiliary Nurse Midwife (ANM) Senior Grade			41300-87000
	24	Cytotechnologist		27800-59400	39300-83000
	25	Dental Hygienist Senior Grade	1	27800-59400	39300-83000
	26	Dietician	1	27800-59400	39300-83000
a	27	Staff Nurse GradeII	97	27800-59400	39300-83000
	28	Radiographer GradeI	11	26500-56700	37400-79000
	29	Blood Bank Technician GradeI		26500-56700	37400-79000
	30	Laboratory Technician GradeI	9	26500-56700	37400-79000
	31	Dental Hygienist GradeI	4	26500-56700	37400-79000
	32	X-Ray Technician Grade-I		26500-56700	37400-79000
	33	Pharmacist Grade I	93	25200-54000	37400-79000
f	34	Auxiliary Nurse Midwife (ANM) Grade I			37400-79000
	35	Pharmacist (Ayurveda) Grade I	11	25200-54000	35600-75400
	36	Medical Record Librarian Grade I	1	25200-54000	35600-75400
	37	Pharmacist (Homoeo) Grade I	13	25200-54000	35600-75400

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	38	Nurse (Ayurveda)Grade I	4	25200-54000	35600-75400
	39	Radiographer Grade II	11	22200-48000	35600-75400
a	40	Blood Bank Technician Grade II	1	22200-48000	35600-75400
a	41	Laboratory Technician Grade II	19	22200-48000	35600-75400
e	42	Dental Hygienist Grade II	4	22200-48000	35600-75400
c	43	Pharmacist Grade II	187	22200-48000	35600-75400
a	44	X-Ray Technician Grade II	10	22200-48000	31100-66800
a	45	Medical Record Librarian GradeII	1	22200-48000	31100-66800
a	46	Auxiliary Nurse Midwife (ANM) Grade II	156	22200-48000	31100-66800
c	47	Pharmacist (Homoeo) Grade II	13	20000-45800	27900-63700
f	48	Pharmacist (Ayurveda) Grade II	11	20000-45800	27900-63700
c	49	Nurse (Ayurveda)Grade II		20000-45800	27900-63700
	50	Operation Theatre Technician	3	19000-43600	26500-60700
	51	Masseur	2	19000-43600	26500-60700
	52	Electrician	3	18000-41500	25100-57900
	53	Theatre Attender	3	17500-39500	24400-55200
	54	Head Cook	5	17500-39500	24400-55200
	55	Plumber-cum-Operator	8	17500-39500	24400-55200
	56	Nursing Assistant	210	17000-37500	24400-55200

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	57	Junior Laboratory Assistant/ Laboratory Attender/ X-Ray Attender	15	17000-37500	23700-52600
	58	Cook Grade I	11	17000-37500	23700-52600
	59	Attender (Ayurveda)	10	17000-37500	23700-52600
	60	Hospital Attendant Grade I	143	17000-37500	23700-52600
d	61	Hospital Attendant Grade II	445	16500-35700	23000-50200
	62	Dhobi	10	16500-35700	23000-50200
c	63	Cook Grade II	12	16500-35700	23000-50200
	64	Van Cleaner	3		23000-50200

#	Allowed higher start on ₹134900 in scale of pay ₹123700-166800
#1	Allowed higher start on ₹129300 in scale of pay ₹118100-163400
#2	Allowed higher start on ₹105300 in scale of pay ₹95600-153200
#3	Allowed higher start on ₹71800 in scale of pay ₹63700-123700
$	In the case of Doctors who join service on or after 01.04.2021, higher start is admissible only if they possess PG Degree or Diploma in a Medical speciality.
#4	Allowed higher start on ₹59300 in scale of pay ₹55200-115300
*	Dental Surgeons possessing PG Degree or Diploma in a Dental Speciality only will be eligible for the higher start.
a	Existing ratio 1:1 between Grade I and Grade II will continue.
b	The cadre strength of Head Nurse determined in the ratio 1:2 between Head Nurse and Staff Nurse Gr-I will continue
c	The ratio 1:2 between Gr-I and Gr-II posts will continue
d	Existing ratio of 1:3 between Grade I and Grade II posts will continue.
e	The ratio 2:2:1 among Gr-II , Gr-I and Senior Grade will continue.
f	20% of the posts of ANM Gr-I will be on Senior Grade

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Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	11	As in CC	As in CC
	2	Head Clerk	40	As in CC	As in CC
	3	Senior Clerk	165	As in CC	As in CC
	4	Clerk	165	As in CC	As in CC
	5	Fair Copy Superintendent	1	As in CC	As in CC
	6	Confidential Assistant Gr II	1	As in CC	As in CC
	7	Typist Selection Grade	4	As in CC	As in CC
	8	Typist Senior Grade	4	As in CC	As in CC
	9	UD Typist	9	As in CC	As in CC
	10	LD Typist	9	As in CC	As in CC
	11	Driver Grade I	3	As in CC	As in CC
	12	Driver Grade II	15	As in CC	As in CC
	13	Binder Gr II	1	As in CC	As in CC
	14	Clerical Attender	1	As in CC	As in CC
	15	Office Attendant Grade II/Night watchman	165	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	110	As in PTCC	As in PTCC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES(1). Footwear Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Electrician	450	500
2	Van Cleaner	450	500
3	Nursing Assistant	450	500
4	Junior Lab Assistant	450	500
5	Hospital Attendant	450	500
6	Part Time Sweeper	450	500
7	Part Time Sanitation Worker	450	500

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Insurance Medical Officer (Allopathy) [Entry Cadre only]	700	770
2	Assistant Insurance Medical Officer (Allopathy)[Entry Cadre only]	700	770
3	Scientific Assistant (Physiotherapy), ESI Hospital, Peroorkada	150	170
4	Nursing Superintendent	120	140
5	Radiographer	100	110
6	Head Nurse	100	110
7	Laboratory Technician	100	110
8	X-Ray Technician	100	110
9	Staff Nurse	100	110
10	Pharmacist	100	110
11	Auxiliary Nurse & Midwife	100	110
12	Laboratory Attender	100	110
13	X-Ray Attender	100	110
14	Nursing Assistant	100	110
15	Dietician	100	110

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(3) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	Staff working in Laboratories, X-ray unit and sanatorium for chest diseases, Mulakkunnathukavu and VD section		
1	Medical Officer (Allopathy) in all cadres	350	390
2	Nursing Superintendent	150	170
3	Radiographer	100	130
4	X-ray Technician	100	130
5	Laboratory Technician	100	110
6	Head Nurse	100	130
7	Staff Nurse	100	130
8	Pharmacist	100	110
9	Junior Laboratory Assistant	100	110
10	Nursing Assistant	100	110
11	Hospital Attendant	100	110
12	Office Attendant	100	110

(4) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Director/Joint Director	1500	1650
2	Regional Deputy Director	1000	1100
3	RMO [In the cadre of Insurance Medical Officer/Medical Officer (Administration)]	800	880
4	RMO [In the cadre of Assistant Insurance Medical Officer/Junior Medical Officer(Administration)	650	720

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(5) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Nursing Superintendent	2600	5000
2	Radiographer	2000	2200
3	Head Nurse	2600	5000
4	Laboratory Technician	2000	2200
5	X-Ray Technician	2000	2200
6	Staff Nurse	2400	5000
7	Pharmacist	2000	2200
8	Auxiliary Nurse & Midwife	1800	2200
9	Laboratory Attender	2400	2700
10	X-Ray Attender	2000	2200
11	Nursing Assistant	2400	2700
12	Lady Health Worker	1800	2000
13	Driver	2400	2700
14	Cook	2400	2700
15	Blood Bank Technician	2000	2200
16	Dental Hygienist	2000	2200
17	Dhobi	2400	2700
18	ECG Technician	2000	2200
19	Attender (Ayurveda)	2400	2700
20	Hospital Attendant	2000	2200

(6) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	Rural Area Allowance		
1	Medical Officer(Allopathy) in all posts, all cadres	4500	4500
2	Medical Officer(Ayurveda)	3000	3000
3	Medical Officer(Homoeo)	3000	3000

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	Difficult Rural Area Allowance		
4	Medical Officer(Allopathy) in all posts, all cadres	5500	5500
5	Medical Officer(Ayurveda)	4500	4500
6	Medical Officer(Homoeo)	4500	4500
	Post Graduate Degree/Diploma Allowance		
7	Assistant Insurance Medical Officer, Insurance Medical Officer (Post Graduate Degree) [Entry Cadre only]	1000	1100
8	Assistant Insurance Medical Officer, Insurance Medical Officer(Diploma) [Entry Cadre only]	800	880

7.43. IRRIGATION

The Irrigation Department, which was initially a part of the Public Works Department, was formed in 1934 with three sub-divisions and nine sections to carry out the irrigation works of the State. Public Works Department was bifurcated into two departments viz, Irrigation Department and Public Works Department with effect from 1st April 1990. The Chief Engineer is the head of the Department. The departmental activities are framed in line with the State Water Policy and Kerala Irrigation and Water Conservation Act.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

i. Out of the total cadre strength of 49 posts of Blue Printers, 46 vacant posts may be abolished and the remaining 3 posts may be continued as supernumerary which also may be abolished when the present incumbents vacate the posts.

ii. The post of Dredger Cleaner may be re-designated as Dredging Assistant. The post may be placed in the revised scale of pay corresponding to ₹ 17500-39500 in view of its qualification.

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iii. The posts of Chief Inspector of Boats (AEE), Plumping Inspector, Canal Inspector, Boat Registration Officer, Jetty Superintendent, Light Machine Operator, Asst. Pump Operator, Welder, Roller Cleaner, Lorry Cleaner, Pump Cleaner/ Canal Watcher, Telephone Operator, Helper and NMR Worker Gr.I may be excluded from schedule as they are not existing or are in-operative in the Department.

iv. The posts of Plumbing Inspector, Greaser, Painter, Bulldozer Operator, Excavator, Spray Painter, Computer Operator, Mixer Driver, Plumber, Upholsterer and Deckman under the caption 'Mechanical Wing' may also be excluded from the department schedule of posts since they are in-operative in the Department.

v. The posts of Draftsman Gr I/Overseer Gr I, Draftsman Gr II/ Overseer Gr II and Draftsman Gr III /Overseer Gr III may be re-designated as Sub Engineer, Draftsman Gr I /Overseer Gr I and Draftsman Gr II /Overseer Gr II respectively. Delegation of more powers and entrustment of more duties to Sub Engineers may be considered.

vi. The qualification for direct recruitment to the post of Overseer Gr.III/Draftsman Gr.III (redesignated as Overseer Gr.II/Draftsman Gr.II) is SSLC and Kerala Government Certificate Exam in Civil Engineering or equivalent. For Overseer Gr.II/Draftsman Gr.II (redesignated as Overseer Gr.I/Draftsman Gr.I), the qualifications are the same. 50% of the posts of Overseer Gr.II/Draftsman Gr.II (redesignated as Overseer Gr.I/Draftsman Gr.I) is filled by direct recruitment while the balance 50% is filled by promotion from Overseer Gr.III/Draftsman Gr.III (redesignated as Overseer Gr.II/Draftsman Gr.II). There is no rationale in direct recruitment to two posts in the hierarchy from persons with identical qualifications. Hence the Commission recommends that 100% of the posts of Overseer Gr.II/Draftsman Gr.II(redesignated as Overseer Gr.I/Draftsman Gr.I) may be filled by promotion of persons in the cadre of Overseer Gr.III/Draftsman Gr.III (redesignated as Overseer Gr.II/Draftsman Gr.II).

vii. The ratio between Overseer Grade II/Draftsman Grade II(re designated as Overseer Gr.I/ Draftsman Gr.I) and Overseer Grade

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I / Draftsman Grade I (re designated as Sub Engineer) may be excluded as they are functional post by the Special Rules.

viii. Staff working under the interstate, projects viz, Parambikulam Aliyar Project (JWR Division (IDRB) Palakkad), Mullaperiyar Dam Area (Minor Irrigation Division, Idukki, Kattappana) and Siruvani Project Sub Division, Section Offices and Executive Engineer (KPIP Division, Kanjirapuzha) may be sanctioned Special Pay at 3% of the revised pay subject to the condition that no dearness allowance will be admissible on the Special Pay.

ix. All other posts existing in the department may be placed in corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Engineer	5	93000-120000	129300-166800
	2	Deputy Chief Engineer/ Superintending Engineer/ Director	21	85000-117600	118100-163400
	3	Executive Engineer/ Joint Director (HG)	86	77400-115200	107800-160000
a	4	Executive Engineer/Joint Director		68700-110400	95600-153200
b	5	Asst.Exe.Engineer/ Deputy Director(HG)	254	45800-89000	63700-123700

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	6	Asst.Exe.Engineer/ Deputy Director		42500-87000	59300-120900
	7	Asst.Engineer/ Assistant Director	624	39500-83000	55200-115300
	8	Sub Engineer	562	26500-56700	37400-79000
	9	Scientific Assistant	3	26500-56700	37400-79000
	10	Foreman	2	26500-56700	37400-79000
	11	Information Assistant	1	22200-48000	31100-66800
	12	Dredger Driver	6	22200-48000	31100-66800
	13	Dredger Operator	6	22200-48000	31100-66800
	14	Senior Mechanic	2	22200-48000	31100-66800
	15	Heavy Machine Operator	6	22200-48000	31100-66800
	16	Mechanic	1	22200-48000	31100-66800
	17	Canal Officer	6	25200-54000	35600-75400
	18	Draftsman Gr. I/ Overseer Gr. I	604	22200-48000	31100-66800
	19	Draftsman Gr II / Overseer Gr II	846	19000-43600	26500-60700
	20	Tracer	72	19000-43600	26500-60700
	21	Pump Operator/ Pump Driver	31	18000-41500	25100-57900
	22	Lab Assistant	3	18000-41500	25100-57900
	23	Turner	1	18000-41500	25100-57900
	24	Driver cum Operator	6	18000-41500	25100-57900
	25	Boat Syrang	1	18000-41500	25100-57900

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	26	Motor Boat Syrang/ Syrang	1	18000-41500	25100-57900
	27	Lineman	22	18000-41500	25100-57900
	28	Fitter Gr.II/ Mechanic	10	18000-41500	25100-57900
	29	Operator Mechanic	1	17500-39500	24400-55200
	30	Black Smith	1	17500-39500	24400-55200
	31	Moulder	2	17500-39500	24400-55200
	32	Butler/Cook	3	17000-37500	23700-52600
	33	Cook cum Watchman	1	17000-37500	23700-52600
	34	Gardener	2	17000-37500	23700-52600
*	35	Blue Printer	3	17000-37500	23700-52600
	36	IB Watcher	3	16500-35700	23000-50200
	37	NMR Worker Gr. II	200	16500-35700	23000-50200
	38	Lascar/Watcher	713	16500-35700	23000-50200
Mechanical Wing					
	1	Chief Engineer	1	93000-120000	129300-166800
	2	Superintending Engineer/ Director	2	85000-117600	118100-163400
a	3	Executive Engineer (HG)	5	77400-115200	107800-160000
	4	Executive Engineer/Joint Director		68700-110400	95600-153200
	5	Asst.Exe.Engineer (HG)	22	45800-89000	63700-123700
	6	Asst.Exe.Engineer/ Deputy Director		42500-87000	59300-120900

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b	7	Asst.Engineer/ Assistant Director	49	39500-83000	55200-115300
	8	Sub Engineer	27	26500-56700	37400-79000
	9	Draftsman Gr. I/ Overseer Gr. I	25	22200-48000	31100-66800
	10	Draftsman Gr II / Overseer Gr II	51	19000-43600	26500-60700
	11	Roller Driver Grade II	5	19000-43600	26500-60700
	12	Boat Driver	10	18000-41500	25100-57900
	13	Carpenter	3	17500-39500	24400-55200
	14	Roller cleaner	1	18000-41500	25100-57900
	15	Roller cum Lorry Driver	2	17000-37500	23700-52600
	16	Lorry cleaner	1	16500-35700	23000-50200
	17	Senior mechanic	2	22200-48000	31100-66800
	18	Diesel Mechanic	2	17500-39500	24400-55200
	19	Mechanic/Fitter	8	17500-39500	24400-55200
	20	Blacksmith	2	17500-39500	24400-55200
	21	Welder	7	17500-39500	24400-55200
	22	Moulder	2	17500-39500	24400-55200
	23	Turner	1	17500-39500	24400-55200
	24	Electrician	3	17500-39500	24400-55200
	25	Lascar	5	16500-35700	23000-50200
	26	Lineman Gr II	22	18000-41500	25100-57900
	27	Dredger Operator	6	22200-48000	31100-66800
	28	Dredger Driver	6	22200-48000	31100-66800

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	29	Driver cum operator	6	18000-41500	25100-57900
	30	Dredger Watcher	12	16500-35700	23000-50200
	31	Dredging Assistant	12	16500-35700	24400-55200
	32	Dredger Worker	27	16500-35700	23000-50200
	33	Lineman Gr I	3	19000-43600	26500-60700
	34	Oil Engine Driver	2	18000-41500	25100-57900
	35	Care Taker	1	18000-41500	25100-57900
	36	Wireman	1	18000-41500	25100-57900
	37	Lock Operator	2	17500-39500	24400-55200
	38	Drilling Plant Operator	1	17500-39500	24400-55200
	39	Modeller	1	17500-39500	24400-55200
	40	Boat Cleaner	1	17000-37500	23700-52600
	41	Worker Gr I	28	17000-37500	23700-52600
	42	Worker Gr II		16500-35700	23000-50200
	43	Mason	1	16500-35700	23000-50200
	44	Engine Man	1	16500-35700	23000-50200

a. 25% Higher Grade will continue

b. 1/3rd Higher Grade will continue

*. The post ceases to exist as and when the present incumbents vacate the posts.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer	1	As in PD	As in PD

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	2	Senior Finance Officer	5	As in PD	As in PD
	3	Law Officer	3	As in PD	As in PD
	4	Financial Assistant	12	As in PD	As in PD
	5	Divisional Accounts Officer	58	As in PD	As in PD
	6	Legal Assistant		As in PD	As in PD
	7	Statistical Assistant Gr I		As in PD	As in PD
	8	Statistical Assistant Gr II		As in PD	As in PD
	9	Assistant Surgeon		As in PD	As in PD
	10	Pharmacist		As in PD	As in PD
	11	Assistant Nurse/Midwife		As in PD	As in PD
	12	Nursing Assistant		As in PD	As in PD
	13	Hospital Attender		As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	14	As in CC	As in CC
	2	Senior Superintendent	26	As in CC	As in CC
	3	Junior Superintendent	159	As in CC	As in CC
	4	Fair Copy Superintendent	7	As in CC	As in CC
	5	Head Clerk	187	As in CC	As in CC
	6	Senior Clerk	1288	As in CC	As in CC
	7	Clerk		As in CC	As in CC
	8	Selection Grade Typist	358	As in CC	As in CC
	9	Senior Grade Typist		As in CC	As in CC
	10	UD Typist		As in CC	As in CC

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	11	LD Typist		As in CC	As in CC
	12	Typist Clerk	1	As in CC	As in CC
	13	Personal Assistant	29	As in CC	As in CC
	14	Confidential Assistant Sen.Gr		As in CC	As in CC
	15	Confidential Assistant Gr I		As in CC	As in CC
	16	Confidential Assistant Gr II		As in CC	As in CC
	17	Driver	219	As in CC	As in CC
	18	System Administrator	1	As in CC	As in CC
	19	Scavenger	3	As in CC	As in CC
	20	Office Attendant	643	As in CC	As in CC
	21	Night Watchman	5	As in CC	As in CC
	22	Full Time Sweeper	11	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	257	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	The Engineers deployed from the IDRB to the Dam Safety Authority	As admissible to the corresponding post in IDRB	As admissible to the corresponding post in IDRB
Irrigation, Design and Research Board			
2	Chief Engineer	800	880
3	Superintending Engineer (Director)	600	660
4	Executive Engineer (Joint Director)	600	660
5	Assistant Executive	500	550

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	Engineer (Deputy Director)		
6	Assistant Engineer (Assistant Director)	500	550
7	All Technical Staff other than Engineers	350	390

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Overseer Grade I and Sub Engineer (only during the period they are actually engaged in the work of gauging)	450	500

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.44. JUDICIARY (SUBORDINATE)

The Judiciary (Subordinate) includes Munsiff's Courts, Magistrate Courts, Sub & Assistant Sessions Courts, District & Sessions Courts, Family Courts, Motor Accident Claims Tribunals and Special Courts constituted under the Acts such as the POCSO Act, the NDPS Act, etc. The Registrar (Subordinate Judiciary), High Court of Kerala is the Head of Subordinate Judiciary. The staff of the Judiciary (Subordinate) exist as two separate wings viz., Civil Judiciary and Criminal Judiciary. Staff in Magistrate Courts only come under the Criminal Wing, while those in all other Courts except Family Courts are included in the Civil Wing. Family Courts are not included under either Wing, and postings to these Courts are made by deputation from both the Wings.

The Commission, having considered the proposals submitted by the Registrar (Subordinate Judiciary) and the demands of Service Organizations and individuals, makes the following recommendations:

(i) The Schedule of posts of the Department may be re-arranged showing the posts in the Civil and the Criminal wings of Subordinate Judiciary

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on the basis of the details given by the Registrar, (Subordinate Judiciary), High Court of Kerala.

(ii) On analysing the promotion prospects of various posts existing in both the wings of the Judiciary, the Commission observes that the Criminal Judiciary has less promotional avenues compared to the Civil Judiciary. While the integration of judicial officers in Civil and Criminal Judiciaries has been materialized, the integration of supporting staff in Civil and Criminal Judiciaries has not happened. The integration would definitely reduce the disparity in workload and promotional prospects existing between both the arms of Judiciary. Hence it is recommended that the process of integration of supporting staff in Civil and Criminal Judiciary may be accelerated.

(iii) At present, only Security Officer is allowed Uniform Allowance. Duffedar is required to wear uniform compulsorily while escorting Judicial Officers. Hence Uniform Allowance may be allowed to the post of Duffedar at the proposed rate corresponding to ₹ 2400 per annum.

(iv) Family Court is not part of either Civil or Criminal Judiciary; it is a separate entity. Appointment of staff in Family Courts is made by deputation from any of the two wings in the Judiciary. The Presiding Officer in Family Court is in the rank of District Judge. Since the case load of Family Court is more or less equal to that of District Court, Special Allowance may be allowed to Confidential Assistant in Family Court @ ₹600 per month on par with that allowance given to Confidential Assistants in District Court.

(v) Additional District Courts are attached to District Court establishment, and no exclusive post of Sheristadar, Additional District Court is existing in Additional District Courts. But the post of Sheristadar is existing in other Courts having the status of a District Court, which include Family Court, and various Special Courts. Hence the existing designation of 'Sheristadar, Additional District Court' may be modified as 'Sheristadar of Courts having the status of a District Court' in the Schedule of posts.

(vi) Considering the work load in issuance of fair copies of judgments and copies of case files on receiving copy application, Fair Copy

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Superintendent in Judiciary may be allowed Special Allowance @ ₹ 300 per month.

(vii) In some Munsiff's Courts there is no post of Fair Copy Superintendent. The senior most Typist in that Courts are doing the duties of Fair Copy Superintendent. Hence Special Allowance @ ₹ 200 per month may be allowed to the senior most Typist in a Munsiff's Court who is performing duty of copy application and fair copy issuance of judgements.

(viii) Bench Clerk Grade II holds the post of Bench Clerk in Sub Courts. Taking into account the responsibilities and work load of the post, Special Allowance may be allowed to Bench Clerk Grade II @ ₹ 300 per month and to the Clerk in charge of Benches in Munsiff's Courts @ ₹ 200 per month. The Clerk attached to Benches in Criminal Judiciary (Magistrate Courts) who is acting as Bench Clerk may also be given Special Allowance as in the case of Civil Judiciary.

(ix) Taking into consideration the special working conditions in Subordinate Courts, Special Allowance may be allowed to Office Attendant in Judiciary @ ₹200 per month.

(x) The staff working in Record Sections of Courts are often exposed to dust making them vulnerable to health problems. Considering this, Special Allowance @ ₹ 200 per month may be allowed to Clerk and Attender attached to Record Sections of Courts.

(xi) Thondi Clerk in Magistrate Court is the custodian of all Thondi items produced before the Court and he is responsible for the safekeeping of the items and to produce before the Court as and when it is required. In view of this higher responsibility, Special Allowance may be allowed to Thondi Clerk @ ₹200 per month.

(xii) Appointment to the post of Office Attendant in Judiciary is made from the common rank list prepared by the KPSC for appointment to the post in various departments. In Common Category, the next promotion post of Office Attendant is Attender, but according to the system being followed in Judiciary, a number of promotion posts are existing in between the posts of Office Attendant and Attender. The existing promotion channel in Judiciary is as follows:

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Office Attendant Grade II→ Office Attendant Grade I → Court Keeper/ Duffedar → Court Keeper/Duffedar (HG) → Process Server →Attender → Amin

The scale of pay of Process Server is higher than the scale of pay of Attender. The existing system in Subordinate Judiciary is causing administrative difficulties. Placing the Common Category post of Attender in a higher scale of pay than Process Server in the Judiciary is not practical. Hence it is recommended that the Special Rules may be amended so as to make the promotion channel in Judiciary as follows:

Office Attendant → Court Keeper/Attender → Process Server → Amin

(xiii) Family Court has the status of a District Court, but the post of Bench Clerk is not sanctioned in Family Courts. It is recommended to sanction one post of Bench Clerk Grade I in all Family Courts and to depute officers in the cadre of Junior Superintendent from Civil or Criminal Judiciary to that post.

(xiv) Now different MACTs have different staff pattern, which is not based on any parameters. It is recommended that a unified staff pattern for MACTs may be prescribed.

(xv) At present, post of Bench Clerk is not sanctioned in Magistrate Courts and Munsiff's Courts. An exclusive post of Clerk is indispensable for handling the day to day matters in Benches. Senior Clerk is an interchangeable post of Bench Clerk Grade III. Hence one post of Senior Clerk in all Munsiff's Courts and Magistrate Courts may be designated as Bench Clerk Grade III and this post may be given the Special Allowance @ ₹ 200 as recommended at Sub Para (viii).

(xvi) Employees in the Subordinate Judiciary enjoy a few additional perks compared to their counter parts in other Departments based on the Shetty Commission recommendations. These benefits are very specific to their service in the Judiciary. So, in cases of employees moving out of the Judiciary on inter-departmental transfer, it may be stipulated that the additional pay received by the employees by virtue of their posting in Subordinate Judiciary shall be forfeited while leaving the Judiciary and the pay that he would have availed had he been posted in any other

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department will be deemed to be his last pay in the Subordinate Judiciary for the purpose of future fixation of pay.

xvii) The Commission understands that in Civil Judiciary, State-wise seniority lists are prepared from the post of Junior Superintendent upwards, whereas in Criminal Judiciary all the posts come under district-wise seniority. Therefore, it is recommended that there may be State-wise seniority list from Junior Superintendent onwards in Criminal Judiciary also.

:viii) All the posts existing in the Department may be allowed normal revision in scales of pay.

(xix) Existing allowances except those which are specifically mentioned above may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
		Civil Wing			
	1	Sheristadar District Court / State Transport Appellate Tribunal	15	42500-87000	59300-120900
	2	Sheristadar of Courts having the status of a District Court/MACT/ Special Courts/ Family Courts	71	40500-85000	56500-118100
	3	Sheristadar, Sub Court (HG)/ Senior Superintendent (HG)	15	40500-85000	56500-118100
	4	Sheristadar, Sub Court / Senior Superintendent	51	36600-79200	51400-110300
	5	Principal Counsellor Family Court (HG)	14	40500-85000	56500-118100
a	6	Principal Counsellor Family Court	14	39500-83000	55200-115300

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	7	Junior Superintendent (HG)	53	35700-75600	50200-105300
	8	Junior Superintendent /Bench Clerk Grade I / Central Nazir	313	30700-65400	43400-91200
	9	Head Clerk / Bench Clerk Grade II	142	27800-59400	39300-83000
	10	Senior Clerk / Bench Clerk Grade III / Deputy Nazir	1126	25200-54000	35600-75400
	11	Kannada Translator	2	25200-54000	35600-75400
	12	Personal Assistant to District Judge	92	39500-83000	55200-115300
	13	Personal Assistant		39500-83000	55200-115300
	14	Confidential Assistant Senior Grade	78	30700-65400	43400-91200
	15	Confidential Assistant Grade I	78	27800-59400	39300-83000
	16	Confidential Assistants Grade II	78	25200-54000	35600-75400
	17	Clerk / Protocol Officer	1126	19000-43600	26500-60700
	18	L.D. Clerk Kannada	6	19000-43600	26500-60700
	19	L.D. Clerk Tamil	10	19000-43600	26500-60700
	20	Amin	448	18000-41500	25100-57900
	21	Process Server	2046	17500-39500	24400-55200
	22	Court Keeper (HG)/ Duffedar (HG)	76	17500-39500	24400-55200
	23	Court Keeper/ Duffedar	167	17000-37500	23700-52600
		Criminal Wing			
	24	Sheristadar, Chief Judicial Magistrate Court	15	40500-85000	56500-118100
	25	Senior Superintendent (HG)	4	40500-85000	56500-118100
	26	Senior Superintendent	16	36600-79200	51400-110300
	27	Junior Superintendent (HG)	34	35700-75600	50200-105300
	28	Junior Superintendent	123	30700-65400	43400-91200
	29	Bench Clerk Grade II/ Accountant / Head Clerk	54	27800-59400	39300-83000

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	30	Senior Clerk / Bench Clerk Grade III	532	25200-54000	35600-75400
	31	Kannada Translator	2	25200-54000	35600-75400
	32	Personal Assistant	1	39500-83000	55200-115300
	33	Confidential Assistant Senior Grade	32	30700-65400	43400-91200
	34	Confidential Assistant Grade I	32	27800-59400	39300-83000
	35	Confidential Assistant Grade II	58	25200-54000	35600-75400
	36	L.D. Clerk Tamil	7	19000-43600	26500-60700
	37	Clerk/ Bench Assistant	532	19000-43600	26500-60700
	38	Clerk cum Typist	1	19000-43600	26500-60700

a Existing ratio 1:1 will continue

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
		Civil Wing			
	1	Fair Copy Superintendent (HG)	51	As in CC	As in CC
	2	Fair Copy Superintendent	12	As in CC	As in CC
	3	Selection Grade Typist	344	As in CC	As in CC
	4	Senior Grade Typist		As in CC	As in CC
	5	U.D. Typist	344	As in CC	As in CC
	6	L.D. Typist	414	As in CC	As in CC
	7	L.D. Typist (Kannada)	3	As in CC	As in CC
	8	Driver Selection Grade	3	As in CC	As in CC
	9	Driver Senior Grade	30	As in CC	As in CC
	10	Driver Grade I	33	As in CC	As in CC
	11	Driver Grade II	35	As in CC	As in CC
	12	Lift Operator	2	As in CC	As in CC
	13	Attender Grade I	46	As in CC	As in CC
	14	Attender Grade II	98	As in CC	As in CC
	15	Office Attendant Grade I	255	As in CC	As in CC
	16	Office Attendant Grade II	546	As in CC	As in CC

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	17	Full Time Sweeper	1	As in CC	As in CC
	18	Gardener	1	As in CC	As in CC
		Criminal Wing			
	19	Selection Grade Typist	91	As in CC	As in CC
	20	Senior Grade Typist		As in CC	As in CC
	21	U.D. Typist	91	As in CC	As in CC
	22	L.D. Typist	93	As in CC	As in CC
	23	L.D. Typist (Kannada)	1	As in CC	As in CC
	24	Driver Senior Grade	4	As in CC	As in CC
	25	Driver Grade I	4	As in CC	As in CC
	26	Driver Grade II	6	As in CC	As in CC
	27	Office Attendant Grade I	184	As in CC	As in CC
	28	Office Attendant Grade II	368	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
		Civil Wing			
	1	Part Time Sweeper	234	As in PTCC	As in PTCC
		Criminal Wing			
	2	Part Time Sweeper	118	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Personal Assistant/ Confidential Assistant of District Court/ CJM Court/ Sub Court/ Family Court/ Additional District Court/WAKF Tribunal/ Special Court for NIA/CBI Court/MACT	600	660
2	Personal Assistant/ Confidential Assistant of Munsiff's Court, Judicial First Class Magistrate Court	400	440

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3	Fair Copy Superintendent	-	300
4	Senior most Typist dealing with copy application and fair copy despatch in Munsiff's Courts	-	200
5	Bench Clerk Grade II	200	300
6	Bench Clerk Grade III / Clerk in charge of Benches in Munsiff's Courts and Magistrate Courts and acting as Bench Clerk	-	200
7	Clerk and Attender attached to Record Sections of Courts	250	250
8	Clerk in charge of Thondi section	-	200
9	Amins and Process Servers	150	170
10	Office Attendant	-	200

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Security Officer	2400	2700
2	Driver	2400	2700
3	Duffedar	-	2700

7.45. KERALA ADMINISTRATIVE TRIBUNAL

The Kerala Administrative Tribunal (KAT) was set up under the provisions of the Administrative Tribunals Act, 1985 and it came into existence with effect from 26.08.2010. It deals with disputes and complaints with respect to recruitment and conditions of service of persons appointed to public services under the control of the Government of Kerala. The Tribunal consists of Chairman, Judicial members and Administrative members, and has benches at Thiruvananthapuram and Ernakulam. Registrar in the cadre of District Judge functions as the chief of ministerial cadre.

The Commission, after considering proposals submitted by the Registrar and the demands of Service Organisations, makes the following recommendations:

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(i) The Special Rules for recruitment and conditions of service of staff in the KAT viz. the Kerala Administrative Tribunal Staff (Recruitment and Conditions of Service) Rules, 2019 were issued by G.O.(P) No.9/2019/P&ARD dated 13.11.2019. In the Special Rules, the scales of pay admissible to various categories of posts in the KAT are also mentioned along with categories of posts. As scales of pay of posts may change from time to time due to pay revisions, scales of pay of posts are not normally provided in any Special Rules. Hence it is recommended that the scales of pay mentioned in the Special Rules may be deleted.

(ii) The scales of pay and grades in respect of the posts of Confidential Assistant, Personal Assistant to Chairman & Members, and Private Secretary to Chairman & Members in the KAT as provided in the Special Rules are substantially different from those of the corresponding posts in Government departments.

In view of these, it is recommended that the scale of pay given to the post of Confidential Assistant and its promotion posts in Government departments may be made applicable in the KAT. Accordingly, the posts in the KAT may be placed in the scales of pay as mentioned in the table below and corresponding revision be given.

Name of post in KAT	**Corresponding post in Government Secretariat, PSC, etc. and existing scales of pay**	**Scale of pay corresponding to which revision is proposed in the KAT**
Confidential Assistant Gr II	Confidential Assistant Gr II (₹ 20000-45800)	₹ 20000-45800
Confidential Assistant Gr I	Confidential Assistant Gr I (₹ 27800-59400)	₹ 27800-59400
Personal Assistant to Chairman & Members	Confidential Assistant Senior Grade (₹ 30700-65400)	₹ 32300-68700

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Personal Assistant to Chairman & Members (HG)	Personal Assistant * (₹ 39500-83000)	₹ 39500-83000
Private Secretary to Chairman and Members	Personal Secretary * (₹ 40500-85000)	₹ 40500-85000
Private Secretary to Chairman and Members (HG)	Personal Secretary HG * (₹ 42500-87000)	₹ 42500-87000
* *New designations proposed by the Commission*		

It is recommended that in the case of incumbents who are absorbed in the KAT and regularized with effect from a date prior to 01.07.2019, they will be given protection of the existing pay for fixation of pay to the proposed scales, while their scales of pay will be the proposed scales of pay attached to the post which have effect from 01.07.2019.

(iii) The following categories may be allowed ratio promotion in the ratios mentioned against them.

Court Officer/Section Officer and Court Officer/Section Officer (HG)	1:1
Private Secretary to Chairman & Members and Private Secretary to Chairman & Members (HG)	1:1
Personal Assistant to Chairman & Members and Personal Assistant to Chairman & Members (HG)	1:1
Confidential Assistant Grade II and Confidential Assistant Grade I	1:1
Assistant, Senior Grade Assistant and Assistant Section Officer	1:1:1
Computer Assistant Grade II and Computer Assistant Grade I	1:1

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Clerical Assistant Grade II and Clerical Assistant Grade I	1:1
Driver cum Office Attendant Selection Grade, Driver cum Office Attendant Senior Grade, Driver cum Office Attendant Grade I and Driver cum Office Attendant Grade II	1:1:1:1
Office Attendant Grade II and Office Attendant Grade I	1:1

(iv) The post of Attender may be included in the Department Schedule with scale of pay corresponding to ₹17500-39500 on par with the post of Attender in the High Court.

(v) All the remaining posts which are not specifically mentioned above may be given normal revision of scales of pay.

(vi) The post of Driver cum Office Attendant, Duffedar, Office Attendant, Process Server, Messenger, Night Watchman and Attender may be given Uniform Allowance as the corresponding categories in the High Court are allowed Uniform Allowance.

(vii) Coat Allowance @ ₹ 4000/- once in 3 years is existing for Court Officer, Private Secretary/Personal Assistant to Chairman and Members, as is granted in the High Court. This allowance may be continued with normal revision subject to the condition that maximum 12 officers may draw the allowance within a period of three years. (Two persons per Chairman/ Member)

(viii) At present, appointment of staff in the KAT is made by deputation from the High Court and Government departments. Hence those employees are eligible for pay applicable to them in the High Court or parent Departments. The proposed scales of pay provided in the following schedule are applicable only to those employees who are absorbed or directly recruited to the KAT as per the Special Rules. However, the allowances mentioned below are applicable to all the categories

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mentioned in the respective schedule of allowances, irrespective of whether they are directly recruited/absorbed/on deputation.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

B. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Registrar	1	As in PD	As in PD
	2	Deputy Registrar (Judicial)	2	As in PD	As in PD
	3	Deputy Registrar (Administration)	1	As in PD	As in PD
	4	Deputy Registrar (Finance)	1	As in PD	As in PD
	5	Filing Scrutiny Officer	2	42500-87000	59300-120900
	6	Court Officer (HG) / Section Officer (HG)	18	40500-85000	56500-118100
a	7	Court Officer / Section Officer		36600-79200	51400-110300
b	8	Assistant Section Officer	8	32300-68700	45600-95600
	9	Senior Grade Assistant	8	30700-65400	43400-91200
	10	Assistant	8	27800-59400	39300-83000
	11	Private Secretary to Chairman and Members (HG)	6	-	59300-120900
a	12	Private Secretary to Chairman and Members		45800-89000	56500-118100
	13	Personal Assistant to Chairman and Members (HG)	3	-	55200-115300
a	14	Personal Assistant to Chairman and Members	3	40500-85000	45600-95600
	15	Confidential Assistant Grade I	12	27800-59400	39300-83000
a	16	Confidential Assistant Grade II		20000-45800	27900-63700
	17	Computer Assistant Grade I	6	27800-59400	39300-83000

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a	18	Computer Assistant Grade II		20000-45800	27900-63700
	19	Librarian	2	36600-79200	51400-110300
	20	Network Administrator	1	36600-79200	51400-110300
	21	Data Entry Operator	2	20000-45800	27900-63700
c	22	Driver cum Office Attendant Selection Grade	11	27800-59400	39300-83000
	23	Driver cum Office Attendant Senior Grade		22200-48000	31100-66800
	24	Driver cum Office Attendant Grade I		20000-45800	27900-63700
	25	Driver cum Office Attendant Grade II		18000-41500	25100-57900
	26	Clerical Assistant Grade I	8	20000-45800	27900-63700
a	27	Clerical Assistant Grade II		19000-43600	26500-60700
	28	Attender	-	17500-39500	24400-55200
	29	Duffedar	7	17000-37500	23700-52600
	30	Office Attendant Grade I	-	-	23700-52600
a	31	Office Attendant Grade II/ Messenger/ Night Watchman	-	16500-35700	23000-50200

a Ratio between Grade II and Grade I or Lower grade and Higher Grade will be 1:1

b Ratio among Assistant, Senior Grade Assistant and Assistant Section Officer will be 1:1:1

c Ratio among Grade II, Grade I, Senior Grade and Selection Grade will be 1:1:1:1

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate (₹)	Proposed Rate (₹)
1	Personal Assistant / Private Secretary to Chairman and Members	550	610

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(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver cum Office Attendant	2400	2700
2	Duffedar	2400	2700
3	Office Attendant, Process Server, Messenger, Night Watchman, Attender	2400	2700
4	Part time Sweeper	2400	2700

(3) Coat Allowance

Sl. No	Category	Existing Rate (₹)	Proposed Rate (₹)
1	Court Officer, Private Secretary/ Personal Assistant to Chairman and Members *	4000	4400
	* Once in three years subject to the condition that maximum twelve officers will be allowed the allowance within a period of three years		

7.46. KERALA INSTITUTE FOR RESEARCH, TRAINING AND DEVELOPMENT STUDIES OF SCHEDULED CASTES AND SCHEDULED TRIBES (KIRTADS)

The Kerala Institute for Research, Training and Development Studies of Scheduled Castes and Tribes (KIRTADS), was formed in the year 1970 as Tribal Research and Training Centre (TR & TC) in a national pattern, which subsequently got reorganised as KIRTADS in 1979. Its main objective is to carry out research that helps to promote development among the scheduled communities in Kerala. It also attempts to identify the needs and problems confronting the marginalized sections of the population and suggest recommendations to the Government in finding a panacea for their overall development. It functions as an 'Expert Agency' in caste determination in disputed cases; conducting research in the fields of Anthropology, Linguistics, Sociology and Economics. The Director is the Head of the Department.

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The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	81000-117600	112800-163400
	2	Deputy Director (Anthropology)	1	45800-89000	63700-123700
	3	Deputy Director (Development Studies)	1	45800-89000	63700-123700
	4	Deputy Director (Training)	1	45800-89000	63700-123700
	5	Lecturer (Anthropology / Sociology)	3	39500-83000	55200-115300
	6	Research Officer (Anthropology)	7	39500-83000	55200-115300
	7	Research Officer (Statistics)	1	39500-83000	55200-115300
	8	Computer Operator	1	36600-79200	51400-110300
	9	Statistician	1	29200-62400	41300-87000
	10	Research Assistant (Anthropology)	6	27800-59400	39300-83000
	11	Research Assistant (Sociology)	2	27800-59400	39300-83000
	12	Research Assistant (Linguistics)	1	27800-59400	39300-83000

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	13	Cartographer	1	27800-59400	39300-83000
	14	Curator	1	25200-54000	35600-75400
	15	Investigator	6	25200-54000	35600-75400
	16	Record Attender	1	17000-37500	23700-52600
	17	Museum Attendant	1	17000-37500	23700-52600

Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Librarian Grade I	1	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	1	As in CC	As in CC
	2	Senior Clerk	2	As in CC	As in CC
	3	Clerk	2	As in CC	As in CC
	4	Confidential Assistant	1	As in CC	As in CC
	5	U.D. Typist	1	As in CC	As in CC
	6	L.D. Typist	2	As in CC	As in CC
	7	Driver	4	As in CC	As in CC
	8	Office Attendant	4	As in CC	As in CC
	9	Watchman	1	As in CC	As in CC
	10	Night Watchman	1	As in CC	As in CC
	11	Sweeper cum watchman	1	As in CC	As in CC

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Part Time Contingent					
	1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700
2	Watchman	2400	2700
3	Sweeper cum Watchman	2400	2700

7.47. KERALA LOK AYUKTA

The Lok Ayukta, constituted under the Kerala Lok Ayukta Act, 1999 (Act 8 of 1999), investigates into the allegations of corruption and mal-administration against public servants and redresses grievances of the public arising out of corruption/mal-administration. The Lok Ayukta is either a former Judge of the Supreme Court or a Chief Justice of a High Court, and is appointed by the Governor on the advice of the Chief Minister in consultation with the Speaker of the Legislative Assembly and the Leader of the Opposition. The Registrar of the Lok Ayukta is a District Judge deputed from the Kerala Higher Judicial Service. The investigation agency under the Lok Ayukta is headed by an Inspector General from the Police Department. The office of Lok Ayukta is situated in Thiruvananthapuram.

The Commission, having considered the proposals submitted by the Registrar and demands of various Service Organizations and individuals, makes the following recommendations:

(i) The existing scale of pay of Section Officer/Court Officer in Kerala Lok Ayukta (₹35700-75600) is lower than the scale of pay of the same post in the High Court of Kerala and in Government Secretariat (₹36600-79200). As appointment to these posts in Kerala Lok Ayukta is being made by deputation from the High Court of Kerala or from the Government

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Secretariat, a different scale of pay to these posts in Kerala Lok Ayukta is causing difficulties in making appointments. Therefore, the scale of pay of the post of Section Officer and Court Officer may be upgraded to the scale of pay corresponding to ₹36600-79200, on par with the scale of pay of the same post in the High Court of Kerala and the Government Secretariat.

(ii) The Higher Grade posts of Section Officer and Court Officer may be included in the Schedule of Posts with the scale of pay corresponding to ₹40500-85000, as existing in the High Court of Kerala and in the Government Secretariat.

(iii) As in the case of Section Officer/ Court Officer, the existing scale of pay of Assistant in Kerala Lok Ayukta (₹26500-56700) is lower than that of Assistant in the High Court of Kerala and in the Government Secretariat (₹27800-59400). Hence, the scale of pay of the post in Kerala Lok Ayukta may be upgraded to ₹27800-59400. The three grades of this post may also be included in the Schedule of Posts with the scales of pay corresponding to these grades in the Government Secretariat.

(iv) The post of Confidential Assistant is mentioned as Stenographer in the Schedule of Posts. Also, the posts Office Attendant Grade I and Grade II are mentioned as Class IV Employee Grade I and Grade II. These designations may be changed as Confidential Assistant and Office Attendant Grade I and Grade II respectively in the Schedule.

(v) All the posts existing in the department except those are specifically mentioned above may be placed in corresponding revised scales of pay.

(vi) Existing allowances may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Registrar	1	NJPC	NJPC
	2	Additional Registrar	1	85000-117600	118100-163400
	3	Deputy Registrar	1	77400-115200	107800-160000
	4	PS to Lok Ayukta	1	40500-85000	56500-118100

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	5	PS to Upa Lok Ayukta	2	40500-85000	56500-118100
	6	Court Officer (HG)		-	56500-118100
	7	Section Officer (HG)		-	56500-118100
	8	Court Officer	3	35700-75600	51400-110300
	9	Section Officer	2	35700-75600	51400-110300
	10	PA to Lok Ayukta	1	35700-75600	50200-105300
	11	PA to Upa Lok Ayukta	2	35700-75600	50200-105300
	12	Security Officer	1	30700-65400	43400-91200
	13	Senior Accountant	1	30700-65400	43400-91200
	14	Assistant Section Officer		-	45600-95600
	15	Assistant Senior Grade	11	30700-65400	43400-91200
	16	Assistant	2	26500-56700	39300-83000
	17	Confidential Assistant Grade II	8	20000-45800	27900-63700
	18	Computer Assistant Grade II	4	20000-45800	27900-63700
	19	Data Entry Operator	2	22200-48000	31100-66800
	20	Driver Grade II	9	18000-41500	25100-57900
	21	Court Keeper	1	17000-37500	23700-52600
	22	Record Keeper	1	17000-37500	23700-52600
	23	Attender	4	17000-37500	23700-52600
	24	Office Attendant Grade I	14	17000-37500	23700-52600
	25	Office Attendant Grade II		16500-35700	23000-50200
	26	Night Watchman		16500-35700	23000-50200
Investigation Wing					
	27	Director of Investigation	1	IPS	IPS
	28	Superintendent of Police	1	As in PD	As in PD
	29	Deputy Superintendent of Police	2	As in PD	As in PD
	30	Inspector of Police	3	As in PD	As in PD
	31	Senior Civil Police Officer	3	As in PD	As in PD

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Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Duplicate Operator	1	As in CC	As in CC
	2	Cook	1	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	7	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.48. KERALA PUBLIC SERVICE COMMISSION

The Kerala Public Service Commission is a Constitutional entity which advises the Government on all matters relating to civil services referred to it under Article 320 (3) of the Constitution. It conducts recruitment and selection to various posts in Government departments, Public Sector Undertakings, Local Self Government Institutions and other public institutions. It also tenders advice to the Government on disciplinary matters related to civil servants. The Commission consists of Chairman and other members. The Secretary is the executive head of the Commission. Besides its Head Office in Thiruvananthapuram, the Kerala Public Service Commission has three Regional offices and 14 District offices.

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The Commission, having considered the proposals submitted by the Secretary and the demands of Service Organizations and individuals, makes the following recommendations:

(i) In the existing Pay Revision Order, the post of Enquiry Officer is shown as interchangeable with Office Superintendent (HG). But as per G.O.(Rt)No.3269/71/PD dated 28/08/1971, the method of appointment of Enquiry Officer is prescribed as by transfer from Office Superintendent, Stenographers and Typists in the cadre of U.D. and above having a total period of 3 years of service either in any of these posts or together. Obviously, the post Enquiry Officer is not interchangeable with Office Superintendent (HG). Hence the post of Enquiry Officer may be segregated from Office Superintendent (HG) and included separately in the Schedule of posts with scale of pay corresponding to ₹ 40500-85000.

(ii) The entry level scales of pay of Security Guard and Sergeant in KPSC are the same as in Secretariat (₹19000-43600 and ₹27800-59400 respectively). But the Higher Grade post of Security Guard in Secretariat is placed in a higher scale of pay of ₹22200-48000 than that in KPSC (₹20000-45800). Since appointment to the entry cadre post is made from a common rank list and there is parity in scales of pay of feeder and promotion posts, the scale of pay of Security Guard (HG) in KPSC may be enhanced to ₹22200-48000 as in Secretariat and corresponding revision may be given.

(iii) The post of Duplicating Machine Operator is existing in many departments, though the post has no relevance in these times. These employees have no work to perform. Considering this, the previous two Pay Revision Commissions had recommended to abolish the post. The existing scale of pay of Duplicating Machine Operator is ₹17500-39500, which is the scale of pay of the post of Attender Grade I. Hence the post of Duplicating Machine Operator may be abolished and the existing employees may be accommodated temporarily in the category of Attender Grade I, by creating necessary supernumerary posts of Attender Grade I. These supernumerary posts may be abolished on vacation of the posts by the incumbents who will be converted from the category of Duplicating Machine Operator. During the period of such supernumerary service, they may be allowed all service benefits that would have been otherwise admissible.

(iv) The ratio between Under Secretary and Under Secretary (HG) may be revised to 1:1 as existing in Secretariat.

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(v) Even though each of the posts of Clerical Assistant and Attender has two grades in KPSC, no ratio is fixed for placement in different grades. But ratio is existing in Secretariat, which is 1:1 for Clerical Assistant Grade II and Grade I and 2:1 for Attender and Attender Higher Grade. The same ratios i.e. 1:1 for Clerical Assistants and 2:1 for Attenders may be extended to KPSC also.

(vi) The post of Security Guard in KPSC is placed in two grades, Security Guard and Security Guard (HG). But no ratio is fixed between these grades. In Secretariat, a ratio 1:3 is existing between Grade I and Grade II posts of Security Guard. The ratio of 1:3 as in Secretariat may be allowed between Security Guard (HG) and Security Guard in KPSC also.

(vii) In Annexure VIII of the existing Pay Revision Order, Special Allowance @ ₹550 p.m. is sanctioned to Personal Assistant to Chairman, KPSC, but the actual designation is Private Secretary to Chairman. The designation may be corrected as Private Secretary to Chairman.

(viii) KPSC has two officers of the level of Additional Secretary and the senior among them is the Secretary of the KPSC. A special pay of ₹ 1000 per month may be granted to the Secretary in lieu of higher time scale so as to place the post on a higher footing.

(ix) All other posts in the KPSC may be placed in corresponding proposed scales of pay.

(x) It has been recommended to re-designate the existing post of Confidential Assistant Selection Grade in the Common Category as Personal Assistant. Hence the existing post of Personal Assistant in KPSC may be re-designated as Personal Secretary.

(xi) Existing allowances may be given normal revision.

(xii) The Regulation 14 of the Kerala Public Service Commission (Composition and Conditions of Service of Members and Staff) Regulations, 1957 provides as follows:

"In respect of any matter for which special provision is not made by these regulations, the conditions of service of a person serving as a member of the Commission or its staff shall be governed by the rules and orders applicable to such classes of Government servants as specified by the Governor".

The practice has been to follow the rules and orders applicable to corresponding categories of staff in the Secretariat, but the

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Commission has not been able to see any material by which it has been specified so by order of the Governor.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Secretary	1	89000-120000	123700-166800 + 1000 sp*
	2	Addl. Secretary / Controller of Examinations	6	89000-120000	123700-166800
	3	Joint Secretary / Controller of Finance / Regional Officer	16	85000-117600	118100-163400
	4	Deputy Secretary	27	77400-115200	107800-160000
a	5	Under Secretary (HG)	36	68700-110400	95600-153200
	6	Under Secretary	37	45800-89000	63700-123700
a	7	Section Officer (HG)	113	40500-85000	56500-118100
	8	Section Officer / Public Relations Officer	113	36600-79200	51400-110300
c	9	Assistant Section Officer	243	32300-68700	45600-95600
	10	Senior Grade Assistant / Cashier	244	30700-65400	43400-91200
	11	Assistant	244	27800-59400	39300-83000
	12	System Administrator	1	77400-115200	107800-160000
	13	System Manager / E.D.P.Manager	1	55350-101400	77200-140500
	14	System Analyst / Senior Programmer	7	42500-87000	59300-120900
	15	Hardware Engineer	1	42500-87000	59300-120900
	16	Programmer	6	39500-83000	55200-115300

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	17	Technical Assistant	7	30700-65400	43400-91200
	18	Data Entry Operator	9	25200-54000	35600-75400
	19	Private Secretary to Chairman	1	45800-89000	63700-123700
a	20	Personal Secretary (HG)	11	42500-87000	59300-120900
	21	Personal Secretary	11	40500-85000	56500-118100
	22	Enquiry Officer	4	40500-85000	56500-118100
a	23	Office Superintendent (HG)		40500-85000	56500-118100
	24	Office Superintendent	26	36600-79200	51400-110300
d	25	Computer Assistant Selection Grade	46	32300-68700	45600-95600
	26	Computer Assistant Senior Grade	47	30700-65400	43400-91200
	27	Computer Assistant Grade I	47	27800-59400	39300-83000
	28	Computer Assistant Grade II	47	20000-45800	27900-63700
a	29	Clerical Assistant Grade I	21	20000-45800	27900-63700
	30	Clerical Assistant Grade II	21	19000-43600	26500-60700
b	31	Attender Grade I	7	17500-39500	24400-55200
	32	Attender Grade II	14	17000-37500	23700-52600
	33	Sergeant	1	27800-59400	39300-83000
e	34	Security Guard (HG)	5	20000-45800	31100-66800
	35	Security Guard	30	19000-43600	26500-60700
	36	Driver cum Peon (Co-Terminus)	21	18000-41500	25100-57900

* Special pay in lieu of higher time scale

a Grade ratio will be 1:1

b Ratio between Attender Gr II and Gr I will be 2:1

c Ratio of 1:1:1 between Assistant Section Officer, Senior Grade Assistant and Assistant will continue

d Existing ratio 1:1:1:1 will continue

e Ratio between Security Guard (HG) and Security Guard will be 1:3

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Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Vigilance and Security Officer		As in PD	As in PD
2	Deputy Superintendent of Police		As in PD	As in PD
3	Sub Inspector of Police		As in PD	As in PD
4	Police Constable		As in PD	As in PD
5	Police Constable Driver		As in PD	As in PD
6	Librarian Grade I		As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Personal Assistant	4	As in CC	As in CC
	2	Confidential Assistant Senior Grade	4	As in CC	As in CC
	3	Confidential Assistant Grade I	5	As in CC	As in CC
	4	Confidential Assistant Grade II	5	As in CC	As in CC
	5	Driver Senior Grade	3	As in CC	As in CC
	6	Driver Grade I	4	As in CC	As in CC
	7	Driver Grade II	4	As in CC	As in CC
	8	Electrician	2	As in CC	As in CC
	9	Lift Operator	2	As in CC	As in CC
	10	Duplicating Machine Operator	17	As in CC	As in CC
	11	Binder Grade II	4	As in CC	As in CC
	12	Duffedar (HG)	7	As in CC	As in CC
	13	Duffedar	14	As in CC	As in CC
	14	Gardener	4	As in CC	As in CC
	15	Office Attendant Grade I	44	As in CC	As in CC
	16	Office Attendant Grade II	126	As in CC	As in CC
	17	Full Time Sweeper cum Sanitation Worker	4	As in CC	As in CC

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Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper cum Sanitation Worker	32	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Private Secretary to Chairman	550	610
2	Personal Secretary, Personal Secretary (HG) of Members of KPSC	400	440
3	Personal Secretary, Personal Secretary (HG) to Secretary, KPSC	200	220

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	Staff working in the Cellar		
1	Assistant	150	170
2	Attender / Clerical Assistant / Binder	120	140
3	Office Attendant	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Security Guard/Sergeant	3500	4000
2	Gardener	2500	2700
3	Full Time Gardener	2500	2700
4	Full Time Sweeper	2500	2700

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5	Part Time Sweeper	2500	2700
6	Lift Operator	2500	2700
7	Duffedar	2500	2700
8	Driver-cum-Office Attendant	2500	2700
9	Driver	2500	2700

7.49. KERALA VALUE ADDED TAX/ AGRICULTURAL INCOME TAX & SALES TAX APPELLATE TRIBUNAL

The Kerala Value Added Tax/Agricultural Income Tax and Sales Tax Appellate Tribunal considers and disposes of appeals filed under the Kerala General Sales Tax Act, 1963, the Kerala Agricultural Income Tax Act, 1991 and the Kerala Value Added Tax Act, 2003. The headquarters of the Tribunal and its principal bench is at Ernakulam, with additional benches at Thiruvananthapuram, Kottayam, Ernakulam, Palakkad and Kozhikode. Chairman is the head of the Tribunal and common to all the benches. In addition, there are Member (Judicial), Member (Accounts) & Member (Departmental) in the Tribunal. Chairman and Member (Judicial) are from the judiciary, while Member (Departmental) is deputed from the cadre of Deputy Commissioners of the Kerala State GST Department and Member (Accounts) is appointed by direct recruitment through the Kerala Public Service Commission. The Secretary of the Tribunal is the head of ministerial staff, who is also posted from the Kerala State GST Department.

The Commission, having considered the proposals submitted by the Secretary and demands of Service Organizations and individuals, makes the following recommendations:

(i) All the posts existing in the Tribunal may be placed in the scales of pay corresponding to the existing scales of pay.

(ii) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

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A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chairman		NJPC	NJPC
	2	Member (Judicial)		NJPC	NJPC
	3	Member (Accounts)	2	81000-117600	112800-163400
	4	Member (Departmental)	2	As in PD	As in PD
	5	Secretary	1	42500-87000	59300-120900
	6	Assistant Secretary	1	35700-75600	50200-105300

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	2	As in CC	As in CC
	2	Senior Clerk	3	As in CC	As in CC
	3	Clerk	4	As in CC	As in CC
	4	Personal Assistant	4	As in CC	As in CC
	5	Confidential Assistant Senior Grade	1	As in CC	As in CC
	6	Typist Selection Grade	2	As in CC	As in CC
	7	Typist Senior Grade	1	As in CC	As in CC
	8	Clerical Attender	2	As in CC	As in CC
	9	Office Attendant Grade I	4	As in CC	As in CC
	10	Office Attendant Grade II	3	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	1	As in PTCC	As in PTCC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.50. LABOUR

The Labour Department, started functioning as an independent department on 26th January, 1946, with the objective of achieving and maintaining cordial relationship between employees and employers in Industry, Agriculture and Service sectors. The Department is entrusted with the responsibility to keep industrial peace and harmony in the State. It also attempts to provide good working conditions and improved quality of life to the workers and to ensure co-operation and healthy relation between the employers and the employed. Systematic implementation of the various Labour laws throughout the State and enhancing social security coverage of workers through better policies and programmes are also the functions of Labour Department. The Labour Commissioner, drawn from IAS cadre, is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

i) The posts of Assistant Labour Officer Gr.I and Inspector of Plantations may be clubbed in the schedule since the posts are interchangeable as per the Special Rules.

ii) The post of Liaison Officer may be excluded from the department schedule as there is no such duly created post in the Labour department.

iii) The post of Personal Assistant to the Labour Commissioner may be redesignated to Personal Secretary to the Labour Commissioner in view of the recommendation of Commission to redesignate the post

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of Confidential Assistant Sel. Gr. as Personal Assistant and the existing Personal Assistant as Personal Secretary.

iv) Government in Finance Department has forwarded a representation from Deputy Labour Commissioners, in compliance of Order dated 23.09.2020 of the Hon'ble KAT in O.A.No. 657/2019, with the request to enhance the scale of pay of the post of Deputy Labour Commissioners to ₹ 68700-110400 from the existing scale of ₹ 45800-89000 and to grant 50% higher grade in the post. As the current scale of pay of Deputy Labour Commissioner is commensurate with their duties and responsibilities, the request for a higher scale of pay is not agreed to. Further, the Commission finds that there were 67 posts with the same scale of pay of Deputy Labour Commissioner in the 8th Pay revision and the enhancement given by the 9th Pay Revision Commission for 12 posts among these doesn't automatically apply to Deputy Labour Commissioners. The 11 posts of Deputy Labour Commissioner have 4 posts of Joint Labour Commissioner and 3 posts of Additional Labour Commissioner as its promotion posts and so creation of more avenues of promotion for its own sake without any functional imperative is not a prudent exercise.

v) G.O. (Rt) No. 7550/2017/GAD may be amended by replacing the post of District Labour Officer in the list of Non- -State Civil Service Posts with Deputy Labour Commissioner in the scale of pay of ₹ 45800-89000.

vi) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Labour Commissioner	1	IAS	IAS
	2	Addl. Labour Commissioner	3	81000-117600	112800-163400

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	3	Joint Labour Commissioner	4	77400-115200	107800-160000
	4	Chief Inspector of Plantation	1	77400-115200	107800-160000
	5	Deputy Labour Commissioner (HQ)/ Deputy Labour Commissioner & Workmen Compensation Commissioner/ Deputy Labour Commissioner & Secretary State Advisory Contract Labour Board	11	45800-89000	63700-123700
	6	District Labour Officer	25	42500-87000	59300-120900
	7	Inspector of Newspaper Establishment/District Labour Officer(HQ)	1	42500-87000	59300-120900
	8	Deputy Labour Officer	19	39500-83000	55200-115300
	9	Personal Secretary to the Labour Commissioner	1	39500-83000	55200-115300
	10	Secretary Minimum Wages Advisory Board	1	35700-75600	50200-105300
	11	Secretary, Labour Committee	1	35700-75600	50200-105300
	12	Assistant Labour Officer Gr.I / Inspector of Plantations	24	35700-75600	50200-105300
	13	Assistant Labour Officer Gr.II	102	30700-65400	43400-91200

Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer	1	As in PD	As in PD

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	2	Finance Officer	1	As in PD	As in PD
	3	Law Officer	1	As in PD	As in PD
	4	Publicity Officer	1	As in PD	As in PD
	5	Research Officer	1	As in PD	As in PD
	6	Publicity Assistant	1	As in PD	As in PD
	7	Research Assistant	1	As in PD	As in PD
	8	Statistical Assistant Gr.I	2	As in PD	As in PD
	9	Librarian Gr IV	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	2	As in CC	As in CC
	2	Senior Superintendent	11	As in CC	As in CC
	3	Junior Superintendent	34	As in CC	As in CC
	4	Fair Copy Superintendent	2	As in CC	As in CC
	5	Head Clerk	3	As in CC	As in CC
	6	Senior Clerk	204	As in CC	As in CC
	7	Clerk	205	As in CC	As in CC
	8	Selection Grade Typist	17	As in CC	As in CC
	9	Senior Grade Typist	18	As in CC	As in CC
	10	U.D Typist	18	As in CC	As in CC
	11	L.D Typist	18	As in CC	As in CC
	12	Clerk Typist	12	As in CC	As in CC
	13	Personal Assistant	6	As in CC	As in CC
	14	Confidential Assistant Senior Grade	7	As in CC	As in CC
	15	Confidential Assistant Gr I	7	As in CC	As in CC

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	16	Confidential Assistant Gr II	7	As in CC	As in CC
	17	Senior Grade Driver	7	As in CC	As in CC
	18	Driver Gr I	7	As in CC	As in CC
	19	Driver Gr II	8	As in CC	As in CC
	20	Binder Grade II	1	As in CC	As in CC
	21	Duffedar	1	As in CC	As in CC
	22	Office Attendant	197	As in CC	As in CC
	23	Watchman	4	As in CC	As in CC
	24	Night watchman	2	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	46	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a month
1	Deputy Labour Officer	400	440	One District	15
2	Assistant Labour Officer Gr.I & II	300	330	One Taluk	15
3	Inspector of Plantations	350	390	One or moreRevenue Districts	15

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

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7.51. LABOUR COURTS

The Labour Courts deal with the disputes between employers and employees under the provisions of Industrial Disputes Act and other Labour laws. There are four Labour Courts in Kerala functioning under the Department of Labour at Kollam, Ernakulam, Kozhikode and Kannur. Only two posts viz, Presiding Officer & Secretary exists in the department. The Presiding Officers of these Courts are deputed from among the Officers in the cadre of District Judge in the Subordinate Judiciary. The supporting staff including the Secretary are appointed from the Labour Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The Presiding Officers have represented to the Commission about the problem caused by the frequent transfers of Staff. The Commission's recommendation in the matter will be given in Part VII of the report.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Presiding Officer	4	NJPC	NJPC
	2	Secretary	4	36600-79200	51400-110300

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Clerk	12	As in CC	As in CC
	2	Senior Clerk		As in CC	As in CC
	3	Selection Grade Typist	4	As in CC	As in CC
	4	Senior Grade Typist		As in CC	As in CC

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	5	Personal Assistant	4	As in CC	As in CC
	6	Confidential Assistant Senior Grade		As in CC	As in CC
	7	Confidential Assistant Gr II		As in CC	As in CC
	8	Driver Gr II	2	As in CC	As in CC
	9	Office Attendant	8	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	4	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.52. LAND BOARD

The Land Board was formed to realise the objectives of the Kerala Land Reforms Act, 1963, which are vesting of the ownership of the agricultural land to the tillers of the land, fixity of tenure to tenants and kudikidappukars, enhancement of agricultural production and distribution of lands in excess of ceiling limits to agricultural labourers. The Board is functioning under the Land Revenue Department, with the Commissioner of Land Revenue as its chairman. The Secretary is the head of the Board. There are Taluk Land Boards, Land Tribunals and Appellate Authorities under administrative superintendence of the Land Board. All other staff in the Land Board are deputed from the Land Revenue/other departments.

The Commission, having considered the proposals submitted by the Secretary, Land Board makes the following recommendations:

(i) All the posts existing in the Land Board are manned by personnel from other departments. Hence all the existing posts may be shown in the Schedule of Posts with scale of pay applicable as in parent department.

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(ii) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Secretary	1	IAS	IAS
	2	Assistant Secretary (Deputy Collector)	1	As in PD	As in PD
	3	Senior Superintendent / Tahsildar	3	As in PD	As in PD
	4	Junior Superintendent / Deputy Tahsildar	3	As in PD	As in PD
	5	Senior Clerk / Special Village Officer	35	As in PD	As in PD

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Law Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Fair Copy Superintendent	1	As in CC	As in CC
	2	Typist Selection Grade	7	As in CC	As in CC
	3	U.D. Typist	1	As in CC	As in CC
	4	Driver	3	As in CC	As in CC
	5	Attender	3	As in CC	As in CC

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	6	Office Attendant Grade I	2	As in CC	As in CC
	7	Office Attendant Grade II	8	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.53. LAND REVENUE

The Land Revenue Department plays a key role in the administration of the State. The major functions of the Department include collection of land tax/cess/plantation tax, land conservancy, land utilization, land assignment, maintenance of land records, disaster management, revenue recovery, election, census, protection of public rights, matters regarding law and order, issue of various certificates, etc. It is a nodal agency for the implementation of various welfare schemes of Central, State and Local Self Government. It also undertakes emergency relief measures and provides relief to victims in natural calamities. The Department is headed by Land Revenue Commissioner. There are 14 Districts offices, 27 Revenue Divisional offices, 77 Taluk offices and 1664 Village offices under the Department, which are headed by District Collectors, Revenue Divisional Officers, Tahsildars and Village Officers respectively. The Land Board, Kerala State Disaster Management Authority and Institute of Land and Disaster Management are the other offices/authorities under the Department.

The Commission, having considered the proposals submitted by the Land Revenue Commissioner and the demands of Service Organizations and individuals, makes the following recommendations

(i) Government have specifically referred the matter of anomaly in the scale of pay of Village Officer and the case of upgradation of the scale to, the Commission for consideration. The posts existing in Land Revenue Department are Village Assistant, Special Village Officer, Village Officer/ Revenue Inspector, Deputy Tahsildar, Tahsildar and Deputy Collector. All these posts except Deputy Collector are interchangeable with the posts in

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the Common Category, as Clerk, Senior Clerk, Head Clerk, Junior Superintendent and Senior Superintendent respectively. In view of this interchangeability with Common Category posts, the scales of pay of posts in Revenue Department used to be the same as those of the corresponding posts in the Common Category. The 10th Pay Revision Commission recommended to upgrade the post of Village Officer to the cadre of Deputy Tahsildar / Junior Superintendent by raising the scale of pay by two levels. But the scale of pay of the post was given only one level of hike by Government while issuing the orders (10th Pay Revision Order) revising scales of pay, based on a general decision taken to limit upgradation of scale levels to one level only. Accordingly, the scale of pay given to Village Officer was an intermediary scale of pay (₹29200-62400) in between Head Clerk (₹27800-59400) and Junior Superintendent (₹30700-65400). At the same time, the other interchangeable post of Village Officer, that is, Revenue Inspector (₹27800-59400) was placed in the same scale of pay of Head Clerk. As this placement of Village Officer is against the Special Rules of the Department, pay revision could not be done in the scale of pay as provided in the 10th Pay Revision Order. Under these circumstances, Government have recently modified the position and downgraded the scale of pay of Village Officer to the level of Head Clerk (₹27800-59400) by G.O.(Ms) No.63/2020/(118)/Fin dated 10/06/2020.

The Commission examined the matter in detail and recommends that the post of Village Officer, which is now on ₹27800-59400 by the latest Government Order may be given the corresponding proposed scale of pay only, and interchangeability among Village Officer, Head Clerk and Revenue Inspector may be continued as such, in view of the following specific reasons:

(a) Deputy Tahsildars in the offices of Tahsildars are now assisting the Tahsildars in the supervision of Village Offices. Upgrading Village Officers to the level of Deputy Tahsildars would create a situation in which Deputy Tahsildar in Taluk Offices would not be in a position to supervise Village Offices as is done now, leading to dead lock in the administration.

(b) Upgrading around 1600 Head Clerk-equivalent posts to the level of Junior Superintendent leads to a situation in which the number of higher posts at the level of Junior Superintendent/ Deputy Tahsildar will be seven to eight times the number of feeder posts of Head Clerk/ Revenue Inspector. This would lead to a very

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distorted organisational structure, and such a situation is not conducive to an efficient administration.

(c) Placing Village Officers in an intermediate scale of pay between Head Clerk and Junior Superintendents cannot be made practical, as Common Category-turned departmental posts in all the departments have a uniform structure and many other departmental posts are interchangeable to the Common Category post, and a different system in the Revenue Department alone would create anomalies vis-a-vis equivalent posts in other departments.

(ii) The Commission is of the view that Pay scales are not the sole determinants of status; the Village Office has its special status as a basic unit of the Government at the field level for general administrative matters. Taking into consideration the heavy workload, important responsibilities and various arduous and time bound duties to be undertaken by Village Officers, the Commission recommends a substantial amount of Special Allowance to Village Officers. The rate of allowance may be ₹1500 per month. This Special Allowance is admissible only in the time of officiating as Village Officer and it will not be admissible during any kind of leave, transit and for surrender of Earned Leave, leave salary etc.

(iii) Though Tahsildar is only a Taluk-level officer, around 30 to 40 subordinate offices (Village Offices) come under the jurisdiction of a Tahsildar, which is a large number compared to Taluk-level officers of other departments. The post is now placed in the scale of pay on par with High School Headmaster, Panchayat Secretary and Taluk-level officers of many minor departments. Though Tahsildars are Executive Magistrates, they are placed in a lower scale of pay than that of a Station House Officer (Inspector) of Police Department. Considering all these into account, the Commission recommends to re-designate the post at the helm of Taluk Office as Principal Tahsildar. The scale of pay of Principal Tahsildar will be equivalent to Senior Superintendent (HG) and Officers in the level of Senior Superintendent (HG) only shall be posted as Principal Tahsildar. The posts of 14 Huzur Sheristadars in Collectorates may also be upgraded to the level of Principal Tahsildar. Altogether 100 out of 395 posts of Senior Superintendent/ Tahsildar may be designated as Principal Tahsildar/ Huzur Sheristadar by keeping the existing ratio between Senior Superintendent/ Tahsildar and Senior Superintendent (HG)/ Tahsildar (HG) intact. It may be specified that remaining Higher Grade posts after

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setting apart 100 posts mentioned above will remain as Senior Superintendent (HG)/ Tahsildar (HG), giving adequate leeway for the appointing authority to choose suitable officers. Taking into account the higher duties and responsibilities attached to the post of Tahsildar, the Principal Tahsildars may be given Special Allowance @ ₹ 1500 per month under the same conditions as specified in the case of Village Officers.

(iv) The post of Village Field Assistant (₹ 17000-37500) may be placed in the scale of pay corresponding to ₹ 17500-39500 and Village Field Assistant (HG) (₹ 17500-39500) may be placed in the scale of pay corresponding to ₹ 18000-41500, considering the enhancement in qualification and assignment of duties other than those usually assigned to Office Attendants.

(v) The posts of LD Typist, UD Typist, Senior Grade Typist, Selection Grade Typist, Fair Copy Superintendent, Typist Clerk/ Clerk-Typist, LD Typist (Tamil) and LD Typist (Kannada) are included in the Special Rules. Hence these posts may be included in the Schedule of posts of the Department with the scales of pay corresponding to the same posts in Common Category.

(vi) Village Offices are not provided with vehicles and they have to undertake frequent journeys within their jurisdiction by using their own vehicles / hired vehicles. Hence Permanent Conveyance Allowance allowed to of Village Officers may be enhanced from ₹170 per month to ₹ 350 per month.

(vii) The existing designations Special Village Officer and Village Officer are creating confusion among the public on the hierarchical position of the posts. Therefore, the post Special Village Officer may be re-designated as Deputy Village Officer.

(viii) The interchangeable posts of Village Officer, Head Clerk and Revenue Inspector may be shown together in the Schedule of posts.

(ix) The posts of Mochee and Massachi may be abolished and the incumbents may treated as vanishing category whose service may be utilised as Attender and Sweeper cum Sanitation Worker respectively.

(x) All the category of posts existing in the department except those which are specifically mentioned above, may be placed in corresponding proposed scales of pay.

(xi) Allowances except those which are specifically mentioned above may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

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A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Commissioner		IAS	IAS
	2	Joint Commissioner		IAS	IAS
	3	District Collector		IAS	IAS
	4	Senior Finance Officer		As in PD	As in PD
	5	Finance Officer		As in PD	As in PD
	6	District Law Officer		As in PD	As in PD
	7	Sub Collector / Assistant Collector		IAS	IAS
a	8	Deputy Collector Senior Grade	144	77400-115200	107800-160000
	9	Deputy Collector		45800-89000	63700-123700
	10	Principal Tahsildar			56500-118100
b	11	Tahsildar (HG)/ Senior Superintendent (HG)	395	40500-85000	56500-118100
	12	Tahsildar/ Senior Superintendent		36600-79200	51400-110300
c	13	Deputy Tahsildar (HG)/Junior Superintendent (HG)	1285	35700-75600	50200-105300
	14	Deputy Tahsildar /Junior Superintendent		30700-65400	43400-91200
	15	Village Officer/ Head Clerk/ Revenue Inspector	1954	27800-59400	39300-83000
	16	Deputy Village Officer / Senior Clerk	4229	25200-54000	35600-75400
	17	Village Assistant/ Clerk	4125	19000-43600	26500-60700
	18	Fair Copy Superintendent (HG)	40	35700-75600	50200-105300
	19	Fair Copy Superintendent		30700-65400	43400-91200
	20	Typist Selection Grade	207	27800-59400	39300-83000
	21	Typist Senior Grade	207	26500-56700	37400-79000
	22	U.D. Typist	209	25200-54000	35600-75400

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	23	L.D. Typist	214	19000-43600	26500-60700
	24	Clerk Typist	13	19000-43600	26500-60700
	25	Typist Clerk		19000-43600	26500-60700
	26	L.D. Typist (Tamil)		19000-43600	26500-60700
	27	L.D. Typist (Kannada)	3	19000-43600	26500-60700
c	28	Village Field Assistant (HG)	3098	17500-39500	25100-57900
	29	Village Field Assistant		17000-37500	24400-55200

a Ratio 3:1 between Deputy Collector and Deputy Collector Senior Grade will continue

b 25% Higher Grade will continue

c 1/3 rd of the post will be in Higher Grade

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Personal Assistant	24	As in CC	As in CC
	2	Confidential Assistant Senior Grade	24	As in CC	As in CC
	3	Confidential Assistant Grade I	24	As in CC	As in CC
	4	Confidential Assistant Grade II	31	As in CC	As in CC
	5	Sergeant Senior Grade	12	As in CC	As in CC
	6	Sergeant Grade I		As in CC	As in CC
	7	Sergeant Grade II		As in CC	As in CC
	8	Driver Selection Grade	5	As in CC	As in CC
	9	Driver Senior Grade	54	As in CC	As in CC
	10	Driver Grade I	54	As in CC	As in CC
	11	Driver Grade II	55	As in CC	As in CC
	12	Pump Operator	1	As in CC	As in CC
	13	Lift Operator	6	As in CC	As in CC
	14	Attender	202	As in CC	As in CC
	15	Chain man/Class IV Employees Grade I	2221	As in CC	As in CC
	16	Chain man/Class IV Employees Grade II		As in CC	As in CC
	17	Mochee	2	As in CC	As in CC

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	18	Duffedar (HG)	9	As in CC	As in CC
	19	Duffedar		As in CC	As in CC
	20	Gardener	8	As in CC	As in CC
	21	Massachi	20	As in CC	As in CC
	22	Chowkidar	11	As in CC	As in CC
	23	Lascar	1	As in CC	As in CC
	24	Night Watchman	8	As in CC	As in CC
	25	Blue Printer	1	As in CC	As in CC
	26	Boat Syrang	1	As in CC	As in CC
	27	Depot Watcher	2	As in CC	As in CC
	28	Scavenger / Sanitary Worker	4	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	339	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Principal Tahsildar	-	1500
2	Village Officer	-	1500

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700
2	Sergeant	2400	2700
3	Chowkidar	2400	2700
4	Lift Operator	2400	2700
5	Gardener	2400	2700
6	Sanitation Worker	2400	2700
7	Duffedar	2400	2700

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(3) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	Tahsildar	700	One Taluk	15	770
2	Special Tahsildar	350	One Taluk and more	15	390
3	Special Tahsildar	400	2 Taluks and more	15	440
4	Special Tahsildar	500	3 Taluks and more	15	550
5	Deputy Tahsildar/Special Deputy Tahsildar	500	One Taluk	15	550
6	Deputy Tahsildar/ Special Deputy Tahsildar	350	2 Taluks	15	390
7	Deputy Tahsildar/Special Deputy Tahsildar	400	3 Taluks	15	440
8	Revenue Inspector/Special Revenue Inspector	300	Over 1 Taluk but less than 3 Taluks	15	330
9	Revenue Inspector/Special Revenue Inspector (attached to the Offices of Special Tahsildar, TVM & Kollam)	350	One District	15	390
10	Taluk Surveyor/Additional Taluk Surveyor	250	One Taluk	15	280
11	Chainman (Under Special Deputy Surveyor)	170	One Taluk	15	190
12	Special Chainman/Special Office Attendant	170	One Taluk	15	190
13	Special Chainman/Special Office Attendant	200	2 Taluks and more	15	220

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14	Special Chainman/Special Office Attendant	220	3 Taluks and more	15	250
15	Special Chainman/Special Office Attendant	250	More than 3 Taluks	15	280
16	Village Officer	200	More than 1 Village and up to One Taluk	15	220
17	Village Officer	220	2 Taluks	15	250
18	Village Officer	250	3 Taluks	15	280
19	Village Officer	300	More than 3 Taluks	15	330
20	Village Assistant	170	More than 1 Village up to 1 Taluk	15	190
21	Village Assistant	180	2 Taluks	15	200
22	Village Assistant	220	3 Taluks	15	250
23	Village Assistant	250	More than 3 Taluks	15	280
24	Village Field Assistant	170	More than 1 village & up to 2 Taluks	15	190
25	Village Field Assistant	180	3 Taluks	15	200
26	Village Field Assistant	200	More than 3 Taluks	15	220

(4) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
1	Revenue Inspector/Special Revenue Inspector	250	One Firka or a portion of a Taluk	280
2	Special Chainman/ Special Office Attendant	150	More than one Village but less than One Taluk	170
3	Village Officer	170	One Village	350
4	Village Assistant	150	One Village	200
5	Village Field Assistant	150	One Village	200

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7.54. LAND USE BOARD

Kerala State Land Use Board, established in 1975 under the Department of Planning and Economic Affairs, became a State department in 2007. Its vision is generation and analysis of spatial data on land resources to ensure their sustainable management and conservation. The Land Use Commissioner is the head of the Department.

The Commission, after considering the proposals submitted by the Land Use Commissioner and demands of various Service Organizations and individuals, makes the following recommendations:

(i) The Land Use Board is a Board only in name. It is a small department of the Government doing good work in the area of land use studies. As there are several departments involved in similar related exercises, it is necessary that the information is shared, duplication of efforts avoided and the output of each department's work utilised properly. The Commission will give its recommendations in the matter in Part VII of its Report.

(ii) As per the Special Rules, the feeder post of Specialists (Soil Science, Soil Conservation) and Assistant Director is the same i.e. Agriculture Officer/Soil Survey Officer. Also the feeder posts of Deputy Director include both the categories of Assistant Director and Specialists. The post of Agronomist is an equivalent post of Specialists (Soil Science, Soil Conservation) in respect of qualification and method of appointment. Agronomist is also included as the feeder category of Deputy Director. Despite this being the position, now the posts of Specialists (Soil Science, Soil Conservation) and Agronomist are placed in a lower scale of pay (₹ 40500-85000) than that of Assistant Director (₹ 42500-87000). There is no reason to place the posts of Specialists (Soil Science, Soil Conservation) and Agronomist in a lower scale of pay than that of Assistant Director. Hence the scales of pay of Specialists (Soil Science, Soil Conservation) and Agronomist may be upgraded from ₹ 40500-85000 to ₹ 42500-87000.

(iii) The post of Soil Survey Assistant has been re-designated as Soil Survey Officer in the Special Rules. Hence the post of Soil Survey Assistant may be deleted from the Schedule of Posts and the posts of Agriculture Officer and Soil Survey Officer may be shown as interchangeable posts.

(iv) The posts of Forest Officer, Assistant cum Accountant and Statistical Assistant existing in the Schedule of Posts are not seen included in both the Special Rules and in the proforma of posts now furnished by the Land

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Use Commissioner. Hence these posts may be deleted from the Schedule of Posts.

(v) All the posts existing in the Department except those which are specifically mentioned above may be placed in the proposed scales of pay corresponding to the existing scales of pay.

(vi) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Land Use Commissioner	1	IAS	IAS
	2	Joint Director	2	55350-101400	77200-140500
	3	Deputy Director (Agriculture)	1	45800-89000	63700-123700
	4	Deputy Director (Soil Survey)	1	45800-89000	63700-123700
	5	Deputy Director (Statistics)	1	As in PD	As in PD
	6	Assistant Director (Agriculture)	2	42500-87000	59300-120900
	7	Assistant Director (Soil Survey)	1	42500-87000	59300-120900
	8	Agronomist	1	40500-85000	59300-120900
	9	Specialist (Soil Science)	1	40500-85000	59300-120900
	10	Specialist (Soil Conservation)	1	40500-85000	59300-120900
	11	Specialist (Hydrogeology)	1	40500-85000	56500-118100
	12	Agricultural Officer / Soil Survey Officer	5	39500-83000	55200-115300
	13	Assistant Geologist	1	36600-79200	51400-110300
	14	Cartographer	1	36600-79200	51400-110300
	15	Geological Assistant	6	30700-65400	43400-91200
	16	Documentation Assistant	1	30700-65400	43400-91200

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	17	Publication Assistant	1	27800-59400	39300-83000
	18	Draftsman Grade I	1	26500-56700	37400-79000
	19	Draftsman Grade II	2	20000-45800	27900-63700
	20	Lab Assistant	1	20000-45800	27900-63700
	21	Planning Surveyor Grade II	2	20000-45800	27900-63700
	22	Cartographic Assistant	1	17000-37500	23700-52600
	23	Agricultural Assistant Grade II	2	20000-45800	27900-63700
	24	Technical Assistant(GIS)	1	22200-48000	31100-66800
	25	System Administrator	1	36600-79200	51400-110300

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	1	As in CC	As in CC
	2	Head Clerk	1	As in CC	As in CC
	3	Senior Clerk	1	As in CC	As in CC
	4	Clerk	3	As in CC	As in CC
	5	U.D. Typist	1	As in CC	As in CC
	6	L.D. Typist	1	As in CC	As in CC
	7	Confidential Assistant Grade II	1	As in CC	As in CC
	8	Driver Grade II	5	As in CC	As in CC
	9	Office Attendant	6	As in CC	As in CC
	10	Watchman	1	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	3	As in PTCC	As in PTCC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.55. LEGAL METROLOGY

The Department of Legal Metrology was formerly known as Department of Weights and Measures, and was renamed in 1992. Its objective is protection of consumers' rights by enforcing provisions in the relevant Central/State Acts and Rules, such as the Legal Metrology Act, 2009; the Legal Metrology (National Standards) Rules, 2011; the Kerala Legal Metrology (Enforcement) Rules, 2012, etc. The Controller is the head of the Department, which is headquartered in Thiruvananthapuram. The Department has Regional offices, District Offices and Taluk-level offices.

The Commission considered the proposals submitted by the Controller and the demands of various Service Organizations and individuals. The following recommendations are made:

(xiii) The scales of pay of all the posts existing in the department may be allowed normal revision.

(xiv) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Controller	1	77400-115200	107800-160000
*	2	Joint Controller	1	60900-103600	85000-143600
*	3	Deputy Controller	3	45800-89000	63700-123700

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*	4	Assistant Controller (HG)	7	45800-89000	63700-123700
* a	5	Assistant Controller	24	40500-85000	56500-118100
*	6	Senior Inspector (HG)	6	39500-83000	55200-115300
* b	7	Senior Inspector	12	35700-75600	50200-105300
	8	Technical Assistant	1	27800-59400	39300-83000
	9	Inspector	100	30700-65400	43400-91200
	10	Inspecting Assistant (HG)	129	20000-45800	27900-63700
c	11	Inspecting Assistant		19000-43600	26500-60700
	12	Assay Master	1	35700-75600	50200-105300
	13	Assay Master Junior	1	30700-65400	43400-91200

* The posts of Joint Controller, Deputy Controller, Assistant Controller and Senior Inspector may be read as Additional Controller, Joint Controller, Deputy Controller, Assistant Controller respectively without any change in scales of pay w.e.f. 17/03/2020 in terms of G.O.(Rt)No.89/2020/CAD dated 17/03/2020

a 1/4th Higher Grade will continue

b 1/3rd of the posts will be in HG

c Existing ratio 1:1 will continue

Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Law Officer		As in PD	As in PD
	2	Administrative Officer		As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	2	As in CC	As in CC
	2	Junior Superintendent (HG)	1	As in CC	As in CC

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	3	Junior Superintendent	4	As in CC	As in CC
	4	Head Clerk	4	As in CC	As in CC
	5	Senior Clerk	43	As in CC	As in CC
	6	Clerk	44	As in CC	As in CC
	7	Driver Selection Grade	1	As in CC	As in CC
	8	Driver Senior Grade	10	As in CC	As in CC
	9	Driver Grade I	11	As in CC	As in CC
	10	Driver Grade II	10	As in CC	As in CC
	11	Typist Senior Grade	1	As in CC	As in CC
	12	UD Typist	1	As in CC	As in CC
	13	LD Typist	1	As in CC	As in CC
	14	Confidential Assistant	1	As in CC	As in CC
	15	Attender	1	As in CC	As in CC
	16	Office Attendant	89	As in CC	As in CC
	17	Full Time Watcher	57	As in CC	As in CC
	18	Full Time Watcher cum Sweeper	6	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time/Casual Sweeper	59	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Inspecting Assistant	100	110

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Inspector / Deputy Controller	2000	2200

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(3) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
1	Assistant Controller / Inspector	350	One Taluk	15	390

7.56. LOCAL SELF GOVERNMENT DEPARTMENT

Government as per G.O(Ms)No.61/2011/LSGD dated 26.02.2011 ordered the constitution of a common service integrating the sevices under the Panchayats, Rural Development, Urban Affairs, Town & Country Planning, Local Self Government Engineering Wing and the Municipal Common Service. The Special Rules for the integrated Services have not been finalised so far. The Commission has therefore not taken into account the proposed integration.

7.56.A. PANCHAYATS

The Department of Panchayats, constituted under the provisions of the Kerala Panchayat Act 1960 came into force on 19th January 1962, consequent on bifurcation of the Local Bodies Department into Department of Panchayats and Department of Municipal Administration. Government declared the Panchayat Employees (belonging to the Panchayat Common Service) as full scale Government Servants vide G.O.(Ms) No.25/87/LAD dated 03.02.1987. As per G.O.(P)No.151/94/LAD dated 16.06.1994, Government notified the Kerala Panchayat Subordinate Service Rules and thereby integrated Panchayat Common Service and Panchayat Department with retrospective effect from 01.01.1990.

The Director of Panchayats from IAS cadre is the Head of the Department. In addition to the Directorate of Panchayats as the State level Office, Deputy Directorates of Panchayats are there in all the 14 Districts under the Deputy Directors of Panchayats. Appointment and administration of staff in all cadres of the 941 Grama Panchayats is done by the Director of Panchayats.

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The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) As the post of Deputy Chief Registrar was upgraded to as Chief Registrar in the cadre of Joint Director, the post of Chief Registrar may be included in the Schedule with the scale of pay corresponding to ₹ 77400-115200.

(ii) The Post of System Manager may be included in the Schedule of post with the scale of pay corresponding to ₹ 36600-79200.

(iii) The Post of Accountant may be included in the Schedule of posts with the scale of pay corresponding to ₹ 27800-59400.

(iv) As the post of Assistant Director of Panchayats and Provident Fund Accounts Officer are included as same category in the Special Rules and the method of appointment to both the posts is by transfer from the category of Senior Superintendent, the Scale of Pay of the post of Provident Fund Accounts Officer may be revised corresponding to ₹ 42500-87000.

(v) The post of Health Inspector Grade I may be placed in the revised scale of pay corresponding to ₹ 26500-56700 similar to the scale of pay of the post in Municipal Common Service.

(vi) In the schedule of Uniform Allowances and Permanent Conveyance Allowance the designation of Midwife may be replaced as Auxiliary Nurse cum Midwife as in department schedule.

(vii) In the schedule of Permanent Conveyance Allowance granted to the posts of Junior Health Inspector and Bill Collector may be substituted as Health Inspector and Junior Bill Collector.

(viii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

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A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Panchayats	1	IAS	IAS
	2	Additional Director of Panchayats	1	81000-117600	112800-163400
	3	Joint Director of Panchayats/Secretary (KREWS)	4	77400-115200	107800-160000
	4	Chief Registrar	1	77400-115200	107800-160000
	5	Deputy Director of Panchayats/General Manager (Gramalekshmi Mudralayam)	17	45800-89000	63700-123700
	6	Assistant Director of Panchayats	14	42500-87000	59300-120900
	7	Provident Fund Accounts Officer	1	40500-85000.	59300-120900
	8	Secretary Grama Panchayat /Performance Audit Supervisor/ Senior Superintendent (HG)	1041	40500-85000	56500-118100
a	9	Secretary Grama Panchayat /Performance Audit Supervisor/ Senior Superintendent		36600-79200	51400-110300
	10	System Manager	1		51400-110300
b	11	Assistant Secretary / Junior Superintendent (HG)	1477	35700-75600	50200-105300
	12	Assistant Secretary/ Junior Superintendent		30700-65400	43400-91200
	13	Publicity Officer	1	30700-65400	43400-91200
	14	Librarian (Sel.Grade)	16	30700-65400	43400-91200

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	15	Librarian (Sen.Grade)	24	27800-59400	39300-83000
	16	Accountant	941		39300-83000
	17	Health Inspector Gr.I	7	25200-54000	37400-79000
c	18	Librarian	42	22200-48000	31100-66800
d	19	Health Inspector Gr.II	5	22200-48000	31100-66800
	20	Pharmacist	1	22200-48000	31100-66800
	21	Auxiliary Nurse- cum – midwife	1	20000-45800	27900-63700
	22	Junior Bill Collector	1	17000-37500	23700-52600

a. 25% Higher Grade will continue.

b. 1/3rd of the post will be in Higher Grade.

c. Existing ratio of 5:3:2 among Librarian, Librarian Sen Gr and Librarian Sel Grade will continue.

d. Existing ratio of 2:1 will continue

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Law Officer	1	As in PD	As in PD
	2	Senior Finance Officer	1	As in PD	As in PD
	3	Junior Statistical Inspector		As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Fair Copy Superintendent	2	As in CC	As in CC
	3	Head Clerk	610	As in CC	As in CC
	4	Senior Clerk	3631	As in CC	As in CC
	5	Clerk	3632	As in CC	As in CC

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	6	Selection Grade Typist	107	As in CC	As in CC
	7	Senior Grade Typist		As in CC	As in CC
	8	U.D Typist		As in CC	As in CC
	9	L.D Typist		As in CC	As in CC
	10	Personal Assistant	4	As in CC	As in CC
	11	Confidential Assistant Senior Grade		As in CC	As in CC
	12	Confidential Assistant Gr I		As in CC	As in CC
	13	Confidential Assistant Gr II		As in CC	As in CC
	14	Selection Grade Driver	458	As in CC	As in CC
	15	Senior Grade Driver		As in CC	As in CC
	16	Driver Gr I		As in CC	As in CC
	17	Driver Gr II		As in CC	As in CC
	18	Cashier/ Accountant	1	As in CC	As in CC
	19	Mechanic	1	As in CC	As in CC
	20	Office Attendant	1502	As in CC	As in CC
	21	Full Time Sweeper	751	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	964	As in PTCC	As in PTCC
	2	Other Part-Time Contingent Staff	705	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Auxiliary Nurse cum Midwife	1800	2000
2	Driver	2400	2700

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2) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Auxiliary Nurse cum Midwife	150	170	One Panchayat
2	Secretary	300	330	One Panchayat (more than 76.8 Sq.km)
3	Secretary	250	280	One Panchayat (less than 76.8 Sq.km)
4	Health Inspector	150	170	One Panchayat
5	Junior Bill Collector/ Clerk	140	160	One Panchayat
6	Office Attendant	100	110	One Panchayat

7.56.B. RURAL DEVELOPMENT

The Rural Development Department is the nodal agency for the implementation of various rural development programmes introduced by Central and State Governments. The Rural Development Department is primarily concerned with addressing the needs of the rural people in matters of sustainable economic activity, shelter & hygiene concerns, rural infrastructure & connectivity. The Commissioner, Rural Development is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) The post of Assistant Sericulture Officer may be placed in the revised scale of pay corresponding to ₹ 29200-62400.

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(ii) The percentage of by transfer appointment to the post of Block Panchayat Secretary/ BDO from the qualified Junior Superintendent/ Head Clerk may be enhanced from the existing 8% to 16 $\frac{2}{3}$ % reducing the 25 $\frac{1}{3}$ % set apart for the Selection Grade and Senior Grade Assistants in Administrative, Finance and Legislature Secretariat, KPSC, Advocate General's Office and Legal Assistants in Law Secretariat to 16 $\frac{2}{3}$ %.

(iii) The post of Project Officer ITDP Attappady may be excluded from the schedule of the Department as the post has been shifted to Scheduled Tribes Department.

(iv) The post of Campaign Officer (RIB) may be placed in the revised scale of pay corresponding to ₹ 36600-79200 equal to that of Secretary, Block Panchayat.

(v) The post of Assistant Project Officer ITDP, Attappady may be placed in the revised scale of pay corresponding to ₹ 36600-79200 equal to that of Secretary, Block Panchayat.

(vi) The post of Manager, RIB may be placed in the revised scale of pay corresponding to ₹ 27800-59400 equal to that of Head Clerk/Head Accountant.

(vii) As per Amendment to the Kerala General Subordinate Service Posts in the Rural Development Department (Amendment) Special Rules, 2008 issued by G.O.(P)No.216/2008/LSGD dated 30.11.2008, Joint Block Development Officer and Extension Officer (Women's Welfare) Grade I, ITDP Attappady were commonly designated as Joint Block Development Officer. Hence the posts of Joint BDO(EGS), Joint BDO(RH) and Extension Officer, Women's Welfare (ITDP) Attappady may be substituted with the designation Joint Block Development Officer, in the scale of pay corresponding to ₹ 30700-65400.

(viii) As per Amendment to the Kerala General Subordinate Service Posts in the Rural Development Department (Amendment) Special Rules, 2008 issued by G.O.(P)No.216/2008/LSGD dated 30.11.2008, the posts of General Extension Officer, Extension Officer (Housing) Grade II and Extension Officer (Women's Welfare) were commonly designated as Extension Officer. Hence the posts may be substituted with the

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designation Extension Officer in the scale of pay corresponding to ₹ 27800-59400.

(ix) The posts of Lady Village Extension Officer Grade I and Lady Village Extension Officer Grade II may be excluded from the schedule as these posts are not existing as such in the Department.

(x) The post of Chief Instructor Workshop Wing and Lady Village Extension Officer may be excluded from the Annexure of Special Allowance.

(xi) The posts of Extension Officer (AH), (P), (IRD), (Women's Welfare) and (H) and General Extension Officer may be substituted with the post of Extension Officer in the Annexure of Permanent Conveyance Allowance.

(xii) The post of Lady Village Extension Officer and Assistant Engineer may be excluded from the Annexure of Permanent Conveyance Allowance.

(xiii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Commissioner for Rural Development	1	IAS	IAS
	2	Mission Director, MGNREGS	1	IAS	IAS
	3	Additional Development Commissioner	6	81000-117600	112800-163400
	4	Director SIRD	1	77400-115200	107800-160000
	5	Joint Development Commissioner	5	77400-115200	107800-160000
	6	Joint Programme Coordinator (MGNREGS)	10	77400-115200	107800-160000

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	7	Coordinator (WCP/ DWCRA)	2	68700-110400	95600-153200
	8	Deputy Development Commissioner	19	68700-110400	95600-153200
	9	Principal, Extension Training Centre		68700-110400	95600-153200
	10	Technical Co-ordinator CDD-Watson		68700-110400	95600-153200
	11	Secretary SIRD		68700-110400	95600-153200
	12	Assistant Development Commissioner	49	45800-89000	63700-123700
	13	District Women's Welfare Officer (HG)	3	42500-87000	59300-120900
a	14	District Women's Welfare Officer(WD)	24	40500-85000	56500-118100
	15	Accounts Officer	1	40500-85000	56500-118100
b	16	Senior Block Development Officer	51	40500-85000	56500-118100
	17	General Foreman	1	39500-83000	55200-115300
	18	Senior Lecturer in Rural Development	1	39500-83000	55200-115300
	19	Lecturer in Rural Industries	1	35700-75600	50200-105300
	20	Campaign Officer (RIB)	103	35700-75600	51400-110300
b	21	Block Panchayath Secretary / BDO		36600-79200	51400-110300
	22	Assistant Project Officer ITDP Attappady		35700-75600	51400-110300
	23	Lecturer Gr.I in Home Science	2	35700-75600	50200-105300
	24	Lecturer Gr.I in Agriculture	1	36600-79200	51400-110300
	25	Farm Supervisor	1	35700-75600	50200-105300

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	26	Joint BDO (HG)	57	35700-75600	50200-105300
c	27	Joint Block Development Officer	171	30700-65400	43400-91200
	28	Lecturer Gr.II in Home Science	6	29200-62400	41300-87000
	29	Lecturer Gr.I in Rural Economics	3	35700-75600	50200-105300
	30	Lecturer Gr.II in Social Education	1	29200-62400	41300-87000
	31	Assistant Campaign Officer (RIB)		29200-62400	41300-87000
	32	Extension Officer	375	27800-59400	39300-83000
	35	Manager, RIB		26500-56700	39300-83000
	36	Training Officer	2	26500-56700	37400-79000
	37	Artist-cum-Photographer cum Cinema Operator Gr.I	1	25200-54000	35600-75400
d	38	Village Extension Officer Gr.I	1021	25200-54000	35600-75400
	39	Nursery Teacher	1	22200-48000	31100-66800
	40	Artist-cum-Photographer cum Cinema Operator Gr.II	3	19000-43600	26500-60700
d	41	Village Extension Officer Gr.II	901	20000-45800	27900-63700
	42	Skilled Assistant	2	19000-43600	26500-60700
	43	Carpenter Cum Blacksmith	2	17500-39500	24400-55200
	44	Mechanic (Extension Training Centre)	1	17500-39500	24400-55200
	45	Lab Attender	2	17000-37500	23700-52600

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	46	Balawadi Ayah	1	16500-35700	23000-50200
e	47	Assistant Sericulture Officer	34	27800-59400	41300-87000
	48	Class IV Employee Gr. II		16500-35700	23000-50200
	49	Watchman	13	16500-35700	23000-50200

a. 20% of the posts or 3 posts whichever is less are on Higher Grade.

b. The ratio 2:1 between Block Panchayath Secretary/BDO and Senior BDO will continue.

c. 25% Higher Grade will continue.

d. The existing ratio 1:1 between Grade I and Grade II posts will continue.

e. Posts absorbed from SERIFED.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer	1	As in PD	As in PD
	2	Senior Finance Officer	1	As in PD	As in PD
	3	Financial Assistant	1	As in PD	As in PD
	4	Deputy Director P&M	1	As in PD	As in PD
	5	Chief Officer RIB		As in PD	As in PD
	6	Lecturer in Animal Husbandry		As in PD	As in PD
	7	Lecturer (Co-operation)		As in PD	As in PD
	8	Junior Lecturer (Rural Engineering)		As in PD	As in PD
	9	Junior Lecturer in Animal Husbandry		As in PD	As in PD
	10	Research Assistant	1	As in PD	As in PD
	11	Statistical Investigator Gr.I	18	As in PD	As in PD
	12	Extension Officer(P&M)	153	As in PD	As in PD

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	13	Physical Instructor -cum-Librarian		As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent (HG)	7	As in CC	As in CC
	3	Senior Superintendent	23	As in CC	As in CC
	4	Junior Superintendent (HG)	3	As in CC	As in CC
	5	Junior Superintendent	7	As in CC	As in CC
	6	Fair Copy Superintendent	1	As in CC	As in CC
	7	Personal Assistant	2	As in CC	As in CC
	8	Confidential Assistant Senior Grade	2	As in CC	As in CC
	9	Confidential Assistant Gr I	2	As in CC	As in CC
	10	Confidential Assistant Gr II	4	As in CC	As in CC
	11	Head Clerk/Head Accountant	323	As in CC	As in CC
	12	Senior Clerk	330	As in CC	As in CC
	13	Clerk	298	As in CC	As in CC
	14	Clerk cum Typist	1	As in CC	As in CC
	15	Selection Grade Typist	52	As in CC	As in CC
	16	Senior Grade Typist	52	As in CC	As in CC

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	17	U.D Typist	52	As in CC	As in CC
	18	L.D Typist	52	As in CC	As in CC
	19	Driver Selection Grade	7	As in CC	As in CC
	20	Driver Senior Grade	62	As in CC	As in CC
	21	Driver Grade I	70	As in CC	As in CC
	22	Driver Grade II	80	As in CC	As in CC
	23	Record Keeper	1	As in CC	As in CC
	24	Binder Grade II	1	As in CC	As in CC
	25	Office Attendant Grade I	132	As in CC	As in CC
	26	Office Attendant Grade II	274	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper Category III	62	As in PTCC	As in PTCC
	2	Part Time Sweeper Category II	102	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Physical Instructor - cum - Librarian	100	110
2	Village Extension Officer	150	170

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(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

(3) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
1	Block Development Officer (If vehicle available)	450	500	One Block	20
2	Block Development Officer (If vehicle not available)	550	610	One Block	20

(4) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction
1	Extension Officer	300	330	One Block
2	Village Extension Officer	230	260	One Circle

7.56.C. MUNICIPAL COMMON SERVICE

The Municipal Common Service, constituted in 1967, functions as a separate segment under the Urban Affairs Department. It had three wings

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namely, (a) Ministerial (b) Engineering & Town Planning and (c) Health, prior to 2008. Presently, the Municipal Common Service constitutes all Ministerial & Revenue Branch and Health Wing of all the 6 Municipal Corporations and 87 Municipalities. The Director of Urban Affairs is the inspecting authority in respect of all Municipal bodies. The Department of Urban Affairs, headed by the Director of Urban Affairs is the overall controlling authority of the Municipalities & Municipal Corporations in Kerala State.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

i) The posts of Attender Stores, Care Taker, Food Inspector, Food Inspector (HG), Staff Nurse, Sanitary Inspector, Public Health Nurse, Maistry, Nursing Orderly, Lab Assistant, X-ray Attender, Attendant, Park Superintendent, Garden Superintendent and Town Hall Sweeper/ Gardener may be excluded from the department schedule since the posts do not exist in the department.

ii) The posts of Assistant Project Officer and Land Tenure Coordinator may be included in the revised scales of pay corresponding to ₹ 22200-48000 and the posts of Chainman and Night Watchman in the revised scale of pay corresponding to ₹ 16500-35700 in the department schedule.

iii) Junior Public Health Nurse (HG) may be corrected as Junior Public Health Nurse Gr.I which is the designation in the Special Rules.

iv) The posts of Librarians Gr.I, II and III may be placed in the revised scales of pay corresponding to ₹ 40500-85000, ₹ 35700-75600 and ₹ 30700-65400 on par with the corresponding posts in the Common Pool.

v) The scales of pay of Health Officer Gr.III/ Assistant Health Officer (Corporation) /Medical Officer and Lady Medical Officer may be placed in the revised scale of pay corresponding to ₹ 40500-85000, considering that they are medical professionals.

vi) The scale of pay of Junior Public Health Nurse Gr.I may be placed in the revised scale of pay corresponding to ₹ 26500-56700, giving parity with the identical post in the Health Services Department.

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vii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
MCS Office & Revenue					
	1	Deputy Secretary	8	45800-89000	63700-123700
a	2	Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer (HG)	11	40500-85000	56500-118100
	3	Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer	28	36600-79200	51400-110300
	4	Revenue Officer Grade II	37	35700-75600	50200-105300
	5	PABX Operator/ Telephone Attender	7	17000-37500	23700-52600
Health					
	1	Health Officer Grade I	5	77400-115200	107800-160000
	2	Health Officer Grade II	2	68700-110400	95600-153200
	3	TB Specialist	1	42500-87000	59300-120900
	4	Health Officer Grade III/ Assistant Health Officer	15	39500-83000	56500-118100

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		(Corporation)/ Medical Officer			
	5	Lady Medical Officer		39500-83000	56500-118100
	6	Veterinary Surgeon	6	39500-83000	55200-115300
	7	Homoeo Medical Officer	1	39500-83000	55200-115300
	8	Medical Officer (Ayurveda)	2	39500-83000	55200-115300
	9	Health Supervisor	44	35700-75600	50200-105300
	10	Health Inspector Grade I	144	30700-65400	43400-91200
	11	Health Inspector Grade II	158	29200-62400	41300-87000
	12	Junior Health Inspector Grade I	253	26500-56700	37400-79000
a	13	Junior Public Health Nurse Grade I	57	25200-54000	37400-79000
	14	Radiographer	1	22200-48000	31100-66800
	15	Lab Technician		22200-48000	31100-66800
	16	Pharmacist Gr II (Allopathy)	13	22200-48000	31100-66800
	17	Junior Health Inspector Grade II	568	22200-48000	31100-66800
a	18	Junior Public Health Nurse Grade II	243	22200-48000	31100-66800
	19	Pharmacist (Homoeo)		20000-45800	27900-63700
	20	Pharmacist (Ayurveda)	1	20000-45800	27900-63700
	21	Compounder	1	18000-41500	25100-57900
	22	Cleaner	26	17000-37500	23700-52600
	23	Mazdoor	50	17000-37500	23700-52600

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	24	Mosquito Control Maistries & Workers		17000-37500	23700-52600
	25	Female Attendant	101	16500-35700	23000-50200
	26	Lady Assistant	2	16500-35700	23000-50200
	27	Sanitary Worker	270	16500-35700	23000-50200
Miscellaneous					
	1	Librarian Grade I	3	39500-83000	56500-118100
	2	Librarian Grade II	2	30700-65400	50200-105300
	3	Librarian Grade III	15	27800-59400	43400-91200
	4	Assistant Curator	1	25200-54000	35600-75400
	5	Legal Assistant	1	25200-54000	35600-75400
	6	Librarian Grade IV	43	22200-48000	31100-66800
	7	Assistant Project Officer	1		31100-66800
	8	Land Tenure Coordinator	1		31100-66800
	9	Sergeant	5	22200-48000	31100-66800
	10	Nursery School Teacher	38	22200-48000	31100-66800
	11	Community Organizer/ Social Worker	11	22200-48000	31100-66800
	12	Data Entry Operator	2	18000-41500	25100-57900
	13	Lift Operator	5	18000-41500	25100-57900
	14	Gardener	8	17000-37500	23700-52600
	15	Library Attender	1	17000-37500	23700-52600
	16	Carpenter	3	17000-37500	23700-52600
	17	Chainman	41		23000-50200
	18	Night Watchman	24		23000-50200

a. Present ratio of 2:1 will continue.

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Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	303	As in CC	As in CC
	2	Fair Copy Superintendent	8	As in CC	As in CC
	3	Head Clerk	246	As in CC	As in CC
	4	Senior Clerk	1452	As in CC	As in CC
	5	Clerk	1504	As in CC	As in CC
	6	Personal Assistant	4	As in CC	As in CC
	7	Confidential Assistant (Senior Grade)	4	As in CC	As in CC
	8	Confidential Assistant (Grade I)	4	As in CC	As in CC
	9	Confidential Assistant (Grade II)	5	As in CC	As in CC
	10	Selection Grade Typist	212	As in CC	As in CC
	11	Senior Grade Typist		As in CC	As in CC
	12	U.D Typist		As in CC	As in CC
	13	L.D Typist		As in CC	As in CC
	14	Driver Selection Grade	324	As in CC	As in CC
	15	Driver Senior Grade		As in CC	As in CC
	16	Driver Grade I		As in CC	As in CC
	17	Driver Gr II		As in CC	As in CC
	18	Roller Driver Gr II	7	As in CC	As in CC
	19	Electrician	6	As in CC	As in CC
	20	Fitter	3	As in CC	As in CC
	21	Mechanic	2	As in CC	As in CC
	22	Welder	1	As in CC	As in CC
	23	Office Attendant	969	As in CC	As in CC

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	24	Lorry Cleaner	8	As in CC	As in CC
	25	Duffedar	10	As in CC	As in CC
Part Time Contingent					
	1	Part Time Librarian	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Health Inspector Gr I & II	2000	2200
2	Health Supervisor	2000	2200
3	Jr. Health Inspector Gr I & II	2000	2200
4	Junior Public Health Nurse Grade I & II	1800	2000
5	Driver	2400	2700

(2) Permanent Conveyance Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction
1	Health Officer Gr I, II & III	540	600	Whole area of the Municipality, Corporation or Wards allotted
2	Revenue Officer, Corporation	540	600	Whole area of the Municipality, Corporation or Wards allotted
3	Assistant Health Officer, Corporation of Cochin	540	600	Whole area of the Municipality, Corporation or Wards allotted

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4	Revenue Inspector	270	300	Whole area of the Municipality, Corporation or Wards allotted
5	Health Inspector Gr I & II	270	300	Whole area of the Municipality, Corporation or Wards allotted
6	Health Supervisor	270	300	Respective Municipal/ Corporation area
7	Veterinary Surgeon	270	300	Whole area of the Municipality, Corporation or Wards allotted
8	Revenue Officer (Municipality)	270	300	Whole area of the Municipality, Corporation or Wards allotted
9	Jr. Health Inspector Gr I & II	170	190	Whole area of the Municipality, Corporation or Wards allotted
10	Junior Public Health Nurse Grade II & I	170	190	Whole area of the Municipality, Corporation or Wards allotted
11	Bill Collector	170	190	Whole area of the Municipality, Corporation or Wards allotted
12	Female Attendant	150	170	Whole area of the Municipality, Corporation or Wards allotted
13	Chainman	150	170	Whole area of the Municipality,

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				Corporation or Wards allotted
14	Fitter	150	170	Whole area of the Municipality, Corporation or Wards allotted

7.56.D. LOCAL SELF GOVERNMENT ENGINEERING

Committee of Decentralisation of Powers, in Vol 3 Part A of its final report on "strengthening of professional and ministerial support to local governments" had given detailed recommendations on the development of Engineering Cadre in Local Governments to cope with the functional responsibilities transferred to them under Kerala Panchayati Raj Act 1994 and Kerala Municipality Act 1994. As per G.O.(Ms) No.253/2007/LSGD dated 13/11/2007, Government decided to create a separate engineering cadre in the Local Self Government Department. This wing was set up on 01.10.2008 by grouping technically qualified officials of PWD, Water Works Department, Poverty Alleviation Units, Kerala State Rural Roads Development Agency and all engineering staff of Panchayath Department, Municipalities and Corporations.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) The post of Overseer Gr.I/Draftsman Gr.I, Overseer Gr.II/Draftsman Gr.II and Overseer Gr.III may be redesignated as Sub Engineer, Overseer Gr.I/Draftsman Gr.I and Overseer Gr.II/Draftsman Gr.II respectively. The delegation of more powers and entrustment of more duties to the post of Sub Engineer may be considered.

(ii) The qualification for direct recruitment to the post of Overseer Gr.III/Draftsman Gr.III (redesignated as Overseer Gr.II/Draftsman Gr.II) is SSLC and Kerala Government Certificate Exam in Civil Engineering or equivalent. For Overseer Gr.II/Draftsman Gr.II (redesignated as Overseer Gr.I/Draftsman Gr.I), the qualifications are the same. 50% of the posts of the latter is filled by direct recruitment while the balance 50% is filled by promotion from the former. There is no rationale in direct recruitment to two posts in the hierarchy from

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persons with identical qualifications. Hence the Commission recommends that 100% of the posts of Overseer Gr.II/Draftsman Gr.II(redesignated as Overseer Gr.I/Draftsman Gr.I) may be filled by promotion of persons in the cadre of Overseer Gr.III/Draftsman Gr.III (redesignated as Overseer Gr.II/Draftsman Gr.II).

(iii) As per G.O(Ms)No.89/2017/LSGD dated 28.04.2017, one post each of Administrative Officer and Finance Officer were created in LSGE Department. Hence the posts of Administrative Officer and Finance Officer may be included in the schedule of the department under the caption 'Posts held by Personnel of other Departments'.

(iv) Ratio between Overseer Gr.I /Draftsman Gr.I (redesignated as Sub Engineer) and Overseer Gr.II/Draftsman Gr.II (redesignated as Overseer Gr.I/Draftsman Gr.I) mentioned in the Tenth Pay Revision Order may be deleted as these are functional posts by the Special Rules.

(v) Permanent Conveyance Allowance may be allowed to Assistant Engineers and other staff who are not provided with vehicles for field visit.

(vi) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Engineer	2	93000-120000	129300-166800
	2	Superintending Engineer/ Deputy Chief Engineer	10	85000-117600	118100-163400
a	3	Executive Engineer (HG)	50	77400-115200	107800-160000

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	4	Executive Engineer		68700-110400	95600-153200
b	5	Assistant Executive Engineer (HG)	233	45800-89000	63700-123700
	6	Assistant Executive Engineer		42500-87000	59300-120900
	7	Assistant Engineer	1293	39500-83000	55200-115300
	8	Sub Engineer	875	26500-56700	37400-79000
	9	Overseer Gr.I/ Draftsman Gr.I	820	22200-48000	31100-66800
	10	Overseer Gr.II/ Draftsman Gr.II	1225	19000-43600	26500-60700

a. 25% Higher Grade will continue
b. 1/3rd Higher Grade will continue

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	2	As in CC	As in CC
	2	Senior Superintendent	1	As in CC	As in CC
	3	Divisional Accounts Officer	14	As in CC	As in CC
	4	Junior Superintendent	22	As in CC	As in CC
	5	Fair Copy Superintendent	1	As in CC	As in CC

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	6	Head Clerk	22	As in CC	As in CC
	7	Senior Clerk	533	As in CC	As in CC
	8	Clerk		As in CC	As in CC
	9	Typist Selection Grade	37	As in CC	As in CC
	10	Typist Senior Grade	37	As in CC	As in CC
	11	UD Typist	37	As in CC	As in CC
	12	L.D. Typist	38	As in CC	As in CC
	13	Driver	18	As in CC	As in CC
	14	Office Attendant	202	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

(2) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Assistant Engineer/ Sub Engineer/ Overseer Gr. I/ Overseer Gr. II (who are not using departmental vehicles)		330	As specified by the Department

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7.56.E. TOWN AND COUNTRY PLANNING

The Department of Town Planning started functioning in 1957 with headquarters in Thiruvananthapuram and Regional Offices at Ernakulam and Kozhikode, mainly to ensure planned development of urban settlements in the State. In order to ensure the achievement of the objective, this Department prepares various spatial development Plans at State, District/ Regional and local levels, examines development potentials and advises the Government in matters related to Town Planning. Later, giving due respect to the unique scattered development pattern of settlements as well as the rural urban continuum prevalent in the state, it was decided to widen the field of activity of the Department by covering the rural settlements as well. Accordingly, in 1999, this Department was renamed as the 'Department of Town and Country Planning'.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

(i) The post of Photographer Cum Commercial Artist may be excluded from the schedule as the post is non-existent in the Department.

(ii) The post of Research Assistant/ Statistical Inspector (HG) may be excluded from the schedule under the heading 'Post Held by Personnel of Other Departments' as there is no Higher Grade to these posts in the Parent Department.

(iii) All the posts existing in the department may be placed in corresponding revised scales of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Town Planner	3	93000-120000	129300-166800
	2	Additional Chief Town Planner	1	85000-117600	118100-163400

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	3	Senior Town Planner	4	85000-117600	118100-163400
a	4	Town Planner (HG)	26	77400-115200	107800-160000
	5	Town Planner		68700-110400	95600-153200
b	6	Deputy Town Planner (HG)	51	45800-89000	63700-123700
	7	Deputy Town Planner		40500-85000	56500-118100
	8	Assistant Town Planner	75	39500-83000	55200-115300
c	9	Draftsman Gr-I/ Town Planning Surveyor Gr. I	55	26500-56700	37400-79000
	10	Draftsman Gr-II/ Town Planning Surveyor Gr. II	55	22200-48000	31100-66800
	11	Artist	2	25200-54000	35600-75400
	12	Tracer	15	19000-43600	26500-60700
	13	Blue Printer	1	17000-37500	23700-52600

a. 25% Higher Grade will continue.
b. 1/3rd Higher Grade will continue.
c. Existing ratio 1:1 will continue.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Deputy Director (Statistics)	1	As in PD	As in PD
	4	Assistant Director	1	As in PD	As in PD
	5	Research Officer	2	As in PD	As in PD
	6	Research Assistant/ Statistical Inspector	9	As in PD	As in PD
	7	Statistical Investigator Gr.II/ Grade I/ Investigator/ Statistical Assistant	27	As in PD	As in PD

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Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent	5	As in CC	As in CC
	3	Junior Superintendent	11	As in CC	As in CC
	4	Personal Assistant	1	As in CC	As in CC
	5	Fair Copy Superintendent	1	As in CC	As in CC
	6	Head Clerk	9	As in CC	As in CC
	7	Senior Clerk	36	As in CC	As in CC
	8	Clerk	36	As in CC	As in CC
	9	Confidential Assistant(Senior Grade)	1	As in CC	As in CC
	10	Confidential Assistant Grade I	1	As in CC	As in CC
	11	Confidential Assistant Grade II	3	As in CC	As in CC
	12	Selection Grade Typist	7	As in CC	As in CC
	13	Senior Grade Typist	7	As in CC	As in CC
	14	UD Typist	7	As in CC	As in CC
	15	LD Typist	7	As in CC	As in CC
	16	Driver Senior Grade	1	As in CC	As in CC
	17	Driver Grade I	2	As in CC	As in CC
	18	Driver Grade II	3	As in CC	As in CC
	19	Last Grade Servant (Chain man/ OA/ Watcher)	135	As in CC	As in CC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.56.F. URBAN AFFAIRS

The Department of Urban Affairs, formerly Department of Municipal Administration, was formed in 1962 by the bifurcation of the erstwhile Department of Local Bodies into Department of Municipal Administration and Department of Panchayats for better and efficient administration and policy of decentralization of powers. The Department of Municipalities has been later renamed as Department of Urban Affairs with effect from 16/12/2002.

This Department is concerned with the administration of Municipalities and Municipal Corporations (together called Urban Local Bodies) in Kerala. There are 93 Urban Local Bodies in Kerala including 6 Municipal Corporations and 87 Municipalities. This Department functions under the Kerala Municipality Act 1994 which is a unified Act for Municipalities and Corporations based on 74th Amendment of the Constitution of India. The Department of Urban Affairs, with the Director as the head, functions as the controlling authority of entire Urban Local Bodies in their working.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

i) The post Assistant Municipal Secretary included in the 10th Pay Revision Order may be excluded from the department schedule as the post doesn't exist in the department.

ii) The Administrative Assistant in common category was given one level hike in the 10th Pay Revision Order and assigned the scale of pay of ₹ 42500-87000 while the posts of Administrative Assistant /Provident Fund Officer/ Pension Officer of Urban Affairs department were given normal revision and placed in the scale of pay of ₹ 40500-85000. As the feeder category of all these posts is Senior Superintendent, the posts of

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Provident Fund Officer/ Pension Officer and Administrative Assistant of Urban Affairs Department may be placed in the revised scale of pay corresponding to ₹ 42500-87000.

iii) Even though Official Vehicles are not sanctioned to Municipal Secretaries Government have sanctioned the same to some Secretaries on case-to-case basis considering requests. Hence the Permanent Conveyance Allowance sanctioned to Municipal Secretaries may be limited to those who are not allotted with Official vehicles.

iv) All other posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	81000-117600	112800-163400
	2	Joint Director (Administration)	5	77400-115200	107800-160000
	3	Joint Director (Health)/ Regional Joint Director	1	77400-115200	107800-160000
	4	Corporation Secretary	6	68700-110400	95600-153200
	5	Corporation Additional Secretary	6	68700-110400	95600-153200
	6	Municipal Secretary-Grade I	12	55350-101400	77200-140500
	7	Municipal Secretary-Grade II	22	45800-89000	63700-123700
	8	Provident Fund Officer/Pension Officer	3	40500-85000	59300-120900
	9	Administrative Assistant		40500-85000	59300-120900
	10	Municipal Secretary-Grade III	54	39500-83000	55200-115300

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Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Finance Officer	1	As in PD	As in PD
	2	Law Officer	1	As in PD	As in PD
	3	Research Assistant	1	As in PD	As in PD
	4	Statistical Assistant Gr I	1	As in PD	As in PD
	5	Statistical Assistant Gr II	1	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	6	As in CC	As in CC
	2	Junior Superintendent	11	As in CC	As in CC
	3	Fair Copy Superintendent	1	As in CC	As in CC
	4	Senior Clerk	32	As in CC	As in CC
	5	Clerk	32	As in CC	As in CC
	6	Selection Grade Typist	3	As in CC	As in CC
	7	Senior Grade Typist	3	As in CC	As in CC
	8	U.D Typist	3	As in CC	As in CC
	9	L.D Typist	4	As in CC	As in CC
	10	Personal Assistant	1	As in CC	As in CC
	11	Confidential Assistant Senior Grade	1	As in CC	As in CC
	12	Confidential Assistant Gr I	1	As in CC	As in CC
	13	Confidential Assistant Gr II	1	As in CC	As in CC
	14	Driver Senior Grade	1	As in CC	As in CC
	15	Driver Gr.I	1	As in CC	As in CC
	16	Driver Gr.II	2	As in CC	As in CC
	17	Office Attendant	16	As in CC	As in CC

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Part time Contingent					
	1	Part Time Sweeper	5	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Permanent Conveyance Allowance

	Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction
	1	Corporation Secretary	900	1000	Corporation Area
*	2	Municipal Secretary Gr.I	750	830	Corporation / Municipal Area
*	3	Municipal Secretary Gr.II	650	720	Municipal Area
*	4	Municipal Secretary Gr.III	500	550	Municipal Area

* PCA will be limited to those Municipal Secretaries who are not provided with Official vehicles.

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.57. MEDICAL EDUCATION

The Department of Medical Education plays a pivotal role in developing medical and para-medical personnel to cater to the health needs of the State. The department also has a role to play in establishment and maintenance of well-equipped teaching institutions. Research is another area of activity for Medical Education Department. The Directorate of Medical Education was established in 1983. There are 12 Medical Colleges, 6 Dental Colleges, 6 Nursing Colleges and 4 Pharmacy Colleges under the Directorate of Medical Education. The Director of Medical Education is the head of the Department.

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The Commission, having considered the proposals submitted by the Director, and the demands of Service Organizations and individuals, makes the following recommendations:

The Commission, having considered the proposals submitted by the Principal Secretary to Governor, and the demands of various Service Organizations and individuals, makes the following recommendations:

(i) Consequent on the upgradation of scales of pay of following posts in Health Services Department, the identical posts in Medical Education Department may be given the same scales of pay as follows:

Post	Existing scale of pay	Enhanced scale of pay
Psychiatric Social Worker	₹30700-65400	₹32300-68700
Lab Technician Grade II	₹22200-48000	₹25200-54000
Radiographer Grade II	₹22200-48000	₹25200-54000
Pharmacist Grade II	₹22200-48000	₹25200-54000
Dental Hygienist Grade II	₹22200-48000	₹25200-54000
Dental Mechanic Grade II	₹22200-48000	₹25200-54000
Blood Bank Technician Grade II	₹22200-48000	₹25200-54000
Optometrist Grade II	₹22200-48000	₹25200-54000

(ii) The Commission finds that among other technical categories in the Department having qualification SSLC and ITI, the post of Mechanic is placed in a higher scale of pay compared to other similar categories. There were lots of demands before the Commission for allowing the same scale of pay to the other categories too. The scale of pay attached to the other posts are commensurate with the qualification and nature of duties and the Commission does not find any reason for upgrading the scale of pay of those posts. The Commission feels that the higher placement of Mechanic when compared to similar categories like Refrigeration Mechanic, Air Condition Mechanic, Electrician, Lift Mechanic etc was not based on any specific grounds. Therefore, the Commission recommends that the scale of pay of Mechanic may be downgraded to ₹20000-45800 in order to bring parity in scale of pay among similar categories.

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(iii) The Commission notes that Government created a number of posts for the new blocks of Medical College, Thrissur by G.O.(Ms)No.474/2013/ H&FWD dated 6.12.2013. Among these posts, there was a new category, Scientific Assistant (Lab Technician) in the scale of pay ₹ 16180-29180. Though it was a new category of post, qualification and method of appointment of the post were not mentioned either in that Government Order or fixed thereafter. The 10th Pay Revision Commission recommended the corresponding revised scale of pay of ₹30700-65400 to the post of Scientific Assistant (Lab Technician). In the absence of details such as qualification, method of appointment etc., this Commission also recommends corresponding revised scale of pay. The Commission recommends that, in future, appointment to a newly created category of post may be made only after fixing qualification, method of appointment and duties and responsibilities of the post concerned.

(iv) The post of Cath Lab Technician is not included in the existing pay revision order. It is seen that three such posts were created in the Department by G.O.(Ms)No.9/2011/ H&FWD dated 07.1.2011 with scale of pay ₹ 10790-18000. The qualification for the post was fixed as B.Sc degree and Diploma in Cardio Vascular Technology vide G.O.(Ms)No.105/2015/H&FWD dated 19.05.2015. Later, the High Court has struck down this qualification owing to the reason that B.Sc is an unnecessary qualification and it would prevent qualified incumbents from getting appointment to the post since Plus two is the basic qualification prescribed for admission to Diploma in Cardio Vascular Technology. Accordingly, government have revised the qualification to the post as Plus two and Diploma in Cardio Vascular Technology. This post was included in the 9th Pay revision order with scale of pay ₹ 10790-18000. Two more posts of Cath Lab Technician were created for SAT Hospital in the scale of pay ₹ 22200-48000 vide G.O.(Rt)No.141/2017/H&FWD dated 28.09.2017. In view of the revised qualification and scale of pay of the newly created post of Cath Lab Technician, DME has requested to fix the scale of pay of Cath Lab Technician equivalent to that of Lab Technician Gr. II. The recommendation of the DME may be accepted and the post of Cath Lab Technician may be included in the department schedule with scale of pay applicable to the post of Lab Technician Gr. II (₹ 25200-54000). The post may also be given ratio promotion to Gr. I post in the ratio 1:1 as applicable to Lab Technicians (Scale of pay ₹ 26500-56700).

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(v) As per the G.O.(Ms)No.110/82/HD dt. 10.05.1982, the basic qualification prescribed for the post of Anaesthesia Technician in Medical Education Department is SSLC Pass and technical qualification of not less than 3 years experience in operation theatre to handle anaesthesia equipments in a major hospital. Later, DOTT (Diploma in Operation Theatre Technology), DOTAT (Diploma in Operation Theatre &Anaesthesia Technology) courses were started under the Medical Education Dept and the qualification of Anaesthesia Technician was modified by including these courses also. HoD has reported that proposal for framing Special Rules insisting on the basic qualification for the post of Anaesthesia Technician as Plus Two & technical qualification is pending with the Government, and candidates with these qualifications are preferred for appointment to the post. Hence the Commission recommends that the post of Anesthetic Technician may be placed in the same scale of pay applicable to the other paramedical categories like Lab Technician, Pharmacist etc. (₹25200-54000) subject to the condition that candidates who have DOTT (Diploma in Operation Theatre Technology), Or DOTAT (Diploma in Operation Theatre & Anesthesia Technology) only will be eligible for this scale of pay and other incumbents with lesser qualification will be given corresponding revised scale of pay of their existing scale of pay as 'Personal'(₹19000-43600). It is also recommended that Anesthesia Technicians may be given ratio promotion 1:1 as existing in Health Services Department with Grade I post in the scale of pay ₹26500-56700. Lesser qualified incumbents may also be given Grade I post in the scale of pay of ₹22200-48000 as 'Personal'.

(vi) The qualification for the post of Theatre Technician in Medical Education Department was revised as DOTT/ DOTAT by G.O.(Ms)No.179/2018/H&FWD dt.13.09.2018. The post of Theatre Technician in Health Services Department is placed in the scale of pay ₹ 22200-48000, whereas the post in Medical Education is placed at ₹ 20000-45800. Also, in HSD Gr. I post in the scale of pay ₹ 26500-56700 is also existing in the ratio 1:1; but no ratio promotion is existing in Medical Education Department. In view of the higher qualification in Medical Education department, it is recommended that the post of Theatre Technician may be placed in the same scale of pay applicable to the other paramedical categories (₹25200-54000) subject to the condition that employees who have qualified as per G.O.(Ms)No.179/2018/ H&FWD dt.13.09.2018, only will be eligible for this scale of pay and other incumbents will be given corresponding revised scale of pay of their

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existing scale of pay of ₹20000-45800 as 'Personal'. It is also recommended that Theatre Technician may be given ratio promotion 1:1 as existing in Health Services Department-Grade I post may be in the scale of pay ₹26500-56700. Lesser qualified incumbents may also be given Grade I post in the scale of pay of ₹22200-48000 as 'Personal' in the ratio 1:1.

(vii) The post of Medical Radio Isotope Technologist was created in the department as per G.O.(Ms)No.124/1989/H&FWD dated 13.6.1989, but the post is not included in the existing Pay Revision Order. The HoD has requested to include this post in the Schedule of Posts. As per G.O.(Ms)No.14/2018/H&FWD dated 22.01.2018, the qualification for the post of Medical Radio Isotope Technologist is fixed as M.Sc Degree in Physics or Chemistry or its equivalent and Diploma in Medical Radio Isotope Technology(DMRIT) obtained from Bhabha Atomic Research Centre; and appointment to this post is made by transfer from qualified employees working under Medical Education Department. This qualification is similar to the qualification fixed for the post of Senior Scientific Assistant which is now placed in the scale of pay of ₹ 36600-79200. Hence it is recommended that the post of Medical Radio Isotope Technologist may be included in the Schedule of posts with the scale of pay corresponding to the post of Senior Scientific Assistant i.e. ₹36600-79200.

(viii) As per G.O.(Ms)No.49/2019/H&FWD dated 20.03.2019, the qualification for the post of Medical Social Worker is prescribed as MSW or MA/MSc in Psychology and appointment is made by transfer from qualified employees in Medical Education Service and by direct recruitment in the ratio 1:1. The previous qualification was Degree in Sociology. The qualification fixed as per G.O. dated 20.03.2019 is similar to the qualification fixed in the case of Social Scientist. The post of Social Scientist is placed in the scale of pay of ₹ 30700-65400, but Medical Social Worker is placed in the scale of pay ₹ 26500-56700. In view of higher qualification prescribed for the post of Medical Social Worker, recommended to place the post of Medical Social Worker in the scale of pay corresponding to ₹ 30700-65400 subject to the condition that those who are qualified as per G.O.(Ms)No.49/2019/ H&FWD dated 20.03.2019 only will be eligible for this scale of pay and other incumbents will be given corresponding proposed scale of pay of their existing scale of pay (₹26500-56700) as 'Personal'.

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(ix) The scale of pay of Refractionist/ Orthoptist Senior Grade and that of Orthoptic Technician in the Department is the same. i.e., ₹ 35700-75600. As the qualification for the post of Orthoptic Technician has not been fixed yet, the Commission recommends to prescribe the same for making appointment to the post of Orthoptic Technician which is the highest promotion post of Refractionist/Orthoptist.

(x) The post of Lady Health Inspector in Medical Education Department (₹ 27800-59400) and Health Services Department (₹ 29200-62400) is the promotion post of Junior Public Health Nurse Grade I. The post of Junior Public Health Nurse Gr-I in both the departments is placed in the same scale of pay. i.e., ₹ 26500-56700. The promotion post of Lady Health Inspector in both the departments, Lady Health Supervisor, is also placed in the same scale of pay of ₹ 30700-65400. As there is no justification to have a lower scale of pay to the post of Lady Health Inspector in Medical Education Department the scale of pay of Lady Health Inspector in Medical Education Department may be enhanced to ₹ 29200-62400 at par with the post of Lady Health Inspector in Health Services Department.

(xi) The post of Computer Programmer was created in Medical Education department as per G.O.(Ms)No.124/99/ H&FWD dated 31.03.1999, with scale of pay ₹ 1520-2660. But the post is not included in the Pay Revision Order, the HoD has proposed to include the post in the Schedule. The existing scale of pay corresponding to ₹ 1520-2660 is ₹ 27800-59400. As per G.O.(Ms)No.207/2018/H&FWD dated 03.11.2018, the qualification and method of appointment of Computer Programmer is fixed as B.Tech in Computer Science/IT or MCA or M.Sc and method of appointment is fixed as by transfer from qualified employees working under Medical Education Department and by direct recruitment in the ratio 1:1. Hence it is recommended to include the post in the schedule of posts with revision corresponding to the existing scale of pay of ₹27800-59400.

(xii) In Medical Education department, two channels of promotion are existing for Lab Technicians (₹ 22200-48000). The first channel is Lab Technician Grade I (₹ 26500-56700) →Senior Technician, Scientific Assistant (₹ 30700-65400) → Junior Scientific Officer (₹ 36600-79200). The second channel is Laboratory Technician Gr I→ Lab Assistant (₹ 27800-54000) → Research Assistant (₹ 29200-62400) → Junior Research Officer (₹ 35700-75600). Higher qualification is necessary to opt the second channel, and posts existing therein have duties scientific in nature,

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compared with the first channel posts which have duties of routine laboratory examinations. In order to attract qualified incumbents into the second channel, identical scales of pay existing in the first channel need to be given to corresponding posts in the second channel. Therefore, it is recommended that the scale of pay of Research Assistant (₹29200-62400) and that of Junior Research Officer (₹35700-75600) included in the 2nd channel of promotion of Lab Technicians may be placed in the scales of pay corresponding to the posts of Senior Technician (₹30700-65400) and Junior Scientific Officer (₹36600-79200), included in the 1st channel.

(xiii) There are two categories of Lab Assistants in Medical Education department. Appointment to one category, as mentioned above, is being made through by-transfer appointment from Lab Technicians having qualification B.Sc Chemistry / Zoology and the second category is the promotion post of Class IV employees. The scale of pay of the former post is ₹27800-54000 and that of the latter is ₹17500-39500. It is obvious that these two posts are entirely different, but the designation is the same, which is an anomaly. Therefore, the higher post of Lab Assistant (scale of pay ₹27800-59400) may be re-designated as Junior Research Assistant.

(xiv) The qualification prescribed to the posts of Biochemist, Senior Scientific Assistant and Physiological Assistant in Medical Education department is MSc. Appointment to the posts of Biochemist, and Senior Scientific Assistant are being made by direct recruitment and to the post of Physiological Assistant is being made by promotion from qualified Lab Assistants. These posts are now placed in the scale of pay of ₹ 36600-79200 which is at par with the scales of pay attached to the posts having similar qualification in Health Services department. Senior Scientific officer, which is the promotion post of Senior Scientific Assistant and the post of Biochemist, are now placed in the scale of pay of ₹ 40500-85000. There is no further promotion post for Senior Scientific Officer. Considering the fact that Scientific Officers in Medical Colleges are highly qualified personnel and are doing research activities, but they have only one promotion post namely the post of Senior Scientific Officer in the scale of pay of ₹40500-85000, it is recommended that the scale of pay of Senior Scientific Officer may be enhanced to ₹42500-87000 and 1/3rd posts of Senior Scientific Officer may be given higher grade in the scale of pay of ₹45800-89000.

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(xv) There are two categories of Junior Lab Assistants in Medical Education Department. Appointment to first category on ₹ 18000-41500 is being made by direct recruitment and qualification prescribed is Plus two. Appointment to second category on ₹ 17500-39500 is being made through by transfer from last grade employees. In Medical Education department itself, the category of Lab Attender on ₹ 17500-39500 is also existing. The scale of pay and method of appointment of Lab Attender is same as that of second category Junior Lab Assistant mentioned above. Since the existence of two entirely different categories with the same designation is causing confusion, the category of Junior Lab Assistant in the scale of pay of ₹17500-39500 may be merged with the category of Lab Attender and the post of Junior Lab Assistant in the scale of pay ₹17500-39500 may be deleted from the Schedule of posts.

(xvi) Though the qualification prescribed for the post of Junior Lab Assistant is Plus two, the post is now placed in a lower scale of pay (₹ 18000-41500) compared to scales of pay of posts having qualification SSLC. The work of Junior Lab Assistant is associated with rendering assistance in laboratories. The post of Junior Lab Assistant may be placed in the scale of pay corresponding to ₹20000-45800, commensurate with the scale of pay of Nurse/Pharmacist in Indian System of Medicine and Homeopathy departments.

(xvii) The posts of Ophthalmic Assistant, Refractionist and Orthoptist in Health Services Department have been re-designated as Optometrists and the designation Optometrist has been brought in the Pay Revision Order also. But in Medical Education Department, the designations still remain as Refractionist/Orthoptist. Since the job of these categories in the two Departments are the same, the posts of Refractionist/Orthoptist in all grades in Medical Education Department may be re-designated as 'Optometrist'.

(xviii) The post of Sergeant is a common category post which is existing in three grades with scales of pay ₹ 22200-48000, ₹ 25200-54000 and ₹ 26500-56700. In many other departments the post of Security Assistant is the feeder post of Sergeant, while in Medical Education department the post of Security Assistant is a promotion post of Sergeant and the post is existing in the scale of pay ₹ 27800-59400. It has a promotion post of Security Officer which is in the scale of pay ₹ 35700-75600. As the post of Security Assistant is the promotion post of Sergeant, the existing

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designation is not appropriate. As the designation Security Assistant is analogous to Security Guards in other places, the post of Security Assistant in Medical Education Department may be re-designated as Assistant Security Officer.

(xix) The qualification prescribed for the post of Cytotechnician is Diploma in MLT and training in Cytology. Appointment to the post of Cytotechnician is made by promotion from Lab Technician Gr II and the post is now placed in the scale of pay equivalent to Lab Technician Gr I (₹ 26500-56700). The post of Cytotechnician requires additional training in Cytology and has no further promotion posts, whereas the post of Lab Technicians in the parent cadre and in other channels have adequate promotional avenues. Therefore, the post of Cytotechnician may be placed in scale of pay equivalent to Lab Assistant (₹27800-59400) and higher grade may be allowed to this post in the scale of pay applicable to the post of Senior Technician (₹30700-65400) in the ratio 1:1.

(xx) The qualification prescribed for the post of Clinical Psychologist in Health Services and Medical Education Departments is the same. But the post of Clinical Psychologist in Health Services Department is placed in a higher scale of pay (₹ 39500-83000) than that in Medical Education department (₹ 35700-75600). The Commission does not find any justification in placing the post in Medical Education Department in a lower scale though the job profile in Medical Education is more demanding compared to Health Services Department. Hence the post of Clinical Psychologist in Medical Education department may be placed in the scale of pay corresponding to ₹ 39500-83000 at par with the scale of pay of the post in Health Services Department.

(xxi) As per G.O(Ms)No.289/2012/ H&FWD dated 05.09.2012, the qualification prescribed for the post of Clinical Audiometrician is fixed as Plus Two and Diploma in Hearing, with three years experience as Audiometrician in Government hospitals OR BASLP (Bachelor of Speech and language Pathology) and mode of appointment is by direct recruitment. The existing scales of pay of the post of Clinical Auditometrician Gr II is ₹ 19000-43600 and that of Gr I post is ₹ 25200-54000. This scale of pay is based on the erstwhile qualification prescribed for the post, which was SSLC and experience. The existing qualification prescribed for the post is equivalent to other paramedical categories, but the scale of pay of the post is comparably very low. Hence the post of

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Clinical Audiometrician Grade II and Grade I may be placed in same scales of pay (₹ 25200-54000 & ₹ 26500-56700 respectively) as applicable to other paramedical categories (like Lab Technician, Pharmacist etc.)

(xxii) The requests placed before the Commission by Sri.Lawrence John & others, on the basis of the order of Hon'ble KAT dated 14.01.2020 in OA No.39/2018 filed by them were examined by the Commission. The grievance of the applicants is as follows;

From the post of Hospital Attendant Grade I onwards, they have been continuing in the same scale of pay irrespective of the fact that they were granted promotion as Nursing Assistant / Hospital Attender (other Attender) and thereafter as Junior Lab Assistant and X-Ray Attender. Though these are promotion posts for Hospital Attendant Grade I, all these posts carry the same scale of pay of ₹17500-39500.

The Commission notes that the posts of Hospital Attendant Grade II, Hospital Attendant Grade I and Nursing Assistant are there both in Medical Education Department and in Health Services Department. The scales of pay of these posts are ₹16500-35700, ₹17000-37500 and ₹17500-39500 respectively. Before 10th Pay Revision, the scales of pay of Hospital Attendant Grade I, Nursing Assistant, Lab Attender and Record Attender were the same – ₹8730-13540 (the corresponding revised scale is ₹17000-37500). Taking into account of the fact that Nursing Assistant is the promotion post of Hospital Attendant Grade I, the 10th Pay Revision gave a higher scale of pay of ₹17500-39500 to the post of Nursing Assistant and similar hike was given to the categories of Lab Attender, Hospital Attender, X-ray Attender and Record Attender. Hence some kind of anomaly that existed has been corrected in the previous pay revision. The Commission finds that no orders exist specifying that the post of other Attenders (Lab Attender, Record Attender etc.) are promotion posts of either Nursing Assistant or Hospital Attendant. The Commission therefore finds that the demands raised in the OA are devoid of merit.

(xxiii) The post Medical Record Superintendent with same scale of pay ₹35700-75600 is duplicated in the schedule; one under the subheading 'Teaching' and second under the subheading 'Non-Teaching Non-Medical'. The post Medical Record Superintendent does not belong to the category of Teaching. Therefore, the post included under the subheading 'Teaching' may be deleted from the Schedule.

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(xxiv) The Commission has recommended higher rate of Uniform allowance to Nursing (Hospital) staff in Health Services department, par rate is recommended to equated categories in Medical Education department also.

(xxv) The post Finance Officer shown in the subheading 'Post held by personnel of other departments' may be replaced by Senior Finance Officer.

(xxvi) Scales of Pay of all the categories of posts except those which are specifically modified above may be given normal revision. Existing allowances except those specifically mentioned above also may be given normal revision.

(xxvii) The post of CSR Technician may also be allowed Higher Grade ratio 1:1 as in Health Services Department.

(xxviii) In the existing Pay Revision Order, the posts in Medical Education Department are shown in a scattered manner without any grouping. It is very difficult to locate a particular post from the existing schedule. Efforts have been taken to locate posts coming under same wings and the Schedule of posts has been re-arranged in such a way that posts included under a specific branch/wing are shown together.

(xxix) The Commission finds that there are several posts in the Schedule which appear to be outdated or irrelevant, and recommends that a detailed exercise may be done to identify such posts and abolish them.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Medical Education	1	UGC	UGC
	2	Joint Director of Medical Education	2	UGC	UGC
		Colleges: A-Teaching (Medical and Non- Medical)			
	3	Principal	24	UGC	UGC

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	4	Vice principal		UGC	UGC
	5	Professor	393	UGC	UGC
	6	Professor (Physical Education)		UGC	UGC
	7	Additional Professor	127	UGC	UGC
	8	Associate Professor	521	UGC	UGC
	9	Assistant Professor	1462	UGC	UGC
	10	Bio Medical Engineer	4	UGC	UGC
	11	Lecturer	556	UGC	UGC
	12	Lecturer (Physical Education)		UGC	UGC
	13	Lecturer (Pharmacy)		UGC	UGC
	14	Lecturer, Pharmaceutical Engineering		UGC	UGC
	15	Lecturer in Health Education		UGC	UGC
		College of Pharmaceutical Sciences			
	16	Principal		UGC	UGC
	17	Professor		UGC	UGC
	18	Associate Professor		UGC	UGC
	19	Assistant Professor		UGC	UGC
	20	Lecturer		UGC	UGC
		College of Nursing			
	21	Principal		UGC	UGC
	22	Professor		UGC	UGC
	23	Associate Professor		UGC	UGC
	24	Assistant Professor		UGC	UGC
	25	Tutor		UGC	UGC
		Non -Teaching Medical			
	26	Associate Professor of Medicine (Research)		UGC	UGC
		Non -Teaching Non- Medical			
	27	Senior Grade Librarian	12	60900-103600	85000-143600
	28	Senior Librarian		45800-89000	63700-123700
		Dental Wing			
	29	Tutor in Dental Mechanic		35700-75600	50200-105300
	30	Tutor, Dental Hygiene		35700-75600	50200-105300
	31	Maxillo Facial Prosthetic Technician		30700-65400	43400-91200

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	32	Dental Mechanic Grade I		26500-56700	37400-79000
f	33	Dental Mechanic Grade II	32	22200-48000	35600-75400
	34	Dental Hygienist Grade I		26500-56700	37400-79000
f	35	Dental Hygienist Grade II	56	22200-48000	35600-75400
		Ophthalmology			
	36	Tutor Technician (Optometry)		35700-75600	50200-105300
c	37	Optometrist Senior Grade	68	35700-75600	50200-105300
	38	Optometrist Grade I		26500-56700	37400-79000
	39	Optometrist Grade II		22200-48000	35600-75400
		Radiology			
	40	Radiographer (Teaching)		35700-75600	50200-105300
	41	Radiographer Grade I	199	26500-56700	37400-79000
f	42	Radiographer Grade II		22200-48000	35600-75400
	43	X-Ray Technician	6	22200-48000	31100-66800
	44	X-Ray Attender	1	17500-39500	24400-55200
	45	Dark Room Assistant	2	18000-41500	25100-57900
		Physical Medicine & Rehabilitation			
	46	Chief Physiotherapist	1	42500-87000	59300-120900
	47	Chief Occupational Therapist	2	42500-87000	59300-120900
	48	Scientific Assistant (Physiotherapy)	4	35700-75600	50200-105300
	49	Scientific Assistant (Occupational Therapy)		35700-75600	50200-105300
	50	Orthotic Technician	2	35700-75600	50200-105300
	51	Prosthetics and Orthotics Engineer	2	35700-75600	50200-105300
	52	Senior Store Officer (Technical)	3	32300-68700	45600-95600
	53	Work shop Foreman / Foreman		32300-68700	45600-95600
	54	Rehabilitation Technician Grade I (Prosthetics/Orthotics/ Leather)	44	25200-54000	35600-75400
f	55	Rehabilitation Technician Grade II (Prosthetics/Orthotics/Leather)		20000-45800	27900-63700
	56	Cobbler	6	17500-39500	24400-55200
	57	Helper	1	17000-37500	23700-52600
		Nursing Wing			
	58	Nursing Officer	8	42500-87000	59300-120900

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	59	Nursing Superintendent Grade I	29	39500-83000	55200-115300
	60	Nursing Superintendent Grade II	57	35700-75600	50200-105300
d	61	Head Nurse	587	32300-68700	45600-95600
	62	Staff Nurse Grade I	3451	29200-62400	41300-87000
f	63	Staff Nurse Grade II		27800-59400	39300-83000
		Scientific Staff			
m	64	Senior Scientific Officer (HG)		-	63700-123700
	65	Senior Scientific Officer	11	40500-85000	59300-120900
	66	Senior Scientific Assistant	27	36600-79200	51400-110300
	67	Medical Radio Isotope Technologist		-	51400-110300
	68	Biochemist	8	36600-79200	51400-110300
	69	Physiological Assistant	1	36600-79200	51400-110300
	70	Scientific Assistant	39	35700-75600	50200-105300
	71	Scientific Assistant (Electro diagnosis)		30700-65400	43400-91200
		Pharmacy Wing			
b	72	Pharmaceutical Chemist	4	36600-79200	51400-110300
	73	Store Superintendent	10	35700-75600.	50200-105300.
	74	Pharmacist Store Keeper	17	30700-65400	43400-91200
	75	Store Keeper (Pharmacist)	6	30700-65400	43400-91200
	76	Pharmacist Grade I	173	26500-56700	37400-79000
f	77	Pharmacist Grade II		22200-48000	35600-75400
		Medical Record Wing			
	78	Medical Records Superintendent	9	35700-75600	50200-105300
	79	Medical Record Librarian Grade I	44	25200-54000	35600-75400
f	80	Medical Record Librarian Grade II		20000-45800	27900-63700
		Laboratory Wing			
	81	Senior Research Officer	1	40500-85000	56500-118100
	82	Tutor (MLT)	3	36600-79200	51400-110300
	83	Tutor School of MLT (Biochemistry /Microbiology)		36600-79200	51400-110300
	84	Tutor Technician (MLT)	9	35700-75600	50200-105300
	85	Junior Scientific Officer	3	36600-79200	51400-110300
	86	Junior Research Officer	2	35700-75600	51400-110300

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	87	Scientific Assistant (Lab Technician)		30700-65400	43400-91200
e	88	Senior Technician	28	30700-65400	43400-91200
	89	Lab Technician Grade I	499	26500-56700	37400-79000
	90	Lab Technician Grade II		22200-48000	35600-75400
	91	Research Assistant	3	29200-62400	43400-91200
	92	Junior Research Assistant	18	27800-59400	39300-83000
	93	Curator	13	27800-59400	39300-83000
	94	Lab Assistant (Dialysis)	4	26500-56700	37400-79000
	95	Serological Assistant		26500-56700	37400-79000
	96	Cyto Technician (HG)		-	43400-91200
a	97	Cyto Technician	7	26500-56700	39300-83000
	98	Lab Technician (Pharmacy) Grade I		26500-56700	37400-79000
f	99	Lab Technician (Pharmacy) Grade II		22200-48000	31100-66800
	100	Chemist	1	25200-54000	35600-75400
	101	Technician (Media Making) Grade I	2	25200-54000	35600-75400
	102	Technician (Media Making) Grade II		20000-45800	27900-63700
	103	VD Technician		22200-48000	31100-66800
	104	Junior Laboratory Assistant	244	18000-41500	27900-63700
	105	Glass Blower	1	18000-41500	25100-57900
		Transfusion Medicine			
	106	Scientific Assistant (Blood Bank)		30700-65400	43400-91200
	107	Blood Bank Technician Grade I	78	26500-56700	37400-79000
f	108	Blood Bank Technician Grade II		22200-48000	35600-75400
	109	Haematology Technician		20000-45800	27900-63700
		Nutrition Wing			
	110	Dietician Senior Grade		36600-79200	51400-110300
	111	Dietician Grade I	9	30700-65400	43400-91200
	112	Dietician Grade II		27800-59400	39300-83000
		Public Health			
	113	Assistant Leprosy Officer	5	35700-75600	50200-105300
	114	Rehabilitation Co- Ordinator	1	35700-75600	50200-105300
	115	Entomological Assistant	2	30700-65400	43400-91200

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	116	Health Educator	5	30700-65400	43400-91200
	117	Health Supervisor	5	30700-65400	43400-91200
	118	Health Inspector Grade I	18	30700-65400	43400-91200
	119	Health Inspector Grade II		27800-59400	39300-83000
	120	Junior Health Inspector Grade I	18	26500-56700	37400-79000
g	121	Junior Health Inspector Grade II		22200-48000	31100-66800
		MCH Wing			
	122	Lady Health Supervisor		30700-65400	43400-91200
	123	Lady Health Inspector	7	27800-59400	41300-87000
	124	Junior Public Health Nurse Grade I	10	26500-56700	37400-79000
g	125	Junior Public Health Nurse Grade II		22200-48000	31100-66800
		Mental Health & Rehabilitation			
	126	Clinical Psychologist	4	35700-75600	55200-115300
	127	Psychiatric Social worker	5	30700-65400	45600-95600
		Audiology			
	128	Speech Therapist & Audiologist	12	36600-79200	51400-110300
	129	Clinical Audio Metrician Grade I		25200-54000	37400-79000
f	130	Clinical Audiometrician Grade II	2	19000-43600	35600-75400
		Press			
	131	Superintendent of Press	1	35700-75600	50200-105300
	132	Foreman	1	26500-56700	37400-79000
	133	Foreman-cum-Litho Press Operator	1	26500-56700	37400-79000
	134	Litho Press Operator		19000-43600	26500-60700
	135	Compositor	2	18000-41500	25100-57900
	136	Printer	1	18000-41500	25100-57900
		Security Wing			
	137	Security Officer	7	35700-75600	50200-105300
	138	Assistant Security Officer	12	27800-59400	39300-83000
	139	Sergeant	32	22200-48000	31100-66800
		Other Technical Services			
	140	Dialysis Technician	2	35700-75600	50200-105300
	141	Mortuary Technician Grade I		26500-56700	37400-79000
	142	Mortuary Technician Grade II	4	22200-48000	31100-66800

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	143	Cath Lab Technician Grade I		-	37400-79000
f	144	Cath Lab Technician Grade II		-	35600-75400
	145	Theatre Mechanic Grade I	16	25200-54000	35600-75400
	146	Theatre Mechanic Grade II		19000-43600	26500-60700
	147	E E G Technician Grade I	11	25200-54000	35600-75400
f	148	E E G Technician Grade II		19000-43600	26500-60700
	149	ECG Technician Grade I/ TMT Technician Grade I	56	25200-54000	35600-75400
f	150	E C G Technician Grade II/TMT Technician Grade II		19000-43600	26500-60700
	151	Sterilization Technician Grade I		25200-54000	35600-75400
f	152	Sterilization Technician Grade II		19000-43600	26500-60700
	153	CSR Technician Grade I	37	25200-54000	35600-75400
f	154	CSR Technician Grade II		19000-43600	26500-60700
	155	Radium Technician Grade I	3	25200-54000	35600-75400
f	156	Radium Technician Grade II		19000-43600	26500-60700
	157	Respiratory Technician HG		26500-56700	37400-79000
	158	Respiratory Technician Grade II		20000-45800	27900-63700
	159	Theatre Technician Grade I	28	-	37400-79000
k	160	Theatre Technician Grade II		20000-45800	35600-75400
f	161	Nuclear Medicine Technician Grade II	1	19000-43600	26500-60700
	162	Anaesthesia Technician Grade I	25	-	37400-79000
l	163	Anaesthesia Technician Grade II		19000-43600	35600-75400
	164	Theatre Assistant		17500-39500	24400-55200
		Central Workshop			
	165	Technical Officer	1	45800-89000	63700-123700
	166	Bio-Medical Engineer (Technical -Non-Teaching)	4	36600-79200	51400-110300
	167	AC-cum-Refrigeration Supervisor	1	30700-65400	43400-91200
	168	Technical Assistant (Refrigeration and AC)	4	30700-65400	43400-91200
	169	Technical Assistant (Electronics)		30700-65400	43400-91200
	170	Technical Assistant (Machinist)		30700-65400	43400-91200
	171	Mechanic	14	22200-48000	27900-63700
	172	Electric Mechanic		22200-48000	31100-66800
	173	Refrigeration Mechanic	11	20000-45800	27900-63700

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	174	Air Condition Mechanic	4	20000-45800	27900-63700
	175	Instrument Mechanic	4	20000-45800	27900-63700
	176	Electrician- cum -Mechanic	4	20000-45800	27900-63700
	177	Electrician	19	20000-45800	27900-63700
	178	Machinist		20000-45800	27900-63700
	179	Plumber cum Operator	10	18000-41500	25100-57900
	180	Fitter	1	18000-41500	25100-57900
	181	Projectionist	4	17500-39500	24400-55200
	182	Electrical Lascar	1	16500-35700	23000-50200
		Other Technical Categories			
	183	Mechanical Engineer	1	39500-83000	55200-115300
	184	Medical Statistician	3	36600-79200	51400-110300
	185	Instrument Mechanic (Pharmacy)		29200-62400	41300-87000
	186	X-Ray Mechanic	2	26500-56700	37400-79000
	187	Foreman (Power Laundry)		25200-54000	35600-75400
	188	Electrician Overseer	3	20000-45800	27900-63700
	189	Lift Mechanic	2	20000-45800	27900-63700
	190	Pump Operator	8	18000-41500	25100-57900
	191	Assistant Foreman	2	18000-41500	25100-57900
	192	Painter		17500-39500	24400-55200
	193	Mechanic		18000-41500	25100-57900
		Other Miscellaneous Categories			
	194	Social Scientist (HG)	10	36600-79200	51400-110300
a	195	Social Scientist		30700-65400	43400-91200
	196	Enquiry Officer	1	30700-65400	43400-91200
	197	Perfusionist	4	29200-62400	41300-87000
	198	Museum-cum-photographic Assistant	2	29200-62400	41300-87000
	199	Computer Programmer		-	39300-83000
j	200	Medical Social Worker	4	26500-56700	43400-91200
	201	Social Worker	3	26500-56700	37400-79000
	202	Statistical Assistant	4	26500-56700	37400-79000
	203	Museum Curator	1	25200-54000	35600-75400
	204	Artist Curator	3	25200-54000	35600-75400
	205	Medical Photographer	7	25200-54000	35600-75400

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	206	VD Social Worker	1	25200-54000	35600-75400
	207	Artist/Modeller	10	25200-54000	35600-75400
	208	Boiler/Fireman	2	22200-48000	31100-66800
	209	Receptionist	8	19000-43600	26500-60700
	210	Steward	1	18000-41500	25100-57900
	211	Binder	3	18000-41500	25100-57900
	212	Nursing Assistant (HG)		17500-39500	24400-55200
	213	Telephone Attender		17500-39500	24400-55200
	214	Boiler Attender		17000-37500	23700-52600
	215	Power Laundry Attender	21	17000-37500	23700-52600
	216	Nursing Assistant	1482	17500-39500	24400-55200
	217	ECG Attender	3	17000-37500	23700-52600
	218	Hospital Attender	422	17500-39500	24400-55200
	219	Female Physiotherapy Assistant	2	17000-37500	23700-52600
i	220	Lab Attender	68	17500-39500	24400-55200
	221	Hospital Attendant Grade I	478	17000-37500	23700-52600
	222	Lab Assistant	7	17500-39500	24400-55200
	223	Tailor	5	17000-37500	23700-52600
	224	Telephone Operator	20	17000-37500	23700-52600
	225	Marker	4	17000-37500	23700-52600
	226	House keeper	10	17000-37500	23700-52600
	227	Painter	1	17000-37500	23700-52600
	228	Theatre Assistant	8	17000-37500	23700-52600
	229	Animal Attender	8	17000-37500	23700-52600
	230	Barber	5	16500-35700	23000-50200
h	231	Hospital Attendant Grade II	1039	16500-35700	23000-50200
	232	Dialysis Machine Operator	2	16500-35700	23000-50200
	a	Existing ratio 1:1 will continue			
	b	B.Pharm graduates only are eligible for the scale.			
	c	Existing ratio 1:2:2 among Senior Grade, Grade I and Grade II will continue			
	d	Existing ratio of 1:2 between Head Nurse and Staff Nurse Grade I will continue. Cadre strength of Head Nurse will be determined in the ratio of 1:2 between Head Nurse and Staff Nurse Grade I.			
	e	Ratio 1:1:1 among Grade I, Grade II and Senior Technician will continue			

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	f	Existing ratio 1:1 between Grade I and Grade II will continue	
	g	Ratio between Grade I and Grade II will be 1:2	
	h	Existing ratio 1:3 between Grade I and Grade II will continue	
	i	Existing posts of Junior Lab Assistant in the scale of pay of ₹ 24400-55200 merged with the category of Lab Attender in the scale of pay of ₹ 24400-55200	
	j	Incumbents who are qualified as per G.O(Ms)No.49/2019/H&FWDdt.20.03.2019 only are eligible for the scale of pay (₹ 43400-91200) and others will be given the scale of pay (₹ 37400-79000) as 'Personal'.	
	k	Those who are qualified as per G.O.(Ms)No.179/18/H&FWD dt.13.09.2018 will be eligible for ₹ 35600-75400 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 37400-79000; others will be eligible for the scale of pay of ₹ 27900-63700 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 31100-66800.	
	l	Those who are qualified as per G.O.(Ms)No.179/18/H&FWD dt.13.09.2018 will be eligible for ₹ 35600-75400 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 37400-79000; others will be eligible for the scale of pay of ₹ 26500-60700 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 31100-66800.	
	m	Ratio 2:1 will be allowed between the posts of Senior Scientific Officer and Senior Scientific Officer (HG)	

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer	11	As in PD	As in PD
2	Senior Finance Officer		As in PD	As in PD
3	Administrative Officer Grade II		As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Accounts Officer	24	As in CC	As in CC
	2	Administrative Assistant	13	As in CC	As in CC

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	3	Lay Secretary / Treasurer	14	As in CC	As in CC
	4	Senior Superintendent	24	As in CC	As in CC
	5	Junior Superintendent	72	As in CC	As in CC
	6	Fair Copy Superintendent	6	As in CC	As in CC
	7	Senior Clerk	239	As in CC	As in CC
	8	Clerk	239	As in CC	As in CC
	9	Clerk-Typist	49	As in CC	As in CC
	10	Librarian Grade II	23	As in CC	As in CC
	11	Librarian Grade III	10	As in CC	As in CC
	12	Librarian Grade IV	32	As in CC	As in CC
	13	Personal Assistant	18	As in CC	As in CC
	14	Confidential Assistant Senior Grade	18	As in CC	As in CC
	15	Confidential Assistant Grade I	18	As in CC	As in CC
	16	Confidential Assistant Grade II	20	As in CC	As in CC
	17	LD Typist	78	As in CC	As in CC
	18	Sergeant	32	As in CC	As in CC
	19	Driver Grade II	110	As in CC	As in CC
	20	Lift Operator HG	25	As in CC	As in CC
	21	Lift Operator	50	As in CC	As in CC
	22	Carpenter	9	As in CC	As in CC
	23	Clerical Attender	58	As in CC	As in CC
	24	Duffedar	1	As in CC	As in CC
	25	Full time Sweeper	563	As in CC	As in CC
	26	Office Attendant Grade II	151	As in CC	As in CC
	27	Watchman	68	As in CC	As in CC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Medical Officer (Post mortem Allowance per case)	600	660
2	Medical Officer (Exhumation Allowance per exhumation)	1000	1100
3	Lift Operator	100	110

(2) Special Allowance (Common Category)

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Confidential Assistant to Director of Medical Education	550	610
2	Drivers attached to Director of Medical Education	400	440
3	Office Attendant, Duffedar attached to Director of Medical Education	320	360
4	Drivers	200	220
5	Office Attendant working as Night Watchman	300	330

(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Resident Medical Officer	300	330
2	Assistant Resident Medical Officer	250	280
3	Warden (or rent free quarters)	220	250
4	Assistant Warden (or rent free quarters)	180	200
5	Resident Warden, College of Nursing (or rent free quarters)	180	200
6	Medical officers working in health centres attached to medical colleges	300	330

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(4) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	(i) College of Pharmaceutical Sciences		
1	Scientific Officer, Nuclear Medicine / Assistant Professor, Nuclear Medicine	200	220
2	Scavenger cum Sewage Cleaner	100	110
	(ii) Radiology Department		
1	X-Ray Mechanic/X-Ray Technician/Radiographer	100	110
2	X-Ray Attender	100	110
3	Receptionist	100	110
	(iii) Dermatology and Venerology		
1	Serological / Scientific Assistant	150	170
	(iv) Anatomy Department		
1	Curator	100	110
2	Laboratory Technician	100	110
3	Junior Laboratory Assistant	100	110
4	Mortuary Attender	100	110
5	Theatre Assistant	100	110
6	Sweeper/ Cleaner	100	110
	(v) Forensic Medicine		
1	Mortuary Technician	100	110
2	Laboratory Technician	100	110
3	Junior Laboratory Assistant	100	110
4	Mortuary Attender/ Sweeper/ Cleaner	100	110
	(vi) Other Categories		
1	Bio-Chemist/Scientific Assistant (Pathology)	150	170
2	Laboratory Technician/ Laboratory Assistant	100	110
3	Junior Laboratory Assistant/ Photographic Attender	100	110
4	Laboratory Attender	100	110
5	Technician (Media making)	100	110
	(vii) Staff working in T.B. Unit of Kozhikode Medical College		
1	Pharmacist/Health Visitor	100	110

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2	Staff Nurse	100	110
3	Clerk	100	110
4	Hospital Attender/ Nursing Assistant	100	110

(5) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Assistant Leprosy Officer	1600	1800
2	Barber	2000	2200
3	Biomedical Engineer (Teaching)	1600	1800
4	Bio-Chemist	2000	2200
5	Blood Bank Technician	2000	2200
6	Boiler Attender	2000	2200
7	Boiler Fireman	2000	2200
8	Carpenter	2000	2200
9	Chemist	2000	2200
10	Chief Occupational Therapist	2000	2200
11	Chief Physiotherapist	2000	2200
12	Clinical Audio Metrician	2000	2200
13	Clinical Psychologist	2000	2200
14	Cobbler	2400	2700
15	Cook	2400	2700
16	Curator	2000	2200
17	CSR Technician	2000	2200
18	Cyto Technician	2000	2200
19	Dark Room Assistant	2000	2200
20	Dental Hygienist	2000	2200
21	Dental Mechanic	2000	2200
22	Duffedar	2000	2200
23	Dhobi	2400	2700
24	Dialysis Machine Operator	2000	2200
25	Dialysis Technician	2000	2200
26	Dietician	2000	2200
27	ECG/TMT/EEG Technician	2000	2200

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28	ECG Attender	2000	2200
29	Electric Mechanic	2000	2200
30	Electrical Lascar	2000	2200
31	Electrician	2000	2200
32	Electrician-cum-Mechanic	2000	2200
33	Electrician Overseer	2000	2200
34	Entomological Assistant	2000	2200
35	Female Physiotherapy Assistant	2000	2200
36	Fitter	2000	2200
37	Foreman-cum-Litho Press Operator	2000	2200
38	Foreman (Power laundry)	2000	2200
39	Full Time Sweeper	2400	2700
40	Gardener	2000	2200
41	Glass Blower	2400	2700
42	Head Nurse	2600	5000
43	Health Educator	2000	2200
44	Health Inspector	2000	2200
45	Health Supervisor	2000	2200
46	Helper	2400	2700
47	Haematology Technician	2000	2200
48	Hospital Attendant	2400	2700
49	Hospital Attender	2400	2700
50	House Keeper	2400	2700
51	Instrument Mechanic	2400	2700
52	Junior Health Inspector	2000	2200
53	Junior Laboratory Assistant	2000	2200
54	Junior Public Health Nurse	2400	2700
55	Junior Research Officer	2000	2200
56	Junior Research Assistant	2000	2200
57	Lab Attender	2000	2200
58	Lab Technician	2000	2200
59	Lady Health Inspector	2400	2700
60	Lady Health Supervisor	2400	2700
61	Lascar	2400	2700
62	Lecturer in Health Education	1600	1800

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63	Lift Mechanic	2400	2700
64	Lift Operator	2400	2700
65	Machinist	2400	2700
66	Marker	2400	2700
67	Maxillo Facial Prosthetic Technician	2000	2200
68	Mechanic	2000	2200
69	Mechanical Engineer	1600	1800
70	Medical Photographer	2000	2200
71	Medical Radio Isotope Technician	2000	2200
72	Medical Record Librarian	2000	2200
73	Medical Record Superintendent	2000	2200
74	Medical Social Worker	2000	2200
75	Medical Statistician	2000	2200
76	Mess Girl	2400	2700
77	Museum Curator	2000	2200
78	Mortuary Attender	2400	2700
79	Mortuary Technician	2400	2700
80	Museum-cum-Photographic Assistant	2000	2200
81	Nuclear Medicine Technician	2000	2200
82	Nursing Assistant	2400	2700
83	Nursing Officer	2600	3000
84	Nursing Superintendent	2600	5000
85	Orthotic Technician	2000	2200
86	Painter	2400	2700
87	Part Time Sweeper	2400	2700
88	Perfusionist	2000	2200
89	Pharmaceutical Chemist	2000	2200
90	Pharmacist	2000	2200
91	Photographic Attender	1600	1800
92	Physiological Assistant	2000	2200
93	Plumber	2400	2700
94	Power Laundry Attender	2400	2700
95	Printer	2000	2200
96	Projectionist	2000	2200
97	Prosthetics and Orthotics Engineer	2000	2200

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98	Psychiatric Social Worker	2000	2200
99	Pump Operator	2000	2200
100	Public Health Nursing Tutor, Medical College, Thiruvananthapuram (For visiting health Centres)	2400	2700
101	Radiographer (Teaching)	2000	2200
102	Radiographer	2000	2200
103	Radium Technician	2000	2200
104	Optometrist	2000	2200
105	Refrigeration Mechanic	2000	2200
106	Rehabilitation Co-ordinator	2000	2200
107	Rehabilitation Technician	2000	2200
108	Research Assistant	2000	2200
109	Respiratory Technician	2000	2200
110	Scientific Officer	2000	2200
111	Scientific Assistant	2000	2200
112	Security Officer	2400	2700
113	Assistant Security Officer	2400	2700
114	Research Officer	2000	2200
115	Store Officer	2000	2200
116	Senior Technician	2000	2200
117	Sergeant	2400	2700
118	Serological Assistant	2000	2200
119	Social Worker	2000	2200
120	Social Scientist	2000	2200
121	Speech Pathologist & Audiologist	2000	2200
122	Staff Nurse	2400	5000
123	Statistical Assistant	2000	2200
124	Sterilization Technician	2000	2200
125	Steward	2000	2200
126	Store Keeper (Pharmacist)	2000	2200
127	Store Superintendent	2000	2200
128	Sweeper, Anatomy Department & Forensic Medicine	2400	2700
129	Technical Assistant	2000	2200
130	Technician	2000	2200

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131	Technician (Media making)	2000	2200
132	Theatre Assistant	2000	2200
133	Theatre Assistant, Anatomy department	2400	2700
134	Theatre Mechanic	2000	2200
135	Theatre Technician	2000	2200
136	Tutors	2000	2200
137	Tutor Technician	2000	2200
138	Van Cleaner/ Bus Cleaner	2000	2200
139	Watchman	2000	2200
140	Workshop Foreman/Foreman	2000	2200
141	X-Ray Attender	2000	2200
142	X-Ray Mechanic	2000	2200
143	X-Ray Technician	2000	2200
144	Public Health Nursing Tutor/ Health Inspector/Health Visitor, Medical College, Thiruvananthapuram (For visiting health Centres)	2400	2700

(6) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
	Medical College, Thiruvananthapuram			
1	Public Health Nursing Tutor/ Health Inspector/Health Visitor	300	Health Centres for visiting health units under Neendakara and Pangappara	330

7.58. MINING AND GEOLOGY

The Department of Geology started its functioning in 1946 as a separate entity independent from Industries Department. The department was re-organised in 1970 and was named Department of Mining and Geology. At

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present the Department functions through its 14 District Offices, 3 Mineral Squads, One Special Squad apart from its Headquarters in Thiruvananthapuram. There are two Divisions in the department viz. Exploratory & Prospecting Division and Mineral Development & Mining Lease Division. The Director is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

(i) The post of Drilling Assistant/Technical Assistant may be re designated Drilling Assistant.

(ii) The post of Tracer may be excluded from the schedule as the post is lying vacant in the Department.

(iii) The post of Drilling Mechanic/Driller (HG) may be re designated Driller (HG).

(iv) All posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	81000-117600	112800-163400
	2	Additional Director	1	77400-115200	107800-160000
	3	Deputy Director	2	68700-110400	95600-153200
a	4	Senior Geologist	6	45800-89000	63700-123700
	5	Senior Chemist	1	45800-89000	63700-123700
a	6	Geologist	21	40500-85000	56500-118100
	7	Administrative-cum-Accounts Officer	1	40500-85000	56500-118100
	8	Audit Officer	1	40500-85000	56500-118100

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	9	Assistant Geologist	30	36600-79200	51400-110300
	10	Junior Chemist	3	36600-79200	51400-110300
	11	Asst. Drilling Engineer	1	36600-79200	51400-110300
	12	Senior Auditor	1	30700-65400	43400-91200
b	13	Mineral Revenue Inspector(HG)	8	30700-65400	43400-91200
	14	Mineral Revenue Inspector	8	27800-59400	39300-83000
b	15	Driller (HG)	1	27800-59400	39300-83000
	16	Driller	3	25200-54000	35600-75400
	17	Junior Auditor	2	26500-56700	37400-79000
	18	Draftsman-cum-Surveyor Gr II	1	22200-48000	31100-66800
	19	Drilling Assistant	5	18000-41500	25100-57900
c	20	Laboratory Assistant	1	18000-41500	25100-57900
c	21	Section Cutter	1	17500-39500	24400-55200
	22	Laboratory Attender	5	17000-37500	23700-52600

a. The ratio 1:3 between Senior Geologist and Geologist will continue.
b. Higher Grade ratio 1:1 will continue.
c. Existing ratio of 1:1 between Section Cutter and Laboratory Attender for promotion to the post of Laboratory Assistant will continue.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	2	As in CC	As in CC
	2	Junior Superintendent	3	As in CC	As in CC

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	3	Fair Copy Superintendent	1	As in CC	As in CC
	4	Senior Clerk	24	As in CC	As in CC
	5	Clerk	25	As in CC	As in CC
	6	Clerk cum Typist	1	As in CC	As in CC
	7	Typist Selection Grade	5	As in CC	As in CC
	8	Typist Senior Grade	5	As in CC	As in CC
	9	UD Typist	5	As in CC	As in CC
	10	L.D.Typist	7	As in CC	As in CC
	11	Librarian	1	As in CC	As in CC
	12	Confidential Assistant	1	As in CC	As in CC
	13	Driver Senior Grade	7	As in CC	As in CC
	14	Driver Gr.I	7	As in CC	As in CC
	15	Driver Grade II	8	As in CC	As in CC
	16	Duffedar	1	As in CC	As in CC
	17	Office Attendant Gr.I	9	As in CC	As in CC
	18	Office Attendant Gr.II	19	As in CC	As in CC
	19	Night Watcher	7	As in CC	As in CC
	20	Gardner	1	As in CC	As in CC
	21	Sanitary Worker	1	As in CC	As in CC
	22	Full Time Sweeper	2	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	12	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driller	2400	2700
2	Drilling Assistant	2400	2700
3	Full Time Sweeper	2400	2700

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4	Sanitary Worker	2400	2700
5	Gardener	2400	2700
6	Driver	2400	2700

7.59. MINORITY WELFARE

The Minority Welfare Department was created as per G.O. (P) No.02/2011/GAD dated: 01.01.2011. It acts as the nodal agency for implementing both Central and State schemes and projects for the welfare of minority communities in the State. Kerala State Minority Development Finance Corporation, Madrassa Teachers Welfare Fund, Coaching Centre for Minority Youth are the main arms of the department. It implements various projects and development programmes for the welfare of minority communities like Muslims, Christians, Buddhists, Sikhs, Jains and Parsis etc. The department is functioning with its Directorate in Thiruvananthapuram.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations, makes the following recommendations:

i) The Commission recommends to frame Special Rules for the department at the earliest.

ii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	As in PD	As in PD

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	2	Information cum Research Officer	1	As in PD	As in PD
	3	Administrative Officer	1	As in PD	As in PD
	4	Finance Officer	1	As in PD	As in PD
	5	Project Officer	1	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	1	As in CC	As in CC
	2	Confidential Assistant Gr II	1	As in CC	As in CC
	3	Clerk	4	As in CC	As in CC
	4	Data Entry Operator cum CA	1	As in CC	As in CC
	5	Typist Cum Computer Operator	1	As in CC	As in CC
	6	Office Attendant	3	As in CC	As in CC
	7	Driver Gr II	1	As in CC	As in CC

Part Time Contingent					
	1	Part Time Sweeper	2	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.60. MOTOR VEHICLES

The Motor Vehicles Department is established for enforcement of the provisions in the Motor Vehicles Act 1988 (Central Act 59 of 1988), the Kerala Motor Vehicles Taxation Act 1976 and the Rules framed under these Acts. The

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other functions of the Department include registration of vehicles, collection of taxes/fees, issue of permits/driving licenses/fitness certificates, control of automobile pollution, etc. The Transport Commissioner is the Head of the Department which is headquartered in Thiruvananthapuram. The Department has four zonal offices, 18 Regional Transport Offices, 14 Regional Transport Offices (Enforcement), 68 Sub Regional Transport Offices and 19 border check posts.

The Commission, having considered the proposals submitted by the Transport Commissioner and the demands of various Service Organisations and individuals, makes the following recommendations:

(i) The post Senior Deputy Transport Commissioner & Secretary, State Transport Authority was re-designated as Joint Transport Commissioner by G.O.(Ms)No.28/2011/Tran. dated 23/05/2011. A post of Joint Transport Commissioner was created as per G.O.(Ms)No.70/2011/Trans. dated 12/12/2011 as part of formation of an Enforcement Wing in the Department. These posts are not seen included in the Schedule of posts of the Department in the existing Pay Revision Order. Hence the posts of Joint Transport Commissioner & Secretary, State Transport Authority and Joint Transport Commissioner (Enforcement) may be included in the Schedule of posts grouping them together as interchangeable with each other.

(ii) As per the existing Special Rules of the Department, appointment to the post of Joint Regional Transport Officer is made by promotion from Motor Vehicle Inspectors and by transfer from Senior Superintendents in the ministerial cadre in the ratio 2:1. The Commission has received suggestions for change in the system. The Commission's recommendations in the matter will be given in Part VII of its Report.

(iii) All the category of posts may be given the proposed scales of pay corresponding to the existing scales.

(iv) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

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A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Transport Commissioner	1	IAS	IAS
	2	Additional Transport Commissioner	1	IPS	IPS
	3	Joint Transport Commissioner & Secretary, State Transport Authority /Joint Transport Commissioner (Enforcement)	2	81000-117600	112800-163400
	4	Senior Deputy Transport Commissioner(Taxes)	1	77400-115200	107800-160000
	5	Deputy Transport Commissioner	4	68700-110400	95600-153200
	6	Regional Transport Officer/Assistant Transport Commissioner	33	45800-89000	63700-123700
	7	Joint Regional Transport Officer/Assistant Secretary, State Transport Authority	89	40500-85000	56500-118100
	8	Motor Vehicle Inspector	290	39500-83000	55200-115300
	9	Assistant Motor Vehicle Inspector	614	32300-68700	45600-95600

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Technical Advisor		AICTE	AICTE
2	Senior Administrative Officer		As in PD	As in PD

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3	Senior Finance Officer		As in PD	As in PD
4	Senior Law Officer		As in PD	As in PD
5	Statistical Officer		As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Accounts Officer	2	As in CC	As in CC
	2	Senior Superintendent/Senior Superintendent (Accounts)	36	As in CC	As in CC
	3	Junior Superintendent	67	As in CC	As in CC
	4	Head Clerk/Head Accountant/Public Relations Officer	168	As in CC	As in CC
	5	Senior Clerk	795	As in CC	As in CC
	6	Clerk		As in CC	As in CC
	7	Personal Assistant	3	As in CC	As in CC
	8	Confidential Assistant Senior Grade	9	As in CC	As in CC
	9	Confidential Assistant Grade I		As in CC	As in CC
	10	Confidential Assistant Grade II		As in CC	As in CC
	11	Fair copy Superintendent	1	As in CC	As in CC
	12	Typist Selection Grade	100	As in CC	As in CC
	13	Typist Senior Grade		As in CC	As in CC
	14	U.D Typist		As in CC	As in CC
	15	L.D Typist		As in CC	As in CC
	16	Driver Selection Grade	86	As in CC	As in CC
	17	Driver Senior Grade		As in CC	As in CC
	18	Driver Grade I		As in CC	As in CC
	19	Driver Grade II		As in CC	As in CC
	20	Roneo Operator	1	As in CC	As in CC
	21	Attender Grade I	49	As in CC	As in CC
	22	Attender Grade II		As in CC	As in CC

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	23	Office Attendant Grade I	250	As in CC	As in CC
	24	Office Attendant Grade II		As in CC	As in CC
	25	Night Watchman	1	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
		Part Time Sweeper	68	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Regional Transport Officer	3000	3300
2	Joint Transport Officer	3000	3300
3	Motor Vehicle Inspector	3000	3300
4	Assistant Motor Vehicle Inspector	3000	3300
5	Driver	2400	2700

(2) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month	Proposed Rate per month (₹)
1	Assistant Motor Vehicle Inspector	350	One Taluk	15	390

7.61. MUSEUMS AND ZOOS

The Department of Museums & Zoos, headed by the Director is under the administrative control of Cultural Affairs Department. The Department consist of Directorate, Museum and Galleries and Zoological Park situated at Thiruvananthapuram and two Regional Institutions, State Museum and Zoo at Thrissur and Art Gallery and Krishna Menon Museum at Kozhikode. The Department works to propagate knowledge about the importance of the

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objects in respect of the history, culture, scientific and artistic excellence and also provides opportunities for education and research on Wildlife. It also engages in developing, preserving and exhibiting a significant collection of Natural, Art and Historical objects.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) Considering the risk factors associated with the job of Veterinary Surgeon, Zoo Keeper and Part Time Zookeeper the Commission recommends to enhance the Risk allowance for the posts from the existing rates of ₹ 200, ₹ 200 and ₹ 100 to ₹ 300, ₹ 300 and ₹ 200 respectively.

(ii) The post of Caretaker may be excluded from the Department Schedule as the same is re-designated as Clerk in the Department.

(iii) The post of Photographer may be excluded from the Department Schedule as the same is vanished.

(iv) The post of Blacksmith may be moved from Department schedule and placed in the schedule of Common Category posts with Scale of Pay corresponding to ₹ 18000-41500.

(v) The post of Cleaner may be included in department schedule with Scale of Pay corresponding to ₹ 16500-35700 as the same is not included in the list of Common Category posts.

(vi) Higher Grade may be sanctioned to the cadre of Superintendent in the present ratio of 1:1 taking together the post of Superintendent and Education Officer. Also the posts of Superintendent and Education Officer may be made interchangeable posts and necessary amendments should be made in the Special Rules in this regard.

(vii) The Commission recommends 50% appointment to the post of Curator Gr II made by direct recruitment to impart more professionalism in the cadre.

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(viii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances excluding the one mentioned above may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

B. A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	68700-110400	95600-153200
a	2	Superintendent (HG)	3	42500-87000	59300-120900
	3	Superintendent	3	40500-85000	56500-118100
	4	Education Officer	1	40500-85000	56500-118100
b	5	Curator Grade - I	3	35700-75600	50200-105300
	6	Curator Grade - II	4	26500-56700	37400-79000
	7	Draftsman Grade - I	1	26500-56700	37400-79000
	8	Biologist	1	26500-56700	37400-79000
	9	Guide/ Guide Lecturer	5	26500-56700	37400-79000
	10	Taxidermist Grade I	1	26500-56700	37400-79000
	11	Caretaker Clerk	1	25200-54000	35600-75400
	12	Draftsman Grade - II	1	20000-45800	27900-63700
	13	Taxidermist Grade II	1	20000-45800	27900-63700
	14	Artist Modeller	1	19000-43600	26500-60700
	15	Garden Supervisor	2	19000-43600	26500-60700
	16	Pump Operator	1	18000-41500	25100-57900
	17	Supervisor (Zoo)	2	18000-41500	25100-57900
	18	Carpenter	1	18000-41500	25100-57900
	19	Head Gardener	1	17500-39500	24400-55200
	20	Keeper	43	17500-39500	24400-55200

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	21	Mason	2	17000-37500	23700-52600
	22	Lab Assistant	2	17000-37500	23700-52600
	23	Lab Attendant	1	17000-37500	23700-52600
	24	Gallery Assistant	2	17000-37500	23700-52600
	25	Gardener	70	17000-37500	23700-52600
	26	Gallery Attendant	21	16500-35700	23000-50200
c	27	Guard	33	16500-35700	23000-50200
	28	Cleaner	3	16500-35700	23000-50200

a. Existing ratio of 1:1 between Lower and Higher Grades will continue.

b. The ratio 1:1 between Grade II and Grade I posts will continue.

c. Three posts will be in the Higher Grade on ₹ 17500-39500

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Veterinary Surgeon	2	As in PD	As in PD
	4	Lineman	1	As in PD	As in PD
	5	Live Stock Inspector	1	As in PD	As in PD
	6	Senior Civil Police Officer	1	As in PD	As in PD
	7	Civil Police Officer	11	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	2	As in CC	As in CC

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	2	Junior Superintendent	1	As in CC	As in CC
	3	Head Clerk	2	As in CC	As in CC
	4	Senior Clerk	7	As in CC	As in CC
	5	Clerk	7	As in CC	As in CC
	6	Clerk-Typist	2	As in CC	As in CC
	7	Selection Grade Typist	1	As in CC	As in CC
	8	U.D Typist	1	As in CC	As in CC
	9	L.D Typist	1	As in CC	As in CC
	10	Confidential Assistant Gr II	1	As in CC	As in CC
	11	Driver Gr I	1	As in CC	As in CC
	12	Driver Gr II	1	As in CC	As in CC
	13	Blacksmith	1	As in CC	As in CC
	14	Daffedar	1	As in CC	As in CC
	15	Office Attendant	9	As in CC	As in CC
	16	Sergeant	1	As in CC	As in CC
	17	Scavenger	3	As in CC	As in CC
	18	Sweeper	44	As in CC	As in CC
	19	Night watcher	2	As in CC	As in CC
		Part Time Contingent			
	1	Part Time Sweeper	3	As in PTCC	As in PTCC
	2	Part Time Keeper	5	As in PTCC	As in PTCC
	3	Part Time Gardner	3	As in PTCC	As in PTCC
	4	Part Time Watcher	1	As in PTCC	As in PTCC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Footwear Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Zoo Keeper	450	500
2	Part Time Zoo Keeper	450	500
3	Gardener	450	500
4	Sweeper	450	500
5	Guard	450	500
6	Cleaner	450	500
7	Deffadar	450	500
8	Blacksmith	450	500
9	Lab Attendant	450	500
10	Driver	450	500
11	Lab Assistant	450	500
12	Carpenter	450	500
13	Night Watcher	450	500
14	Sweeper Scavenger	450	500
15	Scavenger	450	500
16	Part Time Gardener /Sweeper/ Watcher	450	500
17	Zoo Supervisor	450	500

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Veterinary Surgeon/ Assistant Director, Thiruvananthapuram Zoo	300	330
2	Watcher	100	110
3	Employees working on holidays	1DA	350

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(3) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Veterinary Surgeon/ Assistant Director, Thiruvananthapuram Zoo	200	300
2	Zoo Keeper	200	300
3	Part Time Zoo Keeper	100	200

(4) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Watcher	2400	2700
2	Zoo Keeper	2400	2700
3	Part Time Zoo Keeper	2400	2700
4	Gardener	2400	2700
5	Sweeper	2400	2700
6	Guard	2400	2700
7	Gallery Attendant	2000	2200
8	Gallery Assistant	2000	2200
9	Cleaner	2400	2700
10	Deffadar	2400	2700
11	Blacksmith	2400	2700
12	Lab Attendant	2400	2700
13	Driver	2400	2700
14	Lab Assistant	2400	2700
15	Carpenter	2400	2700
16	Night Watcher	2400	2700
17	Mason	2400	2700
18	Sweeper Scavenger	2400	2700

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19	Scavenger	2400	2700
20	Part Time Gardener/ Sweeper/ Watcher	2400	2700
21	Zoo Supervisor	2000	2200

7.62. NATIONAL CADET CORPS

The National Cadets Corps came into existence in July, 1948 under the National Cadet Corps Act of 1948 under the Ministry of Defence. The NCC is headed by a Director General. The Headquarters is located in Delhi with 17 Directorates located in the state capitals headed by an officer of the rank of a Major General from the three Services. The Directorate Controlling the activities of Kerala and Lakshadweep is located at Thiruvananthapuram. The NCC Department has mainly two wings- Central and State Wing. The functions of State wing include Establishment, Finance, Audit & publicity and is headed by Additional Director General, NCC of the rank of Major General. All the civilian posts in this Department are exclusively reserved for Ex-servicemen and their dependents.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) Considering the nature of job, the post of 'Ship Modelling Mechanic' may be re-designated as 'Ship Modelling Instructor'.

(ii) The post of Administrative Assistant may be moved from the category 'Post held by Personnel of other Departments' and placed in the Department schedule of posts with the scale of pay corresponding to ₹ 42500-87000 as the post is included in the Special Rules.

(iii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

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A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Deputy Director General of NCC	1	Defence Service	Defence Service
	2	Publicity-cum-Liaison Officer	1	45800-89000	63700-123700
	3	Administrative Assistant	1	42500-87000	59300-120900
	4	Accounts Officer	1	40500-85000	56500-118100
	5	Aero-Modelling Instructor cum Store Keeper	3	27800-59400	39300-83000
	6	Ship Modelling Instructor	5	25200-54000	35600-75400
	7	Ship Modelling Store Keeper	5	18000-41500	25100-57900
	8	Aero-Modelling Helper	1	17000-37500	23700-52600
	9	Boat Keeper	12	17000-37500	23700-52600
	10	Farrier	1	16500-35700	23000-50200
	11	Saddler	1	16500-35700	23000-50200

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	7	As in CC	As in CC
	2	Junior Superintendent	51	As in CC	As in CC
	3	Fair Copy Superintendent	1	As in CC	As in CC
	4	Head Clerk	4	As in CC	As in CC
	5	Selection Grade Typist	22	As in CC	As in CC
	6	Senior Grade Typist	23	As in CC	As in CC
	7	U.D Typist	22	As in CC	As in CC
	8	Senior Clerk	171	As in CC	As in CC
	9	Confidential Assistant Gr II	6	As in CC	As in CC

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	10	Clerk	175	As in CC	As in CC
	11	L.D Typist	23	As in CC	As in CC
	12	Driver Gr II	121	As in CC	As in CC
	13	Attender	6	As in CC	As in CC
	14	Office Attendant	59	As in CC	As in CC
	15	Lascar	278	As in CC	As in CC
	16	Chowkidar	52	As in CC	As in CC
	17	Masalchi	5	As in CC	As in CC
	18	Cook	1	As in CC	As in CC
	19	Full time Sweeper	9	As in CC	As in CC

Part Time Contingent					
	1	Part Time Sweeper	39	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700
2	Lascar	2400	2700
3	Chowkidar	2400	2700
4	Full Time Sweeper	2400	2700

7.63. NATIONAL EMPLOYMENT SERVICE

The Directorate General of Resettlement and Employment was set up in the country in July 1945 for providing Employment Service to the job seekers in the nation. The administrative control of the department was handed over to the State Government with effect from 01.11.1956 by the recommendations of the Training and Employment Services Organization Committee, headed by Sri: Shiva Rao. The Employment Service is now the joint concern of the

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Central and State Governments. The policies and procedures to be adopted in the functional activities of the Employment Exchanges are prescribed at the national level by the Director General of Employment & Training, New Delhi to ensure uniformity in the functioning of the Employment Exchanges all over India. In Kerala, the Employment Department is functioning under the Secretariat Department of Labour and Rehabilitation, and is called National Employment Service (Kerala).

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

i) The following category of posts are interchangeable as per Special Rules. Hence these posts may be clubbed in the schedule.
   - Deputy Director of Employment, Regional Deputy Director of Employment.
   - Divisional Employment Officer, State Vocational Guidance Officer, Sub Regional Employment Officer.
   - Employment Officer, Employment Officer (PL), Deputy Chief (University Employment Information and Guidance Bureau), Accounts Officer.
   - Junior Employment Officer, Head Accountant.

ii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Employment	1	IAS	IAS
	2	Joint Director of Employment	1	77400-115200	107800-160000
	3	Deputy Director of Employment/ Regional Deputy	5	55350-101400	77200-140500

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		Director of Employment			
	4	Divisional Employment Officer / State Vocational Guidance Officer / Sub Regional Employment Officer	11	45800-89000	63700-123700
	5	District Employment Officer	14	39500-83000	55200-115300
	6	Employment Officer/Employment Officer (PL) / Deputy Chief, University Employment Information and Guidance Bureau/ Accounts Officer	112	36600-79200	51400-110300
	7	Junior Employment Officer / Head Accountant	128	30700-65400	43400-91200
	8	Instructor (Stenography)	2	29200-62400	41300-87000

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	40	As in CC	As in CC
	2	Fair Copy Superintendent	1	As in CC	As in CC
	3	Head Clerk	28	As in CC	As in CC
	4	Senior Clerk	221	As in CC	As in CC
	5	Clerk	230	As in CC	As in CC
	6	Confidential Assistant Gr I	6	As in CC	As in CC
	7	Selection Grade Typist	28	As in CC	As in CC
	8	Senior Grade Typist	28	As in CC	As in CC

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	9	U.D Typist	28	As in CC	As in CC
	10	L.D Typist	29	As in CC	As in CC
	11	Clerk Typist	9	As in CC	As in CC
	12	Driver Gr II	1	As in CC	As in CC
	13	Clerical Attender	14	As in CC	As in CC
	14	Full Time Watchman	2	As in CC	As in CC
	15	Office Attendant	133	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.64. NATIONAL SAVINGS

National Savings Department started functioning in the year 1968. National Savings Schemes are saving instruments launched by the Central Government with a view to cultivating thrift and saving habits among the public especially rural population and thereby mobilising necessary resources for government. The State receives long term loans from the Central Government to the extent of 100% of the net collection raised from the State for developmental activities. The Department is under the administrative control of Finance Department and has 14 District offices. The Director of National Savings, appointed by Government, is the Head of Department. The officers and staff other than Additional Director, Deputy Director and Assistant Director are posted from the Finance and the Revenue Departments.

The Commission, after considering the proposals submitted by the Head of the Department and the demands of Service Organisations and individuals, makes the following recommendations:

(i) Normal revision of scales of pay is recommended to the posts of Director, Additional Director, Deputy Director and Assistant Director.

(ii) At present, Permanent Travelling Allowance is seen allowed to all Assistant Directors in the Department. Since only the officers

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attached to the district offices require frequent travelling, Permanent Travelling Allowance may be limited to Assistant Directors working in district offices only.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	77400-115200	107800-160000
	2	Additional Director	1	68700-110400	95600-153200
	3	Deputy Director	13	45800-89000	63700-123700
	4	Assistant Director	19	39500-83000	55200-115300

Posts held by personnel of other Departments

Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
1	Under Secretary	104	As in PD	As in PD
2	Accounts Officer		As in PD	As in PD
3	Section Officer		As in PD	As in PD
4	Office Superintendent		As in PD	As in PD
5	Assistant Section Officer		As in PD	As in PD
6	Senior Grade Assistant		As in PD	As in PD
7	Assistant		As in PD	As in PD
8	Computer Assistant		As in PD	As in PD
9	Clerical Assistant		As in PD	As in PD
10	Office Attendant		As in PD	As in PD
11	Driver		As in PD	As in PD
12	Binder		As in PD	As in PD
13	Senior Clerk		As in PD	As in PD
14	Clerk		As in PD	As in PD

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C. EXISTING AND PROPOSED RATES OF ALLOWANCES

Permanent Travelling Allowance

Sl. No.	Category	Existing Rate per Month (Rs.)	Area of Jurisdiction	Average No. of days of tour in a month	Proposed Rate per Month (₹)
1	Assistant Director (in District offices only)	500	One District	15	550

7.65. POLICE

Kerala Police is the law enforcement agency of the Government of Kerala, with its Headquarters in Thiruvananthapuram. The department is headed by the Director General of Police & State Police Chief. The main duty of Police Officers of various ranks under the department is prevention and detection of crimes, apprehension and prosecution of criminals, assistance to the general public and maintenance of law and order. Police Officers are given general and specialized training to perform special tasks against terrorism and insurgency. Though there are 14 Revenue districts, Police have 19 Police districts. For administrative convenience the Revenue district of Thiruvananthapuram, Ernakulam, Kollam, Thrissur and Kozhikode has been bifurcated into two Police districts, City and Rural. The Police districts are grouped under Police Ranges and Ranges under Zones. Indian Penal Code, Criminal Procedure Code, Special and Local Laws and the Kerala Police Act 2011 govern functioning of the department. The department has a massive organizational structure starting from Civil Police Officer/Police Constable to Director General of Police and State Police Chief. The basic unit of function is the office of the Station House Officer.

The department has a mechanism called 'Cyber Dome' to prevent cyber crimes and to defend against the growing threat of cyber attacks. The department has units specially designed to prevent crimes against women and children.

The Commission, having considered the proposals submitted by the State Police Chief, various Service Organizations and individuals, makes the following recommendations:

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(i) The posts of Commandant in Armed Police Battalion and India Reserve Battalion and lower post Deputy Commandant in Armed Police Battalion, India Reserve Battalion, Armed Reserve Battalion and the post of Assistant Commandant (HG) in all the above Battalions are all in the same scale of pay of ₹ 77400-115200. Hence the scale of pay attached to the post of Commandant in Armed Police Battalion and India Reserve Battalion may be upgraded from ₹ 77400-115200 to ₹ 81000-117600 on par with Superintendent of Police (Non IPS) considering the fact that Commandant holds the entire charge of a Battalion.

(ii) Police personnel attached to battalion are bound to remain in barracks as part of their duty. Government is bearing the boarding and lodging expense of these police personnel. Since the Government bears the cost of accommodation, the Commission is of the view that they are not eligible for any HRA, which is a compensation for accommodation rented by the employee. Hence the Commission does not recommend HRA to these employees. However, a new allowance by the name 'Barrack Allowance', in order to protect the employees against the loss of HRA, is recommended as detailed below. An employee who is allotted government quarters will not be eligible to draw Barrack Allowance. The rate of 'Barrack Allowance' to different categories may be as follows:

Category	Rate per month
Police Constable	Rs. 1500
Havildar	Rs. 1800
Armed Police ASI	Rs. 2000
Armed Police SI	Rs. 2500
Armed Police Inspector	Rs. 3000
Armed Police Inspector (HG)	Rs. 3000
Assistant Commandant	Rs. 4000
Assistant Commandant (HG)	Rs. 4000
Deputy Commandant	Rs. 4000
Commandant (Non-IPS)	Rs. 5000

(iii) The Police personnel attached to special units like Crime Branch, Intelligence Wing etc are not required to wear uniform during their

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normal duty time; but they have to wear uniform occasionally. Therefore, there is no need to grant full uniform allowance to police personnel working in special units. But Civil Police Officer and Senior Civil Police Officer attached to these units are allowed uniform allowance at full rate. Paying full rate of uniform allowance to personnel who are not required to wear uniform during their normal duty time is needless. Hence the Commission recommends that all police personnel working in special units may be given uniform allowance at half rate taking into consideration of the fact that one set of uniform would suffice for special occasions.

(iv) The existing practice of departmental purchase and supply of Helmet and Body Protector to Police Personnel may continue. But they may be allotted exclusively to every individual officer under proper acknowledgment so as to avoid health hazards.

(v) The police personnel working in different places are now allowed various duty linked allowances in small amounts. These allowances include Smartness allowance, Feeding charges, Ration Money, Water and Electricity charges etc. This leads to showing numerous items in the salary slip. These allowances may be subsumed into the existing Police Special Allowance and henceforth -Police Special Allowance would be inclusive of the above five allowances. The existing rates of these allowance under different branches and the proposed rate of Police Special allowance are given as follows:

Unit / Type of Allowance	**CPO/ HC**	**SCPO/ Havildar**	**Asst. Sub Inspector**	**Sub Inspector**	**Inspector**	**DySP**
(1) Telecommunication Unit						
Smartness Allowance	80	80	80	80	80	
Special Allowance	220	220	300	300	350	350
Feeding Charge	100	100	100	100	100	
Total	**400**	**400**	**480**	**480**	**530**	**350**
Proposed Rate of Police Special Allowance	**450**	**450**	**550**	**550**	**600**	**400**

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(2) Dog Squad						
Smartness Allowance	80	80		80		
Special Allowance	220	220		300		
Feeding Charge	100	100		100		
Ration Money	250	250		250		
Total	**650**	**650**		**730**		
Proposed Rate of Police Special Allowance	**750**	**750**	**750**	**850**		
(3) Armourer						
Smartness Allowance	80	80				
Special Allowance	220	220	300	300	350	
Feeding Charge	100	100	100	100		
Ration Money	250	250	250	250		
Total	**650**	**650**	**650**	**650**	**350**	
Proposed Rate of Police Special Allowance	**750**	**750**	**750**	**750**	**400**	

Unit / Type of Allowance	**CPO / HC**	**SCPO / Havildar**	**Asst. Sub Inspector**	**Sub Inspector**	**Inspector**	**Dy SP**	**Dy. Commandant**	**Driver (SCPO)**	**Driver (CPO)**	
(4) Personal Guard										
Smartness	80	80								

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Allowance										
Battalion Allowance	70	80	80	100						
Special Allowance	220	220	300	300						
Feeding Charge	100	100	100	100						
Ration Money	250	250	250	250						
Total	**720**	**730**	**730**	**750**						
Proposed Rate of Police Special Allowance	**800**	**850**	**850**	**850**						
(5) Police Personnel (General Executive)										
Smartness Allowance	80	80						80	80	
Water and Electricity	50	50						50	50	
Special Allowance	220	220	300	300	350	350				
Feeding Charge	100	100	100	100	100			100	100	
Ration Money	250	250	250	250				250	250	
Total	**700**	**700**	**650**	**650**	**450**	**350**		**480**	**480**	
Proposed Rate of Police Special Allowance	**800**	**800**	**800**	**800**	**550**	**400**		**550**	**550**	
(6) Armed Police Battalion										
Smartness	80	80	80	80	80			80	80	

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Allowance										
Battalion Allowance	70	80	80	100	120			80	70	
Special Allowance	220	220	300	300	350		350	220	220	
Feeding Charge	100	100	100	100	100			100	100	
Ration Money	250	250	250	250	250			250	250	
Total	**720**	**730**	**810**	**830**	**900**		**350**	**730**	**720**	
Proposed Rate of Police Special Allowance	**800**	**850**	**900**	**950**	**1000**		**400**	**850**	**800**	
(7) Armed Reserve Police										
Smartness Allowance	80	80	80	80	80			80	80	
Battalion Allowance	70	80	80	100	120			70	70	
Special Allowance	220	220	300	300	350			220	220	
Feeding Charge	100	100	100	100				100	100	
Ration Money	250	250	250	250				250	250	
Total	**720**	**730**	**810**	**830**	**550**			**720**	**720**	
Proposed Rate of Police Special Allowance	**800**	**850**	**900**	**950**	**650**			**800**	**800**	

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Unit / Type of Allowance	CPO	Other PCs	Sub Inspector	Brass Band Man / Orchestra Man / Bugler Man
Miscellaneous				
Smartness Allowance	80	50	80	80
Battalion Allowance		50	80	80
Special Allowance	220	150	300	150
Feeding Charge	100		100	
Ration Money	250	250	250	250
Total	**650**	**500**	**810**	**560**
Proposed Rate of Police Special Allowance	**750**	**600**	**900**	**650**

(vi) A number of designations which do not have a place in the department schedule of Police department are seen included under the schedule of Additional Special allowance under the subheading 'Miscellaneous'. Persons who are assigned specific jobs in police stations are seen included under this heading despite their getting allowances attached to their original cadre. The categories included under the subheading 'Other Miscellaneous Categories' in the department schedule alone may be retained under the subheading '(7) Miscellaneous' under the schedule 'Additional Special Allowance'. Hence, posts such as Station Writer, Circle Writer, Co-Clerk, and Motor Cleaner may be excluded.

(vii) The Special Allowance to the police personnel working in Vigilance and Anti-Corruption Bureau are mentioned in three places in the pay revision order, which are as follows:

(1) under the subheading 'Vigilance and Anti-Corruption Bureau' in the schedule of 'Special allowance',

(2) under the subheading 'Police' under sub heading 'Vigilance' in the schedule of 'Additional Special allowance'

(3) under the subheading 'Vigilance and Anti- Corruption Bureau' – Vigilance Allowance' in the schedule of 'Additional Special Allowance'.

As per G.O(Ms)No.238/2016/(8)/Fin dated 20.06.2016, the allowances mentioned as second and third above have been discontinued w.e.f. 12.02.2016 following extension of various duty linked allowances admissible to the executive staff in the Police department, to those working in Vigilance also by

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G.O.(Ms)No.5/2016/Vig dated 12.2.2016. The duty of police personnel in General Executive and V&ACB are entirely different. Police personnel deployed to V&ACB need not wear uniform while on duty, and hence, full rate of Uniform allowance is not justified in the case of Vigilance personnel. Smartness allowance is also not necessary for Vigilance personnel. The duty of Vigilance personnel is mainly confined to offices except occasional outside duties; they need not attend office on holidays; they are not deployed for out post duties, and hence the allowances like Day Off allowance, Traffic Point Duty allowance, Water and Electricity Charges, Feeding Charges, Police Special Allowance and Ration Money Allowances have no relevance for them. Therefore, extension and continuance of all allowances given to General Executive police personnel to the police personnel in Vigilance is irrational and may be discontinued. Considering that only those with unblemished service career and high integrity alone are inducted into the V&ACB, Police Personnel in Vigilance may be allowed a new allowance namely 'Vigilance Special Allowance' at the following rates, which may be included under the department schedule of 'Vigilance & Anti Corruption Bureau'.

Designation	New Rate proposed
SP	Rs.3000
DYSP(HG)	Rs.2500
DYSP	
CI(HG)	Rs.2200
CI	
SI	Rs.2000
ASI	Rs.1800
Head Constable	Rs.1700
Police Constable	Rs.1600
Police Driver	Rs.1600
Executive Engineer (Mech)	Rs.2000
Executive Engineer (Civil)	Rs.2000

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(viii) As stated in the case of Vigilance Personnel, there is no need to continue the various kinds of allowances to Policemen working in Crime Branch and in the case of Crime Branch also, single allowance by the name 'Crime Branch Special Allowance' may be allowed subsuming all the allowances under Additional Special Allowance. Considering discontinuance of different kinds of additional special Allowances to Police Personnel working in Crime Branch and with a view to attracting efficient officers to the Crime Branch, a single allowance by the name 'Crime Branch Special Allowance' may be recommended at par with the rate of 'Vigilance Allowance' to corresponding categories in the Crime Branch. This allowance may not be allowed to District Crime Branch working under the supervision of District Police Chiefs.

(ix) The Police persons working in Special Branch CID (SBCID) [now recommended to be corrected as State Special Branch] are not allowed any other allowances except Special Allowance provided under the schedule of Additional Special Allowance. The rate of this Special allowance is higher than the rate of Police Special Allowance applicable in other branches. As the duty of State Special Branch is collection of intelligence and the work is sophisticated in nature and they have not been sanctioned any other allowances applicable to other policemen, the Commission recommends to enhance the Special allowance now admissible to them to a higher rate at par with Vigilance / Crime Branch Allowance. The name of the allowance sanctioned for State Special Branch may be named as 'Intelligence Special Allowance'. This allowance may not be allowed to District Special Branch working under the supervision of District Police Chiefs

(x) Police Personnel working in Cyber Cells and Cyber Police Stations are not treated as a separate branch in the schedule of allowances. They are engaged in IT enabled services and they have the stature of the IT arm of Police. They are now given all the allowances applicable to General Executive wing. Cyber Cell and Cyber Police Stations may be included as a separate branch under the schedule of 'Additional Special allowance', and they may be allowed an allowance by the name 'Cyber Allowance' at par with the Vigilance/ Crime Branch/Intelligence Special Allowances.

(xi) Camp Followers are generally attached to Police Battalions; they are not expected to work under General Executive. But still Camp Followers

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have been sanctioned different kinds of Additional Special Allowances under the caption 'Police Personnel' in the schedule of Additional Special Allowance. All these allowances being allowed to Camp Followers may be subsumed into an allowance which may be named as 'Camp Followers Special Allowance'. This allowance may be included under various Battalions in the schedule of 'Additional Special Allowance'. The sum total of the existing Smartness Allowance, Special Allowance, Feeding Charge and Ration Money of Camp Followers is ₹ 450 p.m. Hence the rate of Camp Followers Special Allowance may be ₹ 550 p.m.

(xii) The Commission finds that as per G.O.(Ms)No.637/2012/Fin. dated 19.11.2012, following allowances are sanctioned to Commando Wing of India Reserve Battalion.

Name of Allowance	**Rate**
Uniform Allowance	Rs.10000 p.a
Commando Weapon Maintenance	Rs.1000 p.m
Commando Special Diet Allowance	Rs.1000 p.m
Risk Allowance	Rs.2000 p.m
Kit Accoutrement & Maintenance	Rs.500 p.m

The above allowances were allowed under the following conditions,

1.The above allowances are eligible for 200 Commandos (who were in training at that time)
2.The allowances will be available as long as the Commandos are engaged in the Commando Wing of IRB.
3.The allowances generally sanctioned in the Pay revision order will not be allowed along with the above allowances.

The Commission understands that the above allowances are given taking into account the extra risk factor, arduous nature of duty, rigorous training etc. of the Thunder bolt Personnel in the India Reserve Battalion. It is seen that the above allowances have not been brought under the 10th pay revision order. The allowances sanctioned to Commando wing in the India Reserve Battalion as per G.O.(Ms)No.637/2012/Fin. dt.19.11.2012 may be included in the schedule of allowances. The existing Risk Allowance of ₹ 2000 p.m may be enhanced to ₹ 3000 p.m. and other allowances may be given normal revision. Government may refix the number of Commandos eligible for these allowances according to the existing strength of Commando wing of IR Battalion. The Commando Wing Personnel of IR Battalion may not be

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eligible for any other allowances, specifically provided to any other branches of Police Personnel, except the Barrack Allowance.

(xiii) Police Personnel deployed for anti-naxal operations are provided with various allowances (i) Additional Special Allowance I - 28% of Basic Pay p.m (ii)Additional Special Allowance II- 10% of BP + D.A p.m (iii)Ration Money-Rs.450 p.m. (iv)Uniform Allowance-Rs.5000 p.a. as per G.O.(Ms)No.77/2018/(95)/Fin dated 03.03.2018. The aggregate of these two Special allowances comes to 41% of basic pay. It is represented before the Commission that the rate of Additional Special allowance I in the 2009 scales were 50% of basic pay and there is demand for allowing that allowance at 50% rate. There is no justification for having allowance at more than 60% of the basic pay and for DA for an allowance. The two additional special allowances sanctioned for Anti-naxal Force may be merged and named as 'Anti-Naxal Operation Special Risk Allowance'. The rate of allowance may be 50% of the Basic Pay and no D.A may be given for this allowance. Ration Money Allowance to Anti-naxal force may be enhanced to ₹ 1000 p.m and Uniform Allowance to ₹ 10000 p.a.

(xiv) Considering the status of India Reserve Battalion as a specialised police force with longer period of training and other specialised training similar to paramilitary forces, the personnel in the India Reserve Battalion may be allowed a special allowance by the name 'IR Battalion allowance' @ ₹ 3000 per month in addition to the other allowances generally applicable to police personnel in Armed Police Battalion.

(xv) India Reserve Battalion is a nascent Police Battalion constituted in the year 2008 with a total strength of 1007 including Police Personnel, Ministerial Staff and Camp Followers. The higher posts in the Battalion from the rank of ASI onwards are now manned by personnel from other Battalions or General Executive on deputation basis. Since they do not come under the strength of IR Battalion, they are not eligible for the allowances specifically provided for IR Battalion. It is seen that Government as per G.O.(Ms)No.271/2019/(114)/Fin dated 19.07.2019 has allowed incentive to these officers at an amount equal to one increment next above the pay drawn on the date of assumption of charge. The amount of incentive varies from person to person as it is linked to increment. In view of recommending Battalion Allowance to IR Battalion Police Personnel @ ₹ 3000 per month, the officers of the battalion deputed from other wings may also be allowed 'Incentive' at the rates given below: The existing incentive to them sanctioned by the G.O dated 19.07.2019 may be discontinued.

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Designation	Incentive (Rate per month)
Commandant	4000
DySP/Assistant Commandant	3500
Inspector	3500
ASI/SI	3000
Havildar/SCPO	3000

(xvi) Government have constituted a separate Battalion for Women Police by G.O(Ms)No.15/2017/Home dated 30.01.2017. A separate heading 'Women Police Battalion' may be included under the department schedule with scales of pay applicable to corresponding categories in the Armed Police Battalion. The allowances to police personnel attached to Women Police Battalion may be granted at same rates admissible to corresponding categories in Armed Police Battalion.

(xvii) The nature of duty of the Photographers of Police department is entirely different from that of Photographers working in other departments and agencies. The Photographer of Police department engaged in imaging works associated with recording of forensic evidence. The imaging devices they operate for this service are highly sophisticated. Taking this into consideration, the post of 'Photographer' in Photographic Bureau may be re-designated as 'Imaging Expert' and 'Chief Photographer' as 'Director, Imaging Division.'

(xviii) There is no justification to continue Risk Allowance sanctioned to the categories of Head Clerk, Senior Superintendent, Manager, Confidential Assistant, Clerk, Typist and Police Driver in Forensic Science Laboratory and the benefit may be discontinued. Director, Joint Director, Assistant Director, Ballistic Expert, Scientific Officer, Photographer, Mechanic and Technical Attender of Forensic Science Laboratory may be allowed to continue Risk Allowance with normal revision.

(xix) The Senior Administrative Assistant may be sanctioned a Special pay @ ₹ 500 p.m in lieu of higher time scale of pay.

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(xx) Ministerial staff in State Special Branch is a separate category in Police department. They are recruited exclusively to that particular wing and they remain in that wing until retirement. The entry post in this wing is Assistant Gr II and it has two higher grades viz., Gr I and Senior grade which are in the ratio 3:3:2. The scale of pay of the post Assistant Gr II on ₹ 22200-48000 in State Special Branch (Ministerial) may be given revision in the scale of pay corresponding to ₹ 25200-54000. The existing ratio 3:3:2 among Assistant Gr II, Assistant Gr I and Assistant (Senior Grade) may be modified as 1:1:1.

(xxi) The promotion post of Senior grade Assistant in State Special Branch (Ministerial) is Senior Superintendent, but the post of Senior Superintendent is not included under this wing. The post of 'Senior Superintendent 'may be included in the department schedule under 'State Special Branch (Ministerial)' as it is not a common category post. The benefit of Higher Grade available for Senior Superintendent in Common Category may be extended to the post of Senior Superintendent in State Special Branch also.

(xxii) The post of Director, Finger Print Bureau and that of Forensic Science Laboratory are placed in the higher scales of pay. But the Director, Shorthand Bureau is comparatively on a lesser scale of pay. Hence the post may be given revision in the scale of pay corresponding to ₹ 45800-89000 giving one level hike subject to the condition that the existing higher grade of Chief Reporter may be dispensed with.

(xxiii) Officers of and above the rank of DySPs have to wear Tunic during all ceremonial functions including Republic Day and Independence Day celebrations. Uniform allowance is inclusive of all the cost incurred for the purchase of Uniform. However, taking into account that purchase of Tunic is expensive, a separate allowance of ₹ 2000 p.a may be sanctioned to Officers of and above the rank of DySP who are requisitioned for ceremonial parade at least once in a year. This allowance may be allowed as reimbursement on production of participation certificate in the ceremonial parade in tunic issued by the Controlling Officer.

(xxiv) Article 86 KFC Vol I stipulates that officers above the rank of Inspectors in Police Department will not be allowed Railway Warrants. Article 86 may be amended to include DySPs also for the benefit of railway warrants as they are supposed to conduct investigation into major cases which may require frequent rail journey.

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(xxv) In view of the recommendation to re-designate the posts 'Photographer' and 'Chief Photographer' of Photographic Bureau as 'Imaging Expert' and 'Director', 'Photographic Bureau' may be re-named as 'Imaging Division'.

(xxvi) Three posts of Photographer and one post of Attender in Photographic Bureau attached to PHQ, Tvpm may be shifted to other units as the purpose for which the posts were created in the year 1965 has become obsolete now with the advent of new technology of scanning thumb impressions directly from the documents by the Finger Print Experts.

(xxvii) The post of 'Scientific Assistant' in Forensic Science Laboratory has been re-designated as Scientific Officer by G.O(Ms)No.48/2016/Home date 12.2.2016. Hence corresponding changes may be effected in the schedule of posts.

(xxviii) In the existing Pay Revision order, the name of the Wings 'Crime Branch', 'State Special Branch' are mentioned erroneously as 'Crime Branch CID', and 'Special Branch CID' respectively. These errors may be corrected.

(xxix) There is no separate recruitment for the branches State Special Branch, Crime Branch, Dog Squad and Railway Police, and appointment to those wings are made by usual transfer and postings from the General Executive. In the existing pay revision order, scales of pay are mentioned against these posts. The scales of pay of posts under the above headings may be mentioned as 'As in General Executive'.

(xxx) Among the posts existing in Police Training College, the posts except Criminologist and Librarian are cadre posts in the General Executive and appointment to those posts are made on temporary basis as usual transfer and postings of Officers. Hence the Commission has recommended that scale of pay may be mentioned only for the posts of Criminologist and Librarian and scales of pay of other posts may be mentioned 'As in General Executive' by mentioning original cadre within brackets.

(xxxi) Since appointment to all the posts existing in Kerala Police Academy are made through usual transfer and postings, the scales of pay of such posts may be mentioned as 'As in General Executive' by mentioning original cadre within brackets. The scale of pay of the posts occupied by personnel from other department may be mentioned as 'As in PD'.

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(xxxii) The posts included under the branch 'Police Computer Centre' except System Analyst (Programme Manager) are held by the Police Personnel from General Executive and appointment is made by usual transfer and postings. The scale of pay of these posts except System Analyst may be mentioned as 'As in General Executive'.

(xxxiii) The post 'Motor Transport Inspector', the only category included under the subheading 'RW at MSP & CW at SAP' in the schedule of department is not existing. Hence the post and the wing may be excluded from the schedule.

(xxxiv) In the existing pay revision order, the post of Upholsterer is included under the sub heading 'Civilian Technical Staff 'with scale of pay ₹ 17500-39500. As per G.O.(P)No.347/1982/GAD dated 30.10.1982, the post of Upholster is included under Technical Police Constable category. Hence the post of 'PC Upholsterer' under the sub heading 'Civilian Technical Staff' may be shifted to "Other Miscellaneous categories - Technical Executive Staff" in the schedule with scale of pay applicable to Police Constable.

(xxxv) The posts 'Band and Orchestra PC' is now not included in the department schedule. Hence the post may be included under the sub heading 'Orchestra' with scale of pay applicable to Police Constable.

(xxxvi) The post 'Ratten Weaver PC' is now not included in the department schedule. Hence the post may be included under the sub heading 'Other Miscellaneous categories – Technical Executive Staff' with scale of pay applicable to Police Constable.

(xxxvii) The designations 'Police Driver Grade II' and 'Police Driver Grade I' included under the sub heading 'Police Driver / Motor Cycle Rider' may be changed as 'Police Constable (Driver)' and 'Police Head Constable (Driver)' respectively in tune with the actual designation of the posts. The post Driver Assistant Sub Inspector is not included in the schedule. The post 'Assistant Sub Inspector (Driver)' may be included under the sub heading 'Police Driver / Motor Cycle Rider' with scale of pay equivalent to Assistant Sub Inspector.

(xxxviii) The post Camp Follower included under the sub heading 'Civilian Technical Staff' in the department schedule may be changed as 'Dhobi (Camp Follower)', 'Cook (Camp Follower)', 'Barber (Camp Follower)', 'Water Carrier (Camp Follower)', 'Sweeper (Camp Follower)'. Accordingly, the designations Dhobi, Cook, Barber, Water

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Carrier and Sweeper included under the sub heading 'India Reserve Battalion' may be deleted from the schedule.

(xxxix) The posts of 'Head Clerk / ISA / SA' included under the sub heading 'Civilian Technical Staff' belong to Common Category. These posts may be excluded from the schedule.

(xl) The posts shown under the sub heading 'Civilian Technical Staff ' – Mechanic, Electrician, Upholsterer, Blacksmith are converted as Executive posts and are now included under the sub heading 'Other Miscellaneous categories'-Technical Executive staff.' These designations may be excluded from the sub heading 'Civilian Technical Staff'.

(xli) The Commission has recommended that the 'Special Commando Allowance' now allowed to Special Commandos in Police Department will be allowed to continue at 15% of the revised basic pay under the existing conditions. The 'Special Commando Allowance' may be included in the schedule of Special Allowance.

(xlii) The personnel posted to Police Training College / Police Academy are relieved of all other regular duties of Police. The service in training college / academy can be considered only as normal duty for which salaries are paid to all employees. Hence there is no justification to have a separate Training Allowance to those posted in Police Training College / Police Academy. However, in order to avoid drop in salary, the existing benefit of Training Allowance, enjoyed by the Police personnel posted in Police Training College / Police Academy may continue without any hike. The Training Allowance may be included in the schedule of Special Allowance.

(xliii) All the categories of posts which are not specifically mentioned above may be given corresponding revised scale of pay of the existing scale of pay. Allowances except those specifically mentioned above may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director General of Police & State Police Chief		IPS	IPS

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	2	Additional Director General of Police		IPS	IPS
	3	Inspector General of Police		IPS	IPS
	4	Deputy Inspector General of Police		IPS	IPS
	5	Assistant Inspector General of Police		IPS	IPS
	6	Superintendent of Police		IPS	IPS
		KERALA CIVIL POLICE (General Executive)			
	7	Superintendent of Police (Non IPS)		81000-117600	112800-163400
	8	Deputy Superintendent of Police (HG)		77400-115200	107800-160000
a	9	Deputy Superintendent of Police / Assistant Commissioner		45800-89000	63700-123700
	10	Inspector of Police (HG)		40500-85000	56500-118100
a	11	Inspector of Police		39500-83000	55200-115300
	12	Sub Inspector		32300-68700	45600-95600
	13	Assistant Sub Inspector		30700-65400	43400-91200
	14	Senior Civil Police Officer		27800-59400	39300-83000
	15	Civil Police Officer		22200-48000	31100-66800
		WOMEN POLICE			
	16	Superintendent of Police (Non IPS)		81000-117600	112800-163400
	17	Deputy Superintendent of Police (Women)	1	45800-89000	63700-123700
	18	Woman Inspector (HG)	22	40500-85000	56500-118100
a	19	Woman Inspector		39500-83000	55200-115300
	20	Woman Sub Inspector	67	32300-68700	45600-95600
	21	Woman Senior Civil Police Officer	163	27800-59400	39300-83000
	22	Woman Civil Police Officer	2787	22200-48000	31100-66800
		ARMED RESERVE POLICE			
	23	Deputy Commandant	6	77400-115200	107800-160000
	24	Assistant Commandant (HG)	42	77400-115200	107800-160000
a	25	Assistant Commandant		45800-89000	63700-123700
	26	Reserve Inspector (HG)	43	40500-85000	56500-118100
a	27	Reserve Inspector		39500-83000	55200-115300
	28	Reserve Sub Inspector		32300-68700	45600-95600

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	29	Reserve Assistant Sub-Inspector		30700-65400	43400-91200
	30	Havildar		27800-59400	39300-83000
	31	Police Constable		22200-48000	31100-66800
		ARMED POLICE BATTALION			
	32	Commandant (Non-IPS)	3	77400-115200	112800-163400
	33	Deputy Commandant	11	77400-115200	107800-160000
	34	Assistant Commandant (HG)	38	77400-115200	107800-160000
a	35	Assistant Commandant		45800-89000	63700-123700
	36	Armed Police Inspector (HG)	62	40500-85000	56500-118100
a	37	Armed Police Inspector		39500-83000	55200-115300
	38	Armed Police Sub Inspector	171	32300-68700	45600-95600
	39	Armed Police Assistant Sub Inspector	75	30700-65400	43400-91200
	40	Havildar	1329	27800-59400	39300-83000
	41	Police Constable	6429	22200-48000	31100-66800
		ARMOUR WING			
	42	Armourer Deputy Superintendent of Police	1	45800-89000	63700-123700
	43	Chief Inspector of Arms/Armourer Inspector (HG)	5	40500-85000	56500-118100
a	44	Chief Inspector of Arms/Armourer Inspector		39500-83000	55200-115300
	45	Armourer Sub Inspector	19	32300-68700	45600-95600
	46	Armourer Assistant Sub Inspector	18	30700-65400	43400-91200
	47	Armourer Head Constable	55	27800-59400	39300-83000
	48	Armourer Police Constable	67	22200-48000	31100-66800
		MOTOR TRANSPORT UNIT			
	49	Superintendent of Police (Non IPS)	2	81000-117600	112800-163400
a	50	Deputy Superintendent of Police Motor Transport Officer	5	45800-89000	63700-123700
	51	Motor Transport Inspector (HG)	7	40500-85000	56500-118100
a	52	Motor Transport Inspector		39500-83000	55200-115300
	53	Motor Transport Sub Inspector	8	32300-68700	45600-95600
	54	Havildar Mechanic	31	27800-59400	39300-83000

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	55	PC Mechanic/PC Fitter	63	22200-48000	31100-66800
	56	PC Electrician		22200-48000	31100-66800
		POLICE DRIVER/MOTOR CYCLE RIDER			
	57	Driver Sub Inspector	30	32300-68700	45600-95600
	58	Master Driver (ASI)(Coastal Police)	24	30700-65400	43400-91200
	59	Assistant Sub Inspector (Driver)			43400-91200
	60	Police Head Constable (Driver)	2583	27800-59400	39300-83000
	61	Police Constable (Driver)		22200-48000	31100-66800
	62	Motor Cycle Rider Grade I	2	22200-48000	31100-66800
	63	Motor Cycle Rider Grade II		18000-41500	25100-57900
	64	Boat Driver Grade I	55	22200-48000	31100-66800
	65	Boat Driver Grade II		18000-41500	25100-57900
	66	Syrang Grade I	55	22200-48000	31100-66800
	67	Syrang Grade II		18000-41500	25100-57900
	68	Boat Lascar	56	17500-39500	24400-55200
		POLICE TRAINING COLLEGE			
	69	Principal		IPS	IPS
	70	Vice Principal (DySP)		45800-89000	As in General Executive
	71	Criminologist	1	42500-87000	59300-120900
	72	Armed Police Inspector / Chief Drill Instructor		39500-83000	As in General Executive
	73	Senior Law Instructor (Inspector of Police)	2	39500-83000	As in General Executive
	74	Drill Instructor/Sub Inspector		32300-68700	As in General Executive
	75	Assistant Sub Inspector		30700-65400	As in General Executive
	76	Head Constable		27800-59400	As in General Executive
	77	Police Constable		22200-48000	As in General Executive
	78	Librarian		19000-43600	26500-60700
		CRIME BRANCH			
	79	Superintendent of Police (Non IPS)		81000-117600	As in General Executive
a	80	Deputy Superintendent of Police (Senior Grade)		77400-115200	As in General Executive

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	81	Deputy Superintendent of Police		45800-89000	As in General Executive
	82	Detective Inspector (HG)		40500-85000	As in General Executive
a	83	Detective Inspector		39500-83000	As in General Executive
	84	Detective Sub Inspector		32300-68700	As in General Executive
	85	Detective Assistant Sub Inspector		30700-65400	As in General Executive
	86	Senior Civil Police Officer		27800-59400	As in General Executive
	87	Civil Police Officer		22200-48000	As in General Executive
		FINGER PRINT BUREAU			
	88	Director	1	77400-115200	107800-160000
	89	Deputy Director	1	55350-101400	77200-140500
	90	Tester Inspector (HG)	22	42500-87000	59300-120900
b	91	Tester Inspector		39500-83000	55200-115300
	92	Finger Print Expert	44	35700-75600	50200-105300
	93	Finger Print Searcher	25	30700-65400	43400-91200
		IMAGING DIVISION			
	94	Director	1	42500-87000	59300-120900
	95	Imaging Expert (HG)		36600-79200	51400-110300
c	96	Imaging Expert	23	35700-75600	50200-105300
	97	Attender		17000-37500	23700-52600
		FORENSIC SCIENCE LABORATORY			
	98	Director	1	81000-117600	112800-163400
	99	Joint Director	6	77400-115200	107800-160000
	100	Assistant Director (HG)	19	45800-89000	63700-123700
a	101	Assistant Director		42500-87000	59300-120900
	102	Scientific Officer	55	36600-79200	51400-110300
	103	Mechanic		22200-48000	31100-66800
	104	Technical Attender		17000-37500	23700-52600
		STATE SPECIAL BRANCH			
	105	Superintendent of Police (Non-IPS)		81000-117600	As in General Executive
	106	DySP / Assistant Commandant (Senior Grade)		77400-115200	As in General Executive

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a	107	DySP / Assistant Commandant		45800-89000	As in General Executive
	108	Inspector of Police (HG)		40500-85000	As in General Executive
a	109	Inspector of Police		39500-83000	As in General Executive
	110	Women Circle Inspector		39500-83000	As in General Executive
	111	Sub Inspector of Police		32300-68700	As in General Executive
	112	Women Sub Inspector		32300-68700	As in General Executive
	113	Assistant Sub Inspector		30700-65400	As in General Executive
	114	Senior Civil Police Officer		27800-59400	As in General Executive
	115	Woman Head Constable		27800-59400	As in General Executive
	116	Civil Police Officer		22200-48000	As in General Executive
	117	Woman Police Constable		22200-48000	As in General Executive
		STATE SPECIAL BRANCH (MINISTERIAL)			
	118	Senior Administrative Assistant	1	42500-87000	59300-120900 + 500 sp*
	119	Senior Superintendent (HG)		40500-85000	56500-118100
b	120	Senior Superintendent		36600-79200	51400-110300
d	121	Assistant Senior Grade	77	30700-65400	43400-91200
	122	Assistant Grade I		27800-59400	39300-83000
	123	Assistant Grade II		22200-48000	35600-75400
		SHORTHAND BUREAU			
	124	Director	1	40500-85000	63700-123700
	125	Chief Reporter (Inspector)	1	39500-83000	55200-115300
	126	Reporter Senior Grade (Sub Inspector)	5	32300-68700	45600-95600
	127	Reporter Grade I (Assistant Sub Inspector)	5	30700-65400	43400-91200
	128	Reporter Grade II (Head Constable)	10	27800-59400	39300-83000
		POLICE TELECOMMUNICATIONS			
	129	Superintendent of Police (Non-IPS)		81000-117600	112800-163400
	130	Deputy Superintendent of Police (Senior Grade)	2	77400-115200	107800-160000

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a	131	Deputy Superintendent of Police		45800-89000	63700-123700
	132	Inspector of Police (Telecommunication) HG	24	40500-85000	56500-118100
a	133	Inspector of Police (Telecommunication)		39500-83000	55200-115300
	134	Sub Inspector (Telecommunication)	188	32300-68700	45600-95600
	135	Assistant Sub Inspector (Telecommunication)	40	30700-65400	43400-91200
	136	Head Constable (Operator)	205	27800-59400	39300-83000
	137	Draftsman	1	20000-45800	27900-63700
	138	Police Constable (Telecommunication)	385	22200-48000	31100-66800
		MINISTERIAL STAFF OTHER THAN IN SB			
	139	Senior Administrative Assistant	6	42500-87000	59300-120900 + 500 sp*
	140	Malayalam Translator	1	30700-65400	43400-91200
		KERALA POLICE ACADEMY			
	141	Assistant Director(SP)		77400-115200	IPS
	142	Assistant Director (Administration) (SP)		77400-115200	IPS
	143	Assistant Director (Police Science) (SP)		77400-115200	As in General Executive
	144	Assistant Director (Technical & MT Studies)(SP)		77400-115200	As in General Executive
	145	Assistant Director (Outdoor)(SP)		77400-115200	As in General Executive
	146	Assistant Director (Financial & Office)		As in PD	As in PD
	147	Head of Department (Law)		As in PD	As in PD
	148	Head of Department (Forensic Science)		As in PD	As in FSL
	149	Head of Department (Forensic Medicine)		As in PD	As in PD
	150	Head of Department (Behavioural Science)		As in PD	As in PD
	151	Head of Department (Computer Applications)		As in PD	As in PD
	152	Chief Instructor (Police Science) (DySP)		68700-110400	As in General Executive
a	153	Assistant Commandant (DySP)		45800-89000	As in AR Battalion

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	154	Chief Instructor (Law) (DySP)		42500-87000	As in General Executive
	155	Chief Drill Instructor (DySP)		42500-87000	As in General Executive
	156	Senior Instructor (Forensic Science) (Scientific Officer-FSL)		36600-79200	As in General Executive
	157	Senior Instructor (Finger Print) (Tester Inspector-FPB)		36600-79200	As in General Executive
	158	Senior Instructor (Law) (Inspector)		35700-75600	As in General Executive
	159	Senior Instructor (Communication) (Inspector-Telecommunication)		35700-75600	As in Tele Wing
	160	Senior Instructor (Motor Transport) (Inspector-Motor Transport)		35700-75600	As in MT Wing
	161	Senior Instructor (Computer) (Inspector-Executive/Battalion)		35700-75600	As in General Executive
		INDIA RESERVE (IR) BATTALION			
	162	Commandant		77400-115200	112800-163400
	163	Deputy Commandant		77400-115200	107800-160000
	164	Deputy Superintendent of Police		45800-89000	63700-123700
	165	Inspector of Police (CI)		39500-83000	55200-115300
	166	Sub Inspector		32300-68700	45600-95600
	167	Assistant Sub Inspector		30700-65400	43400-91200
	168	Head Constable		27800-59400	39300-83000
	169	Police Constable		22200-48000	31100-66800
	170	Medical Officer		As in PD	As in PD
	171	Pharmacist		25200-54000	As in PD
	172	Nursing Assistant		17500-39500	As in PD
		WIRELESS STATION (IR) BATTALION			
	173	Inspector of Police (CI)		39500-83000	55200-115300
	174	Sub Inspector		32300-68700	45600-95600
	175	Head Constable		27800-59400	39300-83000
	176	Police Constable		22200-48000	31100-66800
		OTHER MISCELLANEOUS CATEGORIES -			

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		TECHNICAL EXECUTIVE STAFF			
	177	Blacksmith-cum-Tinker PC		22200-48000	31100-66800
	178	Welder PC	1	22200-48000	31100-66800
	179	Fitter PC		22200-48000	31100-66800
	180	Painter PC	26	22200-48000	31100-66800
	181	Lathe Operator PC	1	22200-48000	31100-66800
	182	Tailor PC	22	22200-48000	31100-66800
	183	Binder PC	1	22200-48000	31100-66800
	184	Carpenter PC	37	22200-48000	31100-66800
	185	Mason PC	1	22200-48000	31100-66800
	186	Cinema Operator PC	1	22200-48000	31100-66800
	187	Electrician PC	36	22200-48000	31100-66800
	188	Blacksmith PC	13	22200-48000	31100-66800
	189	Mechanic PC		22200-48000	31100-66800
	190	Cleaner PC	30	22200-48000	31100-66800
	191	Upholsterer PC	1	22200-48000	31100-66800
	192	Ratten Weaver PC	1		31100-66800
		CIVILIAN TECHNICAL STAFF			
	193	Cobbler	3	17500-39500	24400-55200
	194	Machinist	1	18000-41500	25100-57900
e	195	Dhobi (Camp Follower)	1235	16500-35700	23000-50200
	196	Cook (Camp Follower)		16500-35700	23000-50200
	197	Barber (Camp Follower)		16500-35700	23000-50200
	198	Water Carrier (Camp Follower)		16500-35700	23000-50200
	199	Sweeper (Camp Follower)		16500-35700	23000-50200
	200	Packer	2	17000-37500	23700-52600
		POLICE COMPUTER CENTRE (SCRB)			
	201	Inspector General of Police		IPS	IPS
	202	Superintendent of Police		IPS	IPS
	203	Superintendent of Police (Non-IPS)		81000-117600	As in General Executive
	204	System Analyst/Programme Manager	2	77400-115200	107800-160000
	205	Deputy Superintendent of Police		45800-89000	As in General Executive

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	206	Inspector of Police (HG)		40500-85000	As in General Executive
a	207	Inspector of Police		39500-83000	As in General Executive
	208	Sub Inspector		32300-68700	As in General Executive
	209	Head Constable		27800-59400	As in General Executive
	210	Police Constable		22200-48000	As in General Executive
		RAILWAY POLICE			
	211	Superintendent of Police		IPS	IPS
	212	Deputy Superintendent of Police (Senior Grade)		77400-115200	As in General Executive
a	213	Deputy Superintendent of Police		45800-89000	As in General Executive
	214	Inspector of Police (HG)		40500-85000	As in General Executive
a	215	Inspector of Police		39500-83000	As in General Executive
	216	Sub Inspector		32300-68700	As in General Executive
	217	Head Constable		27800-59400	As in General Executive
	218	Police Constable		22200-48000	As in General Executive
		DOG SQUAD			
	219	Sub Inspector	1	32300-68700	As in General Executive
	220	Assistant Sub Inspector		30700-65400	As in General Executive
	221	Head Constable / Havildar	3	27800-59400	As in General Executive
	222	Police Constable	18	22200-48000	As in General Executive
		MOUNTED POLICE			
	223	Reserve Inspector (HG)	1	40500-85000	56500-118100
a	224	Reserve Inspector		39500-83000	55200-115300
	225	Reserve Sub Inspector	2	32300-68700	45600-95600
	226	Reserve Assistant Sub-Inspector		30700-65400	43400-91200
	227	Head Constable	8	27800-59400	39300-83000
	228	Police Constable	23	22200-48000	31100-66800
	229	Farrier PC	2	22200-48000	31100-66800
	230	Saddler	3	18000-41500	25100-57900

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		ORCHESTRA			
	231	Band Master (Armed Police Inspector)		39500-83000	55200-115300
	232	Band Master (Armed Police Sub Inspector)	8	32300-68700	45600-95600
	233	Havildar	17	27800-59400	39300-83000
	234	Police Constable	191	22200-48000	31100-66800
	235	Bugler PC	99	22200-48000	31100-66800
	236	Drummer PC	73	22200-48000	31100-66800
	237	Band and Orchestra PC		22200-48000	31100-66800
	*	Special Pay in lieu of higher time scale of pay			
	a	25% HG will continue.			
	b	20% HG will continue.			
	c	1/3rd of the post will be in HG			
	d	Ratio 1:1:1 among Grade II, Grade I and Senior Grade will be allowed.			
	e	Existing 1/3rd Higher Grade will be allowed in the scale corresponding to ₹ 17000-37500			

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Legal Advisor (in the cadre of Joint Secretary from Law/ Administrative Secretariat)		As in PD	As in PD
2	Deputy Director of Police Prosecution		As in PD	As in PD
3	Senior Finance Officer		As in PD	As in PD
4	Medico Legal Advisor		As in PD	As in PD
5	Liaison Officer		As in PD	As in PD
6	Statistical Officer		As in PD	As in PD
7	Sports Officer		As in PD	As in PD
8	Coach		As in PD	As in PD
9	Statistical Assistant Grade I		As in PD	As in PD
10	Assistant Surgeon		As in PD	As in PD
11	Veterinary Surgeon		As in PD	As in PD

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12	Head Nurse		As in PD	As in PD
13	Staff Nurse		As in PD	As in PD
14	Pharmacist		As in PD	As in PD
15	Veterinary Compounder		As in PD	As in PD
16	Nursing Assistant		As in PD	As in PD
17	Hospital Attendant Grade I		As in PD	As in PD
18	Hospital Attendant Grade II		As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant/AO PHQ	35	As in CC	As in CC
	2	Manager/Senior Superintendent/Accounts Officer/Chief Store Keeper	63	As in CC	As in CC
	3	Junior Superintendent	191	As in CC	As in CC
	4	Fair Copy Superintendent	39	As in CC	As in CC
	5	Head Clerk / Store Accountant / Cashier / Head Accountant / Inspecting Store Accountant	99	As in CC	As in CC
	6	Personal Assistant	107	As in CC	As in CC
	7	Confidential Assistant Senior Grade		As in CC	As in CC
	8	Confidential Assistant Grade I		As in CC	As in CC
	9	Confidential Assistant Grade II		As in CC	As in CC
	10	Senior Clerk	642	As in CC	As in CC
	11	Clerk	643	As in CC	As in CC
	12	Typist Selection Grade	330	As in CC	As in CC
	13	Typist Senior Grade		As in CC	As in CC
	14	UD Typist		As in CC	As in CC
	15	LD Typist		As in CC	As in CC
	16	Clerk cum Typist	3	As in CC	As in CC
	17	Attender	44	As in CC	As in CC

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	18	Duplicating Machine Operator	1	As in CC	As in CC
	19	Office Attendant	138	As in CC	As in CC
	20	Full Time Sweeper	25	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	797	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Ministerial Staff (all categories working in Special Branch)	200	220
	(i)Finger Print Bureau		
1	Director/Tester Inspector	200	220
2	Finger Print Expert	150	170
3	Finger Print Searcher	120	140
	(ii)Shorthand Bureau		
1	Chief Reporter	160	180
2	Reporter Senior Grade	140	160
3	Reporter Grade I	140	160
4	Reporter Grade II	120	140
	(iii)State Crime Records Bureau		
1	Sub Inspector	140	160
2	Senior Civil Police Officer	120	140
3	Civil Police Officer (DCIB) of Tvm City	100	110
	(iv) Training Allowance		
1	Vice-Principal, Police Training College (SP)	1600	1600
2	Assistant Commandant	1600	1600

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3	Senior Law Lecturer (CI) / Law Instructor (CI)	1300	1300
4	Senior Drill Instructor (Armed Police Inspector)	1300	1300
5	Armed Police Inspector	1300	1300
6	Senior Instructors and Instructors	1300	1300
7	Armed Police Sub Inspector	1100	1100
8	Drill Instructor (Armed Police Inspector / Reserve Sub Inspector)	1100	1100
9	Assistant Law Instructor (Sub Inspector)	1100	1100
10	Assistant Sub Inspector (From Battalions)	900	900
11	Assistant Drill Instructor (Head Constable / Havildar)	800	800
12	Havildar	800	800
	(v) Special Commando Allowance *		
1	Special Commandos	15% of Basic Pay	15% of Basic Pay
	* *Existing conditions of sanctioning Special Commando Allowance will continue*		
	(vi)Miscellaneous		
1	Veterinary Surgeon of the Mounted Police	180	200
2	Staff Car Driver	220	250
3	Superintendent Confidential Section	140	160
4	Confidential Assistant/ Clerk (Confidential Section)	120	140
	(vii)Civil Staff		
1	Electrician/Fitter/Welder / Blacksmith/Mechanic/ Binder/Upholsterer/Packer/ Store Attender/Lascar	100	110

(2) Special Allowance (Common Category)

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Personal Assistant and Confidential Assistant to Director General of Police	550	610
2	Drivers attached to Director General of Police	400	440

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3	Office Attendant attached to Director General of Police	320	360
4	Personal Assistant and Confidential Assistant of Additional Director General of Police	400	440
5	Personal Assistant and Confidential Assistant to SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police	200	220
6	Office Attendant attached to SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police	120	140

(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Assistant (2) Typists (1) of Special Branch	150	170
2	Cinema Operator (PC)	50	60

(4) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	(i) Telecommunication Unit		
1	Inspector of Police	120	140
2	Sub Inspector	100	110
3	Assistant Sub Inspector	100	110
4	Head Constable (Operator)	100	110
5	Police Constable	100	110
	(ii) General Executive		
1	Inspector of Police (HG)	120	140
2	Inspector of Police	120	140
3	Sub Inspector	100	110
4	Assistant Sub Inspector	100	110
5	Senior Civil Police Officer	100	110
6	Civil Police Officer	100	110

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7	Driver (Sr CPO)	100	110
8	Driver (CPO)	100	110
	(iii) Armed Police (Battalion)		
1	Armed Police Inspector	120	140
2	Armed Police Sub Inspector	100	110
3	Armed Police Assistant Sub Inspector	100	110
4	Havildar	100	110
5	Civil Police Officer	100	110
6	Police Head Constable Driver	100	110
7	Police Constable Driver	100	110
	(iv) Armed Reserve Police		
1	Reserve Inspector	120	140
2	Sub Inspector	100	110
3	Assistant Sub Inspector	100	110
4	Havildar	100	110
5	Civil Police Officer	100	110
6	Police Head Constable Driver	100	110
7	Police Constable Driver	100	110
	(iii) Women Police Battalion		
1	Armed Police Inspector	120	140
2	Armed Police Sub Inspector	100	110
3	Armed Police Assistant Sub Inspector	100	110
4	Havildar	100	110
5	Civil Police Officer	100	110
6	Police Head Constable Driver	100	110
7	Police Constable Driver	100	110
	(iii) India Reserve Battalion- Regular wing		
1	Armed Police Inspector	120	140
2	Armed Police Sub Inspector	100	110
3	Armed Police Assistant Sub Inspector	100	110
4	Havildar	100	110
5	Civil Police Officer	100	110
6	Police Head Constable Driver	100	110
7	Police Constable Driver	100	110
	(v) Forensic Science Laboratory		

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1	Director	200	220
2	Joint Director/Assistant Director	150	170
3	Ballistic Expert/Scientific Officer/Photographer	150	170
4	Mechanic/Technical Attender	100	110

(5) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
	(i)State Special Branch, Crime Branch		
1	Superintendent of Police (Non -IPS)	2625	3000
2	Deputy Superintendent of Police	2625	3000
3	Inspector of Police	2550	2900
4	Woman Inspector of Police	2550	2900
5	Sub Inspector	2550	2900
6	Woman Sub- Inspector	2550	2900
7	Driver SI	2550	2900
8	Assistant Sub Inspector	5100	5600
9	Senior Civil Police Officer (District Special Branch)	5000	5500
10	Woman Senior Civil Police Officer	5000	5500
11	Driver	5000	5500
	Note:-Uniform allowance will be given at half rate for all Police Personnel in the unit		
	(ii) Telecommunication Unit		
1	Deputy Superintendent of Police	5250	5750
2	Inspector of Police	5100	5600
3	Sub Inspector	5100	5600
4	Assistant Sub Inspector	5100	5600
5	Head Constable (Operator)	5000	5500
6	Police Constable	5000	5500
	(iii) Dog Squad		
1	Sub Inspector	5100	5600
2	Senior Civil Police Officer	5000	5500
3	Civil Police Officer	5000	5500

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	(iv) Armourer		
1	Armourer Inspector (Chief Inspector of Arms)	5100	5600
2	Armourer Sub Inspector	5100	5600
3	Armourer Assistant Sub Inspector	5100	5600
4	Armourer Senior Civil Police Officer	5000	5500
5	Armourer Civil Police Officer	5000	5500
	(v) Personal Guard		
1	Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	5100	5600
2	Assistant Sub Inspector	5100	5600
3	Senior Civil Police Officer	5000	5500
4	Civil Police Officer	5000	5500
	(vi) Miscellaneous		
1	Brass Band Man/Orchestra Man/Bugler Man	5000	5500
2	Tailor (PC)	5000	5500
3	Cinema Operator (PC)	5000	5500
4	Carpenter (PC)	5000	5500
	(vii) General Executive		
1	Superintendent of Police (Non IPS)	5250	5750
2	Deputy Superintendent of Police (HG)	5250	5750
3	Deputy Superintendent of Police	5250	5750
4	Deputy Commandant	5250	5750
5	Inspector of Police (HG)	5100	5600
6	Inspector of Police	5100	5600
7	Sub Inspector	5100	5600
8	Assistant Sub Inspector	5100	5600
9	Senior Civil Police Officer	5000	5500
10	Civil Police Officer	5000	5500
11	Driver (Sr CPO)	5000	5500
12	Driver (CPO)	5000	5500
	(viii) Armed Police (Battalion)		
1	Armed Police Inspector	5100	5600
2	Armed Police Sub Inspector	5100	5600
3	Armed Police Assistant Sub Inspector	5100	5600
4	Havildar	5000	5500

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5	Civil Police Officer	5000	5500
6	Police Head Constable Driver	5000	5500
7	Police Constable Driver	5000	5500
8	Camp Follower	4000	4500
	(ix) Armed Reserve Police		
1	Reserve Inspector	5100	5600
2	Sub Inspector	5100	5600
3	Assistant Sub Inspector	5100	5600
4	Havildar	5000	5500
5	Civil Police Officer	5000	5500
6	Police Head Constable Driver	5000	5500
7	Police Constable Driver	5000	5500
	(x) Women Police Battalion		
1	Reserve Inspector	5100	5600
2	Sub Inspector	5100	5600
3	Assistant Sub Inspector	5100	5600
4	Havildar	5000	5500
5	Civil Police Officer/Police Constable	5000	5500
6	Police Head Constable Driver	5000	5500
7	Police Constable Driver	5000	5500
	(xi) India Reserve Battalion		
1	Regular Wing	5000	5500
2	Commandos of Commando Wing of IRB	10000	11000
	(xii) Anti-Naxal Force (Special Operations Group)	5000	10000

(6) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	I. Crime Branch		
	(i) Crime Branch Special Allowance		
1	Superintendent of Police (Non-IPS)		3000
2	Deputy Superintendent of Police		2500
3	Inspector of Police/Women Inspector of Police		2200

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4	Sub Inspector/Women Sub Inspector		2000
5	Assistant Sub Inspector		1800
6	Senior Civil Police Officer/Women Senior Civil Police Officer		1700
7	Civil Police Officer/Women Civil Police Officer		1600
8	Police Driver		1600
	(ii) Day off Allowance (Rate per Day in ₹)		
1	Inspector of Police	500	550
2	Woman Inspector of Police	500	550
3	Sub Inspector	500	550
4	Woman Sub- Inspector	500	550
5	Driver SI	500	550
6	Assistant Sub Inspector	500	550
7	Senior Civil Police Officer	460	510
8	Women Senior Civil Police Officer	460	510
9	Civil Police Officer	400	440
10	Women Civil Police Officer	400	440
11	Driver	400	440
	II. State Special Branch		
	Intelligence Special Allowance		
1	Superintendent of Police (Non-IPS)	2000	3000
2	Deputy Superintendent of Police	1200	2500
3	Inspector of Police/Women Inspector of Police	950	2200
4	Sub Inspector/ Women Sub-Inspector/ Driver SI	800	2000
5	Assistant Sub Inspector	700	1800
6	Senior Civil Police Officer/ Women Senior Civil Police Officer	650	1700
7	Civil Police Officer/ Women Civil Police Officer	500	1600
8	Driver	500	1600
	III. Telecommunication Unit		
	(i)Police Special Allowance		
1	Deputy Superintendent of Police	350	400
2	Inspector of Police	530	600

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3	Sub Inspector	480	550
4	Assistant Sub Inspector	480	550
5	Head Constable (Operator)	400	450
6	Police Constable	400	450
	2. Day off Allowance (Rate per day in ₹)		
1	Inspector of Police	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Head Constable (Operator)	460	510
5	Police Constable	400	440
	III. Dog Squad		
	(i)Police Special Allowance		
1	Sub Inspector	730	850
2	Assistant Sub Inspector	-	750
3	Senior Civil Police Officer/ Head Constable	650	750
4	Civil Police Officer/Police Constable	650	750
	(ii) Day off Allowance (Rate per day in ₹)		
1	Sub Inspector	500	550
2	Senior Civil Police Officer	460	510
3	Civil Police Officer	400	440
	IV. Armourer		
	(i)Police Special Allowance		
1	Armourer Inspector	350	400
2	Armourer Sub Inspector	650	750
3	Armourer Asst. Sub Inspector	650	750
4	Armourer Head Constable	650	750
5	Armourer Police Constable	650	750
	(ii) Day off Allowance (Rate per day in ₹)		
1	Armourer Sub Inspector	500	550
2	Armourer Assistant Sub Inspector	500	550
3	Armourer Head Constable	460	510
4	Armourer Police Constable	400	440
	V. Personal Guard		

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	(i)Police Special Allowance		
1	Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	750	850
2	Assistant Sub Inspector	730	850
3	Senior Civil Police Officer/Havildar/Head Constable	730	850
4	Civil Police Officer/ Police Constable	720	800
	(ii) Day off Allowance (Rate per day in ₹)		
1	Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	500	550
2	Assistant Sub Inspector	500	550
3	Senior Civil Police Officer/Havildar/Head Constable	460	510
4	Civil Police Officer/ Police Constable	400	440
	VI. Orchestra		
	(i)Police Special Allowance		
1	Band Master Sub Inspector	810	900
2	Havildar/Head Constable	650	750
3	Bugler PC, Drummer PC, Band PC, Orchestra PC	500	600
4	Brass Band Man/Orchestra Man/Bugler Man	560	650
	(ii) Day off Allowance (Rate per day in ₹)		
1	Band Master (SI/Armed Police SI)	500	550
	(VII) General Executive		
	(i)Police Special Allowance		
1	Deputy Superintendent of Police	350	400
2	Inspector of Police/Women Inspector of Police	450	550
3	Sub Inspector/ Women Sub-Inspector	650	800
4	Assistant Sub Inspector	650	800
5	Senior Civil Police Officer/ Women Senior Civil Police Officer	700	800
6	Civil Police Officer/ Women Civil Police Officer	700	800

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7	Driver (Sr CPO)	480	550
8	Driver (CPO)	480	550
	(ii) Day off Allowance (Rate per day in ₹)		
1	Inspector of Police	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Senior Civil Police Officer	460	510
5	Civil Police Officer	400	440
6	Driver (Sr CPO)	460	510
7	Driver (CPO)	400	440
	(iii) Traffic Point Duty		
1	Senior Civil Police Officer	300	330
2	Civil Police Officer	300	330
	(iv)Station House Officer Allowance		
1	Inspector /Sub Inspector ***(either one person per station)***	1000	1100
	(iv)Camp Office		
1	Deputy Superintendent of Police (HG)*	250	280
2	Deputy Superintendent of Police*	250	280
	*Note:-Those who are Sub Divisional Police Officers		
	(VIII) Armed Police Battalion*		
	(i)Police Special Allowance		
1	Deputy Commandant	350	400
2	Armed Police Inspector	900	1000
3	Armed Police Sub Inspector	830	950
4	Armed Police Assistant Sub Inspector	810	900
5	Havildar	730	850
6	Police Constable	720	800
7	Police Head Constable Driver	730	850
8	Police Constable Driver	720	800
	(ii) Day Off Allowance (Rate per day in ₹)		

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1	Armed Police Inspector	500	550
2	Armed Police Sub Inspector	500	550
3	Armed Police Assistant Sub Inspector	500	550
4	Havildar	460	510
5	Civil Police Officer	400	440
6	Police Head Constable Driver	460	510
7	Police Constable Driver	400	440
8	Camp Follower	300	330
	(iii)Barrack Allowance		
1	Commandant		5000
2	Assistant Commandant/ Deputy Commandant		4000
3	Armed Police Inspector		3000
4	Armed Police Sub Inspector		2500
5	Armed Police Assistant Sub Inspector		2000
6	Havildar		1800
7	Police Constable		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		
	(iv)Camp Follower Allowance		
1	Camp Follower	450	550
	(IX) Armed Reserve Police*		
	(i)Police Special Allowance		
1	Reserve Inspector	550	650
2	Sub Inspector	830	950
3	Assistant Sub Inspector	810	900
4	Havildar	730	850
5	Civil Police Officer	720	800
6	Police Head Constable Driver	720	800
7	Police Constable Driver	720	800
	(ii) Special Allowance to Technical categories in Armed Police and Armed Reserve Battalion	70	80
	(iii) Special Allowance to Cannoeman/ Boat Lascar/ Syrang	120	140

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	(iv) Day off Allowance (Rate per day in ₹)		
1	Reserve Inspector	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Havildar	460	510
5	Civil Police Officer	400	440
6	Police Head Constable Driver	400	440
7	Police Constable Driver	400	440
8	Camp Follower	300	330
	(v)Camp Follower Allowance		
1	Camp Follower	450	550
	(vi)Barrack Allowance		
1	Commandant		5000
2	Assistant Commandant/ Deputy Commandant		4000
3	Reserve Inspector		3000
4	Sub Inspector		2500
5	Assistant Sub Inspector		2000
6	Havildar /Senior Civil Police Officer		1800
7	Police Constable/Civil Police Officer		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		
	Note:- All allowances sanctioned to Police Personnel except Barrack Allowance under the sub heading 'Armed Reserve Police' is extended to Police Personnel in Mounted Police, Motor Transport Unit, Short Hand Bureau and Technical Executive Staff under the head "Other Miscellaneous Categories".		
	(X)Cyber Cell/Cyber Police Station*		
	Cyber Allowance		
1	Superintendent of Police (Non-IPS)		3000
2	Deputy Superintendent of Police		2500

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3	Inspector of Police/Women Inspector of Police		2200
4	Sub Inspector/ Women Sub-Inspector		2000
5	Assistant Sub Inspector		1800
6	Senior Civil Police Officer/ Women Senior Civil Police Officer		1700
7	Civil Police Officer/ Women Civil Police Officer		1600
8	Police Driver		1600
	*Police personnel working in Cyber Cell and Cyber Police stations are eligible for none of the other allowances provided in the schedule of Additional Special Allowance.		
	(XI) Women Police Battalion*		
	(i)Police Special Allowance		
1	Deputy Commandant	350	400
2	Armed Police Inspector	900	1000
3	Armed Police Sub Inspector	830	950
4	Armed Police Assistant Sub Inspector	810	900
5	Havildar	730	850
6	Police Constable	720	800
7	Police Head Constable Driver	730	850
8	Police Constable Driver	720	800
	(ii) Day Off Allowance (Rate per day in ₹)		
1	Armed Police Inspector	500	550
2	Armed Police Sub Inspector	500	550
3	Armed Police Assistant Sub Inspector	500	550
4	Havildar	460	510
5	Civil Police Officer	400	440
6	Police Head Constable Driver	460	510
7	Police Constable Driver	400	440
8	Camp Follower	300	330
	(iii)Barrack Allowance		
1	Commandant		5000

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2	Assistant Commandant/ Deputy Commandant		4000
3	Armed Police Inspector		3000
4	Armed Police Sub Inspector		2500
5	Armed Police Assistant Sub Inspector		2000
6	Havildar		1800
7	Police Constable		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		
	(iii)Camp Follower Allowance		
1	Camp Follower	450	550
	(XII)India Reserve Battalion		
	A. Regular Wing*		
	(i)IR Battalion Allowance		3000
	(ii)Day off Allowance (Rate per Day in ₹)		
1	Armed Police Inspector	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Havildar/Head Constable	460	510
5	Police Constable	400	440
6	Police Head Constable Driver	400	440
7	Police Constable Driver	400	440
8	Camp Follower	300	330
	(iii)Camp Follower Allowance		
1	Camp Followers	450	550
	(iv)Barrack Allowance		
1	Commandant		5000
2	Assistant Commandant/ Deputy Commandant		4000
3	Armed Police Inspector		3000
4	Sub Inspector		2500
5	Assistant Sub Inspector		2000
6	Havildar /Senior Civil Police Officer		1800

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7	Police Constable/Civil Police Officer		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		
	B. Thunderbolt Commandos*		
1	***(i)Commando Weapon Maintenance Allowance***	1000	1100
2	***(ii)Commando Special Diet Allowance***	1000	1100
3	***(iii)Kit Accoutrement & Maintenance allowance***	500	550
4	***(iv)Special Risk allowance***	2000	3000
	(v)Day off Allowance (Rate per Day in ₹)		
1	Armed Police Inspector	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Havildar/Head Constable	460	510
5	Police Constable	400	440
6	Police Head Constable Driver	400	440
7	Police Constable Driver	400	440
	(vi)Barrack Allowance		
1	Commandant		5000
2	Assistant Commandant/ Deputy Commandant		4000
3	Armed Police Inspector		3000
4	Sub Inspector		2500
5	Assistant Sub Inspector		2000
6	Havildar /Senior Civil Police Officer		1800
7	Police Constable/Civil Police Officer		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		
	C. Police Personnel from other branches on deputation in IR Battalion*		

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	(i)Incentive		
1	Commandant/SP	Amount equal to one increment in the current pay	4000
2	DySP		3500
3	Inspector		3500
4	Sub Inspector		3000
5	Assistant Sub Inspector		3000
6	Havildar/ SCPO		3000
	****These officers are also eligible for all allowances except Police Special allowance applicable in the parent cadre.***		
	XIII. Anti-Naxal Force (Special Operations Group) *		
	(i) Anti-Naxal Operation Special Risk Allowance	28% of B.P without DA and 10% of B.P+ D.A in the revised scale (w.e.f.01.01.2018)	50% of Basic Pay (without DA)
	(ii) Ration Money Allowance	450	1000
	(iii)Day off Allowance (Rate per Day in ₹)		
1	Armed Police Inspector	500	550
2	Sub Inspector	500	550
3	Assistant Sub Inspector	500	550
4	Havildar/Head Constable	460	510
5	Police Constable	400	440
6	Police Head Constable Driver	400	440
7	Police Constable Driver	400	440
	(iv)Barrack Allowance		
1	Commandant		5000
2	Assistant Commandant/ Deputy Commandant		4000
3	Armed Police Inspector		3000
4	Sub Inspector		2500
5	Assistant Sub Inspector		2000
6	Havildar /Senior Civil Police Officer		1800

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7	Police Constable/Civil Police Officer		1500
	* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.		

(7) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average no. of days of tour in a month	Proposed Rate per month (₹)
	(i) State Special Branch and Crime Branch				
1	Driver SI	250	32 Km from HQ		280
2	Senior Civil Police Officer (District Special Branch)	350	32 Km from HQ		390
3	Woman Senior Civil Police Officer	350	32 Km from HQ		390
4	Civil Police Officer (District Special Branch)	250	32 Km from HQ		280
5	Woman Civil Police Officer (District Special Branch)	250	32 Km from HQ		280
6	Driver	250	32 Km from HQ		280
	(ii) Telecommunication Unit				
1	Sub Inspector	250	32 Km from HQ		280
2	Assistant Sub Inspector	250	32 Km from HQ		280
3	Head Constable (Operator)	250	32 Km from HQ		280
4	Police Constable	250	32 Km from HQ		280
	(iii) Armourer				
1	Armourer Sub Inspector	250	Not Prescribed		280
2	Armourer Assistant Sub Inspector	250	Not Prescribed		280

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	Armourer Senior Civil Police Officer	250	Not Prescribed		280
3	Armourer Civil Police Officer	250	Not Prescribed		280
4	Armourer Staff	250	Not Prescribed		280
	(iv) State Crime Records Bureau				
1	Sub Inspector	420	32 Km from HQ		470
2	Senior Civil Police Officer	350	32 Km from HQ		390
3	Civil Police Officer (DCIB) of Tvm City	250	32 Km from HQ		280
	(v) Personal Guard				
1	Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	420	32 Km from HQ		470
2	Assistant Sub Inspector	350	32 Km from HQ		390
3	Senior Civil Police Officer	350	32 Km from HQ		390
4	Civil Police Officer	250	32 Km from HQ		280
	(vi) Miscellaneous				
1	Band Master (SI/Armed Police SI)	250	Not prescribed		280
2	Brass Band Man/Orchestra Man/Bugler Man	250	Not prescribed		280
3	Sub Inspector Band Unit	250	Not prescribed		280
4	Mounted Police	250	Not prescribed		280
5	Armourer Staff	250	Not prescribed		280
6	Electrician	250	Not prescribed		280
7	Carpenter	250	Not prescribed		280
8	Painter	250	Not prescribed		280
9	Blacksmith	250	Not prescribed		280

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10	Mason	250	Not prescribed		280
11	Boat Syrang	250	Respective District		280
12	Boat Driver	250	Respective District		280
13	Bugler/ Drummer	250	Not prescribed		280
14	Technical Staff (Executive & Civilian) attached to range workshop MSP	250	32 Km from HQ		280
15	Motor Cycle Orderlies attached to the Chief Office	250	32 Km from HQ		280
16	Members of the police force of and below the rank of Sub Inspectors attached to Police computer centre	250	Not prescribed		280
17	Members of the Motor Transport Unit attached to the District AR including MTRSI attached to various units	250	32 Km from HQ		280
	(vii) Executive Staff				
1	Mechanic (M.T.Check)/ Mason /Binder/ Rattan Weaver/Lathe Operator / Boat Crew	250	Not prescribed		280
	(viii) Civil Staff				
1	Electrician/Fitter/Welder / Blacksmith/Mechanic/ Binder/Upholsterer/Packer/ Store Attender/Lascar	250	Not prescribed		280
	(ix) Motor Transport Unit				
1	Motor Transport Officer	250	Not prescribed		280
2	Motor Transport Inspector	250	Not prescribed		280
3	Motor Transport Sub Inspector	250	Not prescribed		280
4	Havildar Mechanic	250	Not prescribed		280

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5	Civil Police Officer Mechanic/Fitter/Electrician	250	Not prescribed		280
6	Members of Motor Transport Unit attached to District A.R. attached to various units	250	Not prescribed		280
	(x) Band Unit				
1	Sub Inspector (Band)	250	Not prescribed		280
2	Bugler/Drummer	250	Not prescribed		280
3	Band and Orchestra personnel	250	Not prescribed		280
	(xi) General Executive				
1	Station House Officer	420	32 Km from HQ		470
2	Sub Inspector	420	32 Km from HQ		470
3	Assistant Sub Inspector	350	32 Km from HQ		390
4	Senior Civil Police Officer	350	32 Km from HQ		390
5	Civil Police Officer	250	32 Km from HQ		280
6	Police Head Constable Driver	250	32 Km from HQ		280
7	Police Constable Driver	250	32 Km from HQ		280
	(xii) Armed Police (Battalion)				
1	Armed Police Sub Inspector	420			470
2	Armed Police Assistant Sub Inspector	350			390
3	Havildar	350			390
4	Civil Police Officer	250			280
5	Police Head Constable Driver	250			280
6	Police Constable Driver	250			280
	(xiii) Armed Reserve Police				
1	Sub Inspector	420	32 Km from HQ		470

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2	Assistant Sub Inspector	350	32 Km from HQ		390
3	Havildar	350	32 Km from HQ		390
4	Civil Police Officer	250	32 Km from HQ		280
5	Police Head Constable Driver	250	32 Km from HQ		280
6	Police Constable Driver	250	32 Km from HQ		280
7	Technical categories in Armed Police and Armed Reserve Battalion	250	32 Km from HQ		280
8	Canoeman/Boat Lascar/Syrang	250			280

7.66. PORTS

The Ports Department mainly provides basic facilities for shipping operations at the Intermediate and Minor ports in Kerala State. The intermediate Ports are at Neendakara, Alappuzha and Kozhikode(Beypore) and the minor Ports are at Vizhinjam, Trivandrum(Valiyathura), Kollam (Thankassery), Kayamkulam, Kodungallore/Munambam, Ponnani, Badagara, Thalassery, Kannur, Azhikkal, Neeleswaram, Kasaragode, Manjeswaram and Kottayam. The Government by G.O.(Ms)No.1/2018/F&PD dated 02.02.2018 formed Kerala Maritime Board and transferred all the assets of the department under it. However, the Government have now informed by Letter No.208/E2/2020/F&PD dated 11.01.2021 that, Government have decided to treat all employees of the Port Department transferred to the Kerala Maritime Board as Government employees for all practical purposes. The Chief Executive Officer, Kerala Maritime Board is the Head of the Board.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) Since the Dredging unit in the department was abolished the posts of Dredging Superintendent, Officer Class I, Officer Class II, Engineer, Deputy Dredging Superintendent, Engineer cum Dredge Master, Officer Class III/ Junior Officer, Electrical Officer, Senior Cutter Suction Dredger Operator, Engine Driver, Greaser, Boat Swain / Syrang /Quarter Master, Radio Telephone Operator, Welder, Driver – cum – operator, Cook cum

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Steward, Asst. Cook cum Steward, Pier Lascar, Helper, Pier Sweeper/Foreshore Sweeper and Boatman under the caption Dredging Unit may be excluded from the schedule as these posts are non-existent in the department.

(ii) The caption Dredging Unit may be excluded from the schedule as the unit was abolished from the department and the posts of Navigator, Cutter Section Dredger Operator and Operator cum Mechanic which are presently in existence may be incorporated under the department schedule.

(iii) The posts of Oil man, Head Watchman, Pier Light Keeper and Pier Tindal may be excluded from the schedule as these posts are not existing in the department.

(iv) The post of Draftsman Gr I may be excluded from the schedule as the same is the duplication of the post Draftsman Gr I/ Charge hand.

(v) The post of Assistant Executive Engineer (Mechanical) (HG) under the caption Mechanical Engineering Wing and the ratio for promotion in the cadre may be excluded from department schedule as the cadre strength is less than the minimum required for applying the ratio.

(vi) The post of Diesel Mechanic may be included in the Schedule of post with the scale of pay corresponding to ₹ 17000-37500.

(vii) The posts of Driver-cum-operator, Captain/Dredger master, Chief Engineer/Officer I, Engineer/Officer II, Engineer-cum-Dredger Master, Officer III/Junior Officer, Electrical Officer, Syrang-cum-Quarter Master/Greaser, Seaman/Steward and Assistant Cook/ Topaz/ Part Time Cook may be excluded from the schedule of Risk Allowance as these posts are not existing in the department.

(viii) The post of Cargo Supervisor may be excluded from the schedule of Uniform Allowance as the post is not existing in the department.

(ix) All the posts existing in the department may be placed on the corresponding revised scale of pay. Existing allowances may be given normal revision.

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The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	85000-117600	118100-163400
	2	Deputy Director	1	81000-117600	112800-163400
	3	Port Officer	3	81000-117600	112800-163400
	4	Officer in charge	4	68700-110400	95600-153200
	5	Engineer in charge	4	68700-110400	95600-153200
	6	Senior Port Conservator	2	42500-87000	59300-120900
	7	Assistant Engineer(Marine)	1	39500-83000	55200-115300
	8	Personal Assistant to Port Officer/Purser	4	36600-79200	51400-110300
	9	Navigator	1	36600-79200	51400-110300
	10	Port Conservator / Pier Master /Reserve Port Conservator	13	30700-65400	43400-91200
	11	Master Gr.I	10	27800-59400	39300-83000
	12	Cutter Suction Dredger Operator	1	27800-59400	39300-83000
	13	Driver Gr.I	5	27800-59400	39300-83000
	14	Master Gr.II	6	22200-48000	31100-66800
	15	Driver Gr.II	15	22200-48000	31100-66800
	16	Radio Operator	1	22200-48000	31100-66800
	17	Wharf Supervisor / Asst.Port Conservator/ Cargo	14	22200-48000	31100-66800

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		Supervisor / Asst. Pier Master			
	18	Draftsman Gr.II	3	22200-48000	31100-66800
	19	Chief Signaller	4	20000-45800	27900-63700
	20	Mobile Crane Operator	1	19000-43600	26500-60700
	21	Crane Operator	4	19000-43600	26500-60700
	22	Operator cum Mechanic	1	19000-43600	26500-60700
	23	Light Keeper & Signaller	8	18000-41500	25100-57900
	24	Master Gr.III /Asst. Tug Master	19	18000-41500	25100-57900
	25	Driver Gr.III / Asst. Tug Driver	7	18000-41500	25100-57900
	26	Mechanical Carpenter	1	17500-39500	24400-55200
	27	Seaman cum pump Attendar	4	17500-39500	24400-55200
	28	Seaman	74	17500-39500	24400-55200
	29	Tug Clerk	1	17000-37500	23700-52600
	30	Asst. crane Driver	16	17000-37500	23700-52600
	31	Watchman cum cook	1	17000-37500	23700-52600
	32	Assistant Crane Operator cum Cleaner	1	17000-37500	23700-52600
	33	Diesel Mechanic	2		23700-52600
Mechanical Engineering Wing					
	34	Chief Mechanical Engineer	1	68700-110400	95600-153200
	35	Mechanical Marine Engineer	1	68700-110400	95600-153200
	36	Shipwright/Naval Architect	1	68700-110400	95600-153200

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	37	Asst. Exe. Engineer (Mechanical)	2	42500-87000	59300-120900
	38	Assistant Engineer	2	39500-83000	55200-115300
	39	Head Draftsman	1	39500-83000	55200-115300
	40	Draftsman Gr.I/ Charge hand	3	26500-56700	37400-79000
	41	Overseer(Electrical)	2	26500-56700	37400-79000
	42	Asst. Line man	1	17000-37500	23700-52600

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	2	As in CC	As in CC
	2	Personal Assistant	1	As in CC	As in CC
	3	Senior Superintendent	1	As in CC	As in CC
	4	Junior Superintendent	2	As in CC	As in CC
	5	Confidential Assistant Senior Grade	1	As in CC	As in CC
	6	Head Clerk	5	As in CC	As in CC
	7	Confidential Assistant Gr I	2	As in CC	As in CC
	8	Selection Grade Typist	3	As in CC	As in CC
	9	Senior Grade Typist	3	As in CC	As in CC

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	10	U.D Typist	3	As in CC	As in CC
	11	Senior Clerk	21	As in CC	As in CC
	12	Confidential Assistant Gr II	2	As in CC	As in CC
	13	Clerk	22	As in CC	As in CC
	14	L.D Typist	4	As in CC	As in CC
	15	Clerk-Typist	1	As in CC	As in CC
	16	Typist cum Clerk	1	As in CC	As in CC
	17	Driver Gr II	6	As in CC	As in CC
	18	Watchman	12	As in CC	As in CC
	19	Record Attender	1	As in CC	As in CC
	20	Helper	6	As in CC	As in CC
	21	Gardener	1	As in CC	As in CC
	22	Office Attendant	30	As in CC	As in CC
	23	Night Watchman	4	As in CC	As in CC
	24	Welder	2	As in CC	As in CC
	25	Mechanic	1	As in CC	As in CC
	26	Turner	2	As in CC	As in CC
	27	Electrician	2	As in CC	As in CC
	28	Fitter	2	As in CC	As in CC
	29	Blacksmith	1	As in CC	As in CC
	30	Watchman cum Gardner	2	As in CC	As in CC
	31	Watchman cum Sweeper	2	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	15	As in PTCC	As in PTCC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Assistant Engineer	150	170
2	Navigator	150	170
3	Electrician	100	110
4	Master Gr. I, II and III	100	110
5	Driver Gr. I and II	100	110
6	C.S.D. Operator/ Radio Telephone Operator	100	110
7	Welder	100	110
8	Cook	100	110

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Port Conservator/ Assistant Port Conservator	2000	2200
2	Assistant Pier Master/ Wharf Supervisor	1800	2000
3	Driver	2400	2700

7.67. PRINTING

The Printing Department, the 'Official Printer' of the Government of Kerala, attends to the printing works of the Government or Public Sector Organisations under the Government. The first Government Press, 'Travancore Government Press' was established in Thiruvananthapuram in

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1836 which was later transformed into the prestigious Government Central Press and now is the prominent institution of Printing Department. At present, a total of eleven Government Presses are functioning under the Department and also there are twelve District Form Stores. The publication of Government Gazettes and printing of various forms, registers, publications, Budget documents, ballot papers, Government Diaries and Calendars are the major works entrusted with the Department. The Director of Printing is the head of the Department. The Superintendent of Government Presses is in charge of the supervision of the printing and other technical matters of all Government Presses.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

i) The posts of DTP Operator Gr.I in the revised scale of pay corresponding to ₹ 26500-56700 may be included in the department schedule.

ii) The post of Technician (Mechanic-cum-Carpenter) Senior Grade on ₹ 26500-56700 may be replaced with Carpenter Senior Grade. In the latest Special Rules the post is designated as Carpenter Senior Grade. Hence the recommendation.

iii) The posts of Manager PSC Form Store, Chief Operator, Photo type setter Gr.I, Photo type setter Gr.II, Grainer, Printer Gr.II, Duplicator Operator, AC Mechanic and Senior Foreman (Foundry) may be excluded from the schedule as the posts become vanished or abolished.

iv) All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The Commission will give its further recommendations on matter pertaining to the Department in Part VII of its report.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

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A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Printing	1	As in PD	As in PD
	2	Superintendent of Govt. Presses	1	68700-110400	95600-153200
	3	Controller of Forms	1	55350-101400	77200-140500
a	4	Deputy Superintendent of Govt Presses (HG)	3	55350-101400	77200-140500
	5	Deputy Superintendent of Govt Presses	7	45800-89000	63700-123700
	6	Asst. Engineer (Electronics)	1	36600-79200	51400-110300
	7	Asst. Superintendent	10	36600-79200	51400-110300
	8	District Forms Officer	17	36600-79200	51400-110300
	9	Publication Assistant	1	36600-79200	51400-110300
	10	Office Manager	1	36600-79200	51400-110300
	11	Head Reader	3	32300-68700	45600-95600
	12	General Foreman	14	32300-68700	45600-95600
	13	Head Computer	3	32300-68700	45600-95600
	14	Chief Foreman (Electrical)	1	32300-68700	45600-95600
	15	Chief Foreman (Workshop)	1	32300-68700	45600-95600
	16	Offset Supervisor	3	32300-68700	45600-95600
	17	Plate making Supervisor	1	32300-68700	45600-95600

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	18	Supervisor	1	30700-65400	43400-91200
	19	Computing Supervisor	6	30700-65400	43400-91200
	20	Foreman (Workshop)	3	30700-65400	43400-91200
	21	Senior Foreman	22	30700-65400	43400-91200
	22	Senior Reader	9	30700-65400	43400-91200
	23	Foreman (Electrical)	1	30700-65400	43400-91200
	24	Chief Warehouseman	1	30700-65400	43400-91200
	25	Type Store Keeper	1	30700-65400	43400-91200
	26	Reader Gr.I	24	29200-62400	41300-87000
	27	Computer Senior Grade	12	29200-62400	41300-87000
	28	Junior Foreman	46	29200-62400	41300-87000
*	29	Senior Carpenter	1	29200-62400	41300-87000
	30	Senior Electrician	4	29200-62400	41300-87000
	31	Senior Mechanic	7	29200-62400	41300-87000
	32	Cashier / Forms Inspector	5	27800-59400	39300-83000
	33	Reader Gr.II	47	27800-59400	39300-83000
	34	Asst. Foreman	75	27800-59400	39300-83000
	35	Computer Gr.I	24	27800-59400	39300-83000
	36	Mechanic	3	27800-59400	39300-83000
	37	Offset Printing Machine Operator Senior Grade	4	27800-59400	39300-83000
	38	Junior Supervisor (Offset)	1	27800-59400	39300-83000
	39	Chief Time Keeper	1	26500-56700	37400-79000
	40	Sr.Gr. Electrician	3	26500-56700	37400-79000

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	41	Technician Sr.Gr.	9	26500-56700	37400-79000
	42	Binder Sr.Gr	103	26500-56700	37400-79000
*	43	Compositor Sr.Gr.	17	26500-56700	37400-79000
	44	Offset Printing Machine Operator Gr.I	19	26500-56700	37400-79000
	45	Warehouseman Sr. Gr	2	26500-56700	37400-79000
	46	Camera Operator cum Film Developer Gr.I	1	26500-56700	37400-79000
	47	Retouching Artist Gr.I	1	26500-56700	37400-79000
	48	Plate Maker Gr.I	1	26500-56700	37400-79000
	49	Paste-up Artist Gr.I	1	26500-56700	37400-79000
	50	Senior Grade Printer	69	26500-56700	37400-79000
*	51	Carpenter Senior Grade	1	26500-56700	37400-79000
	52	DTP Operator Gr.I	3		37400-79000
	53	Senior Time Keeper	3	25200-54000	35600-75400
	54	Electrician Gr.I	7	25200-54000	35600-75400
	55	Technician Gr.I	9	25200-54000	35600-75400
	56	Binder Gr.I	206	25200-54000	35600-75400
*	57	Compositor Gr.I	1	25200-54000	35600-75400
	58	Offset Printing Machine Operator Gr.II	31	25200-54000	35600-75400
	59	Warehouseman Gr.I	4	25200-54000	35600-75400
	60	Camera Operator cum Film Developer Gr.II	2	25200-54000	35600-75400
	61	Platemaker Gr.II	7	25200-54000	35600-75400

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	62	Pasteup Artist Gr.II	5	25200-54000	35600-75400
	63	Printer Gr.I	139	25200-54000	35600-75400
	64	Retouching Artist Gr.II	3	25200-54000	35600-75400
	65	DTP Operator Gr.II	4	25200-54000	35600-75400
	66	Assistant Type Store Keeper	1	25200-54000	35600-75400
	67	Time Keeper	5	22200-48000	31100-66800
	68	Copy Holder	50	20000-45800	27900-63700
	69	Computer Gr.II	24	20000-45800	27900-63700
	70	Electrician Gr.II	11	20000-45800	27900-63700
	71	Warehouseman Gr.II	5	20000-45800	27900-63700
	72	Asst. Time Keeper	8	19000-43600	26500-60700
	73	Technician Gr.II	10	19000-43600	26500-60700
	74	Examiner	1	19000-43600	26500-60700
	75	Binder Gr.II	207	19000-43600	26500-60700
*	76	Compositor Gr.II	1	19000-43600	26500-60700
	77	Galley Pressman Gr.I	2	18000-41500	25100-57900
	78	Helper Gr.I	1	17500-39500	24400-55200
	79	Sanitary Worker Gr.I	1	17500-39500	24400-55200
	80	Sweeper Gr.I	5	17500-39500	24400-55200
	81	Packer Gr.I	11	17500-39500	24400-55200
	82	Counter Gr.I	17	17500-39500	24400-55200
	83	Gatekeeper Gr.I	3	17500-39500	24400-55200
	84	Lascar Gr.I	45	17500-39500	24400-55200
	85	Helper Gr.II	6	17000-37500	23700-52600
	86	Gardener	1	17000-37500	23700-52600
	87	Sanitary Worker Gr.II	6	17000-37500	23700-52600

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	88	Sweeper Gr.II	14	17000-37500	23700-52600
	89	Packer Gr.II	24	17000-37500	23700-52600
	90	Counter Gr.II	39	17000-37500	23700-52600
	91	Gatekeeper Gr.II	12	17000-37500	23700-52600
	92	Lascar Gr.II	98	17000-37500	23700-52600
	93	SLR (Skilled Workers)	30	16500-35700	23000-50200

a. 30% Higher Grade will continue.

* Vanishing category

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Assistant Executive Engineer	1	As in PD	As in PD
	4	Labour Welfare Officer	1	As in PD	As in PD
	5	Security Officer	1	As in PD	As in PD
	6	Senior Civil Police Officer	1	As in PD	As in PD
	7	Civil Police Officer	1	As in PD	As in PD
	8	Women Civil Police Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	3	As in CC	As in CC
	2	Accounts Officer	1	As in CC	As in CC

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	3	Senior Superintendent	3	As in CC	As in CC
	4	Junior Superintendent	19	As in CC	As in CC
	5	Fair Copy Superintendent	1	As in CC	As in CC
	6	Head Clerk	12	As in CC	As in CC
	7	Senior Clerk	80	As in CC	As in CC
	8	Clerk	81	As in CC	As in CC
	9	Selection Grade Typist	6	As in CC	As in CC
	10	Senior Grade Typist	7	As in CC	As in CC
	11	U.D Typist	7	As in CC	As in CC
	12	L.D Typist	6	As in CC	As in CC
	13	Confidential Assistant Gr II	2	As in CC	As in CC
	14	Office Attendant Grade I	14	As in CC	As in CC
	15	Driver Gr I	1	As in CC	As in CC
	16	Driver Gr II	2	As in CC	As in CC
	17	Attender Grade I	2	As in CC	As in CC
	18	Attender Grade II	11	As in CC	As in CC
	19	Lorry Cleaner	2	As in CC	As in CC
	20	Office Attendant Grade II	27	As in CC	As in CC
	21	Watchman	13	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Superintendent of Govt. Presses	250	280
2	General Foreman	120	140
3	Worker with LPT Diploma in Printing Technology	100	110

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4	Cleaner	150	170
Staff of Confidential Section			
1	Pay Range between ₹ 50200-105300 to 63700-123700	220	250
2	Pay Range between ₹ 37400-79000 to 43400-91200	160	180
3	Pay Range between ₹ 35600-75400 to 37400-79000	150	170
4	Pay Range between ₹ 27900-63700 to 31100-66800	140	160
5	Pay Range between ₹ 24400-55200 to 25100-57900	140	160
6	Pay Range below ₹ 23700-52600	130	150

(2) Footwear Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Technical Employees - Male/ Female	450	500
2	Mechanical Employees (Workshop wing)	450	500

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Technical Employees - Male/ Female	1800	2000
2	Mechanical Employees (Workshop wing)	2200	2500
3	Driver	2400	2700

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7.68. PRISONS AND CORRECTIONAL SERVICES

Prisons and Correctional Services Department is entrusted with the basic responsibility of confining securely persons who are sentenced to undergo imprisonment or are facing trial. Prisoners are given educational and vocational training with a view to making them reformed and self-sustainable individuals by the time they are released. There are three Central Prisons & Correctional Homes, two Open Prisons & Correctional Homes, one High Security Prison, 13 District Jails, three Women's Prisons & Correctional Homes, one Women's Open Prison & Correctional Home, one Borstal School, 15 Special Sub Jails and 16 Sub Jails under the Department. The State Institute of Correctional Administration (SICA) is the departmental training institute for imparting training to personnel of the Department. The Head of the Department is Director General of Prisons and Correctional Services, an officer deputed from the IPS Cadre in the Police Department. The headquarters of the Department is in Thiruvananthapuram.

The Commission, having considered the proposals of the Director General of Prisons & Correctional Services, and the demands of Service Organisations and individuals, makes the following recommendations:

(i) As per the Special Rules, the post of Gate Keeper is an equivalent post of Prison Officer / Chief Warder, but it is now placed in a lower scale of pay (₹ 25200-54000) than that of Prison Officer (₹ 26500-56700). Therefore, the scale of pay corresponding to ₹ 26500-56700 may be allowed to the post of Gate Keeper on par with the post of Prison Officer.

(ii) The post P.D. Teacher in the Department is a post equivalent to P.D. Teacher in General Education Department in terms of qualification. But the post is placed in a lower scale of pay (₹ 22200-48000) than the post in General Education Department (₹ 25200-54000). Therefore, the post of P.D. Teacher in the Department may be allowed the scale of pay corresponding to ₹ 25200-54000 on par with the post in General Education Department.

(iii) It is seen that among the executive posts, only the posts of Gate Keeper and Prison Officer in Central Prisons are allowed Special Allowance. Limiting this allowance only to the above two categories while leaving out the other executive posts does not appear to be logical. It is, therefore, recommended that Special Allowance may also be allowed to

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all other executive posts below the rank of Prison Officer (viz. Assistant Prison Officer, Deputy Prison Officer and Female Assistant Prison Officer) at the rates now being allowed to Prison Officer and Gate Keeper.

(iv) The post of Driver cum Assistant Prison Officer is a recently created category of post having no promotional avenues and ratio higher grades, but the similar categories in other departments like Excise and Forest have ratio higher grades. Hence this post may be given higher grade in the ratio 2:1 with the designation Driver cum Assistant Prison Officer (HG) and scale of pay corresponding to ₹22200-48000 on par with that of Driver Grade I in Excise and Forest departments. The post of Driver cum Assistant Prison Officer may be merged with the post of Assistant Prison Officer for future recruitment, and Drivers may be engaged by the Department from any suitable Assistant Prison Officer as an additional job for them, giving them an additional allowance.

(v) The post of Inspector General of Prison is not existing now. Hence the post may be excluded from the Schedule of Posts.

(vi) The post of Superintendent, Women's Prison/Women's Open Prison may be severed from the existing group of posts included together in the Schedule of Posts of the Department and may be shown separately in the Schedule, as this post has a separate mode of recruitment compared with the other posts in the existing group.

(vii) The post of Assistant Superintendent Grade I, Women's Prison may be severed from the existing group of posts included together in the Schedule of Posts of the Department and may be shown separately in the Schedule, as this post has a different mode of recruitment compared with the other posts in the existing group.

(viii) The posts of Carpentry Instructor and Carpentry Foreman are equated posts as per the Special Rules. Hence these posts may be shown together in the Schedule of posts.

(ix) The posts of Packer Clerk, Engine Driver and Agricultural Demonstrator may be removed from the Schedule, as the Head of the Department has reported that these posts are defunct now.

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(x) Consequent on the re-designation of the post of Matron as Female Assistant Superintendent by G.O.(P) No.2780/2016/Home dated 31.08.2016, the post may be shown in the Schedule in the new designation.

(xi) At present, a number of small, duty-linked allowances are allowed to Prison and Correctional Services personnel. These allowances include Smartness Allowance, Special Allowance, Water and Electricity Charges, etc. It is recommended that these allowances under the Schedule of Additional Special Allowance may be merged and granted as 'Prison Special Allowance'. The existing rates of these Allowances and the proposed rate of Prison Special Allowance are given below:

Unit / Type of Allowance	Category of officers and amount of allowance (₹)		
	Gate Keeper	Assistant Prison Officer	Deputy Prison Officer
Prison			
Smartness Allowance	-	80	80
Special Allowance	150	150	150
Water & Electricity	60	60	60
Total	210	290	290
Proposed Rate of Prison Special Allowance	250	350	350

(xii) Assistant Prison Officers entering service in the scale of pay of ₹ 20000-45800 may be eligible for four time bound higher grades on completion of 8 years, 15 years, 22 years and 27 years of service subject to the general conditions of Time Bound Higher Grade scheme.

(xiii) The Commission recommends that the post of Assistant Prison Officer may be given the designation Deputy Prison Officer (Grade), Prison Officer (Grade) and Assistant Superintendent Gr-II (Grade) with Uniform and insignia of respective higher posts on completion of 12, 20 and 25 years of service, provided the incumbent is qualified for regular promotion to such post. The Commission recommends this to Personnel in Prison Department in line with the system existing in Police Department.

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(xiv) The Hon'ble Kerala Administrative Tribunal in its Order dated 13.08.2020 in OA No.1187/2018 filed by Smt. K. Sarasamma, Chief Audit Officer (Rtd) and others, had directed the Commission to consider the demand raised by applicants in accordance with the law. The demand of the petitioners in brief is that they being competent to audit all institutions including Central Prisons in the Department, the scale of pay of Chief Audit Officer should be made equivalent to the scale of pay of the post of Superintendent, Central Prison. The Commission has examined the matter in detail and finds that the demand of the petitioners lacks any merit and cannot be allowed, since audit is being done on behalf of the head of the department and he is the authority to take further actions on audit report.

(xv) The scales of pay of all the posts in the Department may be given normal revision, except in the case of those posts for which different scales of pay are proposed in the above sub paragraphs.

(xvi) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director General of Prisons & Correctional Services	1	IPS	IPS
	2	DIG of Prisons / Director, SICA	4	81000-117600	112800-163400
	3	'Superintendent', Central Prison / Open Prison	6	68700-110400	95600-153200
	4	Programme Officer	1	68700-110400	95600-153200
	5	Chief Welfare Officer	1	68700-110400	95600-153200
	6	Regional Welfare Officer	3	55350-101400	77200-140500

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	7	'Joint Superintendent', Central Prison / Open Prison; 'Superintendent', District Jail; 'Senior Lecturer', SICA; Special Officers	24	45800-89000	63700-123700
	8	'Superintendent', Women's Prison / Women's Open Prison		45800-89000	63700-123700
	9	Chief Audit Officer	1	42500-87000	59300-120900
	10	Personal Assistant to Director General of Prisons & Correctional Services	1	39500-83000	55200-115300
	11	Welfare Officer Grade I	23	45800-89000	63700-123700
a	12	Welfare Officer Grade II		39500-83000	55200-115300
	13	'Deputy Superintendent', Central Prison /District Jail ; 'Superintendent', Special Sub Jail / Borstal School; 'Law Lecturer', SICA	28	39500-83000	55200-115300
	14	'Deputy Superintendent', Women Prison		39500-83000	55200-115300
	15	Accounts Officer	1	36600-79200	51400-110300
	16	'Assistant Superintendent Grade I', Women's Prison	63	30700-65400	43400-91200
	17	'Armourer', SICA ; 'Training Officer', SICA; 'Supervisor', Open Prison / Borstal School; 'Store Keeper', Open Prison; 'Superintendent', Sub Jail		30700-65400	43400-91200
	18	Assistant Superintendent Grade II	58	29200-62400	41300-87000

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	19	Female Assistant Superintendent Grade II	-	29200-62400	41300-87000
	20	Deputy Prison Officer / Chief Petty Officer	414	26500-56700	37400-79000
	21	Prison Officer	15	26500-56700	37400-79000
	22	Carpentry Instructor / Carpentry Foreman	4	25200-54000	35600-75400
	23	Weaving Instructor / Weaving Foreman	3	25200-54000	35600-75400
	24	Weaving Assistant	5	25200-54000	35600-75400
	25	Gate Keeper	6	25200-54000	37400-79000
	26	P.D. Teacher		22200-48000	35600-75400
	27	Assistant Prison Officer / Petty Officer (Male / Female)	1190	20000-45800	27900-63700
	28	Female Assistant Prison Officer		20000-45800	27900-63700
	29	Driver	2	20000-45800	27900-63700
	30	Driver cum Assistant Prison Officer (HG)	-	-	31100-66800
b	31	Driver cum Assistant Prison Officer	64	19000-43600	26500-60700
	32	Boot Foreman	1	19000-43600	26500-60700
	33	Blacksmithy Instructor	1	19000-43600	26500-60700
	34	Tailoring Instructor	6	19000-43600	26500-60700
	35	Physical Training Instructor	1	19000-43600	26500-60700
	36	Wireman	1	17500-39500	24400-55200
	37	Shoe Maistry	2	17500-39500	24400-55200
	38	Warder Attendant	4	17500-39500	24400-55200
	39	Clerical Attendant		17500-39500	24400-55200
	40	Sweeper-cum-Sanitation Worker		17000-37500	23700-52600
	41	Weaver	2	17000-37500	23700-52600

a Existing ratio 1:1 between Grade I and Grade II will continue

b The ratio between Driver cum Assistant Prison Officer and its HG will be 2:1

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Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Administrative Officer	1	As in PD	As in PD
2	Finance Officer	1	As in PD	As in PD
3	Medical Officer	11	As in PD	As in PD
4	Staff Nurse (Male)	3	As in PD	As in PD
5	Pharmacist	12	As in PD	As in PD
6	ECG Technician	1	As in PD	As in PD
7	Laboratory Assistant	5	As in PD	As in PD
8	Nursing Assistant	10	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	4	As in CC	As in CC
	2	Fair Copy Superintendent	1	As in CC	As in CC
	3	Confidential Assistant	3	As in CC	As in CC
	4	Junior Superintendent	7	As in CC	As in CC
	5	Head Clerk	10	As in CC	As in CC
	6	Senior Clerk	54	As in CC	As in CC
	7	Clerk		As in CC	As in CC
	8	Typist Selection Grade	18	As in CC	As in CC
	9	Typist Senior Grade		As in CC	As in CC
	10	U.D. Typist		As in CC	As in CC
	11	L.D. Typist		As in CC	As in CC
	12	Attender	2	As in CC	As in CC
	13	Office Attendant	8	As in CC	As in CC
	14	Sweeper	1	As in CC	As in CC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Foot Wear Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Gardener	450	500
2	Full Time Sweeper	450	500
3	Part Time Sweeper	450	500

(2) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Deputy Inspector General of Prisons	250	280
2	Personal Assistant to Director General of Prisons	550	610
	Central Prisons		
3	Medical Officer	180	200
4	Medical Officer (Ayurveda)	180	200
5	Lady Medical Officer	180	200
6	Compounder/Pharmacist	100	110
7	Gate Keeper	200	220
8	Prison Officer	200	220
9	Deputy Prison Officer	-	220
10	Assistant Prison Officer	-	220
11	Female Assistant Prison Officer	-	220
	Open Prison, Nettukaltheri		
12	Superintendent	150	170
13	Agricultural Officer	150	170
14	Supervisor	120	140
15	Welfare Officer	120	140
16	Chief Accountant	120	140
17	Assistant Superintendent Grade I	150	170
18	Clerk	120	140
19	Deputy Prison Officer	120	140
20	Assistant Prison Officer	100	110

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21	Pharmacist	100	110
22	Part Time Medical Officer	250	280
	District Jail, Kozhikode		
23	Compounder	100	110

(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Psychiatrist, Central Prison	300	330
2	District Medical Officer visiting Central Prison (for each visit)	150	170
3	Homoeo Medical Officer attending the Homoeo Clinic in the Central Prison, Thiruvananthapuram	300	330
4	Warder Attendant, Leprosy Sanatorium Nooranad	150	170

(4) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Superintendent, Sub Jail / Supervisor, Open Prison / Supervisor, Borstal School	100	110
2	Assistant Superintendent Grade I and II	100	110
3	Female Assistant Superintendent	100	110
4	Chief Petty Officer / Petty Officer	100	110
5	Prison Officer	100	110
6	Deputy Prison Officer	100	110
7	Gate Keeper	100	110
8	Assistant Prison Officer	100	110
	Open Prison Nettukaltheri		
9	Assistant Superintendent Grade I	100	110
10	Deputy Prison Officer	100	110
11	Assistant Prison Officer	100	110

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(5) Non-Practising Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Medical Officer, Central Prisons, Thiruvananthapuram, Viyyur and Kannur	650	720

(6) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Deputy Inspector General of Prisons	4500	5000
2	Superintendent, Prisons	4500	5000
3	Joint Superintendent	4500	5000
4	Deputy Superintendent	4500	5000
5	Principal, State Institute of Correctional Administration	4500	5000
6	Assistant Superintendent Grade I / Grade II	4500	5000
7	Chief Petty Officer	4500	5000
8	Petty Officer	4500	5000
9	Prison Officer	4500	5000
10	Deputy Prison Officer	4500	5000
11	Gate Keeper	4500	5000
12	Assistant Prison Officer	4500	5000
13	Driver cum Assistant Prison Officer	-	5000
14	Senior Lecturer / Lecturer, SICA	4500	5000
15	Driver	2400	2700

(7) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	1. Day off Allowance (Rate per day)		
1	Assistant Superintendent Grade I	220	250
2	Assistant Superintendent Grade II	200	220

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3	Chief Petty Officer	180	200
4	Petty Officer	180	200
5	Prison Officer	180	200
6	Deputy Prison Officer	180	200
7	Gate Keeper	180	200
8	Assistant Prison Officer	180	200
	2. Prisons Special Allowance*		
9	Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Women Open Prison/Special Sub Jail/ Borstal School	220	250
10	Deputy Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Women Open Prison	220	250
11	Principal, State Institute of Correctional Administration	220	250
12	Joint Superintendent	220	250
13	Deputy Superintendent, Special Sub Jail	200	220
14	Superintendent, Sub Jail/ Supervisor, Open Prison/ Supervisor, Borstal School	200	220
15	Assistant Superintendent Grade I	200	220
16	Assistant Superintendent Grade II	180	200
17	Chief Petty Officer	150	170
18	Petty Officer	150	170
19	Prison Officer	150	170
20	Deputy Prison Officer	290	350
21	Gate Keeper	210	250
22	Assistant Prison Officer	290	350
23	Driver cum Assistant Prison Officer	150	170
24	P.D. Teacher	150	170
25	Weaving Instructor / Weaving Foreman	150	170
26	Weaving Assistant	150	170
27	Pharmacist	150	170
28	Boot Foreman	150	170
29	Weaver	130	150
	**Smartness Allowance, Special Allowance, Water & Electricity charges now existing*		

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	under Additional Special Allowance in Annexure XIII are subsumed into Prisons Special Allowance		
	Central Prison, Press Thiruvananthapuram		
	Special Allowance		
30	Assistant Superintendent	150	170
31	General Foreman	130	150
32	Class III Employees	120	140
33	Class IV Employees	110	130

7.69. PUBLIC WORKS

The Public Works Department is one of the very prominent departments of the Government of Kerala and is the statutory authority for designing, planning, monitoring, constructing and undertaking maintenance of public works of the State Government such as Government Buildings, Roads, Bridges etc. The present organisational structure of the Public Works Department is mainly divided into various wings based on the nature of works and each wing is under the administrative control of a Chief Engineer. Organizations like Kerala State Transport Project (KSTP), Kerala State Construction Corporation Ltd (KSCC), Kerala Road Fund Board (KRFB), Roads and Bridges Development Corporation of Kerala Ltd (RBDCK) and Road Infrastructure Company Kerala Ltd (RICK) also functions under the department.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

(i) Considering the increased workload and statutory/technical requirements in respect of multistoried buildings, the post of Chief Electrical Engineer may be upgraded to Chief Engineer (Electrical) in the scale of pay corresponding to ₹ 93000-120000. The post of Executive Engineer at Headquarters may also be upgraded to that of Superintending Engineer in the scale of pay corresponding to ₹ 85000-117600.

(ii) Career Advancement Scheme may be implemented to directly recruited professionals of Architectural Wing. The post of Deputy Architect may be placed in the scale of pay corresponding to ₹ 42500-87000.

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(iii) The posts of Overseer Gr.I/Draftsman Grade I, Overseer Grade II/Draftsman Grade II and Overseer Gr III/Tracer may be re-designated Sub Engineer, Overseer Gr.I/Draftsman Gr.I and Overseer Gr.II/Tracer respectively. The post of Engineering Assistant (Electronics) may also be re-designated Sub Engineer (Electronics). Delegation of more powers and entrustment of more duties to Sub Engineers may be considered.

(iv) Since the qualifications for the posts of Overseer Gr II/ Draftsman Gr II and Overseer Grade III/ Draftsman Gr III(redesignated as Overseer Gr I/ Draftsman Gr I and Overseer Grade II/ Draftsman Gr II respectively) are same, direct recruitment to the post of Overseer Gr II/ Draftsman Gr II (redesignated as Overseer Gr I/ Draftsman Gr I) may be discontinued and the posts may be filled up by promotion from Overseer Grade III/ Draftsman Gr III(redesignated as Overseer Gr II/ Draftsman Gr II) only.

(v) The existing posts of Engineers of Design Wing and Investigation & Quality Control Wing have been redesignated by G.O (Ms)No.24/2017/PWD dated 10.04.2017. Hence, old designations may be substituted with new designations, and the posts so redesignated may be included along with equivalent posts existing in the schedule as follows:

1. The post of Design Assistant(HG), equivalent to Executive Engineer(HG) has been redesignated as Senior Structural Engineer(HG)/Senior Bridge Engineer(HG)/Senior Highway Engineer(HG)/Senior Geotechnical Engineer(HG)/ Senior Environmental Engineer(HG) and may be included as such along with Executive Engineer(HG) and its equivalent posts.
2. The post of Design Assistant, equivalent to Executive Engineer has been redesignated as Senior Structural Engineer/Senior Bridge Engineer/Senior Highway Engineer/Senior Geotechnical Engineer/Senior Environmental Engineer and may be included as such along with Executive Engineer and its equivalent posts.
3. The post of Design Assistant(HG) equivalent to Assistant Executive Engineer(HG) has been redesignated as Structural Engineer(HG)/Bridge Engineer(HG)/Highway Engineer(HG)/ Geotechnical Engineer(HG)/Environmental Engineer(HG)/ Material Engineer(HG) and may be included as such along with Assistant Executive Engineer(HG) and its equivalent posts.
4. The post of Design Assistant equivalent to Assistant Executive Engineer has been redesignated as Structural Engineer/Bridge Engineer/Highway Engineer/Geotechnical Engineer/Environmental Engineer/ Material Engineer and may be

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included as such along with Assistant Executive Engineer and its equivalent posts.

5. The post of Junior Designer equivalent to Assistant Engineer has been redesignated as Assistant Structural Engineer/Assistant Bridge Engineer/Assistant Highway Engineer/Assistant Geotechnical Engineer/Assistant Electrical Design Engineer/Assistant Plumbing Design Engineer/Assistant HVAC Engineer/Assistant Material Engineer/Assistant Traffic Engineer and may be included as such along with Assistant Engineer and its equivalent posts.

(vi) The posts of Blue Printer, Lab Assistant, Assistant Lineman, Blacksmith, Store Attender, Road Worker, Mechanic, Unskilled Worker and Boring Plant Operator may be excluded from the schedule as these posts are not existing in the Department.

(vii) The caption 'Staff absorbed from KSEW Ltd' may be removed from department schedule since the posts under the caption are excluded from the schedule.

(viii) The posts of Assistant Architectural Engineer, Quantity Surveyor and Assistant Architectural Engineer(HG), Quantity Surveyor(HG) under the heading Architectural Wing may be excluded from the department schedule as these posts are not existing in the Department.

(ix) Since the posts of Technical Assistant(Architecture) and Technical Assistant(Architecture)(HG) are not interchangeable posts of Deputy Architect and Deputy Architect(HG) respectively, they may be shown as separate posts in the schedule.

(x) The posts of Draftsman Grade I, Draftsman Grade II(Architecture) and Tracer under Architectural Wing have been re-designated Architectural Draftsman Grade I, Architectural Draftsman Grade II and Architectural Draftsman Grade III respectively by the new Special Rules. Hence the posts of Draftsman Grade I, Draftsman Grade II(Architecture) and Tracer under the Architectural Wing may be substituted with Architectural Draftsman Grade I, Architectural Draftsman Grade II and Architectural Draftsman Grade III respectively.

(xi) The post of Pump Operator under the heading 'Miscellaneous Staff' may be excluded as the post is not in existence nor is it there in the Special Rules. The post of Assistant Pump Operator in the scale of pay of ₹ 17500-39500 may be included.

(xii) The ratio between Overseer Grade II/Draftsman Grade II(re designated as Overseer Gr.I/ Draftsman Gr.I) and Overseer Grade I / Draftsman Grade I (re designated as Sub Engineer) and the ratio between Draftsman

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Grade II(Architecture)(redesignated as Architectural Draftsman Grade II) and Draftsman Grade I(redesignated as Architectural Draftsman Grade I) may be excluded as they are functional posts according to the Special Rules.

(xiii) The post of Waiter in the scale of pay corresponding to ₹ 16500-35700 may be included in the schedule of Public Works Department under the caption 'Rest House Staff'.

(xiv) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Chief Engineer	8	93000-120000	129300-166800
	2	Deputy Chief Engineer / Superintending Engineer/ Director	25	85000-117600	118100-163400
	3	Executive Engineer (HG)/ Joint Director (HG)/Executive Engineer General (HG)/ Senior Structural Engineer (HG)/ Senior Bridge Engineer(HG)/ Senior Highway Engineer(HG)/ Senior Geotechnical Engineer(HG)/ Senior Environmental Engineer(HG)	24	77400-115200	107800-160000
a	4	Executive Engineer / Joint Director/Executive	74	68700-110400	95600-153200

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		Engineer General/ Senior Structural Engineer/ Senior Bridge Engineer/ Senior Highway Engineer/ Senior Geotechnical Engineer/ Senior Environmental Engineer			
	5	Assistant Executive Engineer (HG)/ Deputy Director(HG)/Assistant Executive Engineer (Technical)(HG) / Structural Engineer(HG)/ Bridge Engineer(HG)/ Highway Engineer(HG)/ Geotechnical Engineer(HG)/ Environmental Engineer(HG)/ Material Engineer(HG)	108	45800-89000	63700-123700
b	6	Assistant Executive Engineer / Deputy Director/ Assistant Executive Engineer (Technical)/ Structural Engineer/ Bridge Engineer/ Highway Engineer/ Geotechnical Engineer/ Environmental Engineer/ Material Engineer	218	42500-87000	59300-120900
	7	Assistant Engineer / Assistant Director/ Assistant Structural Engineer/ Assistant	742	39500-83000	55200-115300

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		Bridge Engineer/ Assistant Highway Engineer/ Assistant Geotechnical Engineer/ Assistant Electrical Design Engineer/ Assistant Plumbing Design Engineer/ Assistant HVAC Engineer/ Assistant Material Engineer/ Assistant Traffic Engineer			
	8	System Programmer	1	35700-75600	50200-105300
	9	Sub Engineer	654	26500-56700	37400-79000
	10	Research Assistant	10	26500-56700	37400-79000
	11	Foreman	3	26500-56700	37400-79000
	12	Scientific Assistant	1	26500-56700	37400-79000
	13	Overseer Grade I /Draftsman Grade I	623	22200-48000	31100-66800
	14	Overseer Grade II/ Tracer	1324	19000-43600	26500-60700
	Architectural Wing				
	15	Chief Architect	1	93000-120000	129300-166800
	16	Deputy Chief Architect	1	85000-117600	118100-163400
	17	Senior Architect (HG)	1	77400-115200	107800-160000
a	18	Senior Architect	3	68700-110400	95600-153200
b	19	Deputy Architect (HG)	4	45800-89000	63700-123700
	20	Technical Assistant (Architecture)(HG)		45800-89000	63700-123700
b	21	Deputy Architect	9	40500-85000	59300-120900
	22	Technical Assistant (Architecture)	1	40500-85000	56500-118100
	23	Architectural Assistant	14	39500-83000	55200-115300
	24	Architectural Draftsman Grade I	17	26500-56700	37400-79000

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	25	Architectural Draftsman Grade II	7	22200-48000	31100-66800
	26	Architectural Draftsman Grade III	2	19000-43600	26500-60700
	Electrical & Electronics Wing				
	27	Chief Engineer (Electrical)	1		129300-166800
	28	Superintending Engineer (Electrical)	1	85000-117600	118100-163400
	29	Executive Engineer (HG)	1	77400-115200	107800-160000
a	30	Exe.Engineer (Elec/ Electronics)	6	68700-110400	95600-153200
	31	Assistant Executive Engineer (HG)	10	45800-89000	63700-123700
	32	Assistant Executive Engineer(Electrical/ Electronics)	20	42500-87000	59300-120900
	33	Assistant Engineer (Electrical/ Electronics)	83	39500-83000	55200-115300
	34	Sub Engineer	98	26500-56700	37400-79000
	35	Sub Engineer (Electronics)	38	26500-56700	37400-79000
	36	Refrigerator Mechanic/Generator Mechanic	2	26500-56700	37400-79000
	37	Draftsman Grade I/ Overseer Grade I	118	22200-48000	31100-66800
	38	Lineman	338	19000-43600	26500-60700
		Rest house staff			
	39	Manager Grade I	5	30700-65400	43400-91200
	40	Manager Grade II	17	19000-43600	26500-60700
	41	Caretaker	51	17500-39500	24400-55200
	42	Butler	13	17000-37500	23700-52600
	43	Maity	14	16500-35700	23000-50200
	44	Dhoby	1	16500-35700	23000-50200

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	45	Cook	14	16500-35700	23000-50200
	46	Rest House Attender		16500-35700	23000-50200
	47	Waiter	3		23000-50200
c	**Mechanical Wing**				
	Miscellaneous staff				
	47	Plumbing Inspector	1	22200-48000	31100-66800
	48	Fitter	2	18000-41500	25100-57900
	49	Assistant Pump Operator	6	17500-39500	24400-55200
	50	Ferryman	186	17500-39500	24400-55200
	51	Skilled Worker		17500-39500	24400-55200
	52	Head Gardener	1	17500-39500	24400-55200
	53	Gardener	14	17000-37500	23700-52600
	54	Watchman cum Cook/ Cook cum Watchman	94	17000-37500	23700-52600
	55	Worker Grade I		17000-37500	23700-52600
	56	Worker Grade II		16500-35700	23000-50200
	57	Lascar	3	16500-35700	23000-50200
	58	Watcher cum Gardener	18	16500-35700	23000-50200
	59	Full-Time Sweeper/ Scavenger	22	16500-35700	23000-50200
	60	Sweeper cum Cleaner	8	16500-35700	23000-50200

a. 25% Higher Grade will continue.

b. Existing 1/3rd HG will continue.

c. Administrative Control of Mechanical wing is under Irrigation department and the posts have been placed under the schedule of Irrigation Department.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer		As in PD	As in PD
	2	Senior Finance Officer		As in PD	As in PD
	3	Financial Assistant		As in PD	As in PD

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	4	Divisional Accounts Officer		As in PD	As in PD
	5	Assistant Geologist		As in PD	As in PD
	6	Research Officer		As in PD	As in PD
	7	Statistical Investigator Gr I/ Statistical Assistant Gr I		As in PD	As in PD
	8	Statistical Investigator Gr II/ Statistical Assistant Gr II		As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	17	As in CC	As in CC
	2	Senior Superintendent	19	As in CC	As in CC
	3	Junior Superintendent	97	As in CC	As in CC
	4	Fair Copy Superintendent	9	As in CC	As in CC
	5	Head Clerk	211	As in CC	As in CC
	6	Senior Clerk	707	As in CC	As in CC
	7	Clerk	707	As in CC	As in CC
	8	Clerk cumTypist	1	As in CC	As in CC
	9	Selection Grade Typist	89	As in CC	As in CC
	10	Senior Grade Typist	89	As in CC	As in CC
	11	U.D Typist	89	As in CC	As in CC
	12	L.D Typist	89	As in CC	As in CC
	13	Personal Assistant	7	As in CC	As in CC
	14	Confidential Assistant Senior Grade	7	As in CC	As in CC
	15	Confidential Assistant Gr I	7	As in CC	As in CC

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	16	Confidential Assistant Gr II	9	As in CC	As in CC
	17	Selection Grade Driver	157	As in CC	As in CC
	18	Senior Grade Driver		As in CC	As in CC
	19	Driver Gr I		As in CC	As in CC
	20	Driver Gr II		As in CC	As in CC
	21	Office Attendant	921	As in CC	As in CC
	22	Binder	1	As in CC	As in CC
	23	Roller Driver Gr I	10	As in CC	As in CC
	24	Roller Driver Gr II		As in CC	As in CC
	25	Roller Cleaner	44	As in CC	As in CC
	26	Lift Operator	32	As in CC	As in CC
	27	Watchman	186	As in CC	As in CC
	28	Sergeant	2	As in CC	As in CC
Part Time Contingent					
	1	Part time Sweeper	434	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Lift Operator	120	140
	(Design, Research, Investigation and Quality Control Board)		
2	Chief Engineer	800	880
3	Superintending Engineer (Director)	600	660
4	Executive Engineer (Joint Director)	600	660
5	Assistant Executive Engineer(Deputy Director)	500	550
6	Assistant Engineer (Assistant Director)	500	550

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7	All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.)	350	390
8	Manager Gr.II of Rest Houses	200	220
9	Rain Coat Allowance to Ferryman per year	300	330

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Ferry Man	200	220
2	Watchman in the PWD Rest House	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Lift Operator	2400	2700
2	Driver	2400	2700
3	Ferryman	2400	2700

7.70. REGISTRATION

The Registration Department is one of the oldest departments in the State and at present it is the third largest source of revenue to the State exchequer. The main objective of the law of registration is to provide a conclusive proof of genuineness of documents, afford publicity to transactions, prevent fraud, facilitate information as to whether a property has already been transacted and provide security of title deeds and to create facility for providing titles in case the original deeds are lost or destroyed. The implementation of the Registration Act 1908, Kerala Registration Rules 1967, Stamps Act and Rules, Society's Registration Act, Kerala Non-Trading Companies Act, Indian

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Partnership Act, Kerala Chitty Act and Rules etc is done by this Department. The Inspector General of Registration is the Head of the Department. The department is divided into 4 zones viz, Thiruvananthapuram, Thrissur, Ernakulum and Kozhikode and each zone is under the control of the Deputy Inspector General of Registration. At present there are 311 Sub-Registrar offices in the State.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

> All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Inspector General of Registration	1	81000-117600	112800-163400
	2	Joint Inspector General of Registration	1	68700-110400	95600-153200
	3	Deputy Inspector General of Registration	5	55350-101400	77200-140500
	4	District Registrar/ Asst IG of Registration	26	42500-87000	59300-120900
	5	Sub Registrar/ Chitty Inspector/ Chitty Auditor/ Chitty Prosecuting Inspector/ Cashier	358	36600-79200	51400-110300
	6	Binding Supervisor	7	25200-54000	35600-75400

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Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Accounts Officer	1	As in PD	As in PD
	4	Law Officer	1	As in PD	As in PD

Common Category Posts

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	4	As in CC	As in CC
	2	Junior Superintendent	105	As in CC	As in CC
	3	Fair Copy Superintendent	1	As in CC	As in CC
	4	Head Clerk	247	As in CC	As in CC
	5	Senior Clerk	723	As in CC	As in CC
	6	Clerk	730	As in CC	As in CC
	7	Confidential Assistant Gr II	1	As in CC	As in CC
	8	Selection Grade Typist	8	As in CC	As in CC
	9	Senior Grade Typist	8	As in CC	As in CC
	10	U.D Typist	8	As in CC	As in CC
	11	L.D Typist	9	As in CC	As in CC
	12	Binder Grade I	6	As in CC	As in CC
	13	Binder Grade II	21	As in CC	As in CC
	14	Driver Senior Grade	6	As in CC	As in CC
	15	Driver Gr I	7	As in CC	As in CC
	16	Driver Gr II	7	As in CC	As in CC
	17	Attender	2	As in CC	As in CC

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	18	Duffedar	1	As in CC	As in CC
	19	Office Attendant	630	As in CC	As in CC

Part Time Contingent					
	1	Part Time Sweeper	322	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a month
1	Chitty Auditor	400	440	One District	20
2	Chitty Auditor	450	500	More than One District	20

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.71. SAINIK WELFARE

The Sainik Welfare Department is constituted for implementation of various programmes related to the welfare and resettlement of Ex-servicemen, their dependents and war widows. All the Ex-servicemen, who are willing to be re-employed/resettled, register their names with the respective Zila Sainik Welfare Offices, and the Zila Sainik Welfare Offices in turn sponsor their name for re-employment against vacancies notified by the Government Departments/ PSU etc. Zila Sainik Welfare Offices also prepare and send

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Index Cards of all Ex-servicemen so registered to the respective Employment Exchanges of each Districts of the State so that Ex-servicemen can be sponsored against general vacancies also. This Department is also looking after the welfare of families of both Ex-servicemen and serving personnel of the State. The activities of the Department include formulation of schemes for re-orientation training and rehabilitation of Ex-servicemen. The department is headed by a Director.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) The personal scale of pay given to the Director may be withdrawn as it is irrelevant now.

(ii) The post of Accounts Officer under the heading 'Post Held by Personnel of Other Departments 'in the Schedule may be replaced with Administrative Officer in line with the designation in the Department.

(iii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	68700-110400	95600-153200
	2	Deputy Director/ Zila Sainik Welfare Officer.	15	42500-87000	59300-120900

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	3	Assistant Director/ Assistant Zila Sainik Welfare Officer(HG)	3	39500-83000	55200-115300
	4	Assistant Director/ Assistant Zila Sainik Welfare Officer	8	35700-75600	50200-105300
	5	Welfare Organiser	13	26500-56700	37400-79000

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Junior Employment Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	2	As in CC	As in CC
	2	Head Accountant/ Head Clerk	11	As in CC	As in CC
	3	Senior Clerk	34	As in CC	As in CC
	4	Confidential Assistant Gr II	1	As in CC	As in CC
	5	Clerk	35	As in CC	As in CC
	6	Clerk-Typist	17	As in CC	As in CC
	7	Binder Grade II	1	As in CC	As in CC
	8	Roneo Operator	1	As in CC	As in CC

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	9	Driver Gr II	1	As in CC	As in CC
	10	Night Watchman	2	As in CC	As in CC
	11	Office Attendant	18	As in CC	As in CC

Part Time Contingent

	1	Part Time Sweeper	13	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Director	750	830

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.72. SCHEDULED CASTE DEVELOPMENT

The Scheduled Caste Development Department of Kerala, formerly Harijan Welfare Department implements programmes for the upliftment of the Scheduled Castes in the State identified under Article 341 of the Indian Constitution. The prime areas of concern of the Department are the Education, Employment and Empowerment of the Scheduled Castes in Kerala. It also aims at prevention of atrocities against Scheduled Castes. The Director, drawn from IAS is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

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i) The post of Training Superintendent may be placed in the revised scale of pay corresponding to ₹ 30700-65400. As per G.O.(Ms) No.46/2017 (216)/Fin dated 27.01.2017, the scale of pay of Training Superintendents in SC Development Department was modified from ₹ 14620-25280 to ₹ 16180-29180 with effect from 01.07.2009.

ii) As per G.O.(Ms) No.28/10/SCSTDD dated, 12.03.2010, the qualification prescribed for the post of Cook in the department was upgraded from pass in 4th standard to SSLC & KGCE in food production. Hence the post of Cook may be included in the department schedule in the revised scale of pay corresponding to ₹ 17000-35700 and they may be granted ratio promotion as Cook Gr II, Cook Gr I and Cook Sr Gr in the ratio 1:1:1 in the scales of pay of ₹ 17000-37500, ₹ 17500-39500 & ₹ 18000-41500 respectively.

iii) The post of Steward may be included in the department schedule in the revised scale of pay corresponding to ₹ 19000-43600.

iv) The posts of SC Development Officer Gr I/ Chief Publicity Officer may be shown as interchangeable posts as classified by Special Rules.

v) The Cooks in the department may be exempted from the mess recovery charges.

vi) The department treats, without the authority of Special Rules, the posts of Scheduled Castes Development Officer Grade II and Junior Superintendent as interchangeable posts. But, as the qualification, method of appointment and feeder category of the two posts are different as per the Special Rules, these posts cannot be treated as interchangeable. The Commission recommends to stop the practice of treating the posts of Scheduled Castes Development Officer Grade II and Junior Superintendent as interchangeable posts and further appointment to the post of Scheduled Castes Development Officer Grade II shall be made strictly as per the Special Rules only.

vii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

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The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Additional Director	1	77400-115200	107800-160000
	3	Joint Director	3	68700-110400	95600-153200
	4	Deputy Director	2	45800-89000	63700-123700
a	5	District Development Officer (HG)	4	45800-89000	63700-123700
	6	District Development Officer	10	42500-87000	59300-120900
	7	Training Officer	1	42500-87000	59300-120900
a	8	Asst. District Development Officer to SC(HG)	4	42500-87000	59300-120900
	9	Asst. District Development Officer to SC	10	40500-85000	56500-118100
	10	SC Development Officer Gr I/ Chief Publicity Officer / Sr. Superintendent	82	36600-79200	51400-110300
	11	Special Officer for colonization/ Special Taluk Development Officer	1	35700-75600	50200-105300
	12	Inspector of Training	2	35700-75600	50200-105300

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	13	SC Development Officer Gr lI	107	30700-65400	43400-91200
	14	Instructor in Stenography	4	29200-62400	41300-87000
	15	Training Superintendent/ Assistant Inspector of Training	45	29200-62400	43400-91200
	16	Training Instructor	95	26500-56700	37400-79000
	17	Nursery School Teacher	51	25200-54000	35600-75400
b	18	Pre- Matric Hostel Warden (Sr Gr)	32	25200-54000	35600-75400
	19	Pre- Matric Hostel Warden (HG)	32	22200-48000	31100-66800
	20	Pre-Matric Hostel Warden	31	19000-43600	26500-60700
	21	Steward	17	-	26500-60700
c	22	Cook Sr Gr	234	-	25100-57900
	23	Cook Gr I		-	24400-55200
	24	Cook Gr II		-	23700-52600
	25	Ayah	127	16500-35700	23000-50200
	26	Helper/ Mess Boy	8	16500-35700	23000-50200

a. 30 % HG will continue.
b. Existing ratio of 1:1:1 will continue.
c. The ratio among Cook Gr II, Cook Gr I and Cook Sr Gr will be 1:1:1.

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Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer	1	As in PD	As in PD
	2	Senior Finance Officer	1	As in PD	As in PD
	3	Chief Planning Officer	1	As in PD	As in PD
	4	Research Officer	1	As in PD	As in PD
	5	Research Assistant	1	As in PD	As in PD
	6	Statistical Assistant Gr II	15	As in PD	As in PD
	7	Principal, Pre-examination Training Centre	4	As in PD	As in PD
	8	Lecturer	5	As in PD	As in PD
	9	Junior Co-operative Inspector	2	As in PD	As in PD
	10	Revenue Inspector	2	As in PD	As in PD
	11	Field Assistant	2	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	29	As in CC	As in CC
	2	Fair Copy Superintendent	2	As in CC	As in CC
	3	Head Clerk	6	As in CC	As in CC
	4	Senior Clerk	155	As in CC	As in CC
	5	Clerk	155	As in CC	As in CC
	6	Personal Assistant	1	As in CC	As in CC

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	7	Confidential Assistant Senior Grade	1	As in CC	As in CC
	8	Confidential Assistant Gr I	2	As in CC	As in CC
	9	Confidential Assistant Gr II	2	As in CC	As in CC
	10	Typist Selection Grade	10	As in CC	As in CC
	11	Typist Senior Grade	10	As in CC	As in CC
	12	U.D Typist	11	As in CC	As in CC
	13	L.D Typist	11	As in CC	As in CC
	14	Clerk cum Typist	9	As in CC	As in CC
	15	Driver Selection Grade	24	As in CC	As in CC
	16	Driver Senior Grade		As in CC	As in CC
	17	Driver Grade I		As in CC	As in CC
	18	Driver Grade II		As in CC	As in CC
	19	Lift Operator	1	As in CC	As in CC
	20	Clerical Attender	2	As in CC	As in CC
	21	Attender	12	As in CC	As in CC
	22	Duffedar	1	As in CC	As in CC
	23	Office Attendant Gr I	355	As in CC	As in CC
	24	Office Attendant Gr II		As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	175	As in PTCC	As in PTCC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Permanent Travelling Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
`1	Scheduled Caste Development Officer Gr.I	350	390	One Taluk	15
2	Scheduled Caste Development Officer Gr.II	300	330	One Block	15

(2) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.73. SCHEDULED TRIBES DEVELOPMENT

The Scheduled Tribes Development Department was formed in 1975, bifurcating the erstwhile Harijan Welfare Department, as per G.O.(P) No. 69/75/DD dated 21/06/1975, exclusively to look after the matters connected with the Scheduled Tribes. It started functioning as a full- fledged department with a separate establishment from 1980. It works for the upliftment of the Scheduled Tribes in the State identified under Article 342 of the Indian Constitution. The Department runs a number of institutions like hostels, balavadis, nursery schools, dispensaries, mobile employment exchanges and midwifery centres. The Director, drawn from IAS, is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

i) The post of Special Extension Officer may be placed in the revised scale of pay corresponding to ₹ 36600-79200, in view of the feeder

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category being common for Senior Superintendent and Special Extension Officer.

ii) Considering the qualification and higher duties and responsibilities, the scale of pay of the post of Instructors of Industrial Training Centre may be enhanced to the revised scale of pay corresponding to ₹ 19000-43600.

iii) As per G.O.(Ms) No.28/10/SCSTDD dated, 12.03.2010, the qualification prescribed for the post of Cook was upgraded from literacy to SSLC & KGCE in food production. Hence the posts of Cook Gr. II, Cook Gr. I and Cook Sr Gr may be placed in the revised scales of pay corresponding to ₹ 17000-37500, ₹ 17500-39500 & ₹ 18000-41500 respectively.

iv) The Cook and Watchman in the department may be allowed Uniform allowance in the revised rate corresponding to ₹ 2400 per annum.

v) The posts of Cook, Full Time Sweeper, Mess boy and Helper of Hostels may be sanctioned compensatory allowance at the revised rate corresponding to ₹ 150 per month.

vi) The posts of Teacher – cum - Warden may be deleted from the schedule of Special Allowance since the post doesn't exist in the department.

vii) The Cooks in the department may be exempted from the mess recovery charges.

viii) All other posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

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A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Joint Director	1	68700-110400	95600-153200
	3	Deputy Director/ Project Officer/ Manager	10	55350-101400	77200-140500
	4	Assistant Director/ Tribal Development Officer	10	40500-85000	56500-118100
	5	Assistant Project Officer/ Assistant Tribal Development Officer	13	39500-83000	55200-115300
	6	Special Extension Officer	4	35700-75600	51400-110300
	7	Training Officer	1	35700-75600	50200-105300
	8	Tribal Extension Officer	53	30700-65400	43400-91200
	9	Industrial Supervisor	1	30700-65400	43400-91200
	10	Manager (Model Residential School)	18	30700-65400	43400-91200
	11	Sports Coach (Hockey)	1	27800-59400	39300-83000
	12	Supervisor	2	25200-54000	35600-75400
	13	Nursery School Teacher	13	25200-54000	35600-75400

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a	14	Senior Clerk/ Senior Clerk-Warden	134	25200-54000	35600-75400
	15	Clerk/ Clerk-Warden	134	19000-43600	26500-60700
	16	Instructor	21	18000-41500	26500-60700
	17	Data Entry Operator	1	19000-43600	26500-60700
b	18	Cook (Sr Gr)	291	17500-39500	25100-57900
	19	Cook Gr I		17000-37500	24400-55200
	20	Cook Gr II		16500-35700	23700-52600
	21	Record Attender	1	17500-39500	24400-55200
	22	Ayah	166	16500-35700	23000-50200
	23	Watchman/ Security	24	16500-35700	23000-50200

a. Existing ratio of 1:1 will continue.
b. Existing ratio of 1:1:1 will continue.

Posts held by Personnel of other Departments

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Administrative Officer	1	As in PD	As in PD
	2	Senior Finance Officer	1	As in PD	As in PD
	3	Asst: Director (SPC)	1	As in PD	As in PD
	4	Medical Officer	2	As in PD	As in PD
	5	Assistant Executive Engineer	1	As in PD	As in PD
	6	Assistant Engineer	5	As in PD	As in PD
	7	Research Assistant	1	As in PD	As in PD
	8	Overseer	8	As in PD	As in PD

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	9	Statistical Investigator Gr II / Statistical Assistant Gr II	13	As in PD	As in PD
	10	Pharmacist	20	As in PD	As in PD
	11	Junior Public Health Nurse	8	As in PD	As in PD
	12	Principal	8	As in PD	As in PD
	13	Graduate Teacher	171	As in PD	As in PD
	14	Head Master	17	As in PD	As in PD
	15	Special Teacher	37	As in PD	As in PD
	16	Manager-cum-Resident Tutor	18	As in PD	As in PD
	17	Medical Officer (ISM)	18	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	19	As in CC	As in CC
	2	Junior Superintendent	18	As in CC	As in CC
	3	Fair Copy Superintendent	1	As in CC	As in CC
	4	Head Clerk	2	As in CC	As in CC
	5	Selection Grade Typist	7	As in CC	As in CC
	6	Senior Grade Typist	7	As in CC	As in CC
	7	U.D Typist	8	As in CC	As in CC
	8	L.D Typist	8	As in CC	As in CC
	9	Personal Assistant	1	As in CC	As in CC
	10	Confidential Assistant Senior Grade	2	As in CC	As in CC
	11	Confidential Assistant Gr I	2	As in CC	As in CC

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	12	Confidential Assistant Gr II	2	As in CC	As in CC
	13	Office Attendant/ Watchman	344	As in CC	As in CC
	14	Selection Grade Driver	24	As in CC	As in CC
	15	Senior Grade Driver		As in CC	As in CC
	16	Driver Gr I		As in CC	As in CC
	17	Driver Gr II		As in CC	As in CC
	18	Full Time Sweeper	49	As in CC	As in CC
	19	Security Guard	1	As in CC	As in CC
	20	Helper/Mess boy/ Mess girl	21	As in CC	As in CC
	21	Sweeper cum Watchman/ Gardner cum Scavenger/ Van Cleaner.	22	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Compensatory Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate Per Month (₹)
Staff working in Hostels			
1	Cook	Nil	170
2	Full Time Sweeper	Nil	170
3	Mess boy	Nil	170
4	Helper	Nil	170

(2) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Cook	Nil	2700

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2	Watchman	Nil	2700
3	Driver	2400	2700

(3) Permanent Travelling Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
1	Tribal Extension Officer	300	330	Over 1 Block	15
2	Tribal Extension Officer	400	440	Over 2 Blocks	15
3	Tribal Extension Officer	500	550	Over Three Blocks	15

7.74. SOCIAL JUSTICE

The Social Justice Department was established on 9th September 1975 for ensuring justice to the disadvantaged sections of the society and for the implementation of social welfare programmes and services in Kerala. It also provides social security for the aged and infirm through a network of organisations, residential institutions and non-institutional schemes. By GO (Ms) No.24/2017/SJD dated 30.06.2017 the Social Justice Department was bifurcated into the Social Justice Department and the Women and Child Development Department. The cadre strengths of both the departments were fixed and finalised by GO(P)No.23/2018/SJD dated 07.10.2018 and GO(P)No.10/2019/SJD dated 21.10.2019. Social Justice Department working with the concept of welfare state is underpinning socio-economic development plans of Kerala Government. The department is working hard for the upliftment of marginalised groups and to provide justice to the victimised. The Directorate of Social Justice is the nodal agency for implementing the social welfare schemes of the State Government and various welfare schemes of the Government of India. The department is headed by the Director.

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The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) The Schedule of the Department may be modified in accordance with the bifurcation orders, GO(P)No.23/2018/SJD dated 07.10.2018 and GO(P)No. 10/2019/SJD dated 21.10.2019.

(ii) The post of Cook may be sanctioned Higher Grade in the ratio 1:1 in the scale of pay of ₹ 17500-39500.

(iii) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Additional Director	1	68700-110400	95600-153200
	3	Joint Director	1	55350-101400	77200-140500
	4	Assistant Director	3	42500-87000	59300-120900
	5	District Social Justice Officer	14	40500-85000	56500-118100
	6	Probation Officer Gr I	17	39500-83000	55200-115300
	7	Superintendent Gr I	21	35700-75600	50200-105300
	8	Probation Officer Gr II	23	30700-65400	43400-91200
	9	Superintendent Gr II	5	29200-62400	41300-87000
	10	Supervisor, Vocational Training Centre	2	27800-59400	39300-83000
	11	Social Scientist	1	27800-59400	39300-83000
	12	Superintendent Gr III	3	27800-59400	39300-83000

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	13	Special Teacher	1	27800-59400	39300-83000
	14	Social Education Assistant (Asha Bhavan)	1	25200-54000	35600-75400
	15	Nursery Teacher	1	22200-48000	31100-66800
	16	Instructor-Printing	1	22200-48000	31100-66800
	17	Senior Instructor	1	20000-45800	27900-63700
	18	Matron Gr I	13	19000-43600	26500-60700
	19	House Master	1	19000-43600	26500-60700
	20	Instructor Book Binding	2	19000-43600	26500-60700
	21	Instructor(Tailoring & Embroidery)	1	19000-43600	26500-60700
	22	Instructor (Leather Works)	1	19000-43600	26500-60700
	23	Instructor(Plastic Works)	1	19000-43600	26500-60700
	24	Instructor(Pottery & Mat Weaving)	1	19000-43600	26500-60700
	25	Part- time Tailoring Instructor	1	18000-41500	25100-57900
a	26	Cook (HG)			24400-55200
	27	Cook	40	17000-37500	23700-52600
	28	Ayah	34	17000-37500	23700-52600
	29	Male Attendant	12	17000-37500	23700-52600
	30	Female Attendant	9	17000-37500	23700-52600
	31	Watchman	35	16500-35700	23000-50200
	32	Watchwoman	11	16500-35700	23000-50200
	33	Honorary Psychiatrist	1	4000 Fixed Pay	5000 Fixed Pay
	34	Part Time Psychiatrist	2	4000 Fixed Pay	5000 Fixed Pay
	35	Part Time Medical Officer	6	4000 Fixed Pay	5000 Fixed Pay

a) The ratio of 1:1 between Cook and Cook (HG)

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Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Finance Officer	1	As in PD	As in PD
	2	Administrative Officer	1	As in PD	As in PD
	3	Law Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	18	As in CC	As in CC
	2	Junior Superintendent	20	As in CC	As in CC
	3	Fair Copy Superintendent	1	As in CC	As in CC
	4	Confidential Assistant Gr I	1	As in CC	As in CC
	5	Head Clerk/ Head Accountant	15	As in CC	As in CC
	6	Selection Grade Typist	5	As in CC	As in CC
	7	Senior Grade Typist	5	As in CC	As in CC
	8	Senior Clerk	41	As in CC	As in CC
	9	Driver Senior Gr	4	As in CC	As in CC
	10	Driver Gr I	4	As in CC	As in CC
	11	Clerk	22	As in CC	As in CC
	12	Clerk-Typist	18	As in CC	As in CC
	13	U.D Typist	5	As in CC	As in CC
	14	L.D Typist	5	As in CC	As in CC
	15	Binder	1	As in CC	As in CC
	16	Confidential Assistant Gr II	1	As in CC	As in CC
	17	Driver Grade II	4	As in CC	As in CC
	18	Clerical Attender	1	As in CC	As in CC

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	19	Attender	1	As in CC	As in CC
	20	Office Attendant	72	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	30	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Superintendents of Homes for the Mentally Retarded	350	390
2	Ayahs of the above Homes	300	330
3	Part Time Medical Officer	180	200

(2) Additional Special Allowance

Sl. No	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
	1.Day Off Allowance		
1	Cook	120	140
	2.Special Allowance		
1	Superintendent, Govt. Children's Home and Special Schools.	180	200
2	Ayah /Watchman	110	130

(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

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(4) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	City Probation Officer	380	420	Corporation Area

7.75. SOIL SURVEY AND SOIL CONSERVATION

The Department of Soil Survey & Soil Conservation is the nodal department for the conservation and management of the precious soil and water resources of Kerala. The department not only provides scientific database on the soil and land resources of the state for developing suitable soil and land management practices but also implements a variety of projects aimed at conserving and managing these natural resources which is vital for ensuring sustainable development and food security of the state. Department of Soil Survey & Soil Conservation was formed in 1963. The department consists of two units' viz. the Soil Survey and Soil Conservation. The Director of Soil Survey & Soil Conservation is the Head of the Department. Both Soil Survey & Soil Conservation units have separate district offices in all the districts, regional offices in Thiruvananthapuram, Thrissur and Wayanad, 7 Soil Analytical Laboratories, One Training Institute for Watershed Management and State Soil Museum.

From the details available, the Commission finds that the Department needs restructuring. Recommendations relating to restructuring will be furnished in Part VII of the Commission Report.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) As per the Special Rules posts of District Soil Conservation Officer, Assistant Director of Soil Conservation Wing and Senior Chemist, Assistant Director of Soil Survey are interchangeable. Hence, the Scale of Pay of the posts of District Soil Conservation Officer of Soil Conservation Wing and Senior Chemist of Soil Survey Wing may be revised corresponding to ₹ 42500-87000, which is the Scales of Pay of its interchangeable posts of Assistant Director of Soil Conservation and Soil Survey respectively.

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(ii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	85000-117600	118100-163400
	2	Additional Director of Soil Conservation	1	81000-117600	112800-163400
	3	Joint Director of Soil Conservation	1	68700-110400	95600-153200
	4	Deputy Director of Soil Conservation	2	45800-89000	63700-123700
	5	Assistant Director	27	42500-87000	59300-120900
	6	District Soil Conservation Officer		40500-85000	59300-120900
	7	Assistant Engineer	11	39500-83000	55200-115300
	8	Soil Conservation Officer	43	39500-83000	55200-115300
	9	Field Assistant Sr. Grade	6	29200-62400	41300-87000
	10	Overseer Gr. I	84	26500-56700	37400-79000
	11	Draftsman Grade I	28	26500-56700	37400-79000
	12	Field Assistant Grade-I	9	26500-56700	37400-79000
	13	Surveyor	92	22200-48000	31100-66800
	14	Draftsman Gr.II	73	22200-48000	31100-66800
a	15	Field Assistant Grade-II	16	20000-45800	27900-63700

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	16	Tracer	13	19000-43600	26500-60700
	17	Work Superintendent	167	19000-43600	26500-60700
Soil Survey					
	18	Additional Director	1	81000-117600	112800-163400
	19	Principal Soil Chemist	1	68700-110400	95600-153200
	20	Deputy Director	3	45800-89000	63700-123700
	21	Assistant Director	23	42500-87000	59300-120900
	22	Senior Chemist		40500-85000	59300-120900
	23	Soil Survey Officer	46	39500-83000	55200-115300
	24	Research Asst. / Technical Asst		39500-83000	55200-115300
	25	Cartographer	1	39500-83000	55200-115300
	26	Field Officer	3	35700-75600	50200-105300
	27	Laboratory Assistant	2	22200-48000	31100-66800
	28	Blue Printer	1	17000-37500	23700-52600
	29	Laboratory Attender	4	17000-37500	23700-52600

a. Ratio 5:3:2 among Grade II, Grade I and Senior Grade will continue

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent	1	As in CC	As in CC

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	3	Junior Superintendent	7	As in CC	As in CC
	4	Head Clerk	18	As in CC	As in CC
	5	Senior Clerk	62	As in CC	As in CC
	6	Clerk	63	As in CC	As in CC
	7	Fair Copy Superintendent	1	As in CC	As in CC
	8	L.D.Typist	36	As in CC	As in CC
	9	Clerk-Typist	6	As in CC	As in CC
	10	Confidential Assistant Gr II	2	As in CC	As in CC
	11	Driver Gr II	35	As in CC	As in CC
	12	LGS	288	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	65	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.76. SPORTS AND YOUTH AFFAIRS

The Department of Sports and Youth Affairs was established in the year 1986 for the promotion of Sports and Games in the State. Directorate of Sports and Youth Affairs is the only one office of the department with no Sub/Regional offices and is functioning at Thiruvananthapuram. The activities of the Department cover all areas for the promotion and development of Sports & Games and also its infrastructure development. An IAS officer heads the Department.

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The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) The posts of 'Additional Director' and 'Physiotherapist' in the department schedule, with the scale of pay corresponding to ₹ 55350-101400 and ₹ 30700-65400 respectively may be included in the department schedule.

(ii) All the posts existing in the department may be placed on the corresponding revised scales of pay.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Additional Director	1		77200-140500
	3	Physiotherapist	1		43400-91200
	4	Sports Demonstrator	1	26500-56700	37400-79000
	5	Staff Nurse Gr II	1	25200-54000	35600-75400
	6	Electrician	1	17500-39500	24400-55200
	7	Hospital Attendant	1	16500-35700	23000-50200
	8	Ambulance Assistant	1	16500-35700	23000-50200

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Finance Officer	1	As in PD	As in PD
	2	Medical Officer	1	As in PD	As in PD

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Common Category

	Sl. No	Name of Post	No. of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	1	As in CC	As in CC
	2	Junior Superintendent	1	As in CC	As in CC
	3	Senior Clerk	5	As in CC	As in CC
	4	Clerk	6	As in CC	As in CC
	5	Typist	2	As in CC	As in CC
	6	Confidential Assistant	2	As in CC	As in CC
	7	Office Attendant	2	As in CC	As in CC
	8	Driver	2	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.77. STATE AUDIT

Kerala State Audit Department is entrusted with the audit of accounts of the Local Self Government Institutions as per the provisions in the Kerala Local Fund Audit Act 1994 and the Kerala Local Fund Audit Rules, 1996. The Department also prepares annually a Consolidated Audit Report of the accounts audited, which is laid before the Legislature by the Government. Institutions notified by the Government from time to time, institutions to be audited by other enactments/rules, institutions ordered to be audited by the

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High Court of Kerala also come under the purview of the audit by the Department. Verification and certification of pensionary claims of employees of Municipalities, Development Authorities, Corporations, Devaswom Boards, etc. is also done by the Department. The Director is the Head of the Department which is headquartered in Thiruvananthapuram. The Director also functions as the Treasurer of Charitable Endowments in the State. Apart from the Directorate, there are 14 District offices and 42 sub offices in the Department.

The Commission, having considered the proposals submitted by the Director, and demands of Service Organizations and individuals, makes the following recommendations:

(i) The Commission recommends amendment of the Special Rules of the Department to bring changes in the eligibility period for by-transfer appointment of Computer Assistants to Auditor posts by reducing the requisite service to 4 years from the existing 10 years as in the Government Secretariat. By-transfer appointment of Confidential Assistant / Computer Assistant to the post of Audit Officer may be allowed to those who were in service before 25/03/2006. Since appointment to the post of Computer Assistant and Assistant / Auditor in Secretariat and State Audit Department is made from common rank lists, the system existing in the Secretariat may be made applicable to State Audit Department as well.

(ii) The ratio between Deputy Director and Deputy Director Higher Grade may be revised to 1:1.

(iii) The post of Confidential Assistant is included in the Special Rules of the Department. Therefore, this post may be included in the Schedule of posts, with scale of pay applicable to the post in Common Category.

(iv) All the categories of posts may be given the proposed scales of pay corresponding to the existing scales of pay.

(v) Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

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A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	89000-120000	123700-166800
	2	Joint Director	20	85000-117600	118100-163400
	3	Senior Deputy Director	23	77400-115200	107800-160000
a	4	Deputy Director (HG)	12	68700-110400	95600-153200
	5	Deputy Director	24	45800-89000	63700-123700
a	6	Audit Officer (HG)	100	40500-85000	56500-118100
	7	Audit Officer	100	36600-79200	51400-110300
b	8	Assistant Audit Officer	211	32300-68700	45600-95600
	9	Senior Grade Auditor	211	30700-65400	43400-91200
	10	Auditor	213	27800-59400	39300-83000
a	11	Office Superintendent (HG)	3	40500-85000	56500-118100
	12	Office Superintendent	3	36600-79200	51400-110300
b	13	Confidential Assistant Senior Grade	1	30700-65400	43400-91200
	14	Confidential Assistant Grade I	1	27800-59400	39300-83000
	15	Confidential Assistant Grade II	1	20000-45800	27900-63700
c	16	Computer Assistant (Selection Grade)	24	32300-68700	45600-95600
	17	Computer Assistant (Senior Grade)	24	30700-65400	43400-91200
	18	Computer Assistant Grade I	24	27800-59400	39300-83000
	19	Computer Assistant Grade II	25	20000-45800	27900-63700

a Grade ratio will be 1:1

b Grade ratio of 1:1:1 will continue

c Grade ratio 1:1:1:1 will continue

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Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Driver Grade II	1	As in CC	As in CC
	2	Binder Grade II	1	As in CC	As in CC
	3	Roneo Operator	1	As in CC	As in CC
	4	Clerical Assistant Grade I	5	As in CC	As in CC
	5	Clerical Assistant Grade II	6	As in CC	As in CC
	6	Attender	23	As in CC	As in CC
	7	Office Attendant Grade I	32	As in CC	As in CC
	8	Office Attendant Grade II/ Night Watchman	64	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.78. STATE CENTRAL LIBRARY

The State Central Library, formerly Trivandrum Public Library, was established in the year 1829. In 1958, the Trivandrum Public Library was declared as 'State Central Library' and subsequently in 1988 the Library was given the status of a minor department under the administrative control of Higher Education Department with the State Librarian as Head of the Department. The Library has a total collection of 455274 documents in different languages such as English, Malayalam, Hindi, Tamil, Sanskrit in various disciplines. Apart from this the Library subscribes 225 journals including foreign journals.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

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i) One post of Deputy State Librarian may be upgraded and designated as Joint State Librarian in the scale of pay of ₹ 55350 – 101400.

ii) The post of Mochee in the State Central Library may be redesignated as Library Attender and included in the department schedule in the scale of pay of ₹ 17000-35700 by excluding the same from the schedule of Common Category.

iii) All other posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	State Librarian	1	68700-110400	95600-153200
	2	Joint State Librarian	1		77200-140500
	3	Deputy State Librarian	1	45800-89000	63700-123700
	4	Librarian Grade I	2	40500-85000	56500-118100
	5	Librarian Grade II	8	35700-75600	50200-105300
	6	Librarian Grade III	13	30700-65400	43400-91200
	7	System Administrator	1	27800-59400	39300-83000
	8	Librarian Grade IV	19	22200-48000	31100-66800
	9	Xerox Operator	1	18000-41500	25100-57900
	10	Janitor	3	17000-37500	23700-52600
	11	Library Attender	2	17000-37500	23700-52600

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Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Junior Superintendent	1	As in CC	As in CC
	3	Senior Clerk	3	As in CC	As in CC
	4	Clerk	3	As in CC	As in CC
	5	Accountant	1	As in CC	As in CC
	6	L.D Typist	1	As in CC	As in CC
	7	Confidential Assistant Gr II	1	As in CC	As in CC
	8	Driver Grade II	1	As in CC	As in CC
	9	Binder Grade II	2	As in CC	As in CC
	10	Sergeant	1	As in CC	As in CC
	11	Record Attender	1	As in CC	As in CC
	12	Office Attendant	9	As in CC	As in CC
	13	Full Time Gardner	2	As in CC	As in CC
	14	Full Time Scavenger cum sweeper	1	As in CC	As in CC
	15	Chowkidar	2	As in CC	As in CC
	16	Night watchman	1	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	9	As in PTCC	As in PTCC
	2	Part Time Gardner	2	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Sergeant	2400	2700

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2	Driver	2400	2700
2	Full Time Gardner	2400	2700
3	Full Time Scavenger cum Sweeper	2400	2700
4	Part Time Gardener	2400	2700

7.79. STATE GOODS AND SERVICES TAX

Goods and Services Tax (GST) was implemented in the country on 1st July 2017. The erstwhile department of Commercial Taxes is the department in charge of GST in the State. The Department is renamed and restructured as State Goods & Services Tax Department, Kerala by G.O.(P)No.89/2017/Taxes dated 13.07.2017. The posts in the erstwhile department of Commercial Taxes were re-designated by G.O.(P)No.94/2017/Taxes dated 29.07.2017 and G.O.(Ms)No.27/2020/Taxes dated 10.03.2020 without changes in Scales of Pay. The activities of the department include taking efforts in the areas of capacity building and trouble shooting for the dealers facing any issue with GSTN or GST related issues of migration, return filing, refund etc. The Department is headed by the Commissioner, who is an IAS Officer.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Commissioner of State Tax*	1	IAS	IAS

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	2	Additional Commissioner of State Tax*	1	IAS	IAS
	3	Joint Commissioner of State Tax*	3	85000-117600	118100-163400
	4	Deputy Commissioner of State Tax (HG)*	10	81000-117600	112800-163400
a	5	Deputy Commissioner of State Tax*	31	77400-115200	107800-160000
	6	Assistant Commissioner of State Tax (HG)*	50	68700-110400	95600-153200
b	7	Assistant Commissioner of State Tax*	102	45800-89000	63700-123700
	8	State Tax Officer (HG)*	139	40500-85000	56500-118100
c	9	State Tax Officer	418	39500-83000	55200-115300
	10	Assistant State Tax Officer	981	30700-65400	43400-91200

a. 25% of the posts will be in HG

b. 1/3rd Higher Grade will continue

c. 25% of State Tax Officer will be in State Tax Officer (HG)

* New Designations as per G.O.(P)No.94/2017/Taxes dated 29.07.2017. These designations may be read as Commissioner of State Tax, Special Commissioner of State Tax, Additional Commissioner of State Tax, Joint Commissioner of State Tax(HG), Joint Commissioner of State Tax, Deputy Commissioner of State Tax (HG), Deputy Commissioner of State Tax and Assistant Commissioner of State Tax respectively with effect from 10.03.2020 in terms of G.O.(Ms)No.27/2020/ Taxes dated 10.03.2020, without any changes in scales of pay.

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Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Finance Officer	1	As in PD	As in PD
	2	Statistical Officer	1	As in PD	As in PD
	3	Senior Research Assistant	1	As in PD	As in PD
	4	Research Assistant	1	As in PD	As in PD
	5	Junior Statistical Inspector	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Personal Assistant	18	As in CC	As in CC
	2	Fair Copy Superintendent	2	As in CC	As in CC
	3	Confidential Assistant Senior Grade	19	As in CC	As in CC
	4	Head Clerk	52	As in CC	As in CC
	5	Selection Grade Typist	101	As in CC	As in CC
	6	Confidential Assistant Gr I	19	As in CC	As in CC
	7	Selection Grade Driver	4	As in CC	As in CC
	8	Senior Grade Typist	102	As in CC	As in CC
	9	U.D Typist	102	As in CC	As in CC
	10	Senior Clerk	635	As in CC	As in CC
	11	Senior Grade Driver	39	As in CC	As in CC
	12	Confidential Assistant Gr II	19	As in CC	As in CC
	13	Driver Gr I	43	As in CC	As in CC
	14	Clerk	635	As in CC	As in CC
	15	L.D Typist	102	As in CC	As in CC
	16	Driver Gr II	44	As in CC	As in CC
	17	Clerical Attender	215	As in CC	As in CC
	18	Office Attendant	757	As in CC	As in CC

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	19	Lift Operator	1	As in CC	As in CC
	20	Watchman	2	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Permanent Travelling Allowance

Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
State Tax Officer (HG)# / State Tax Officer	500	550	1 Taluk and below	15
State Tax Officer (HG)# / State Tax Officer	600	660	more than 1 Taluk and below 2 taluks	15
State Tax Officer (HG)# / State Tax Officer	650	720	more than 2 taluk but less than 4	15
State Tax Officer (HG)# / State Tax Officer	700	770	4 Taluks and more	15

May be read as Assistant Commissioner of State Tax w.e.f 10.03.2020 in terms of G.O.(Ms)No.27/2020/Taxes dated 10.03.2020

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.80. STATE INSURANCE

The Kerala State Insurance Department is a composite insurer doing both General Insurance Business and Life Insurance business. It came into existence in the erstwhile Travancore State in 1896 which was declared as commercial department in 1979. It is empowered to underwrite General Insurance Business of any subject matter in which State Government have substantial financial interest. State Insurance Department is under the

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administrative control of the Finance Department in the Secretariat. The Director is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendation:

All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Insurance	1	77400-115200	107800-160000
	2	Deputy Director of Insurance	3	45800-89000	63700-123700
a	3	Assistant Director/District Insurance Officer (HG)	17	42500-87000	59300-120900
	4	Assistant Director/District Insurance Officer		40500-85000	56500-118100
b	5	Development Officer/ Inspector/ Accounts Officer (HG)	17	40500-85000	56500-118100
	6	Development Officer/ Inspector/ Accounts Officer		36600-79200	51400-110300

a. Existing ratio of 4 :1 will continue.

b. Existing ratio of 3 :1 will continue.

Posts held by Personnel of other Departments

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	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Law Officer	1	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	4	As in CC	As in CC
	2	Junior Superintendent	25	As in CC	As in CC
	3	Fair Copy Superintendent	2	As in CC	As in CC
	4	Confidential Assistant Gr II	1	As in CC	As in CC
	5	Senior Clerk	76	As in CC	As in CC
	6	Clerk	77	As in CC	As in CC
	7	Selection Grade Typist	10	As in CC	As in CC
	8	Senior Grade Typist	10	As in CC	As in CC
	9	U.D Typist	10	As in CC	As in CC
	10	L.D Typist	11	As in CC	As in CC
	11	Clerical Assistant Grade I	1	As in CC	As in CC
	12	Driver Gr II	1	As in CC	As in CC
	13	Attender	1	As in CC	As in CC
	14	Night Watchman	1	As in CC	As in CC
	15	Office Attendant	41	As in CC	As in CC
Part time Contingent					
	1	Part Time Sweeper	15	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance:

Sl. No.	Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
1	Director	400	440

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2) Uniform Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.81. STATE LOTTERIES

Kerala State Lotteries Department which came into existence on September 1, 1967, is the first of its kind in India. It is one of the Non-Tax revenue earning Departments. In addition to revenue collection, the Department plays an important role for providing employment opportunities to thousands of people who are unable to do heavy physical labour. This department, which was initially under the Department of Finance in Government was later brought under the administrative control of Taxes Department in the Government. The Director is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

(i) The post of Additional Director was downgraded to the level of Joint Director by G.O(Ms)No.12/2017/TD dated 07.03.2017, to constitute an Internal Audit wing. Hence the post of Additional Director may be excluded from the Schedule.

(ii) All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing Allowances also may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Joint Director	3	68700-110400	95600-153200

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	3	Deputy Director	4	45800-89000	63700-123700
	4	District Lottery Officer	20	40500-85000	56500-118100
	5	Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer (HG)	14	39500-83000	55200-115300
a	6	Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer	43	36600-79200	51400-110300
	7	Attender cum Packer	20	17000-37500	23700-52600

a. 25% HG will continue.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Finance Officer	1	As in PD	As in PD
	2	Finance Officer (Karunya Benevolent Fund)	1	As in PD	As in PD
	3	Publicity Officer	1	As in PD	As in PD
	4	Accounts officer (Internal Audit)	1	As in PD	As in PD
	5	Senior Auditor	2	As in PD	As in PD

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Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent (HG)	20	As in CC	As in CC
	2	Junior Superintendent	42	As in CC	As in CC
	3	Fair Copy Superintendent	1	As in CC	As in CC
	4	Head Clerk	5	As in CC	As in CC
	5	Confidential Assistant Grade II	1	As in CC	As in CC
	6	Senior Clerk	120	As in CC	As in CC
	7	Clerk	120	As in CC	As in CC
	8	Selection Grade Typist	7	As in CC	As in CC
	9	Senior Grade Typist	8	As in CC	As in CC
	10	U.D.Typist	8	As in CC	As in CC
	11	L.D.Typist	8	As in CC	As in CC
	12	Driver Grade I	1	As in CC	As in CC
	13	Driver Grade II	1	As in CC	As in CC
	14	Binder Grade II	1	As in CC	As in CC
	15	Office Attendent Grade I	114	As in CC	As in CC
	16	Office Attendent Grade II		As in CC	As in CC
	17	Night Watcher	12	As in CC	As in CC

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Part Time Contingent					
	1	Part Time Sweeper	14	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	District Lottery Officer	450	500
2	Senior Superintendent/ Assistant District Lottery Officer	450	500
3	Class III Officers	400	440
4	Class IV Officers (including Attender-cum-Packer and Driver)	330	370

(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.82. STATE PLANNING BOARD

The Kerala State Planning Board, constituted in 1967, is an economic advisory body under the Kerala Government, and is responsible for the formulation of the State Five Year and Annual Plans based on a scientific assessment of the resources of the State and growth priorities. The Board also brings out a comprehensive economic review report of the State annually, which gives an overall view of the State economy, macro-economic performance, development initiatives undertaken by various departments during that particular year, progress in the plan implementation, etc. The Chief Minister is the Chairman of the Board. Member Secretary is the head of the institution. The Board carries out its functions through its Technical Divisions, with each division being headed by a Chief who is an expert on developmental issues. There is also a Project Financing Cell, which examines the feasibility of outside funding, including Public Private Participation, for all projects of the State. The District Planning Offices at the district level have a

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significant role in formulating District Plan schemes and monitoring their implementation.

The Commission considered the proposals submitted by the Member Secretary, and the demands of various Service Organizations and individuals. The following recommendations are made:

(i) The posts of Deputy Director (Agriculture) and Deputy Director (Plan Co-ordination) may be shown as separate posts in the Schedule of Posts, as they are different from the other Deputy Directors in terms of appointment as per the Special Rules.

(ii) All the posts existing in the State Planning Board may be placed in the proposed scales of pay corresponding to the existing scales of pay.

(iii) Existing allowances may be given normal revision.

(iv) Government may review the staff strength of the personal staff of the Vice Chairman, based on functional requirement.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Member Secretary	1	IAS	IAS
	2	Chief (Plan Co-ordination Division)	1	89000-120000	123700-166800
	3	Chief (Agriculture Division)	1	89000-120000	123700-166800
	4	Chief (Industry and Infrastructure Division)	1	89000-120000	123700-166800
	5	Chief (Social Service Division)	1	89000-120000	123700-166800
	6	Chief (Evaluation Division)	1	89000-120000	123700-166800

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	7	Chief (Perspective Planning Division)	1	89000-120000	123700-166800
	8	Chief (Decentralized Planning Division)	1	89000-120000	123700-166800
	9	Joint Director (Selection Grade)	4	77400-115200	107800-160000
	10	Joint Director/District Planning Officer	17	68700-110400	95600-153200
	11	Agronomist	1	60900-103600	85000-143600
	12	Programmer	1	45800-89000	63700-123700
	13	Plan Publicity Officer	1	45800-89000	63700-123700
	14	Deputy Director/Deputy District Planning Officer	19	45800-89000	63700-123700
	15	Deputy Director (Agriculture)		45800-89000	63700-123700
	16	Deputy Director (Plan Co-ordination)		45800-89000	63700-123700
	17	Assistant Director/ Assistant District Planning Officer	28	40500-85000	56500-118100
	18	Sr. Gr. Librarian	1	42500-87000	59300-120900
	19	Assistant Programmer	1	40500-85000	56500-118100
	20	Publication Officer	1	40500-85000	56500-118100
	21	Research Officer	40	39500-83000	55200-115300
	22	Personal Assistant	2	39500-83000	55200-115300
	23	Research Assistant	57	35700-75600	50200-105300
	24	Draftsman	2	25200-54000	35600-75400

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Senior Administrative Officer		As in PD	As in PD
2	Finance Officer		As in PD	As in PD
3	Librarian		As in PD	As in PD

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Personal Staff of Vice Chairman

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Special Private Secretary		68700-110400	95600-153200
	2	Private Secretary		45800-89000	63700-123700
	3	Addl. Private Secretary		40500-85000	56500-118100
	4	Personal Assistant		36600-79200	51400-110300
	5	Addl. Personal Assistant		35700-75600	50200-105300
	6	Section Officer		35700-75600	50200-105300
	7	Assistant/Clerk (Graduate)		26500-56700	37400-79000
	8	Assistant / Clerk (Non Graduate)		22200-48000	31100-66800
	9	Typist (with higher English and lower Malayalam)		26500-56700	37400-79000
	10	Other Typist		22200-48000	31100-66800
	11	Assistant		26500-56700	37400-79000
	12	Confidential Assistant		20000-45800	27900-63700
	13	Chauffeur		19000-43600	26500-60700
	14	Driver		18000-41500	25100-57900
	15	Office Attendant / Cook / Attender cum cook / Peon cum sweeper / Peon cum messenger		16500-35700	23000-50200

Employees in the Project Financing Cell

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Project Director		IES	IES
	2	Financial Consultant		As in PD	As in PD
	3	Legal Consultant		As in PD	As in PD
	4	Section Officer		As in PD	As in PD
	5	Technical/ Office Assistant		As in PD	As in PD

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	6	CA to Director		As in PD	As in PD
	7	Data Entry Operator		20000-45800	27900-63700
	8	Driver		18000-41500	25100-57900
	9	Office Attendant		16500-35700	23000-50200

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	2	As in CC	As in CC
	2	Junior Superintendent	16	As in CC	As in CC
	3	Fair Copy Superintendent	2	As in CC	As in CC
	4	Head Clerk	1	As in CC	As in CC
	5	Senior Clerk	22	As in CC	As in CC
	6	Clerk	22	As in CC	As in CC
	7	Personal Assistant	6	As in CC	As in CC
	8	Confidential Assistant Senior Grade	6	As in CC	As in CC
	9	Confidential Assistant Grade I	6	As in CC	As in CC
	10	Confidential Assistant Grade II	9	As in CC	As in CC
	11	Typist Selection Grade	6	As in CC	As in CC
	12	Typist Senior Grade	6	As in CC	As in CC
	13	U.D Typist	14	As in CC	As in CC
	14	L.D Typist	14	As in CC	As in CC
	15	Driver Senior Grade	8	As in CC	As in CC
	16	Driver Grade I	8	As in CC	As in CC
	17	Driver Grade II	9	As in CC	As in CC
	18	Electrician	1	As in CC	As in CC
	19	Telephone Operator	1	As in CC	As in CC
	20	Roneo Operator	1	As in CC	As in CC
	21	Duffedar	1	As in CC	As in CC
	22	Clerical Attender	1	As in CC	As in CC
	23	Attender	3	As in CC	As in CC
	24	Office Attendant	43	As in CC	As in CC
	25	Chowkidar	2	As in CC	As in CC
	26	Night Watchman	2	As in CC	As in CC
	27	Full Time Sanitation Worker	1	As in CC	As in CC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Private Secretary / Additional Private Secretary / Special Private Secretary to Vice Chairman	750	830
2	Chiefs of different Planning Divisions	700	770
3	Personal Assistant / Technical Assistant	550	610
4	Driver	500	550
5	Office Attendant / Security Staff	320	360
6	Cook	320	360
7	Chowkidar	120	140

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700
2	Cook	2400	2700
3	Full Time Sanitary Worker	2400	2700
4	Chowkidar	2400	2700

7.83. STATE TRANSPORT APPELLATE TRIBUNAL

The State Transport Appellate Tribunal functions under the Civil Judicial Department. The Principal District Judge, Ernakulam officiates as the State Transport Appellate Tribunal also. It has jurisdiction in the entire State. Postings to all the existing staff in the State Transport Appellate Tribunal are made from the corresponding categories in Subordinate Civil Judiciary. The scales of pay applicable to the staff in the State Transport Appellate Tribunal are the scales applicable to the corresponding posts in the Subordinate Civil Judiciary.

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The Commission, having examined the details submitted by the State Transport Appellate Tribunal, makes the following recommendations:

(i) All the existing staff members in the State Transport Appellate Tribunal are appointed from the corresponding categories in Subordinate Civil Judiciary, and so the proposed scales of pay of the posts in the Subordinate Civil Judiciary may be the scales of the corresponding posts in the Tribunal.

(ii) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Tribunal	1	NJPC	NJPC
	2	Sheristadar	1	42500-87000	As in PD
	3	Bench Clerk	1	30700-65400	As in PD
	4	Court Keeper	1	17000-37500	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Head Clerk	1	As in CC	As in CC
	2	Clerk	4	As in CC	As in CC
	3	Personal Assistant	1	As in CC	As in CC
	4	Typist Selection Grade	1	As in CC	As in CC
	5	U.D Typist	1	As in CC	As in CC
	6	L.D Typist	1	As in CC	As in CC
	7	Duffedar	1	As in CC	As in CC
	8	Office Attendant Grade I	2	As in CC	As in CC
	9	Office Attendant Grade II	1	As in CC	As in CC

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7.84. STATE WATER TRANSPORT

The State Water Transport Department was formed in the year 1968, with its Head Quarters (Directorate) in the district of Alappuzha. It stands for catering to the traffic needs of the inhabitants of the waterlogged areas of the districts of Alappuzha, Kottayam, Kollam, Ernakulam, Kannur and Kasargode. The Department transports about 150 lakhs of Passengers per annum using Wooden/Steel and Fibre Glass Passenger Boats. The Director is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) A personal scale of pay corresponding to ₹ 77400-115200 may be sanctioned to the present Director, State Water Transport Department on completion of 8 years in the post of Director, with fixation of pay under Rule 30 Part I, KSR.

(ii) One level hike in scale of pay ie, the scale of pay corresponding to ₹ 25200-54000, may be sanctioned for the post of Time Keeper considering that the scale of pay of the posts from which appointment is made by transfer have the scales of ₹ 25200-54000 and ₹ 22200-48000 and the qualification for direct recruitment is degree. The post may be excluded from the schedule of Uniform Allowance.

(iii) Higher grade in the ratio 2:1 to the posts of Boat Driver and Boat Syrang in the scale of pay of ₹ 22200-48000 may be sanctioned.

(iv) Special Allowance may be sanctioned to Boat Lascars also.

(v) Special Bata @ ₹ 30 per duty to each of the three employees who are engaged in rescue duty in Rescue Boat may be allowed.

(vi) Running Bata @Rs.5/hour, Stay Bata @ ₹ 3/hour and Special Bata @ ₹ 10/hour under Special Allowance may be enhanced to ₹ 8/hour, ₹ 5/hour and ₹ 15/hour respectively.

(vii) The posts of L.D Cashier and U.D Cashier are addition to the cadre of Clerk and Senior Clerk, and so they may be excluded from the department schedule and may be included in the schedule of posts of Common Category.

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(viii) All other posts existing in the department may be placed in the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
*	1	Director	1	68700-110400	95600-153200
Operating Wing					
	2	Traffic Superintendent	2	35700-75600	50200-105300
	3	Assistant Traffic Superintendent	2	30700-65400	43400-91200
	4	Station Master Gr. I	2	26500-56700	37400-79000
	5	Checking Inspector Grade I	2	26500-56700	37400-79000
a	6	Checking Inspector Grade II	10	25200-54000	35600-75400
a	7	Station Master Gr. II	20	22200-48000	31100-66800
	8	Checker	20	22200-48000	31100-66800
	9	Boat Syrang(HG)			31100-66800
	10	Boat Driver(HG)			31100-66800
	11	Boat Master	160	20000-45800	27900-63700
a	12	Boat Syrang	160	19000-43600	26500-60700
a	13	Boat Driver	160	19000-43600	26500-60700
	14	Boat Lascar Grade I	325	18000-41500	25100-57900
a	15	Boat Lascar Grade II		17500-39500	24400-55200
Repair and Maintenance Wing					
	16	Mechanical Engineer	1	45800-89000	63700-123700
	17	Works Manager	1	40500-85000	56500-118100
	18	Asst. Works Manager	1	35700-75600	50200-105300

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	19	Store Keeper	1	27800-59400	39300-83000
	20	Foreman	3	27800-59400	39300-83000
	21	Chargeman	4	26500-56700	37400-79000
	22	Smithy Chargeman	1	26500-56700	37400-79000
	23	Mechanic	8	25200-54000	35600-75400
	24	Chargeman (Carpenter)	2	22200-48000	31100-66800
	25	Time Keeper	1	22200-48000	35600-75400
	26	Fitter Gr.I	3	22200-48000	31100-66800
	27	Black Smith Gr.I	1	22200-48000	31100-66800
	28	Armature Winder	1	19000-43600	26500-60700
	29	Moulder	1	19000-43600	26500-60700
	30	Pattern Maker	1	19000-43600	26500-60700
	31	Assistant Charge man (Carpenter)	1	19000-43600	26500-60700
	32	Charge man (Caulker)	2	18000-41500	25100-57900
	33	Fitter Gr.II	11	18000-41500	25100-57900
	34	Pump Operator	8	18000-41500	25100-57900
	35	Assistant Store Keeper	1	18000-41500	25100-57900
	36	Black Smith Gr.II	5	18000-41500	25100-57900
	37	Battery Charger	1	18000-41500	25100-57900
	38	Upholsterer	3	18000-41500	25100-57900
	39	Carpenter	27	18000-41500	25100-57900
	40	Electrician	4	18000-41500	25100-57900
	41	Welder	1	18000-41500	25100-57900
	42	Turner	2	18000-41500	25100-57900
	43	Machinist	1	18000-41500	25100-57900
	44	Caulker	13	17500-39500	24400-55200
	45	Painter	7	17500-39500	24400-55200
	46	Coolie Worker	6	16500-35700	23000-50200
	47	Oil Supplier	2	7500+D.A	10350+D.A

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* The present incumbent will be allowed ₹ 77400-115200 on completion of 8 years in the post of Director, with fixation of pay under Rule 30 Part I, KSR.

a. 1/3rd of the posts will be in higher grade

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Finance Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	1	As in CC	As in CC
	2	Senior Superintendent	5	As in CC	As in CC
	3	Junior Superintendent	7	As in CC	As in CC
	4	Head Clerk	1	As in CC	As in CC
	5	Senior Clerk	24	As in CC	As in CC
	6	U.D. Cashier	4	As in CC	As in CC
	7	Confidential Assistant Grade II	1	As in CC	As in CC
	8	Clerk	25	As in CC	As in CC
	9	L.D. Cashier	5	As in CC	As in CC
	10	Typist Selection Grade	1	As in CC	As in CC
	11	Typist Senior Grade	1	As in CC	As in CC
	12	UD Typist	2	As in CC	As in CC
	13	L.D. Typist	2	As in CC	As in CC
	14	Store Clerk	1	As in CC	As in CC
	15	Driver Grade II	2	As in CC	As in CC
	16	Office Attendant	22	As in CC	As in CC
	17	Watchman	9	As in CC	As in CC
	18	Full Time Sweeper	1	As in CC	As in CC
Part Time Contingent					
	1	Part-Time Sweeper	14	As in PTCC	As in PTCC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Footwear Allowance

Sl. No.	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Boat Lascar	450	500
2	Chargeman	450	500
3	Smithy Chargeman	450	500
4	Mechanic	450	500
5	Chargeman (Carpenter)	450	500
6	Assistant Chargeman (Carpenter)	450	500
7	Caulker Chargeman	450	500
8	Caulker	450	500
9	Carpenter	450	500
10	Fitter	450	500
11	Blacksmith	450	500
12	Time Keeper	450	500
13	Armature Winder	450	500
14	Battery Charger	450	500
15	Painter	450	500
16	Upholsterer	450	500
17	Moulder	450	500
18	Patternmaker	450	500
19	Pump Operator	450	500
20	Electrician	450	500
21	Welder	450	500
22	Turner	450	500
23	Coolie Worker	450	500
24	Machinist	450	500

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25	Foreman	450	500
26	Storekeeper/Assistant Storekeeper	450	500
27	Boat Driver	450	500

(2) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Boat Master	250	350
2	Boat Syrang	250	350
3	Boat Driver	250	350
4	Boat Lascar		350
5	Tool kit allowance	100	110
6	Running Bata @ ₹ 5.00 per hour, Stay Bata @ ₹ 3.00 per hour and Special Bata @ ₹ 10.00 per hour .		Running Bata @ ₹ 8.00 per hour, Stay Bata @ ₹ 5.00 per hour and Special Bata @ ₹ 15.00 per hour
7	Employees in Rescue Boat		Special Bata @Rs.30 per duty to each of the three employees who are engaged in rescue duty in Rescue Boat.

(3) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Running Staff	100	110
2	Dock & Repair Staff	100	110

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(4) Risk Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Running Staff	200	220

(5) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Boat Master	2400	2700
2	Boat Syrang	2400	2700
3	Boat Driver	2400	2700
4	Driver	2400	2700
5	Boat Lascar	2400	2700
6	Boat Lascar - Rain Coat Allowance	300	500
7	Checking Inspector	2400	2700
8	Checker	2400	2700
9	Station Master	2400	2700
10	Chargeman	2400	2700
11	Smithy Chargeman	2400	2700
12	Mechanic	2400	2700
13	Chargeman (Carpenter)	2400	2700
14	Assistant Chargeman (Carpenter)	2400	2700
15	Caulker Chargeman	2400	2700
16	Caulker	2400	2700
17	Carpenter	2400	2700
18	Fitter	2400	2700
19	Blacksmith	2400	2700
20	Armature Winder	2400	2700
21	Battery Charger	2400	2700
22	Painter	2400	2700
23	Upholsterer	2400	2700
24	Moulder	2400	2700
25	Patternmaker	2400	2700
26	Pump Operator	2400	2700
27	Electrician	2400	2700
28	Welder	2400	2700
29	Turner	2400	2700
30	Coolie Worker	2400	2700
31	Machinist	2400	2700

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7.85. STATIONERY

The Stationery Department is a minor department bifurcated from Printing and Stationery Department in the year 1992. This department is the centralized agency for the purchase and supply of stationery materials to all Government departments including Government Press and Government Secretariat. The Stationery materials required for the elections are also supplied by the Stationery Department. It has its Headquarters at Thiruvananthapuram and four regional Offices at Thiruvananthapuram, Ernakulam, Shoranur and Kozhikode. The Controller of Stationery is the Head of the Department.

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) The posts of 'Assistant Store Keeper (UD)', 'Assistant Storekeeper (LD)' may be excluded from the department schedule, as the posts are not existing in the department now.

(ii) The personal scale of pay given to the Controller in the last Pay Revision may be withdrawn as it is irrelevant now.

(iii) The posts of Inspector of Stationery and Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/ Senior Superintendent may be clubbed in the schedule as these posts are interchangeable.

(iv) All the posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Controller of Stationery	1	68700-110400	95600-153200
	2	Deputy Controller of Stationery	2	45800-89000	63700-123700

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	3	Assistant Controller of Stationery	4	42500-87000	59300-120900
	4	Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/ Inspector of Stationery/ Senior Superintendent (HG)	28	40500-85000	56500-118100
a	5	Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/ Inspector of Stationery/ Senior Superintendent		36600-79200	51400-110300
	6	Chief Foreman	1	36600-79200	51400-110300
	7	Mechanical Foreman	1	30700-65400	43400-91200
	8	Assistant Foreman	3	29200-62400	41300-87000
	9	Mechanic HG	2	26500-56700	37400-79000
	10	Packer/ Store Assistant/ Store Attender	28	17000-37500	23700-52600

a. 25% Higher Grade will continue.

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Junior Superintendent	9	As in CC	As in CC
	2	Fair Copy Superintendent	1	As in CC	As in CC
	3	Head Clerk	3	As in CC	As in CC
	4	Selection Grade Typist	2	As in CC	As in CC
	5	Senior Grade Typist	2	As in CC	As in CC
	6	Senior Clerk	43	As in CC	As in CC
	7	Clerk	43	As in CC	As in CC
	8	Clerk-Typist	2	As in CC	As in CC

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	9	U.D Typist	3	As in CC	As in CC
	10	L.D Typist	3	As in CC	As in CC
	11	Confidential Assistant Gr II	1	As in CC	As in CC
	12	Driver	2	As in CC	As in CC
	13	Binder	1	As in CC	As in CC
	14	Clerical Attender	4	As in CC	As in CC
	15	Duffedar	1	As in CC	As in CC
	16	Office Attendant	23	As in CC	As in CC
	17	Watcher/Watchman	7	As in CC	As in CC
	18	Watcher cum Sweeper	1	As in CC	As in CC
	19	Full time Sweeper	1	As in CC	As in CC
	20	Night Watcher cum Sweeper	14	As in CC	As in CC
		Part Time Contingent			
	1	Part Time Sweeper	5	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Mechanic attending to the duty of winding the secretariat Tower Clock	160	180

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Packer/Store Assistant/ Store Attendant	100	110

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(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.86. SURVEY AND LAND RECORDS

The Survey & Land Records Department was formed in the year 1951. The main function of the Department is to complete the resurvey of the entire State, which is done under the provisions of the Survey & Boundaries Act, 1961. It also undertakes inter-departmental services such as Pattaya Survey, LRM services, inter-State boundary survey, etc. The basic records that are prepared on completion of resurvey in a village/panchayat are: (i) Field Measurement Sketches showing the measurements of each holding including Government lands (ii) Land register/Field register showing the name of present/previous land holders, extent, classification, old survey /sub division number, details of main crops raised in the land, etc and (iii) the combined map of each block of about 1000 hectares in extent formed within the village/panchayat following natural boundaries as far as possible. The Director is the Head of the Department. There are three wings in the Department – Field Wing, Office Wing and Administration Wing. Assistant Directors in the districts carry out resurvey operations and the Superintendent of Survey & Land Records maintains the land records.

The Commission, having considered the proposals submitted by the Director, and demands of Service Organizations and individuals, makes the following recommendations:

(i) The Commission observes that, the main function of the Department as stated in its website is the completion of resurvey of the State. Resurvey, started in 1965, has been completed only in 907 out of 1664 villages, covering 51% of the land area of the State, according to the information furnished by the Department. The Commission notes that there have been plans and efforts to complete the exercise, but the performance so far does not inspire confidence. Also, the resurvey process has to be transparent, with intimation to the owners of the land even if it involves some time and cost. With modern technologies available for survey, there could be a time bound plan to prepare error-free documents regarding the area, title

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and ownership of the lands, with joint action by the Land Revenue Department and the Survey and Land Records Department. Future changes in land ownership can be easily captured through the linkage with the Registration Department.

(ii) The Department, with a total staff strength of about 3800, has three wings, namely the Field Wing with the Surveyors, the Office Wing with the Draftsmen and the Administration Wing manned mostly with staff from the Land Revenue Department. The work of the Office Wing has become nominal with digitalization; therefore, the Draftsmen could be trained and deployed as Surveyors for survey field work. Recruitment of Draftsmen must be stopped immediately.

(iii) The posts of 'Assistant Director in charge of Central Survey Office, Thiruvananthapuram and Assistant Director (Mapping)' and 'Assistant Director of Survey and Land Records' may be shown as two separate posts in the Schedule of posts, since these are distinct posts of Assistant Directors in the Department as per the Special Rules.

(iv) Since the survey work needs frequent walking through tough terrain, Footwear Allowance may be allowed @ ₹500/- per annum to Surveyors.

(v) In the Special Rules as well as in the proforma of posts furnished by the HoD, two types of Deputy Directors, viz. Office Wing and Field Wing are mentioned, and promotion post is available only to Field Wing. But no such distinction is there in the existing Pay Revision Order. Hence, these two categories may be mentioned separately in the Schedule of posts.

(vi) In the existing Pay Revision Order (10th PRO), it is mentioned that "Existing ratio between Surveyor Grade II & Grade I and Draftsman Grade II and Grade I will continue", but no such ratio is seen mentioned in the previous Pay Revision Order (9th PRO). The ratio between Grade I and Grade II posts of Surveyor and Draftsman may be specified as 1:1.

(vii) In the Special Rules, the posts Additional Director and Joint Director are mentioned as Additional Director (Technical) and Joint Director

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(Field Wing), and so the existing designations Additional Director and Joint Director in the Schedule of posts may be changed as Additional Director (Technical) and Joint Director (Field Wing).

(viii) The post of Law Officer may be included under "Posts held by personnel of other Departments (Ministerial Staff)" in the Schedule of posts.

(ix) All the categories of posts in the Department may be placed in the proposed scales of pay corresponding to their existing scales of pay.

(x) Existing allowances also may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Additional Director (Technical)	1	77400-115200	107800-160000
	3	Joint Director (Field wing)	2	68700-110400	95600-153200
	4	Deputy Director (Senior Grade) (Field Wing)	15	60900-103600	85000-143600
	5	Deputy Director (Senior Grade) (Office Wing)		60900-103600	85000-143600
a	6	Deputy Director (Field Wing)		42500-87000	59300-120900
	7	Deputy Director (Office Wing)		42500-87000	59300-120900
	8	Assistant Director in charge of Central Survey Office, Thiruvananthapuram and Assistant Director (Mapping)	20	40500-85000	56500-118100

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	9	Assistant Director of Survey and Land Records		40500-85000	56500-118100
	10	Technical Assistant (Higher Grade)	19	39500-83000	55200-115300
b	11	Technical Assistant		35700-75600	50200-105300
	12	Superintendent of Survey and Land Records (Higher Grade)	65	39500-83000	55200-115300
b	13	Superintendent of Survey and Land Records		35700-75600	50200-105300
c	14	Head Surveyor	279	32300-68700	45600-95600
	15	Head Draftsman	138	32300-68700	45600-95600
d	16	Draftsman Grade I	415	26500-56700	37400-79000
	17	Draftsman Grade II	415	22200-48000	31100-66800
d	18	Surveyor Grade I	1678	26500-56700	37400-79000
	19	Surveyor Grade II		22200-48000	31100-66800
	20	Chainman	40	16500-35700	23000-50200
	21	Tracer	19	19000-43600	26500-60700
	22	Binder	42	17500-39500	24400-55200
	23	Pressman	3	17000-37500	23700-52600
	24	Printer	3	17500-39500	24400-55200
	25	Printing Expert	1	27800-59400	39300-83000
	26	Attender (Plate cleaning)	2	17500-39500	24400-55200
	27	Attender (Plate graining)	2	17500-39500	24400-55200
	28	Cutter	1	20000-45800	27900-63700
	29	Photographer	1	27800-59400	39300-83000

a 25% of the post will be in Senior Grade

b 1/3rd of the post will be in higher grade

c The existing ratio 1:6 between Head Surveyor & Surveyor/Head Draftsman & Draftsman will continue.

d Ratio between Grade I and Grade II posts will be 1:1

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Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Finance Officer	1	As in PD	As in PD
2	Assistant Secretary (Deputy Collector)	1	As in PD	As in PD
3	Law Officer	1	As in PD	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	2	As in CC	As in CC
	2	Manager (Junior Superintendent)	3	As in CC	As in CC
	3	Junior Superintendent	17	As in CC	As in CC
	4	Head Accountant	1	As in CC	As in CC
	5	Head Clerk	29	As in CC	As in CC
	6	Senior Clerk	236	As in CC	As in CC
	7	Clerk		As in CC	As in CC
	8	Fair Copy Superintendent	1	As in CC	As in CC
	9	Typist Selection Grade	69	As in CC	As in CC
	10	Typist Senior Grade		As in CC	As in CC
	11	U.D Typist		As in CC	As in CC
	12	L.D Typist		As in CC	As in CC
	13	Confidential Assistant Grade I	4	As in CC	As in CC
	14	Confidential Assistant Grade II		As in CC	As in CC
	15	Driver	19	As in CC	As in CC
	16	Attender	41	As in CC	As in CC
	17	Office Attendant	216	As in CC	As in CC
	18	Night Guard	2	As in CC	As in CC

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B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Foot Wear Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Surveyor	-	500

(2) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Instructor in Higher Survey/Instructor for Computer Draftsman Course (in the grade of Head Surveyor)	130	150
2	Instructor in Chain Survey in the grade of Surveyor Gr. I	120	140

(3) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month	Proposed Rate per month (₹)
1	Head Surveyor	350	1 or 2 Districts	15	390
2	Surveyor Grade I and Grade II	250	1 Taluk	15	280

(4) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Area of Jurisdiction	Proposed Rate per month (₹)
1	Head Surveyor	320	Less than one Taluk	360
2	Surveyor Grade I and Grade II	150	Less than one Taluk	170

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7.87. TECHNICAL EDUCATION

The Technical Education Department is one of the major Government departments of Kerala, responsible for maintaining and enhancing the quality of technical education by laying down the policies, establishing and developing Government Institutions, guiding and supervising the aided private institutions, interacting with industry and national level institutions, co-ordinating with other departments of State Government, Government of India, Statutory Organisations and contributing to the development of industry. The Director is the Head of the Department. The department functions under the administrative control of Government in the Higher Education Department.

The Commission, having considered the proposals submitted by the Head of Department and demands of Service Organizations and individuals, makes the following recommendations:

(i) The posts of Part Time Medical Officer (Above 100 inmates) and Part Time Medical Officer (upto 100 inmates) may be excluded from the Annexure of Compensatory Allowance

(ii) With the implementation of AICTE scheme in Government and Aided Polytechnic Colleges, Head of Section qualified for AICTE pay scale and placed in AICTE pay band is redesignated as Head of Department. Hence the post of Head of Department may be shown in AICTE scale and the post of Head of Section may be included in the scale of pay corresponding to ₹ 42500-87000.

(iii) In addition to the post of Principal (Polytechnics/Institute of Printing Technology) in the state scale of pay corresponding to ₹ 68700-110400, the post may be shown in AICTE scale also.

(iv) The State scale of the post of Deputy Director (Polytechnic Stream) may be replaced with the 'AICTE scale'.

(v) The post of Lecturer in Textile Technology may be included in the schedule in the scale of pay corresponding to ₹ 39500-83000.

(vi) In view of creation of separate posts of Lecturer for Instrumentation Engineering, Printing Technology and Computer Application and Business Management, the same branches now attached to the posts of Lecturer in Engineering/ Technology (Polytechnics) may be omitted. The posts of Lecturer in Computer Application & Business Management,

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Lecturer in Instrumentation Engineering and Lecturer in Printing Technology in the scale of pay corresponding to ₹ 39500-83000 may be included separately in the schedule.

(vii) In addition to the post of Lecturer in Engineering/Technology (Polytechnic) in the state scale of pay corresponding to ₹ 39500-83000, the post may be shown in AICTE scale also.

(viii) Since Scientific Information Officer is included in the Kerala Common Pool Library Service Rules, 2003, the said post may be excluded from the department schedule and may be included in the Common Category

(ix) The posts of Water Man/Water Woman in the scale of pay of ₹ 16500-35700, Sick room Attender and Water Works Attender in the scale of pay of ₹ 17000 – 37500 may be declared as vanishing category and the posts may be abolished as and when the existing incumbents vacate the posts.

(x) The cadre strength of Non-Technical Attender Grade II and Grade I may be refixed in the ratio 2:1 as existing in Common Category and revert excess persons in the post of Non-Technical Attender Grade I to Non-Technical Attender Grade II.

(xi) All the posts existing in the department may be placed in the corresponding revised scales of pay. Existing allowances may also be given normal revision.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	AICTE Scale	AICTE Scale
	2	Senior Joint Director(EC/PS)	2	AICTE Scale	AICTE Scale
	3	Joint Director(EC/PS)	3	AICTE Scale	AICTE Scale
	4	Joint Controller	1	AICTE Scale	AICTE Scale

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	5	Deputy Director (Engg. College)	1	AICTE Scale	AICTE Scale
	6	Training Officer	1	AICTE Scale	AICTE Scale
	7	Principal(Engineering College)	9	AICTE Scale	AICTE Scale
	8	Dean	2	AICTE Scale	AICTE Scale
	9	Professor	105	AICTE Scale	AICTE Scale
	10	Associate Professor/Reader	246	AICTE Scale	AICTE Scale
	11	Assistant Professor (Engineering Colleges)	632	AICTE Scale	AICTE Scale
	12	Deputy Director (Polytechnic stream)	1	AICTE Scale	AICTE Scale
	13	Principal (Polytechnics / Institute of Printing Technology) (AICTE Qualified)	38	AICTE Scale	AICTE Scale
	14	Head of Department	123	AICTE Scale	AICTE Scale
	15	Lecturer in Engineering/Technology (Polytechnics)	626	AICTE Scale	AICTE Scale
	16	Principal (College of Fine Arts)	3	77400-115200	107800-160000
	17	Deputy Director (Dy. Controller of Technical Exams)	1	68700-110400	95600-153200
	18	Workshop Superintendent (Engg College)	6	68700-110400	95600-153200
	19	Principal (Polytechnics/Institute of Printing Technology)	7	68700-110400	95600-153200
	20	Professor Gr I (College of Fine Arts)	9	68700-110400	95600-153200
	21	Chief Technical Librarian	1	60900-103600	85000-143600

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	22	Assistant Controller of Examination	1	42500-87000	59300-120900
	23	Assistant Director (SDC)	1	42500-87000	59300-120900
	24	Assistant Director (Project)	1	42500-87000	59300-120900
	25	Head of Section	32	42500-87000	59300-120900
	26	Professor Gr II (College of Fine Arts)	7	42500-87000	59300-120900
	27	Technical Officer	5	39500-83000	55200-115300
	28	Assistant Director (Regional Directorate)	1	39500-83000	55200-115300
	29	Project Officer (SITTR)	2	39500-83000	55200-115300
	30	Instructor Gr I	32	39500-83000	55200-115300
	31	System Analyst	5	42500-87000	59300-120900
	32	Lecturer in Engineering/Technology (Polytechnics)	16	39500-83000	55200-115300
	33	Lecturer in Computer Application & Business Management	6		55200-115300
	34	Lecturer in Instrumentation Engineering	32		55200-115300
	35	Lecturer in Printing Technology	4		55200-115300
	36	Lecturer in Textile Technology	16		55200-115300
	37	Workshop Superintendent (Polytechnics)	25	39500-83000	55200-115300
	38	Superintendent, Technical High Schools	39	39500-83000	55200-115300
	39	Lecturer (College of Fine Arts)	22	39500-83000	55200-115300

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	40	Fine Arts Expert	2	36600-79200	51400-110300
	41	Chemist	1	36600-79200	51400-110300
a	42	Computer Programmer (HG)	25	40500-85000	56500-118100
	43	Computer Programmer		39500-83000	55200-115300
	44	Lecturer in Commerce/ Commercial Practice	28	36600-79200	51400-110300
	45	Inspector of Industrial Schools	3	35700-75600	50200-105300
	46	Senior Art Instructor	10	35700-75600	50200-105300
a	47	Superintendent (Govt. Commercial Institute) (HG)	17	39500-83000	55200-115300
	48	Superintendent (Govt. Commercial Institute)		35700-75600	50200-105300
	49	Assistant Training Officer	1	30700-65400	43400-91200
	50	Head Draftsman / Draftsman Gr I	27	30700-65400	43400-91200
	51	Foreman/Workshop Foreman	58	30700-65400	43400-91200
	52	Senior Instructor in Shorthand	7	30700-65400	43400-91200
	53	Instructor in Commerce	3	30700-65400	43400-91200
	54	Instructor in Secretarial Practice & Business Correspondence	6	30700-65400	43400-91200
	55	Instructor (Engineering)	39	30700-65400	43400-91200
	56	Instructor (Govt. Commercial Institute)	34	30700-65400	43400-91200
	57	Instructor in Shorthand	5	29200-62400	41300-87000
	58	Development Officer	1	27800-59400	39300-83000
	59	Instrument Mechanic Gr I (WPTC)	6	27800-59400	39300-83000

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	60	Instrument Mechanic Gr I		27800-59400	39300-83000
	61	Art Instructor	12	27800-59400	39300-83000
	62	Mural Expert	1	27800-59400	39300-83000
	63	Studio Assistant Gr I	5	27800-59400	39300-83000
	64	Demonstrator in Chemistry	1	27800-59400	39300-83000
	65	Instructor Gr II/ Workshop Instructor /Demonstrator in Engineering	861	29200-62400	41300-87000
	66	Draftsman Gr II/ Draftsman		29200-62400	41300-87000
	67	Trade Instructor (Sen. Grade)	204	29200-62400	41300-87000
	68	Trade Instructor Gr I	205	27800-59400	39300-83000
	69	Trade Instructor Gr II	620	25200-54000	35600-75400
	70	Assistant Instructor in Shorthand (GPTC)	7	26500-56700	37400-79000
	71	Instructor- cum-Mechanic in Spinning	1	26500-56700	37400-79000
	72	Instructor Gr II (Textile Spinning/ Weaving & Textile Chemistry)	4	26500-56700	37400-79000
	73	Spinning Mechanic	1	26500-56700	37400-79000
	74	Assistant Instructor in Typewriting/ Stenography	2	26500-56700	37400-79000
	75	Mechanic in Textile Chemistry	1	26500-56700	37400-79000
	76	Mechanic in Textile Technology		26500-56700	37400-79000
	77	Assistant Instructor(Govt Commercial Institute)	36	26500-56700	37400-79000

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	78	Assistant Instructor in Shorthand(WPTC)		25200-54000	35600-75400
	79	Instrument Mechanic Gr II	6	25200-54000	35600-75400
	80	Instructress (Tailoring & Garment Making Training)	77	25200-54000	35600-75400
	81	Instructor (Industrial Schools)		25200-54000	35600-75400
	82	Studio Assistant Gr II	10	19000-43600	26500-60700
	83	Typewriter Mechanic	9	18000-41500	25100-57900
	84	Tradesman	834	19000-43600	26500-60700
	85	Junior Instructor (Tailoring & Garment Making Training)	15	19000-43600	26500-60700
	86	Junior Instructor (Industrial Schools)	7	19000-43600	26500-60700
	87	Boiler Assistant	5	18000-41500	25100-57900
	88	Carpenter	1	18000-41500	25100-57900
	89	Welder-cum-Blacksmith	1	17000-37500	23700-52600
	90	Marker	2	17000-37500	23700-52600
	91	Studio Attender	4	17000-37500	23700-52600
	92	Clay Worker	4	16500-35700	23000-50200
	93	Ceramic Expert	1	27800-59400	39300-83000
	94	Mechanic-cum-Electrician	1	17000-37500	23700-52600
	95	Instructor in Physical Education	37	26500-56700	37400-79000
	96	Technical Store Keeper	8	30700-65400	43400-91200
	97	Craft Instructor	5	25200-54000	35600-75400
	98	Pump Operator	3	18000-41500	25100-57900
	99	Boiler Mechanic	1	22200-48000	31100-66800

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	100	Professor Gr.II (Aided Engineering Colleges and Polytechnics)	31	42500-87000	59300-120900
	101	Non-Engineering Lecturer (Aided Engineering Colleges and Polytechnics)		39500-83000	55200-115300
	102	Professor Gr.I (Aided Engineering Colleges and Polytechnics)		68700-110400	95600-153200
	103	Junior Instructor (Composing and printing, weaving, Raton, Book Binding)	7	18000-41500	25100-57900
	104	Matron	12	20000-45800	27900-63700
*	105	Sick Room Attender	7	17000-37500	23700-52600
	106	Data Entry Operator (Aided Engineering Colleges)	1	26500-56700	37400-79000
	107	Library Assistant (Aided Engineering Colleges)	4	17000-37500	23700-52600
	108	Head Cook	19	17000-37500	23700-52600
	109	Cook	69	16500-35700	23000-50200
*	110	Water Works Attender	1		23700-52600
*	111	Waterman/Woman	2		23000-50200

a. Higher Grade ratio 1:1 will continue

* The posts may be declared as vanishing category and when the present incumbents vacate the posts, they may be abolished.

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Scientific Information Officer	5	As in CC	As in CC
	2	Administrative Assistant	13	As in CC	As in CC

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	3	Accounts Officer	14	As in CC	As in CC
	4	Senior Superintendent(HG)	73	As in CC	As in CC
	5	Senior Superintendent		As in CC	As in CC
	6	Junior Superintendent(HG)	48	As in CC	As in CC
	7	Junior Superintendent		As in CC	As in CC
	8	Fair Copy Superintendent	4	As in CC	As in CC
	9	Personal Assistant	6	As in CC	As in CC
	10	Confidential Assistant Senior Grade	6	As in CC	As in CC
	11	Confidential Assistant Gr I	6	As in CC	As in CC
	12	Confidential Assistant Gr II	6	As in CC	As in CC
	13	Head Clerk	68	As in CC	As in CC
	14	Senior Clerk	626	As in CC	As in CC
	15	Clerk		As in CC	As in CC
	16	Clerk Typist	13	As in CC	As in CC
	17	Selection Grade Typist	39	As in CC	As in CC
	18	Senior Grade Typist	39	As in CC	As in CC
	19	U.D Typist	39	As in CC	As in CC
	20	L.D Typist	39	As in CC	As in CC
	21	Driver Selection Grade	1	As in CC	As in CC
	22	Driver Senior Grade	13	As in CC	As in CC
	23	Driver Grade I	13	As in CC	As in CC
	24	Driver Grade II	13	As in CC	As in CC
	25	LD Binder	1	As in CC	As in CC
	26	Gardener	46	As in CC	As in CC

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	27	Sergeant Senior Grade	2	As in CC	As in CC
	28	Sergeant Grade I	3	As in CC	As in CC
	29	Sergeant Grade II	6	As in CC	As in CC
	30	Roneo Operator	3	As in CC	As in CC
	31	Non-Technical Attender Gr I	69	As in CC	As in CC
	32	Driver cum Mechanic		As in CC	As in CC
	33	Non Technical Attender Gr II	69	As in CC	As in CC
	34	Office Attendant Grade I	428	As in CC	As in CC
	35	Office Attendant Grade II		As in CC	As in CC
	36	Watchman	255	As in CC	As in CC
	37	Full Time Sweeper/ Sanitary Worker	107	As in CC	As in CC
Part Time Contingent					
	1	Part time Sweeper/Sanitary Worker	390	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month(₹)
1	Principal, Engineering Colleges	450	500
2	Principal of Engineering Colleges where Part-time Courses are conducted	600	660
3	Principal of Polytechnics where Part-Time Diploma Courses are conducted at night	300	330
4	Driver-cum-Mechanic, Polytechnic Colleges	130	150

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	Staff in the Examination wing of the Directorate		
	Pay Range of ₹ 29,500/- and above	250	280
	Pay Range of ₹ 25,100/- and above but below ₹ 29,500/-	200	220
	Pay Range of ₹ 23,700/- and above but below ₹ 25,100/-	160	180
	Pay Range below ₹ 23,700/-	140	160

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	(i)Engineering College, Thiruvananthapuram		
	Librarian	120	140
	Assistant Librarian	100	110
	Library Attender	70	80
	(ii)M.Tech Course (Engineering College, Thiruvananthapuram		
	Teaching Staff(per hour)	150	170
	Co-ordinator of the course	600	660
	Clerk-cum-Typist Accountant	300	330
	Class IV Employee	250	280
	(iii)Hostels and Engineering Colleges and Polytechnics		
	Warden (Above 200 inmates)	250	280
	Warden (up to 200 inmates)	200	220
	Resident Tutor	150	170
	(iv)Pre Vocational Training Centre		
	Senior Craft Instructor	120	140
	(v)Part Time Staff engaged for teaching in both High Schools and Junior Technical Schools		
	For Technical Subjects(per hour)	100	110
	For English and Non-Technical Subjects (per hour)	100	110

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(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Driver	2400	2700

7.88. TOURISM

The present Department of Tourism had its beginning in the State Guest Department of the erstwhile Travancore State and Hospitality Organisation of the Cochin State. After the formation of Kerala State in 1956, these two separate organisations were combined as "Tourist Department" in 1958.This Department continues to be the Government agency responsible for looking after the comforts of Guests of the Government. Their conveyance needs are also managed by the Tourist Department. Although the Department continues to handle the hospitality function of the State, more emphasis is now given to Promotion, Planning and Development of Tourism. In 1981 it was again re-named as Department of Tourism. Now there are 25 Guest Houses, 3 Yathri Nivases, Kerala Houses at Kanyakumari and Mumbai functioning under this department. The main objective of the Department is to develop infrastructure for tourism promotion and to attract tourists to the State from all over the world by introducing various schemes and programmers conforming to the culture and tradition of the State. The Department is headed by the Director (IAS cadre).

The Commission, having considered the proposals submitted by the Head of Department and the demands of Service Organizations and individuals, makes the following recommendations:

(i) The post of Chauffers may be granted grade promotion in the ratio 1:1:1 among Chauffer Gr.II, Gr.I and Senior Grade, in line with Drivers in the Common Category. The newly introduced Senior Grade will be in the scale of pay corresponding to ₹ 26500-57000. The number of post of Head Chauffer will remain unchanged.

(ii) The posts of Personal Assistant to the Director, Manager Gr.I and Tourist Information Officer may be placed in the revised scale of pay corresponding to ₹ 36600-79200.

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(iii) The Out of State allowance granted to the employees working in the Tourist Information Office at Agra and Jaipur may be excluded from the schedule as the offices are defunct. Out of State Allowance may be granted for the employees working at the Tourist Information Office in Kolkata and Mysore.

(iv) The posts of Cook and Hospitality Assistant may be granted grade promotion in the ratio 1:1, the HG scale of pay being ₹ 18000-41500.

(v) The post of Boat Driver/ Boat Syrang, Boat Deck Man/ Boat Lascar/ Cleaner, may be excluded from the schedule of Permanent Travelling Allowance as the posts are nonexistent.

(vi) The post of Hospitality Attendant under the schedule of Uniform Allowance may be replaced with Hospitality Assistant.

(vii) The post of Garden Supervisor may be excluded from the schedule as the post is non-existent in the department.

(viii) The Uniform Allowance to the Manager may be enhanced from the existing rates of ₹ 2400 to ₹ 3000.

(ix) All the other posts existing in the department may be placed on the corresponding revised scales of pay. Existing Allowances also may be given normal revision, except the one recommended otherwise.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS
	2	Director (Eco Tourism)	1	IAS	IAS
	3	Additional Director (General)	1	IAS	IAS

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	4	Additional Director (Hospitality General)	1	77400-115200	107800-160000
	5	Joint Director	3	68700-110400	95600-153200
	6	Deputy Director	18	45800-89000	63700-123700
a	7	Manager Gr.I (HG)	7	39500-83000	55200-115300
	8	Manager Gr-I	7	35700-75600	51400-110300
	9	Tourist Information Officer	16	35700-75600	51400-110300
	10	Personal Assistant to the Director	1	35700-75600	51400-110300
	11	Assistant Planning Officer	2	35700-75600	50200-105300
	12	Inspecting Officer	1	35700-75600	50200-105300
	13	Superintendent Kanakakunnu Palace	1	35700-75600	50200-105300
	14	Manager Gr-II	5	27800-59400	39300-83000
	15	Assistant Tourist Information Officer	27	27800-59400	39300-83000
	16	Head Chauffer	4	27800-59400	39300-83000
b	17	Chauffer Senior Grade			37400-79000
	18	Manager Gr-III	11	25200-54000	35600-75400
	19	Telephone Operator (HG)	9	22200-48000	31100-66800
b	20	Chauffer Gr-I	45	25200-54000	35600-75400
a	21	Telephone Operator	9	18000-41500	25100-57900
	22	Steward	14	19000-43600	26500-60700
	23	Electrician	1	18000-41500	25100-57900
	24	Mechanic (Auto)		19000-43600	26500-60700
	25	AC Mechanic	1	20000-45800	27900-63700
b	26	Chauffer Gr-II	45	19000-43600	26500-60700

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	27	Caretaker	1	18000-41500	25100-57900
	28	Butler	11	18000-41500	25100-57900
	29	Cook HG			25100-57900
	30	Hospitality Assistant HG			25100-57900
	31	Plumber	1	17500-39500	24400-55200
c	32	Cook	45	17500-39500	24400-55200
	33	Gardener	2	17000-37500	23700-52600
c	34	Hospitality Assistant	126	17500-39500	24400-55200

a.Existing 50% HG will continue.

b.The ratio of 1:1:1 between Grade II, Grade I and Senior Grade.

c.50% of the posts will be in HG.

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Sr. Administrative Officer	1	As in PD	As in PD
	2	Sr. Finance Officer	1	As in PD	As in PD
	3	Planning Officer	1	As in PD	As in PD
	4	Asst. Executive Engineer (Mechanical)	1	As in PD	As in PD
	5	Research Officer	1	As in PD	As in PD
	6	Statistical Assistant Gr-I	1	As in PD	As in PD
	7	Statistical Assistant Gr-II	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	5	As in CC	As in CC
	2	Junior Superintendent	4	As in CC	As in CC
	3	Fair Copy Superintendent	1	As in CC	As in CC

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	4	Confidential Assistant Gr I	1	As in CC	As in CC
	5	Head Clerk	3	As in CC	As in CC
	6	Selection Grade Typist	2	As in CC	As in CC
	7	Senior Grade Typist	3	As in CC	As in CC
	8	Senior Clerk	3	As in CC	As in CC
	9	Clerk	21	As in CC	As in CC
	10	Clerk-Typist	10	As in CC	As in CC
	11	U.D Typist	3	As in CC	As in CC
	12	L.D Typist	3	As in CC	As in CC
	13	Confidential Assistant Gr II	1	As in CC	As in CC
	14	Attender	1	As in CC	As in CC
	15	Watcher	33	As in CC	As in CC
	16	Lascar	64	As in CC	As in CC
	17	Kitchen Matey	24	As in CC	As in CC
	18	Sweeper, Sanitation Worker, Sweeper cum Sanitation Worker	93	As in CC	As in CC
	19	Office Attendant	23	As in CC	As in CC
	20	Car Cleaner	9	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper/ Part Time Sweeper cum Sanitation Worker/ Part Time Sanitation Worker	27	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Head Chauffeur	500	550

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2	Chauffeur	450	500
3	Cleaner attached to File Van	150	170
4	Lascar attached to Central Stores, Thiruvananthapuram	150	170

Out of State Allowance

Tourist Information Office, Chennai/Mumbai/ Goa/ Kolkata and Mysore

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Tourist Information Officer	2500	2750
2	Information Assistant	2000	2200
3	Office Attendant	1500	1650

(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Hospitality Assistant of Guest House,Thiruvananthapuram , Ernakulam and Kozhikode	250	280
2	Hospitality Assistant in other Guest Houses	200	220
3	Manager ,Kerala House, Kanyakumari/Mumbai	300	330
4	Steward/Clerk ,Kerala House, Kanyakumari/Mumbai	220	250
5	Cook/Kitchen Mate/ Hospitality Assistant / Gardener /Lascar /Sweeper/Scavenger/ Watcher Kerala House, Kanyakumari/Mumbai	150	170

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(3) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Head Chauffeur	3000	3300
2	Chauffeur	3000	3300
3	Manager	2400	3000
4	Steward	2400	2700
5	Cook	2400	2700
6	Butler	2400	2700
7	Hospitality Assistant	2400	2700
8	Lascar/Sweeper	2400	2700

(4) Permanent Travelling Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
1	Chauffeur	300	330	Revenue District in which posted	15

(5) Permanent Conveyance Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction
1	Manager, Residential Bungalow	320	360	

7.89. TREASURIES

The Department of Treasuries was formed as an independent department in the year 1963. The main functions of the Department include receipt and disbursement of money on behalf of Government, preparation and rendition of monthly accounts of Government transactions to the Accountant General, custody and sale of Stamps and Stamp papers, custody and issue of safe custody articles, etc. The Director of Treasuries is the Head of Department and

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the headquarters of the Department is in Thiruvananthapuram. There are 23 District Treasuries, 200 Sub Treasuries including 8 Pension Payment Sub Treasuries and 12 Stamp Depot offices under the Department. Besides, four Regional Deputy Directorates function in Thiruvananthapuram, Kottayam, Thrissur and Kozhikode for conducting internal audit.

The Commission, having considered the proposals submitted by the Treasury Director and the demands of various Service Organizations and individuals, makes the following recommendations:

(i) The posts of Assistant Director and District Treasury Officer may be shown together in the Schedule of posts with the scale of pay corresponding to ₹ 45800-89000, as these posts are equated and interchangeable with each other.

(ii) The recruitment to the posts of Typists and Office Attendants in Treasuries Department may be stopped. The surplus staff in these cadres may be re-skilled or re-deployed. Additional posts of Clerks may be created only after an assessment of work, as there cannot be an automatic conversion of Typists as Clerks.

(iii) Normal revision in scales of pay is recommended to all categories.

(iv) Existing allowances may be given normal revision.

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	85000-117600	118100-163400
	2	Joint Director	2	68700-110400	95600-153200
	3	Deputy Director	4	55350-101400	77200-140500
	4	Assistant Director / District Treasury Officer	24	45800-89000	63700-123700
	5	Assistant District Treasury Officer	23	42500-87000	59300-120900
	6	Stamp Depot Officer (HG)/ Sub Treasury Officer (HG)/ Assistant Treasury Officer(HG) /	61	40500-85000	56500-118100

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		Senior Superintendent (HG)			
a	7	Stamp Depot Officer / Sub Treasury Officer / Assistant Treasury Officer / Senior Superintendent	184	36600-79200	51400-110300
	8	Junior Superintendent (HG)/ SB Passing Officer (HG)	108	35700-75600	50200-105300
b	9	Junior Superintendent / SB Passing Officer	214	30700-65400	43400-91200
c	10	Accountant Selection Grade	181	27800-59400	39300-83000
	11	Senior Accountant	1125	25200-54000	35600-75400
	12	Junior Accountant	954	19000-43600	26500-60700
d	13	Treasurer			
	14	Stamp Examiner	18	17500-39500	24400-55200

a Existing 25 % Higher grade will continue

b 1/3rd of the post will be in HG.

c The ratio 5:5:1 among Junior Accountant, Senior Accountant and Accountant Selection Grade will continue

d The Selection Grade Accountant / Senior Grade Accountant posted as Treasurer will draw cadre pay and usual allowances

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Fair Copy Superintendent	1	As in CC	As in CC
	2	Typist Selection Grade	17	As in CC	As in CC
	3	Typist Senior Grade	17	As in CC	As in CC
	4	U.D. Typist	18	As in CC	As in CC
	5	L.D. Typist	18	As in CC	As in CC
	6	Confidential Assistant Grade II	2	As in CC	As in CC
	7	Driver Selection Grade	1	As in CC	As in CC
	8	Driver Senior Grade	5	As in CC	As in CC

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	9	Driver Grade I	5	As in CC	As in CC
	10	Driver Grade II	5	As in CC	As in CC
	11	Binder Grade II	-	As in CC	As in CC
	12	Duffedar	1	As in CC	As in CC
	13	Office Attendant	528	As in CC	As in CC
	14	Night Watchman	1	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	197	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Director	450	500
2	Teller	300	330
3	Treasurer	900	990
4	Junior Accountant (Data Entry)	120	140
5	Staff discharging the duties of System Assistance in Treasuries	450	500
6	Chief Co-ordinator	4000	4400
7	State Co-ordinator	3000	3300
8	District Co-ordinator	2000	2200
9	System Administrator	1000	1100
10	System Attender	500	550
11	Sub Treasury Officer holding the charge of Taluk Head Quarters Sub Treasury	600	660

(2) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

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7.90. TRIBUNAL FOR LOCAL SELF GOVERNMENT INSTITUTIONS

The Tribunal for Local Self Government Institutions was established under Section 271 (S) of the Kerala Panchayat Raj Act, 1994 (Act 13 of 1994). Tribunal consists of judicial officer in the rank of a District Judge, appointed by the Government in consultation with the Chief Justice of the High Court of Kerala. It considers and disposes of appeal of revision filed against the decisions of Local Self Government Institutions under Section 276 of the Kerala Panchayat Raj Act, 1994 and Section 509 of the Kerala Municipalities Act, 1994. The Tribunal, on a reference from Government, also renders its opinion to Government with regard to the legality or sustainability of any decision of Local Self Government Institution. The Secretary of the Tribunal is an officer not below the rank of Under Secretary, Law Department. The other officers and staff are appointed on deputation from Subordinate Judiciary. The headquarters of the Tribunal is in Thiruvananthapuram.

The Commission, having considered the proposals submitted by the Tribunal for Local Self Government Institutions, makes the following recommendation:

All the posts existing in the Tribunal for Local Self Government Institutions may be placed in the corresponding proposed scales of pay of applicable to those posts in their parent departments.

The categories of posts with the existing and proposed scales of pay are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Tribunal	1	NJPC	NJPC
	2	Secretary (Under Secretary, Law Department)	1	As in PD	As in PD
	3	Bench Clerk (Senior Clerk)	1	27800-59400	As in PD

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Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Clerk	2	As in CC	As in CC
	2	Clerk	2	As in CC	As in CC
	3	Confidential Assistant	1	As in CC	As in CC
	4	L.D. Typist	3	As in CC	As in CC
	5	Office Attendant	3	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	1	As in PTCC	As in PTCC

7.91. UNIVERSITY APPELLATE TRIBUNAL

University Appellate Tribunal was constituted in the year 1971 under the provisions of the Kerala University Act, 1969 as amended by Act 17 of 1974. It has jurisdiction over University of Kerala, MG University, Cochin University, Calicut University and Kannur University. Its headquarters is in Thiruvananthapuram. The University Appellate Tribunal is a judicial officer in the rank of a District Judge from the Judiciary. The function of the UAT is adjudication of disputes arising between the managements of the private colleges affiliated with these Universities and any teaching or non-teaching staff of colleges, relating to the conditions of service of such staff, in accordance with the provisions of the enactments and statutes of the respective Universities. UAT is now also functioning as the Additional District Judge III, and is hearing civil cases made over by the District Court, Thiruvananthapuram. It is also the Food Safety Appellate Tribunal under Section 70 of the Food Safety and Standard Act 2006, empowered to hear and dispose of the appeals filed against the decision of the adjudicating officer under Section 68 of the Act. The Secretary, UAT is the Registrar of the Food Safety Appellate Tribunal. The staff attached to the UAT deal with the cases relating to University Appellate Tribunal and Food Safety Appellate Tribunal. The Secretary of the UAT is being appointed from among the Under Secretaries in the Administrative Secretariat. The other staff members attached with the Tribunal belong to Common Category.

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The Commission after considering the proposals of the Tribunal and the demands of Service Organizations and individuals, makes the following recommendations:

(i) For administrative convenience, future vacancies in the University Appellate Tribunal may be filled up by deputation of staff from the Subordinate Civil Judiciary and the power for such deputation may be delegated to the Principal District Judge, Thiruvananthapuram.

(ii) The scale of pay of all the posts existing in the Tribunal may be allowed normal revision.

(iii) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	University Appellate Tribunal	1	NJPC	NJPC
	2	Secretary (Under Secretary to Government)	1	42500-87000	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Head Clerk	1	As in CC	As in CC
	2	Senior Clerk	1	As in CC	As in CC
	3	Clerk	2	As in CC	As in CC
	4	Confidential Assistant Grade II	1	As in CC	As in CC
	5	Lower Division Typist	1	As in CC	As in CC
	6	Driver Grade II	1	As in CC	As in CC

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	7	Office Attendant Grade I	3	As in CC	As in CC
	8	Office Attendant Grade II		As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	1	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.92. VIGILANCE AND ANTI-CORRUPTION BUREAU

Vigilance and Anti-Corruption Bureau is a specialized agency established to combat and control corruption among Government servants and Public servants including those working in the Public Sector Undertakings of the State Government. The Bureau conducts investigation/enquiries into the allegations such as misappropriation of public funds, criminal misconduct, misuse of public money or property, amassment of wealth disproportionate to the known sources of income, gross dereliction of duty or negligence, dishonest or improper conduct or abuse of power, etc. The Director is the Head of the Bureau, who is in the cadre of Additional Director General of Police.

The Commission considered the proposals submitted by the Director, and the demands of Service Organisations. The following recommendations are made:

(i) The post of Additional Legal Adviser was re-designated as Public Prosecutor by G.O.(Ms) No.17/2019/VIG dated 06/09/2019. This may be indicated in the Schedule of Posts.

(ii) Consequent on the orders issued in G.O.(Ms)No.5/2016/Vig dated:12.2.2016 extending various duty-linked allowances admissible to

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the executive staff in the Police Department to the executive staff from Police Department working in Vigilance & Anti-Corruption Bureau on deputation, the types of Special Allowances that were being allowed to the Police personnel working in the V&ACB on the basis of the existing Pay Revision Order were restructured by G.O.(Ms)No.238/2016/(8)/Fin dated:20.06.2016. Later, the caption Special Allowance under the heading Police Department in the schedule of Additional Special Allowance was renamed as Police Special Allowance and it was stipulated that the incumbents in receipt of Police Special Allowance would not be eligible for Special Allowance under the schedule of Special Allowance *vide* G.O.(Ms)No.452/2017/(82)/Fin dated: 17.10.2017. As a result, the Police personnel working in the V&ACB are now getting all the duty-linked allowances (viz. Smartness Allowance, Day Off Allowance, Traffic Point Duty Allowance, Water & Electricity Allowance, Police Special Allowance and Feeding Charges) admissible to Police personnel in the General Executive branch as provided under the schedule of Additional Special Allowance.

The Commission notes that the duty of Police personnel in the General Executive branch and in the V&ACB are entirely different. The Police personnel deployed in V&ACB do not have to wear uniform while on duty. Hence Uniform Allowance at full rates need not be given to the Vigilance personnel. Smartness Allowance is also not needed for Vigilance personnel. The duty of Vigilance personnel is mainly confined in offices except occasional outside duties, they need not attend office on holidays, they are not deployed for outpost duties; so the allowances like Day Off Allowance, Traffic Point Duty Allowance, Water and Electricity Charges, Feeding Charges, Police Special Allowance and Ration Money Allowances have no relevance for the Vigilance personnel. Therefore, the Commission is of the view that extending all the allowances given to the general Police personnel to the Vigilance personnel is irrational, and recommends to discontinue payment of these items of allowances to the Vigilance personnel.

Officers with unblemished service career and high integrity alone are to be inducted into the V&ACB. Hence they need to be adequately compensated for discontinuance of existing allowances. Therefore, it is recommended that an amount not less than the sum of all the above-mentioned allowances that are now recommended to discontinued, may be allowed in the name 'Vigilance Special Allowance' under the heading 'Vigilance & Anti-Corruption Bureau' in the schedule of Additional Special Allowance. The rates may be as follows:

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Sl No	Designation	New Rate proposed
1	Superintendent of Police	₹ 3000
2	Deputy Superintendent of Police (HG)	₹ 2500
3	Deputy Superintendent of Police	
4	Circle Inspector (HG)	₹ 2200
5	Circle Inspector	
6	Sub Inspector	₹ 2000
7	Assistant Sub Inspector	₹ 1800
8	Head Constable	₹ 1700
9	Police Constable	₹ 1600
10	Police Driver	₹ 1600
11	Executive Engineer (Mech)	₹ 2000
12	Executive Engineer (Civil)	₹ 2000

(iii) All the posts existing in the V&ACB may be given normal revision in scales of pay.

(iv) Existing allowances may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IPS	IPS
	2	Additional Director of Prosecution (Vigilance)	1	81000-117600	112800-163400
	3	Legal Adviser	5	81000-117600	112800-163400
*	4	Additional Legal Adviser	8	68700-110400	95600-153200

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	5	Manager	1	42500-87000	59300-120900

* The post marked * may be read as Public Prosecutor w.e.f. 06/09/2019 in terms of G.O.(Ms) No.17/2019/VIG dated 06/09/2019

Posts held by Personnel of Police Department

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Additional Director General of Police	1	IPS	IPS
2	Inspector General of Police	1	IPS	IPS
3	Superintendent of Police (Non-IPS)	6	As in PD	As in PD
4	Deputy Superintendent of Police	34	As in PD	As in PD
5	Inspector of Police	96	As in PD	As in PD
6	Sub Inspector	3	As in PD	As in PD
7	Assistant Sub Inspector	76	As in PD	As in PD
8	Senior Civil Police Officer	141	As in PD	As in PD
9	Civil Police Officer	362	As in PD	As in PD
10	Driver	129	As in PD	As in PD

Posts held by Personnel of other Departments

Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
1	Accounts Officer (Audit)	1	As in PD	As in PD
2	Assistant Executive Engineer (Mechanical)	1	As in PD	As in PD
3	Executive Engineer (Civil)	1	As in PD	As in PD
4	Assistant Executive Engineer (Civil)	1	As in PD	As in PD

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Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Administrative Assistant	2	As in CC	As in CC
	2	Accounts Officer	1	As in CC	As in CC
	3	Senior Superintendent	14	As in CC	As in CC
	4	Junior Superintendent	17	As in CC	As in CC
	5	Head Clerk	2	As in CC	As in CC
	6	Senior Clerk	67	As in CC	As in CC
	7	Clerk	67	As in CC	As in CC
	8	Personal Assistant	14	As in CC	As in CC
	9	Confidential Assistant Senior Grade	14	As in CC	As in CC
	10	Confidential Assistant Grade I	14	As in CC	As in CC
	11	Confidential Assistant Grade II	15	As in CC	As in CC
	12	Fair Copy Superintendent	1	As in CC	As in CC
	13	Typist Selection Grade	10	As in CC	As in CC
	14	Typist Senior Grade	10	As in CC	As in CC
	15	U.D. Typist	11	As in CC	As in CC
	16	L.D. Typist	11	As in CC	As in CC
	17	Attender	1	As in CC	As in CC
	18	Office Attendant	19	As in CC	As in CC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1). Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Legal Adviser	400	440
2	Additional Legal Adviser*	300	330
3	Ministerial Staff (All Categories)	130	150

* The post may be read as Public Prosecutor w.e.f. 06/09/2019 in terms of G.O.(Ms) No.17/2019/VIG dated 06/09/2019

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(2). Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Deputy Superintendent of Police	250	280
2	Inspector	200	220
3	Sub Inspector	200	220
4	Havildar Driver (Staff Car)	150	170
5	Head Constable	150	170
6	Police Constable	130	150
7	Police Driver	130	150

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Superintendent of Police (Non-IPS)	2625	3000
2	Deputy Superintendent of Police	2625	3000
3	Inspector	2550	2900
4	Sub Inspector	2550	2900
5	Assistant Sub Inspector	2550	2900
6	Havildar Driver (Staff Car)	2000	2200
7	Head Constable	2000	2200
8	Police Constable	2000	2200
9	Police Driver	2000	2200

(4) Additional Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
	Vigilance Allowance		
1	Superintendent of Police (Non-IPS)	Duty linked allowances to Police Personnel in the General	3000
2	Deputy Superintendent of Police		2500
3	Inspector of police		2200
4	Sub Inspector		2000
5	Assistant Sub Inspector		1800

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6	Head Constable	Executive Branch	1700
7	Police Constable		1600
8	Police Driver		1600
9	Executive Engineer (Mechanical)	1700	2000
10	Executive Engineer (Civil)	1600	2000

(5) Permanent Travelling Allowance

Sl. No.	Category	Existing Rate per Month (₹)	Area of Jurisdiction	Average No. of days of tour in a month	Proposed Rate per Month (₹)
1	Sub Inspector	450	32 Km from HQ	Not prescribed	500
2	Havildar Driver (Staff Car)	350	32 Km from HQ	Not prescribed	390
3	Head Constable	350	32 Km from HQ	Not prescribed	390
4	Police Constable	270	32 Km from HQ	Not prescribed	300
5	Police Driver	270	32 Km from HQ	Not prescribed	300

7.93. WATER APPELLATE AUTHORITY

Water Appellate Authority was constituted in the year 1979 under section 28 of the Water (Prevention& Control of Pollution) Act, 1974. The Air Appellate Authority was formed in 1999 under Section 31 of Air (Prevention & Control of Pollution) Act, 1981. The Authority considers and disposes of appeals against the orders passed by the State Pollution Control Board. The Authority consists of Chairman who is a judicial officer in the rank of a District Judge, Technical Member (Water), Technical Member (Air) and Administrative Member. The Secretary of the Authority is an officer not below the rank of Under Secretary, appointed on deputation from the Secretariat. A Senior Clerk on deputation from Subordinate Judiciary is working as Bench Clerk. The other staff in the Authority consists of Confidential Assistant, Office Attendant and Part Time Sweeper. Appointment to these posts are made by PSC/ from Employment exchange

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The Commission, having considered the proposals submitted by the Secretary, Water Appellate Authority, and demands of Service Organizations, makes the following recommendation:

All the posts existing in the Water Appellate Authority may be placed in corresponding proposed scales of pay.

The categories of posts with the existing and proposed scales of pay are shown below:

CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Secretary (Under Secretary to Government)	1	45800-89000	As in PD
	2	Bench Clerk Grade III	1	25200-54000	As in PD

Common Category

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Confidential Assistant Grade II	1	As in CC	As in CC
	2	Office Attendant Grade II	1	As in CC	As in CC

Part Time Contingent Employees

	Sl. No.	Name of Post	No. of posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Part Time Sweeper	1	As in PTCC	As in PTCC

7.94. WOMEN AND CHILD DEVELOPMENT

The Department of Women and Child Development was established in 2017 by GO(Ms)No.24/2017/SJD dated 30.06.2017 bifurcating the Social Justice Department. The Department of Women and Child Development started functioning on 24.11.2017 for ensuring the holistic, physical,

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psychological, cognitive and emotional developments of women and children and a gender sensitive family, community, programme and policy for the development and protection of women and children. The Department provides policy guidance, designs targeted programs and projects for women and children, strengthens capacity development for gender and child rights mainstreaming, coordinates, monitors and evaluates effective service delivery, all for the empowerment of women and children. The department is headed by the Director.

The Commission, having considered the proposals submitted by the Head of Department, demands of Service Organizations and individuals, makes the following recommendations:

(i) The employees of Health Department who are required to perform duty on Public Holidays are eligible for 45 numbers of Compensatory Leaves in a calendar year by GO(Rt)No.3484/2010/FWD dated 08.09.2020. The Commission recommends to extend the same benefits for Caretakers in the Department.

(ii) The post of Cook may be sanctioned Higher Grade in the ratio 1:1 in the scale of pay corresponding to ₹ 17500-39500.

(iii) The Special Allowance, Additional Special Allowance and Compensatory Allowance granted to various categories of the Department may be clubbed and included under the schedule of Special Allowance and normal revision may be allowed.

(iv) All the posts existing in the department may be placed on the corresponding revised scales of pay.

The categories of posts with the existing and proposed scales of pay and the existing and proposed rates of allowances are shown below:

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director	1	IAS	IAS

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	2	Additional Director/ State Project director	1	68700-110400	95600-153200
	3	Joint Director/Joint Project co-ordinator/Chief Executive Officer (Welfare Fund)	3	55350-101400	77200-140500
	4	Assistant Director	3	42500-87000	59300-120900
	5	District Women & Child Development Officer	14	40500-85000	56500-118100
	6	Programme Officer	16	39500-83000	55200-115300
	7	Superintendent, Welfare Institution Gr I/ Regional Dowry Prohibition Officer	13	35700-75600	50200-105300
	8	Child Development Project Officer	258	35700-75600	50200-105300
	9	Women Protection Officer	14	35700-75600	50200-105300
	10	Deputy Superintendent Gr I	3	35700-75600	50200-105300
	11	Deputy Superintendent Gr II	4	30700-65400	43400-91200
	12	Store keeper-cum-Logistics Officer	1	27800-59400	39300-83000
	13	Superintendent, Welfare Institution Gr II	12	29200-62400	41300-87000
	14	Nutritionist	2	27800-59400	39300-83000
	15	Pre-School Educationist	2	27800-59400	39300-83000
	16	Health Educationist	2	27800-59400	39300-83000
	17	Sociologist	2	27800-59400	39300-83000

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	18	Superintendent, Welfare Institution Gr III	14	27800-59400	39300-83000
	19	Child welfare Inspector	19	27800-59400	39300-83000
a	20	Supervisor, ICDS(HG)	265	27800-59400	39300-83000
	21	Supervisor, ICDS	1062	26500-56700	37400-79000
	22	Literacy Teacher	2	22200-48000	31100-66800
	23	Craft Instructor	1	22200-48000	31100-66800
	24	Music Teacher	1	22200-48000	31100-66800
	25	Agricultural Instructor	2	22200-48000	31100-66800
	26	Carpentry Instructor	2	22200-48000	31100-66800
	27	Weaving instructor	1	22200-48000	31100-66800
	28	Physical Training Instructor	3	22200-48000	31100-66800
	29	Dance Master	1	22200-48000	31100-66800
	30	Matron Gr I	14	19000-43600	26500-60700
	31	Tailoring Instructor/ Needle Work Teacher	4	19000-43600	26500-60700
	32	P D Teacher	5	18000-41500	25100-57900
	33	Care Taker (Male)	53	20000-45800	27900-63700
	34	Care Taker (Female)	35	20000-45800	27900-63700
	35	Part-Time Hindi Teacher	3	18000-41500	25100-57900
	36	Part-Time Bhagavathar/ Part-Time Music Teacher	2	18000-41500	25100-57900
	37	Electrician cum Pump Driver	1	17500-39500	24400-55200
	38	Ayah	8	17000-37500	23700-52600

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	39	Matron Gr II	1	17500-39500	24400-55200
b	40	Cook (HG)			24400-55200
	41	Cook	31	17000-37500	23700-52600
	42	Watchman	12	16500-35700	23000-50200
	43	Watchwoman	8	16500-35700	23000-50200

a.Higher Grade ratio 4:1 will continue.

b.The ratio of 1:1 between Cook and Cook (HG).

Posts held by Personnel of other Departments

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Finance Officer	1	As in PD	As in PD
	2	Finance Officer	1	As in PD	As in PD
	3	Administrative Officer	1	As in PD	As in PD
	4	Junior Statistical Inspector	16	As in PD	As in PD
	5	Law Officer	1	As in PD	As in PD

Common Category

	Sl. No	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Superintendent	24	As in CC	As in CC
	2	Junior Superintendent	75	As in CC	As in CC
	3	Head Clerk/ Head Accountant	58	As in CC	As in CC
	4	Selection Grade Typist	117	As in CC	As in CC
	5	Senior Grade Typist		As in CC	As in CC
	6	U.D Typist		As in CC	As in CC
	7	L.D Typist		As in CC	As in CC
	8	Senior Clerk	264	As in CC	As in CC
	9	Selection Grade Driver	65	As in CC	As in CC
	10	Senior Grade Driver		As in CC	As in CC

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	11	Driver Grade I		As in CC	As in CC
	12	Driver Grade II		As in CC	As in CC
	13	Confidential Assistant Sr Gr	2	As in CC	As in CC
	14	Confidential Assistant Gr II		As in CC	As in CC
	15	Clerk	203	As in CC	As in CC
	16	Clerk-Typist	62	As in CC	As in CC
	17	Clerical Attender	1	As in CC	As in CC
	18	Gardener	1	As in CC	As in CC
	19	Office Attendant	335	As in CC	As in CC
Part Time Contingent					
	1	Part Time Sweeper	152	As in PTCC	As in PTCC

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Superintendent, Government Children's Home and Special Schools	330	370
2	Caretaker(Male/Female)	300	330
3	Deputy Superintendent	150	170
4	Industrial Instructor	140	160
5	Agricultural Instructor/Physical Training Instructor/ Teachers	140	160
6	Gardener/ Ayah /Watchman / Electrician cum Pump Operator/Driver	110	130
	Day off Allowance		
7	Supervisor/Cook	120	140

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(2) Uniform Allowance

Sl. No	Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
1	Ayahs in the Home for Mentally Retarded Children	2000	2200
2	Driver	2400	2700

(3) Permanent Travelling Allowance

Category	Existing Rate per month (₹)	Proposed Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
ICDS Supervisor	250	280		

.7.95. COMMON CATEGORY

The categories of posts in Common Category consist of those posts which are common in departments, appointments to which are usually made from common rank lists published by the KPSC. The scales of pay, ratio between the grades of posts, etc. are shown in the Schedule of Common Category posts, instead of mentioning these details in the schedules of posts of the departments concerned. The Common Category posts include Administrative/Finance Officers, Superintendents, Common Pool Librarians, Clerks, Confidential Assistants, Typists, Drivers, Office Attendants, etc.

The Commission, having considered the proposals of the Heads of Departments, and the demands of various Service Organizations and individuals, makes the following recommendations:

(i) The Commission observes that many of the departments have not framed Special Rules yet. It is recommended that Government may issue appropriate direction to the Heads of Departments to frame the Special Rules in a time bound manner in respect of categories in their Departments for which Special Rules have not been framed yet.

(ii) Office Attendants doing work as Night Watchman are now allowed Special Allowance @ ₹ 300 p.m. The amount may be enhanced to ₹350 p.m.

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(iii) The posts of Office Attendant Gr I, Attender Gr II, Clerical Attender Gr II and Clerical Assistant Gr II are now placed in the same scale of pay of ₹17000-37500. The posts of Attender Gr I / Clerical Assistant Gr I /Clerical Attender Gr I are placed in the same scale of pay of ₹17500-37500. According to the existing placement, an entry cadre Office Attendant Gr II has only two promotions. As per the Time Bound Higher Grade scheme, an entry cadre Office Attendant has four time bound higher grades in the scales of pay ₹17000-37500, ₹17500-39500, ₹19000-43600 and ₹20000-45800. Attender Gr II, Attender Gr I, Clerical Assistant Gr II / Clerical Attender Gr II and Clerical Attender Gr I / Clerical Assistant Gr I are the promotion posts of Office Attendant, but two or more of these promotion posts are now in the same scales of pay. As it is an anomaly and the employees are not getting any financial benefits on promotions, it is recommended that the scales of pay of Clerical Assistant Grade II and Clerical Assistant Grade I may be enhanced to ₹18000-41500 (existing scale ₹17000-37500) and ₹19000-43600 (existing scale ₹17500-39500). Accordingly, in future, the line of promotion of an Office Attendant Gr II on ₹16500-35700 may be provided as Office Attendant Gr I /Attender Gr II / Clerical Attender Gr II (₹17000-37500) → Attender Gr I/ Clerical Attender Gr I (₹17500-39500) → Clerical Assistant Gr II (₹18000-41500) → Clerical Assistant Gr I. (₹19000-43600).

(iv) The posts of Clerical Assistant are placed in two grades, but no ratio is provided between Clerical Assistant Gr II (₹ 17000-37500) and Clerical Assistant Gr I (₹ 17500-39500). These posts may be placed in the ratio 1:1 as existing in Secretariat.

(v) There is separate appointment to the post of Night Watchman. PSC is making appointment to this post from the same rank list of Last Grade employees from among the willing candidates. As there is shortage of sufficient number of Night Watchman in many departments, Office Attendants are performing the duty of Night Watchman and for this special allowance is also allowed to them. The Commission recommends to appoint sufficient number of Night Watchman for sensitive institutions, within the cadre strength of Last Grade servants and to dispense with the existing practice of engaging Office Attendants for night duty, over a period of time.

(vi) The post of Cook is not included in the Schedule of Common Categories. But, this post is a common post existing in many departments. In order to

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bring a unified pattern, it is recommended to include the post of Cook in the Common Category with scale of pay ₹ 16500-35700, with Higher Grade in the scale of pay ₹ 17500-39500 in the ratio 2:1. It may be specified that, this scale of pay is applicable to the post of Cook in all departments unless the post of Cook is included in the Schedule of posts of that department with a higher scale of pay and ratio.

(vii) The posts Senior Grade Librarian in Secretariat, Senior Librarian in Medical Education Department, and Scientific Information Officer in Technical Education Department are posts included in the Kerala Common Pool Library Service Special rules. Hence the posts of Senior Librarian (₹45800-89000) existing in Medical Education Department, Scientific Information Officer (₹55350-101400) in Technical Education Department, and Senior Grade Librarian (₹60900-103600) in Administrative Secretariat and Medical Education Department may be deleted from the Schedules of posts of the departments concerned and these posts may be included along with Librarians in Common Category.

(viii) Senior Librarian and Senior Grade Librarian are the promotion posts of Librarian Gr I. As the similarity in the designations of Senior Librarian and Senior Grade Librarian is causing confusion, it is recommended that the post of Senior Grade Librarian (₹ 60900-103600) may be re-designated as Special Grade Librarian.

(ix) The posts included in Common Category with scale of pay of Clerk viz. Store Clerk, Auditor, Clerk cum Accountant, Cashier, Assistant Store Keeper, Store Assistant, Accounts Clerk, Steward Clerk, Clerk cum Cashier and posts with scale of pay of Senior Clerk viz. Accountant, Clerk cum Cashier, Assistant Cashier Clerk, Clerk cum Store Keeper, Auditor, Record cum Store Keeper, Assistant Store Keeper, Tally Clerk, Clerk Steward, Store Assistant, Cashier, Store Keeper cum Clerk, Clerk cum Accountant, Junior Accountant, Cashier cum Clerk may be deleted from the Schedule of Common Category as these posts are not existing in any departments.

(x) The post of Store Keeper is included in the Schedule with two scales of pay, that is scale of pay of Clerk (₹19000-43600) and scale of pay of Senior Clerk (₹ 25200-54000). The post of Store Keeper with scale of pay ₹19000-43600 may be re-designated as Store Keeper and that with scale of pay ₹25200-54000, as Senior Store Keeper.

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(xi) The posts of Engine Driver, Motor Driver, Loco Driver, Driver cum Cleaner, Turner, Moulder, Welder, Blacksmith/Smith, Workshop Mechanic, Fitter, Carpenter cum Blacksmith may be excluded from the schedule, as these posts are not existing in any departments.

(xii) The post of Confidential Assistant is a Common Category post, and this post with all four Grades is existing in various departments, Secretariat and other constitutional establishments. The first three Grades of this post are in the Subordinate Service, while the fourth Grade is in the State Service and all these four Grades are placed in the ratio of 1:1:1:1. While the four Grades of this post have no change in duties and so ratio grades can be allowed, there is no rationale in placing a post in the State Service under a ratio with posts in the Subordinate Service. Therefore, it is recommended that the post of Selection Grade Confidential Assistant in the State Service may be severed from the existing ratio by re-designating the post as Personal Assistant. The remaining three Grades of Confidential Assistant in the Subordinate Service may be placed in the ratio 1:1:1. Further, all the existing posts of Selection Grade Confidential Assistant may be declared as Cadre posts with designation Personal Assistant.

(xiii) The posts of Driver cum Operator/Projectionist, Cinema Operator/ Projectionist, Audio Visual Trailer Operator, Artist/ Photographer/ Artist cum Photographer, Stencil Operator/ Roneo Operator/ Duplicate Operator and Mochee may be abolished. Also, posts of Clerk-Typist, Typist-Clerk and Clerk cum Typist may be converted as Clerk.

(xiv) All the categories of posts except those which are specifically mentioned above may be given normal revision.

(xv) Existing allowances except those specifically mentioned above also may be given normal revision.

The categories of posts with the existing and proposed scales of pay, and the existing and proposed rates of allowances are shown below:

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A. CATEGORIES OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	Existing Scale of Pay	Proposed Scale of Pay
	1	Senior Finance Officer (HG)	77400-115200	107800-160000
a	2	Senior Finance Officer	68700-110400	95600-153200
	3	Finance officer (HG)	55350-101400	77200-140500
a	4	Finance Officer	45800-89000	63700-123700
	5	Financial Assistant /Accounts Officer	42500-87000	59300-120900
	6	Senior Administrative Officer (HG)	77400-115200	107800-160000
a	7	Senior Administrative Officer	68700-110400	95600-153200
	8	Administrative Officer (HG)	55350-101400	77200-140500
a	9	Administrative Officer	45800-89000	63700-123700
	10	Administrative Assistant	42500-87000	59300-120900
	11	Divisional Accounts Officer (HG)	39500-83000	55200-115300
b	12	Divisional Accounts Officer	35700-75600	50200-105300
	13	Senior Superintendent (HG)	40500-85000	56500-118100
c	14	Senior Superintendent	36600-79200	51400-110300
	15	Junior Superintendent (HG)	35700-75600	50200-105300
a	16	Junior Superintendent	30700-65400	43400-91200
	17	Fair Copy Superintendent (HG)	35700-75600	50200-105300
a	18	Fair Copy Superintendent	30700-65400	43400-91200
	19	Head Clerk/Head Accountant	27800-59400	39300-83000
	20	Senior Clerk	25200-54000	35600-75400
	21	Upper Division Accountant	25200-54000	35600-75400
	22	Store Clerk	25200-54000	35600-75400
	23	Senior Store Keeper	25200-54000	35600-75400
e	24	Sergeant Senior Grade	26500-56700	37400-79000
	25	Sergeant Grade I	25200-54000	35600-75400

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	26	Sergeant Grade II	22200-48000	31100-66800
f	27	Clerk	19000-43600	26500-60700
	28	Store cum Record Keeper	19000-43600	26500-60700
	29	Record Keeper	19000-43600	26500-60700
	30	Copyist	19000-43600	26500-60700
	31	Store Keeper	19000-43600	26500-60700
	32	Personal Assistant	39500-83000	55200-115300
g	33	Confidential Assistant Senior Grade	30700-65400	43400-91200
	34	Confidential Assistant Grade I / Steno Typist Grade I	27800-59400	39300-83000
	35	Confidential Assistant Grade II / Steno Typist Grade II	20000-45800	27900-63700
h	36	Typist Selection Grade	27800-59400	39300-83000
	37	Typist Senior Grade	26500-56700	37400-79000
	38	Upper Division Typist	25200-54000	35600-75400
	39	Lower Division Typist	19000-43600	26500-60700
	40	Clerk cum Typist	19000-43600	26500-60700
	41	Clerk Typist	19000-43600	26500-60700
	42	Typist Clerk	19000-43600	26500-60700
i	43	Driver Selection Grade	27800-59400	39300-83000
	44	Driver Senior Grade	22200-48000	31100-66800
	45	Driver Grade I	20000-45800	27900-63700
	46	Driver Grade II	18000-41500	25100-57900
	47	Binder Grade I	19000-43600	26500-60700
j	48	Binder Grade II	17500-39500	24400-55200
	49	Driver cum Operator / Projectionist	20000-45800	27900-63700
	50	Cinema Operator/Projectionist Grade I	19000-43600	26500-60700
j	51	Cinema Operator/Projectionist Grade II	17500-39500	24400-55200
	52	Audio Visual Trailer Operator Grade I	19000-43600	26500-60700
j	53	Audio Visual Trailer Operator Grade II	17500-39500	24400-55200

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	54	Chief Operator (Audio Visual)	25200-54000	35600-75400
	55	Artist/Photographer/Artist Cum Photographer	27800-59400	39300-83000
	56	Artist/Photographer/Artist Cum Photographer	25200-54000	35600-75400
	57	Artist/Photographer/Artist Cum Photographer and similar category	19000-43600	26500-60700
	58	Attender Grade I	17500-39500	24400-55200
	59	Clerical Attender/Technical Attender Grade I	17500-39500	24400-55200
	60	Clerical Assistant Grade I	17500-39500	26500-60700
d	61	Clerical Assistant Grade II	17000-37500	25100-57900
j	62	Attender Grade II	17000-37500	23700-52600
j	63	Clerical Attender /Technical Attender Grade II	17000-37500	23700-52600
		COMMON POOL LIBRARIANS		
	64	Special Grade Librarian	60900-103600	85000-143600
	65	Scientific Information Officer	55350-101400	77200-140500
	66	Senior Librarian	45800-89000	63700-123700
k	67	Librarian Grade I	40500-85000	56500-118100
	68	Librarian Grade II	35700-75600	50200-105300
	69	Librarian Grade III	30700-65400	43400-91200
	70	Librarian Grade IV	22200-48000	31100-66800
		MISCELLANEOUS CATEGORIES		
	71	Telephone Operator	18000-41500	25100-57900
	72	Telephone Attendant	17500-39500	24400-55200
	73	Roller Driver Grade I	22200-48000	31100-66800
	74	Roller Driver Grade II	19000-43600	26500-60700
	75	Roller Driver/Assistant Roller Driver	18000-41500	25100-57900
	76	Roller Cleaner	18000-41500	25100-57900
	77	Lorry Cleaner	17000-37500	23700-52600
	78	Oil Engine Driver	18000-41500	25100-57900

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	79	Driver cum Mechanic/Driver Mechanic	18000-41500	25100-57900
	80	Workshop Mechanic/Motor Mechanic/Fitter	18000-41500	25100-57900
	81	Motor Boat Driver Grade I	20000-45800	27900-63700
l	82	Motor Boat Driver Grade II	18000-41500	25100-57900
	83	Tractor Driver/Boat Driver/Syrang Grade I	20000-45800	27900-63700
l	84	Tractor Driver/Boat Driver/Syrang Grade II	18000-41500	25100-57900
	85	Carpenter	18000-41500	25100-57900
	86	Electrician	18000-41500	25100-57900
	87	Plumber	18000-41500	25100-57900
	88	Mechanic	18000-41500	25100-57900
	89	Lift Operator (HG)	19000-43600	26500-60700
j	90	Lift Operator	18000-41500	25100-57900
	91	Stencil Operator/Roneo Operator/Duplicate Operator	17500-39500	24400-55200
	92	Duffedar (HG)	17500-39500	24400-55200
j	93	Duffedar	17000-37500	23700-52600
	94	Cook (HG)	17500-39500	24400-55200
j	95	Cook	16500-35700	23000-50200
	96	Mochee	17000-37500	23700-52600
	97	Office Attendant Grade I	17000-37500	23700-52600
j	98	Office Attendant Grade II	16500-35700	23000-50200

a 1/3rd HG will continue

b 50% HG will continue

c 25% HG will continue

d Ratio 1:1 will be allowed between Grade II and Grade I

e Ratio 5:3:2 among Sergeant Grade II, Grade I and Senior Grade will continue

f The existing ratio 1:1 between Clerk and Senior Clerk will continue

g Ratio 1:1:1 will be allowed between Grade II, Grade I and Senior Grade

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h Ratio 1:1:1:1 among Lower Division Typist, Upper Division Typist, Typist Senior Grade and Typist Selection Grade will continue

i Ratio among Grade II, Grade I and Senior Grade Driver will be 1:1:1. 10% of Senior Grade will be on Selection Grade

j Existing Ratio 2:1 will continue

k Those who come under UGC scheme will be given UGC scale.

l Ratio 1:1 between Grade II and Grade I will continue

B. EXISTING AND PROPOSED RATES OF ALLOWANCES

(1) Special Allowance

Sl. No.	Category	Existing Rate per month (₹)	Proposed Rate per month(₹)
1	Personal Assistant and Confidential Assistant to: • Chairman, KPSC • Advocate General • Principal Secretaries, Secretaries and Special Secretaries (IAS) to Govt. • Commissioner of Commercial Taxes • Commissioner of Land Revenue • Commissioner of Civil Supplies • Commissioner of Excise • Director of General Education • Director of Agriculture • Head of Forest Force • Enquiry Commissioner and Special Judges • Director of Health Services • Director of Medical Education • Transport Commissioner • State Police Chief • Chief Engineer (PWD) Administration, Irrigation Administration) • District Collectors • District Judges	550	610

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2	Driver attached to the Officers in Sl. No. 1 above	400	440
3	Office Attendant, Duffedar attached to the Officers in Sl. No. 1 above	320	360
4	Personal Assistant / Confidential Assistant of: • Members, KPSC • Additional Director General of Police	400	440
5	Personal Assistant / Confidential Assistant of: • Additional Advocate General • Other Heads of Departments • Superintendents of Police and Higher Ranked Police Officers of and including the level of Inspector General of Police • DIG (Vig.) Legal Advisor (Vig.), Public Prosecutors (Vig.), Additional Director of Prosecution (Vig)	200	220
6	Office Attendant / Duffedars attached to the Officers in Sl. No. 5 above	120	140
7	Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver	200	220
8	Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs	250	280
9	Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists	120	140
10	Office Attendant doing work as Night Watcher	300	350
11	**Secret Section**		
	Superintendent	130	150
	Clerk/Typist	120	140
	Office Attendant	100	110

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(2) Compensatory Allowance

Sl. No	Category	Existing Rate per month (₹)	Proposed Rate per month (₹)
1	Cook	120	140
2	Office Attendant / Attender/ Typist/ Confidential Assistant (operating photocopiers)	100	110

(3) Uniform Allowance

Sl. No	Category	Existing Rate per annum (₹)	Proposed Rate per annum (₹)
1	Driver	2400	2700

7.96. THE KERALA ADMINISTRATIVE SERVICE

Kerala Administrative Service is a new premier service designed to bring under its fold the very talented and experienced candidates to man middle level positions in the administrative hierarchy in the State. The recruitment process for the first selection of candidates has not been completed. Although no appointment has taken place to this service, the Commission has studied the scope and prospects of the service to draw up its position in relation to the Indian Administrative Service. Kerala Administrative Service was constituted by the Kerala Administrative Service (KAS) Rules 2018 issued by notification in G.O (P) No.12/2017 P&ARD dt:29/12/2017 and later amended as per G.O.(P)No.4/2019/P&ARD dt.11.07.2019. The rules take effect from 01/01/2018.

2) The objectives behind the constitution of Kerala Administrative Service are the following:

a) To build a cadre of public servants as a second line of managerial talent for Government for effective implementation of government policies and programmes.
b) To provide opportunities for growth for bright, talented, and committed officers in government service and prepare them for senior level administrative and managerial positions in public service.
c) To constitute the feeder category for the recruitment of Indian Administrative Service Officers in Kerala Cadre through appointment by promotion from State Civil Service category.

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3)The Kerala Administrative Service consists of four categories of officers as detailed below:-

1. KAS officer (Junior Time Scale)

2. KAS officer (Senior Time Scale)

3. KAS officer (Selection Grade Scale)

4. KAS officer (Super Time Scale)

4) There are three streams of recruitment to the KAS. All the three streams have the same educational qualifications as given below:-

"Must have obtained Bachelor Degree including professional course in any subject from a University recognized by a University established by Government of Kerala or UGC or awarded by National Institutes established by the Government of India".

5) **Pay Scales in the KAS**

a) As per rule 8 of the Special Rules, the pay scale for each of the four levels of the KAS is the highest scale of pay attached to the posts mentioned in Tables 1 to 4 in Schedule II of the Special Rules.

b) The KAS officers are eligible for a KAS Grade Pay determined by Government from time to time, which should not be less than 10% of the minimum of the Scale of Pay of the Level concerned.

6) The Scales of pay attached to Junior Time Scale Posts range from 40500–85000 to 68700-110400; that to Senior Time Scale Posts range from 55350-101400 to 77400-115200; that to Selection Grade posts range from 77400-115200 to 85000-117600; and that to Super Time Scale Posts range from 68700-110400 to 93000-120000.

7) It is to be noted that under the Grade of Junior Time Scale, total number of 131 categories are included, out of which 63 categories are in the pay scale of ₹ 45800-89000. This scale of pay is now attached to the posts of Under Secretary to Government, Deputy Collector in the Revenue Department, Administrative Officer/Finance Officer in the Common Category etc. 39 categories of posts are included in the lower pay scale of ₹ 42500-87000. 28 categories of posts are included in the pay scale 40500-85000 and only one category of post (Special Officer, Industries and Commerce) is included in the pay scale 68700-110400. Hence it may be seen that majority of category of posts included in the Junior Time Scale [Table-1] falls under the pay scale 45800-89000. (On examination of the pay revision proposals of the Industries & Commerce

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Department, it has come to the notice of the Commission that the post of Special Officer is in fact the cadre post of an Under Secretary of the Administrative Secretariat on ₹ 45800-89000. But by a coincidence, the Officer occupying the post at the time of drawing the proposal for inclusion of posts under KAS happened to be an Under Secretary (HG) on ₹ 68700-110400. ₹ 45800-89000 being the cadre scale of pay of Under Secretary, this scale should have been taken as the scale of Special Officer; but it was mistakenly taken as ₹ 68700-110400).

8) There are 53 Categories included in the Senior Time Scale of KAS Officers (2nd Level) out of it 16 categories are in the scale of pay lower than ₹ 68700-110400, and 24 categories are in the scale of pay of ₹ 68700-110400, the highest scale attached to the Junior Time Scale post. 13 categories are in the Higher scale of pay of ₹ 77400-115200.

9) There are 50 categories included in the Selection Grade Scale of KAS Officers (3rd Level), out of which 30 categories are in the scale of pay of ₹ 77400-115200 and four categories in the scale of pay of ₹ 81000-117600 and 16 categories are in the scale of pay of ₹ 85000-117600.

10) There are 10 categories included in the Super Time Scale of KAS Officers(4th Level) out of which 1 category is in the scale of pay of ₹ 68700-110400, 2 are in the scale of pay of ₹ 85000-117600, 3 are in the scale of pay of ₹ 89000-120000 and 2 are in the highest scale of pay of ₹ 93000-120000.

So, in effect, the current scales of pay of KAS officers are as follows: -

Sl No	Grade	Period	Scale of Pay	Minimum Grade Pay
a	Junior Time Scale		68700-110400	6870
b	Senior Time Scale	8 years	77400-115200	7740
c	Selection Grade Scale	6 years	85000-117600	8500
d	Super Time Scale	8 years	93000-120000	9300

A Comparative examination of KAS scales with IAS scales

11) The existing scale of pay of IAS officers at the bottom level are given below:

Junior Scale (Entry Level) : 56100-177500(Sub Collector/Assistant Collector)

Senior Time Scale 67700-208700(District Collector)

12) Hence it may be seen that the pay of KAS Officer will be greater than the pay of a Sub Collector and even higher than that of the District Collector if placed in the scale of pay of ₹ 68700-110400. One more point is to be noted that,

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the scale of pay of IAS Officers have effect from 01.01.2016, whereas, the pay scales now applicable to State Government Officers have effect from 01.07.2014. Taking account of 9% of D.A as on 01.01.2016 with the pay of ₹ 68700-110400, the starting pay of KAS Officer will be ₹ 74883/-. KAS Officers are also eligible for Grade Pay @ 10% of Basic Pay. Thus the total pay of KAS Officer Junior Time Scale as on 01.01.2016 will be ₹ 81753/-, which is far higher than the pay applicable to Sub Collector, District Collector and even Director (in the Junior Administrative Cadre: 78800-209200). Thus, the scale of pay of KAS Officer Junior Time Scale must be lower than the pay applicable to the IAS Junior Scale. With 19% of DA as on 01.07.2019, the entry salary (Pay+ DA) in the IAS would be ₹ 66,759.

13) Having considered the matter in depth, the Commission is of the view that pay scales should be fixed at attractive but reasonable levels without upsetting administrative equations, and so the existing, proposed and revised scales of pay of KAS Officers may be as follows:

Sl No	Grade	Existing Scale of Pay	Proposed Scale of Pay	Revised Scale of Pay
a	Junior Time Scale	68700-110400	45800-89000	63700-123700
b	Senior Time Scale	77400-115200	60900-103600	85000-143600
c	Selection Grade Scale	85000-117600	77400-115200	107800-160000
d	Super Time Scale	93000-120000	93000-120000	129300-166800

14) The State Government have converted the Special Pay to Special Allowance since 1997 Pay Revision so that it will not be reckoned for other service benefits. The existing provision under Rule 8(b) of the Special Rules for payment of Grade Pay not less than 10% of the minimum of the scale of pay would invite additional financial commitment as it will be reckoned for DA, Leave Salary/HRA/CCA and for calculation of pensionary benefits including Basic Pension, commuted value of pension, family pension, DCRG and Terminal Surrender of Earned Leave Salary. As 'grade pay' would cause additional financial commitment and even conversion into Special Allowance will take the entry pay well above the levels of the entry pay in the IAS. So the provision for Grade Pay may be deleted.

15) Rule 12(a) of the Special Rules provides that promotions to the Senior Time Scale, Selection Grade Scale and Super Time Scale requires 8 years, 6 years and 8 years of service respectively in the lower grade. The existing general pattern for grade promotions wherever applicable in Kerala Government Service is that the employee should have a total service of 8 years, 15 years and

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22 years. In line with that, the service requirements for promotions to Higher Grades in KAS may be fixed as 8 years, 7 years and 7 years respectively, i.e., on completion of 8, 15 and 22 years of qualifying service as defined under the Time Bound Higher Grade Scheme.

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CHAPTER 8

ALLOWANCES AND LEAVE

ALLOWANCES

8.1. Allowances are provided to the employees as a support system to manage the expenditure they generally incur in their whole-time engagement in public service, and to take care of their additional commitments on the cost they bear in order to perform their routine duties and responsibilities. Financial support in the form of 'allowances' saves the employees from erosion of basic income of pay given as a compensation for service obtained, calculated on the basis of minimum requirement to support themselves and families.

8.2. Government employees enjoy the allowances generally with reference to their specific positions in service as well as location of deployment for duty, and specially as support to meet extra expenses on specific purposes such as care of disabled children, house rent etc.

8.3. The Commission has examined all the demands put forward by the service organisations for hiking allowances. Taking into account the strained financial position of the state, the Commission has recommended a normal hike of 10% in all allowances. However, there are a few instances of enhancement higher than the normal revision, allowed due to very deserving circumstances, and the exact figures showing these are given under the departments concerned. The Commission has examined all the existing allowances and recommends as follows.

Dearness Allowance

8.4. Dearness allowance stems from the need to protect the erosion in money value due to inflation. DA is being calculated based on the All India Consumer Price Index Numbers (Industrial Workers) published by the Labour Bureau, Government of India. Dearness Allowance is paid by the government to its employees and pensioners to offset the impact of inflation.

8.5. The practice has been to calculate it twice every year – as on 1st January and 1st July. Prior to 2014 Pay revision, Dearness Allowance was being given to state government employees based on the rates announced by the Central government to its employees. The formula used for calculating DA for the Central government employees with effect from 01.01.2006 was as follows:

% of DA = {(Average of the All-India Consumer Price Index) for the last 12 months -115.76)/115.76} x 100

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The index factor 115.76 (Base Year 2001=100) was the base index by which the DA on 01.01.2006 (date of effect of VIth CPC) was neutralized.

In Central government, pay revision is decennial, whereas in the State government, the revision in pay is quinquennial; also, the effective date of pay revision is 1st January for Central government employees and 1st July for State government employees. Therefore, allowing DA to state government employees adopting the same formula as in the Central government is irrational.

8.6. The X Pay Revision Commission proposed an updated formula, based on the same principles, for calculating DA to state government employees from 01.07.2014 onwards, which was as follows:

% of DA = {(Average of the All India Consumer Price Index (Base year -2001 =100) for the last 12 months -239.92)/239.92} x 100

The base factor 239.92 was the average AICPI for 12 months used for calculating DA as on 01.07.2014.

Calculation of further DA from 01.07.2019

8.7. The base index for calculating DA from 01.07.2019 onwards should be the average of the AICPI for the previous 12 months, which is 306.1.

% of DA = {(Average of the All-India Consumer Price Index (Base year -2001 =100) for the last 12 months -306.1)/306.1} x 100.

Since the Commission has decided to merge 28% DA applicable as on 01.07.2019 with the basic pay, the DA calculated on the basis of the above formula as on 01.07.2019 will be 0%.

The increase in the base index in the new formula is 27.58% and the minimum increase in pay in this pay revision is 38%. Thus there will be no drop in pay while switching over from old DA formula to the new DA formula.

The Commission recommends the adoption of the above formula for calculation of DA from 01.01.2020.

8.8. The Central government has switched over to index numbers based on 2016=100 in place of 2001=100 from September 2020, and a linking factor of 2.88 has been formulated for converting 2001 based figures to 2016 based figures. The base as on 01.07.2019 will become 306.1/2.88 = 106.28 when the previous twelve months' index numbers are officially published only with base 2016 as 100.

8.9. The average AICPI (base 2001) for the preceding 12 months for calculating DA with effect from 01.01.2020 is 317.42 and that from 01.07.2020 is 326.58.

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DA as on 01.01.2020 is (317.42-306.1)/ 306.1 = 3.69, which may be rounded as 4%.

DA as on 01.07.2020 is (326.58-306.1)/306.1 = 6.69, which may be rounded as 7%.

8.10. The increase in Dearness Allowance is not automatic; it has to be sanctioned by the Government. The D.A. increase of 3% on 01.01.2019 has not yet been sanctioned. This and the 5% increase on 01.07.2019 have been subsumed in the current revision of pay, and so the 3% DA need be paid only for the period from 01.01.2019 to 01.07.2019.

8.11. The Central Government, in view of the need for resources to fight the COVID 19 pandemic had decided not to sanction the increase in DA as on 01.01.2020, 01.07.2020 and 01.01.2021. Most of the State governments have also followed suit. While the Central government policy is not binding on the State, the erosion in revenue and the need for diverting funds for CORONA care are realities applicable to all governments. The Commission recommends that the State Government may take a view in the matter after 01.07.2021 based on an assessment of the State's financial position.

House Rent Allowance

8.12. Most of the employees' representatives pleaded for granting House Rent Allowance (HRA) as a percentage of basic pay as is prevalent in the Central Government. The Commission gave anxious consideration to this demand particularly because HRA is the single largest element in the emolument structure which causes a disparity between the take home emoluments of a Central Government employee and that of his counterpart in the State. The Associations argue that it is a case of gross discrimination between the two sets of employees when rates of HRA are so very divergent when both of them face the same kind of housing problem in the same city/town. They also argue that cost of living being on the increase, house rents are getting to a stage when they are beyond the reach of the low paid and the medium level employee.

8.13. The existing rates of House Rent Allowance are based on a slab system and employees are categorised into four slabs based on their basic pay. At present three rates of HRA are in force according to the categorisation of the places where the offices are situated. The places are now classified into 'B2 Class Cities', 'Other Cities /Towns' and 'Other Places'. The existing minimum and maximum rates of HRA in the above three places are ₹ 1500 & ₹ 3000, ₹ 1250 & ₹ 2000, ₹ 1000 & ₹ 1750 respectively.

8.14. Now the 'B2 class city' and above for the purpose of HRA includes all the Corporations, and Government Institutions situated within a radius of 3 kilometres from Civil Station Kakkanad, and area within 1 Kilometre outside Corporation limit. 'Other Cities and Towns' include all other Municipal areas and townships as well as District and Taluk headquarters not coming under B2

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class city & above. The employees working in Forest complex at Mathottam (Kozhikode) are also eligible for HRA at the rates applicable to the city limits of Kozhikode.

8.15. The Commission recommends certain changes in the classification of places for the purpose of HRA. The whole places may be classified into four groups as follows;

(1) Class A: The Corporation limits of the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur, and in addition, Government Institutions situated within a radius of 3 kilometres from Civil Station, Kakkanad and the Forest Complex, Mathottam, Kozhikode.
(2) Class B: The Municipalities at District Headquarters.
(3) Class C: All Municipalities other than those at District Headquarters.
(4) Class D: All Panchayaths

8.16. The Commission, after careful consideration of all the aspects of HRA, is of the view that quite a large number of employees are residing in rented houses and the existing rate of HRA is not capable of absorbing the actual rent to be paid. Employees who are residing in their own houses, often have to spend a substantial sum towards travel to their offices and back. As stated earlier, Central Government follows the system of HRA as a percentage of basic pay. In Kerala also, 16 % of basic pay is admissible as HRA for Central Government employees working in the cities. Taking all these into consideration, the Commission is of the view that the existing slab system and fixed amount of HRA should be discontinued and HRA is to be paid as percentage of basic pay. However, in consideration of the substantial financial commitment due to an abrupt switch over to percentage based system, the Commission suggests to fix a lower rate and a ceiling on the maximum amount of HRA. The Commission recommends HRA at the following rates at different places classified as below:

Sl.No.	Class	% of Basic Pay	Minimum amount	Maximum amount
1	A	10%	2300	10000
2	B	8%	2000	8000
3	C	6%	1500	6000
4	D	4%	1200	4000

The Commission has excluded the institutions within the limits of 1 Km from the city limits, taking into account the fact that, now the limits of Corporations are spread over vast area and even semi-rural areas are included within the Corporation limits. However, every individual employee may be assured 10% hike in the existing amount of HRA or the new rate applicable to their places whichever is higher.

8.17. It may be provided that for the purpose of HRA, basic pay as on the 1st day of the month only will be reckoned, and change in pay in the middle of a

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month will not be considered. The employees who are not under state pay pattern but are drawing HRA at the rates applicable for State Government Employees, may also draw HRA at the above rates.

Rent Recovery

8.18. Rent recovery is the levy from the employees who are occupying government quarters. The employees in the scale of pay of ₹ 35700 -75600 and above, have to pay 2% of basic pay as rent. The employees in the scales of pay of ₹ 32300-68700 are exempted from payment of rent. The Commission does not suggest any changes in the existing system, and hence recommends for Rent Recovery at the following rates in the new scales.

Range	Rate
Those who are in the scale of pay up to 45600-95600	No Recovery
Those who are in the scale of pay of and above 50200-105300	2% of basic pay

In the case of employees who do not come under the State Government scales of pay (e.g. All India Service Officers, those on UGC/AICTE/NJPC scale), rent recovery will be 2% of Basic Pay.

8.19. Employees who are allotted quarters shall not be eligible for HRA.

City Compensatory Allowance

8.20. Now employees working in the offices located in the B2 Class cities are allowed City Compensatory Allowance at the rate ranging from ₹ 350 to ₹ 500 according to the pay stages applicable for drawing HRA.

8.21. The Central government has discontinued City Compensatory Allowance after the implementation of 7th CPC. It is pertinent to note that the cost of living in cities cannot be considered on a higher side compared to other places in the State, except inrespect of rentals. In view of the high degree of urbanisation in the State, the cost of living in some other places is, perhaps, higher than that in the cities. Hence a separate allowance to employees working in city limits has no rationale. Also, the Commission has recommended considerable hike in the rate of HRA to employees working in cities, which is with a view to merge the City Compensatory Allowance with the percentage based HRA. Hence the Commission recommends that the system of payment of City Compensatory Allowance may be discontinued when the revised rate of HRA is implemented.

Spectacle Allowance

8.22. Reimbursement of the cost incurred for the purchase of spectacles may continue. The existing maximum fixed at ₹ 1200 may be enhanced to ₹ 1500. The reimbursement may be allowed once in five years as of now.

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Footwear Allowance

8.23. Existing rate of Footwear Allowance may be enhanced from ₹ 450 per annum to ₹ 500 per annum. The eligibility conditions may remain the same.

Hill Tract Allowance

8.24. Hill Tract Allowance is paid as a Compensatory Allowance to the employees working in Hilly areas specified in Appendix IV of KSR Part I. This allowance is uniform to all Government employees and is differentiated based on pay ranges.

8.25. The employees working in hilly areas are now being given Hill Tract Allowance at the rates ranging from ₹ 300 p.m to ₹ 500 p.m according to the different pay ranges. The Commission recommends no hike in the rate of Hill Tract Allowance. The Commission recommends for overhauling the existing categorization of areas eligible for hill tract and government may review the existing places which are now included under the definition of Hill Tract realistically and unnecessary areas included therein have to be excluded. The Commission recommends for HTA at the following rates in different pay ranges.

Pay range	Rate per month
₹ 43400 & above	500
Above ₹ 25100 and below ₹ 43400	450
Upto ₹ 25100	300

Rural Allowance

8.26. Rural allowances are given to employees in rural areas where the communication, health, education and information infrastructure is in poor quality so as to compensate them for the hardship they face while performing their duties. Decades ago, the above assumptions about rural areas were more or less real. But over a period of time, there has been phenomenal improvement in rural infrastructure in Kerala. The rural urban divide in the state, unlike in the rest of India, is not very staggering. In terms of population distribution and transport and communication networks, a rural urban continuum is observed in the state. As may be seen from the Table, rural areas have a larger road length than urban areas. Similarly, the health indicators show that rural areas are almost on par with urban areas. Regarding the availability of schools within 5 K.M. of residences also the data show that the rural -urban differences are not very glaring. In respect of mobile phone density and electrification coverage also rural Kerala stands shoulder to shoulder with urban Kerala. On the whole, the quality of life in rural areas is not significantly behind that in the urban areas.

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Health and Infrastructural Indicators, Kerala: Rural and Urban

Major Indicators	Rural (%)	Urban (%)
Population	47.7	52.3
Death Rate	7.3	7.8
Infant Mortality Rate	10	10
No. of Modern Medicine Institutions Under Dept. of Health Service	43	57
Road Length	75.7	24.3
Percentage of Schools within 2 K.M.		
Primary	91.9	96.9
Upper Primary	76.2	83.7
Secondary	56.3	69.5

Hence, the Commission feels that there is no justification in increasing rural allowances for the government employees. The recruitment of employees is not for urban centres only. The employees are under obligation to work anywhere in the state irrespective of urban areas or not. Until a detailed review is made, the allowance will continue to be paid to the categories now eligible, at the present rates.

Special Allowance to differently abled employees

8. 27. As per Rights of Persons with Disabilities Act, 2016 "person with disability" means a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others. As part of the welfare measures for the Physically Challenged, Conveyance Allowance of ₹ 50/-p.m was initially sanctioned to them and now it stands enhanced to ₹ 1000/- p.m. irrespective of whether the employees are full-time or part-time. This allowance is not intended to meet the complete expenses relating to travel, but as a supportive allowance for meeting additional expense connected with their daily travel. The Commission recommends to revise the existing rate of ₹ 1000 to ₹ 1100 per month.

Education Allowance to the Parents having differently abled children

8.28. The Commission recommends the rate of Education Allowance admissible to employees having mentally/physically challenged children studying in general schools and special schools be revised from the existing ₹ 600 per month to ₹ 1000 per month. The existing conditions for the admissibility of this allowance will continue.

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Child Care Allowance

8.29. Child Care Allowance is intended to grant financial assistance to employees for taking the service of someone to look after their children who are mentally/physically challenged, not self-reliant and so in need of the service of a person for primary needs and are not able to enrol in schools. The rate of allowance may be revised from ₹ 1500 per month per child to ₹ 1750 per month per child and the annual ceiling of ₹ 18000 may be revised to ₹ 21000. The existing conditions as laid down in G.O (P)No.172/2013/(150)/Fin dated 16.04.2013, G.O(P)No.360/13(171)/Fin dated 24.07.2013 and G.O(P)No.110/2016/(15)/Fin dated 30.07.2016 for the admissibility of the allowance may continue.

Charge Allowance

8.30. Charge allowance is granted to an officer who performs the duty of an additional post in addition to those attached to his regular post. This allowance is allowed based on the conditions prescribed in Rule 53 and 53A Part I KSR. The existing rate of Charge Allowance for holding full additional charge is 4% of the minimum of the scale of pay attached to the additional post and that for discharging current duties is 2% of the minimum of the scale of pay of additional post. The maximum period for which Charge Allowance is payable is 3 months. The existing rates may continue.

Travelling Allowance

8.31. Travelling Allowance is an allowance granted to an officer to cover the expenses which he incurs in travelling for the interest of the public service. It includes allowances granted for the maintenance of a conveyance. Transportation charges have increased after the last revision of pay and allowances. Considering all these aspects, the Commission is of the view that the rates for various components coming under Travelling Allowance need modification.

(1) Classification of Officers:- The Commission recommends to continue the existing classification of officers for the purpose of Travelling Allowance according to existing stages in the master scale, hence the categorization of officers in the revised scales may be as follows:

Grade I	All Officers who draw an actual basic pay of ₹ 70000 and above and Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the Pay drawn by them.
Grade II (a)	Officers with actual basic pay of ₹ 59300 and above, but below ₹ 70000
Grade II (b)	Officers with actual basic pay of ₹ 39300 and above, but below ₹ 59300. Non gazetted Officers, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Grade II(b)

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Grade III	Officers with actual basic pay of ₹ 25100 and above, but below ₹ 39300
Grade IV	Officers with actual basic pay below ₹ 25100

Note: For this purpose, basic pay includes Personal Pay.

(2) Class of travel:- The Commission recommends to continue the existing eligible class of travel by train for each grade, which is as follows.

Grades	Eligible class
Grade I	II AC
Grade II (a)	I Class. If the train does not have I Class, II AC.
Grade II (b)	III AC. If the train does not have III AC, I Class.
Grade III	II Class
Grade IV	II Class

(3) Air Journey:-

At present employees who are in the scale of pay ₹ 55350-101400 are eligible for flight journey. A condition may be introduced in TA rules to the effect that any employee can travel by air for official purposes provided that Travelling Allowance at the rate sanctioned for their eligible class of travel by train may be allowed for such journeys subject to the production of flight ticket and boarding pass and flight ticket may be considered in place of train tickets for admitting TA claim. Employees who are in the revised scale of pay ₹ 77200-140500 may be eligible for flight journey.

(4) Mileage Allowance:-

The existing rate of Mileage Allowance for road journey at the rate of ₹ 2 per kilometre may be revised to ₹ 2.5 per kilometre for all grades of officers.

(5) Incidental Expenses (Road/Rail/Air journeys):-

The existing rates of incidental expenses for rail/road/air journey may be revised as mentioned in the following table is as follows.

Grades	**Road/Rail Existing Rate in paisa per Km**	**Road/Rail Proposed in paisa per Km**	**Air Rate per journey (existing and proposed)**
Grade I	80	90	Limited to 1 Daily Allowance
Grade II (a)	60	70	
Grade II (b)	50	60	
Grade III	50	60	
Grade IV	50	60	

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(6) Daily Allowance:- The Commission is of the view that the existing rate of Daily Allowance is inadequate to meet the actual expenditure incurred for the boarding and lodging expenses. Hence the Commission has proposed the following enhanced rates.

Grades	Inside State		Outside State	
	Existing Rate (₹)	Proposed Rate (₹)	Existing Rate (₹)	Proposed Rate (₹)
Grade I	400	600	550	750
Grade II (a)	320	500	450	650
Grade II (b)	320	500	450	650
Grade III	250	350	350	500
Grade IV	250	350	350	500

(7) Classification of Government Officials for carrying personal effects on transfer:-

The existing classification of government officials for the purpose of carrying personal effects on transfer may be as follows in the revised scales:-

Sl No	Category of Officers	Weight (kg)
1	Officers whose actual basic pay is ₹ 70000 and above	3000
2	Officers whose actual pay is ₹ 39300 and above but below ₹ 70000	2000
3	All other Officers	1500

(8) Loading and unloading charges for journeys on transfer:-

The revised rates of loading and unloading charges admissible to different grades of officers for journeys on transfer may be as follows:

Grades	Rate (₹)
Grade I	900 at each end
Grade II (a)	500 at each end
Grade II (b)	500 at each end
Grade III	450 at each end
Grade IV	450 at each end

(9) Reimbursement of room rent:-

The revised rates of reimbursement of room rent admissible to Officers for stay outside the State subject to the production of vouchers may be as follows:

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Grades	New Delhi, Mumbai, Kolkata, Chennai (₹)		Other Cities/Towns outside State (₹)	
	Existing Rate	Revised Rate	Existing Rate	Revised Rate
Grade I	2000	3000	1500	2500
Grade II (a)	2000	3000	1500	2500
Grade II (b)	1600	2500	1000	1500
Grade III	1600	2500	1000	1500
Grade IV	1100	1500	1000	1200

(10) Taxi fare for Grade I Officials:-

Grade I Officials travelling to metropolitan cities and other larger cities are allowed to hire taxies as in the case of Government of India Officials. They are entitled to taxi fare at the rates fixed by Government from time to time for journeys on tour from residence to airport/railway station/bus stand and back. The existing conditions may be continued.

(11) Auto Rickshaw/Taxi fare for journeys on tour:-

Auto rickshaw/Taxi fare at the rate fixed by the Government from time to time will be allowed. Maximum number of such journeys allowed a day will be two (plus one journey per tour from residence to airport/railway station/bus stand and one journey from airport/railway station/bus stand to residence) limiting the maximum distance of a single journey to 15 kilometre at the rate fixed by government from time to time. Existing conditions may be continued.

Permanent Travelling Allowance

8.32. Permanent Travelling Allowance may be granted to any officer whose duties require him to travel extensively. Such an allowance is granted in lieu of all other forms of Travelling Allowance for journeys within the Officer's sphere of duty. This amount can be drawn all the year round, whether the Officer is absent from the headquarters or not. For sanctioning this allowance, the 8 Kms restriction is not binding. The Commission recommends normal revision to the existing rates.

Leave Travel Concession

8.33. With a view to liberalise the existing scheme of Leave Travel Concession, various service organisations have put forward demands for increasing its periodicity, the distance prescribed, enhancing the period of leave etc. The Commission finds that enlarging the scope of Leave Travel Concession beyond the current level cannot be considered on any account because of the financial stringency of the State. Hence the existing system of Leave Travel Concession may continue.

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Department Specific Allowances

8.34. In the previous Pay Revision Commission Reports and in the Pay Revision Orders, the allowances viz., Footwear Allowance, Special Allowance, Compensatory Allowance, Risk Allowance, Non-practising Allowance, Uniform Allowance, Additional Special Allowance, Permanent Travelling Allowance, Permanent Conveyance Allowance as applicable to various categories in different departments are provided in separate schedules for each allowance. Ambiguities are galore in the admissibility of allowances and it is very difficult to locate specific allowances admissible to a category in a particular department. The Commission has taken an exercise to separate all the allowances admissible to each and every category in each department from the common schedules and to consolidate them under the department schedules. In this report, allowances applicable to all categories except Common Category in a department are provided under the schedule of each department. The new system helps to locate all the allowances applicable to different categories in a department from a single point of reference. Hence, unlike the previous pay revision orders, separate schedules for specific allowances of departments are not necessary. The Commission recommends 10% general hike in all allowances, rounded off to the next multiple of ₹ 10/- except in cases where specific increase is recommended in the department schedules concerned. Exclusion of new categories from and inclusion of new ones in the schedules of specific allowances are also recommended under departments concerned.

Uniform Allowance

8.35. The Commission notes that Government have issued detailed instructions in Circular No.38/2017/Fin dated 23.05.2017 for the sanction of Uniform Allowance and wearing of Uniforms. In spite of these instructions, it is seen that there are several categories of staff who drew the allowance but do not wear uniform. The most visible example is that of Drivers. The Commission recommends reiteration of the instructions so as to ensure that employees who do not default in wearing uniform during duty time only are paid Uniform Allowance.

LEAVE

8.36. Various kinds of leave allowed to the employees are Earned Leave, Half Pay Leave, Commuted Leave, Leave without Allowances, Special Disability Leave, Hospital Leave, Maternity Leave (180 days), Paternity Leave, Leave not due etc. The Commission recommends to continue the respective rules without any change. Commission recommends introduction of the following new kinds of leave and modification of Paternity Leave.

Paternity Leave

8.37. The State Government allows Paternity Leave for a period up to 10 days to male State Government employees during the confinement of his wife for two deliveries, with full pay and allowances. Government of India had allowed Paternity Leave for 10 days only and had not extended to child adoption. Later,

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they enhanced duration of leave to 15 days and extended its benefit to Child Adoption also. Government of Kerala adopted the original system of Government of India in 9th Pay Revision and continued during the 10th Pay Revision without change. The Commission recommends that the duration of Paternity Leave may be enhanced to 15 days. The Leave may be extended for the purpose of child adoption also subject to the same conditions as applicable to the leave.

Parents Care Leave

8.38. At present, there is no provision for leave for the specific purpose of medical care of parents. The WHO estimates that about 75% of deaths in people over the age of 65 are from Heart diseases, Cancer and Cardiovascular disease etc. Millions of senior citizens across the globe are not getting proper health care they need because government and society are not aware enough of the problem. Life span for both male (>65 years) and female (75 years) has risen significantly and it is estimated that by the turn of this century, numerically the highest number of old people will be in India and their number will have substantially high spike in Kerala owing to high life expectancy in the State created by the advancements made in the area of health care and medical services.

8.39. Nurses and health professionals therefore have to be aware of the complexity of the care of the elder people. Old age is a universal phenomenon and is a co-community need. It is a stage where people need to be protected from accidents, infections and disabilities. It is a period of life when impairment of physical and mental functions becomes increasingly manifested in comparison to the earlier years of one's life.

8.40. We have roughly 5.25 lakhs Government employees and teachers. With the universality of the nuclear family system in which the number of family members is less and where almost all children and their spouses are employed and engaged otherwise, care of the elderly parents poses a big challenge to Government employees born out of nuclear family. Provision of a Special Leave to take care of aged bed-ridden parents would go a long way in mitigation of the distress of senior citizens.

8.41. Hence, a special leave by the name 'Parents Care Leave' for 365 days is recommended by the Commission to all Government employees and teachers, with 40% salary for taking care of the needs of parents of employees or parents of their spouses in cases where the parent is bed ridden or affected by dementia and is unable to take care of his/her needs. The leave may be allowed to be availed of in not more than two spells. The grant of such leave may be subject to the following further conditions namely:-

1) That the leave may be granted only if the request for leave is supported by a certificate from the Medical Officer showing the treatment details (Government may prescribe an appropriate form of Medical Certificate).
2) That leave may be allowed to be combined with vacation and other kind of leave except LWA under Appendix XIIA, XIIB and XIIC Part I KSRs.

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3) In the case of service benefits, the leave may be treated as equivalent to Maternity leave except for probation.
4) That such leave may not be debited against the leave account but its details may be entered in the Service Book.

Child Care Leave

8.42. A kind of leave for the specific purpose of taking care of children is not available for State government employees, while there is a leave for the purpose in Central government. Consequent to the recommendation of the Sixth Central Pay Revision Commission, Child Care Leave was introduced in Central Government for female employees vide OM No.13018/2/2008-Estt (C) dated 11.09.2003.

8.43. Recommending Child Care Leave as existing in Government of India is not practical in view of the financial commitment involved and administrative difficulties arising out of the fact that woman employees outnumber men in Kerala Government service. However, as a model employer, Government have to facilitate the woman employees to strike a work-family balance especially in the age of nuclear families.

8.44. Hence it is recommended to introduce Child Care Leave to female employees for 365 days with Leave Salary equivalent to 40% of duty pay she would have drawn had she been on duty. In the case of service benefits the leave may be treated as equivalent to maternity leave except for probation. The leave may be availed of in not more than two spells before the child completes 3 years of age.

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CHAPTER 9

PROMOTIONAL AVENUES

CAREER GROWTH

9.1 Career growth essentially implies movement from lower levels to higher levels in service which involves additional responsibility and concomitant compensation. This progression within the organization continues until the individual leaves the employer for better opportunity, retires, reaches to a level at which no further promotional opportunities exist, chooses to decline subsequent promotional opportunities or is terminated. It is linked to the ability to learn new skills and put them to work which provides opportunity to take on new challenges and responsibilities. Employees usually feel more engaged when they believe that their employer is concerned about their career growth and provides avenues to reach individual career goals while fulfilling Government's mission. Providing avenues for career growth will have a direct impact on the entire organization by improving morale, career satisfaction, motivation, productivity and responsiveness in meeting Government's objectives. This chapter first discusses the different channels of career growth, and then presents the Modified Time Bound Higher Grade Scheme, the Modified Career Advancement Scheme, as proposed by the Commission.

I. Cadre Promotions / Regular Promotions

In the Government service, different levels of posts are in existence for transacting the governmental business. On moving upwards, officers shoulder more responsibilities and discharge higher duties and persons who occupy those positions are expected to be more responsible and committed towards the expectations of the employer. In order to identify suitable hands to achieve such an objective, many screening processes are adopted before inducting a lower rung employee to the higher levels in the system. Such promotions are usually termed as cadre promotions and those promotions are generally more for the sake of the Government than for conferring more financial and other benefits to the persons, so placed. Appointment to the posts existing in the subordinate service is generally made based on seniority and passing of prescribed departmental tests. But, for the posts existing in the state service, a selection procedure is followed for evaluating the merit, performance, competence and suitability of the person in the lower level. In every department, there are Departmental Promotion Committees for the selection of persons to higher posts. The said committee decides whether a particular person is fit for the higher post or not. From among the candidates cleared by the Departmental Promotion Committee, promotion can be done only on strict seniority as in the select list. The pay of an officer consequent to cadre promotion is fixed under

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appropriate rules in KSRs. The Commission recommends no change in the existing scheme of granting the Cadre Promotions.

There is no modification necessary in case of fixation of pay under Rule 28 A and Rule 37 (a) Part I KSR. But fixation of pay under Rule 28A Part I KSR has not been made applicable to promotions/appointments to posts carrying higher time scale of pay, the minimum of which exceeds ₹68700. In such cases, fixation is allowed under Rule 37(a) Part I KSR. This monetary limit may be enhanced to its corresponding revised pay of ₹95600.

In the case of promotions/by transfer appointments involving no change in scale of pay, the benefit of one advance increment may continue without prejudice to the normal increments. This advance increment will not be granted in the case of promotion from Time Bound Higher Grade to a regular promotion post in the same scale of pay and in the case of appointment to interchangeable posts in the same scale of pay.

If there are two or more consecutive promotion posts / by transfer appointments to posts on the same or identical scale of pay, the benefit of advance increment may be limited to the first promotion only with effect from 01.04.2021.

II. Ratio promotions

Ratio promotions involve placing a particular category of post in different grades by applying a fixed ratio or percentage. Ratio based promotion normally does not result in any change of duties and responsibilities. It is primarily a tool for avoiding stagnation in a post by giving a hike in pay and scales in conformity with seniority in a particular category. For all technical purposes, it is considered as normal promotion and the same fixation rules apply as in the case of cadre promotions.

Application of ratio is from lower grade to higher grade according to the total cadre strength of that post. As per the existing system, the highest grade in the ratio will not be granted unless the total number of posts of that category is less than the sum of all the lower figures in the ratio provided. For example, if four grades of a particular category are placed in the ratio 2:2:2:1, then the highest grade will not be given to any incumbent if the cadre strength of the post is less than 7.

The Commission has examined the existing system of ratio promotions and following standards are re-iterated for awarding ratio-based promotions.

(i) Ratio higher grades will not be given among different categories involving change of duties even if a ratio is provided between those categories in the Pay Revision Order.

(ii) Ratio higher grades may be calculated on the basis of single unit. One Single Unit should have total number of posts equal to the sum of all the integers provided in the ratio specified.

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For Example, if the ratio specified among four grades of a particular category is 2:2:2:1, then one unit should have 7 posts-two each in the first three grades and one in the highest grade.

(iii) The Commission finds that ratio promotions are granted between posts in Subordinate Service and State Service also and such a system may be dispensed with. As far as possible, the Commission has strived to discontinue this practice. If there are any instances unnoticed by the Commission, the Government may dispense with ratio-based higher grade system between posts in Subordinate Service and State Service.

III. Time Bound Higher Grade promotions

Time Bound Higher Grade Scheme is intended for employees who do not have adequate promotional avenues and are compelled to remain in the same post for long years. The objective of the scheme is to guarantee a fixed number of promotions to all employees appointed in a particular time scale, to address the issue of stagnation in pay of employees in the same post for years and to boost the employee morale. The scheme of 13 year Time Bound Higher Grade Scheme was introduced in the year 1979. At the beginning, a Higher Grade was granted on completion of 13 years of service. The tenure of grades has been reduced substantially over the pay revisions and now 8,15,22 and 27 years higher grade is in force. The reduction in the residency period sanctioned in the previous pay revisions are as follows:

Pay revision	1st TBHG	2nd TBHG	3rd TBHG	4th TBHG
1993	10	20	25	Nil
1997	10	18	23	Nil
2004	8	16	23	28
2009	8	15	22	27
2014	8	15	22	27

The Commission examined all the provisions in the existing TBHG scheme. The Commission does not recommend to further reduce the tenure of TBHG scheme and the existing Higher Grades on completion of 8,15,22 and 27 years will continue. But following modifications are suggested in some other areas.

(1) As per the existing system, four higher grades are admissible to the first five scales of pay. The Commission recommends to include the 6th scale (₹20000-45800) also to the fold of four grades. Hence the Existing Table I may be divided into two, henceforth Table I may be provided to the categories up to the scale of pay of ₹20000-45800 with four time bound higher grade promotions on completion of 8, 15, 22 and 27 years of qualifying service.

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(2) As per the existing system, three higher grades are admissible to scales of pay ranging from ₹ 20000-45800 to ₹ 26500-56700. The Commission has already suggested to shift the scale of pay ₹20000-45800 to Table I. In the case of categories who are placed with three higher grades, the Commission suggests that the scale of pay ₹ 27800-59400 now included with the categories having two grades be shifted to the fold of categories having three higher grades. Hence Table II includes the scales of pay ranging from ₹ 22200-48000 to ₹ 27800-59400.

(3) The intention behind the above re-arrangement is to bring uniformed forces other than Police to the fold of four grades and staff nurses in Health Services Department in the fold of three grades. Police have already four grades while other uniformed forces have only three grades now. Prior to the last pay revision, staff nurses had enjoyed three grades. Consequent to the upgradation of their scales of pay in the last revision, they were taken out from Table I. New entrants only were benefitted by the scale hike, but it cost dearly for the seniors as it deprived them the then existing 3rd Higher Grade.

(4) The next seven scales of pay from ₹ 29200-62400 to ₹ 40500-85000 may be included as ***Table III*** with two time bound higher grade promotions.

(5) At present the scales of pay up to ₹ 55350-101400 are provided with one TBHG. The Commission finds that there is an intermediate scale of pay between ₹55350-101400 and ₹68700-110400, ie.₹60900-103600. By virtue of the existing TBHG scheme, a person appointed in the scale of pay ₹ 55350-101400 will be eligible for the scale of pay ₹ 68700-110400 after 8 years, while another person appointed in a higher scale of pay ₹60900-103600 will have to remain in that scale of pay even when the employee appointed on a lower scale of pay surpassed him. In order to rectify this anomaly, the Commission recommends to include the scale of pay of ₹60900-103600 in the fold of One TBHG. Accordingly, ***Table IV (newly included)*** includes scales of pay ranging from ₹42500-87000 to ₹60900-103600.

(6) As per the existing TBHG system, scales of pay of promotion posts will be given only to the categories upto the scale of pay of ₹ 32300-68700 (Non-gazetted categories). In other cases, scales of pay of promotion posts will not be given for TBHG. The Commission finds that this position is not clearly indicated in the existing rules and it provides leeway for the sanctioning authorities to confer scale of pay of promotion posts while granting TBHG. Conferring scale of pay of promotion posts in the first case can be misused owing to the ambiguities in the existing scheme. It is seen that many of the sanctioning authorities are sanctioning scale of pay of promotion posts on TBHG even when such posts do not come under the direct line of promotion. In order to clarify these positions and to obviate the chance of misusing the scheme, the following clauses may be added below Para 6 of the existing TBHG scheme.

(i) *The benefit of scale of pay of promotion posts is limited to non-gazetted entry posts in the entry scales of pay ranging from ₹16500-35700 to ₹32300-68700. In respect of categories of posts coming under the entry pay scale ranging from*

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₹35700-75600 to ₹40500-85000, TBHG will be as specified in Table II (New Table III).

(ii) If an officer is granted 1st or 2nd TBHG in the scale of pay of ₹35700-75600 or above by virtue of the provision for eligibility of scale of pay of promotion posts, further TBHG will not be given in the scales of pay of promotion posts. In such cases, further TBHGs will be given in the scales of pay provided in the Tables only. If the 1st or 2nd TBHG scale of pay sanctioned to an officer is higher than the scale of pay for next higher grades in the table, the scale of pay next above the existing grade scale of the incumbent in the list of standard scales will be given.

(iii) In the orders sanctioning TBHGs in the scale of pay of the promotion post in the direct line, the date and number of the special rules/ Govt. orders which prescribe the method of appointment and qualification of the post, the scale of pay of which is given as the TBHG to the incumbent, may be mentioned. If such rules/ orders are not available, grade may be sanctioned in the scale of pay specified in the Table concerned.

(7) In view of the clauses to be added below Para 6in the existing scheme, Para 9 in the existing TBHG Scheme may be deleted.

(8) The provision at Para 10 of the existing TBHG scheme is intended for conferring the benefit of scale upgradation allowed to a category of post in the present pay revision, to employees who have availed TBHG in the pre revised scale of pay of that posts. Despite intention of this clause is positive, the wordings in the existing order lacks clarity and have a restrictive sense. Hence the Commission has suggested that the last sentence in para 10 of the existing scheme may be deleted and clarity may be given by providing a suitable illustration under that para in the new TBHG scheme.

(9) The Commission notes that the wordings in Para 12 of the existing TBHG scheme do not convey the cardinal intention behind the clause. For getting more clarity, the existing provision may be replaced as follows without compromising with the core intention. A suitable illustration may also provided under the para.

In the matter of determination of scales of pay of TBHG on 2nd / 3rd / 4th THBG(s), in cases where the existing scale of pay of an incumbent by virtue of his first/ second/third promotions/TBHG(s), is higher or equal to the respective grade scales provided for 2nd /3rd / 4th THBG in the table provided, TBHG will be granted in the next higher scale of pay of the existing scale of pay of the incumbent in the list of standard scales

(10) At present L.D Clerks in Aided Schools are provided with 3rd TBHG in the scale of pay of Junior Superintendent in the Common Category. The Commission finds that even though 3rd TBHG is given in the scale of pay of Junior Superintendent, 1st and 2nd TBHGs are not given in the scales of pay of Senior Clerk and Head Clerk. The Commission feels that there is no rationale in the existing system. Hence it is recommended that LD Clerks appointed in Aided Schools, Private Colleges and Polytechnics will be given 1st, 2nd, 3rd and

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4th TBHGs in the scales of pay of Senior Clerk, Head Clerk, Junior Superintendent and Junior Superintendent (HG) in the Common Category so as to bring uniformity in the higher grades of LD Clerks appointed in Government Schools and Aided Schools, since teachers in both the institutions are provided with identical TBHG schemes.

(11) The Commission finds that qualifying service is a crucial factor in the determination of TBHG. But the existing TBHG scheme does not provide the precise clauses defining qualifying service. Hence one has to search for several orders issued by the government from time to time in this regard. The Commission suggest that in order to define qualifying service for TBHG, provisions of Qualifying and Non-qualifying service may be inserted below Para 14 of the existing TBHG scheme. The provisions provided thereunder are extracted from Circular No.46/2008/Fin dated 08.08.2008, which contains the rules of TBHG in a nutshell.

(12) As per the existing scheme, in the case of 3rd TBHG, prior last grade service will be reckoned in the case of categories coming under the scale of pay of ₹17000-37500 and ₹17500-39500. The Commission notes that since 4th TBHG is also eligible to such cohort of employees, prior last grade service can be reckoned for granting 4th TBHG also.

(13) In cases where fixation of pay under Rule 30 Part I KSR from TBHG scales to regular promotions, if Rule 30 fixation entitles monetary benefits to employees, such promotions have to be taken as regular promotions for the purpose of future TBHGs. Necessary provision may be incorporated in the new scheme.

(14) As per the existing scheme employees who are qualified for regular promotion are eligible for scale of pay of promotion posts. This benefit is given on the presumption that those employees will be promoted to such promotion posts in future. But in cases where employees appointed to one category of post may opt for a different channel of promotion apart from the regular channel by bypassing the promotional avenues in the direct channel. Conferring scale of pay of promotion posts in such cases will not be appropriate since the employee never gets promotion to that post. Hence necessary provision may be incorporated in the new scheme in order to address this issue.

(15) Government have issued Circular No.46/2008/ Fin dated 8.8.2008 consolidating all the provisions regarding TBHG until then. No basic changes have been made under the scheme after the issuance of that Circular. Hence the conditions included in that circular may be incorporated in the new scheme of TBHG. By this inclusion, the new TBHG scheme will be inclusive of all the relevant provisions governing the grade scheme.

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(16) At present Police Drivers are not covered under Special Time Bound Higher Grade Scheme specifically provided to Police Constables. As per G.O.(Ms)No.28/2019/Home dated 06.03.2019, the higher designations of Police Drivers have been changed to Police Head Constable Driver and Assistant Sub Inspector Driver. Also, as per G.O.(Ms)No.10/2021/Home dated 12.01.2021, standards were prescribed for promotion to the posts of Police Head Constable Driver and Assistant Sub Inspector Driver, Sub Inspector Driver. Hence the Commission has recommended that the special time bound higher grade scheme applicable to Police Constables may be extended to Police Constable Drivers also. Now Special Time Bound Higher Grade Scheme of Police Constable are provided in the body of the Pay Revision Order. It may be shifted under the Annexure of Time Bound Higher Grade Scheme in the Pay Revision Order. Hence a separate heading 'Time Bound Higher Grade Scheme of Police Constables' may be inserted under TBHG Scheme.

(17) The Commission noted that in certain wings in the Police department, there are no intermediate posts corresponding to Assistant Sub Inspector. According to general scheme, if the post of Assistant Sub Inspector is not existing in a particular wing, the incumbents are eligible for the scale of pay of Sub Inspector while getting 2nd TBHG. This is causing a lot of administrative difficulties and resentment among the categories in other branches where all regular promotion posts are existing. The Commission finds that, although the government have issued several clarifications and orders directing to dispense with this system of granting TBHG, the system existing in Police Department is as mentioned above. To mitigate such a situation in future, it may be provided that in the case of all categories of executive staff, other than Civil Police Officers, Police Constables and Police Constable Drivers in Police department, having entry level scale of pay equivalent to Civil Police Officer/ Police Constable, 1st ,2nd and 3rd TBHGs shall not be given above the scales of pay of Senior Civil Police Officer, Assistant Sub Inspector and Sub Inspector respectively, notwithstanding the provision laid down in para 6 of the existing scheme of TBHG.

(18) The Police Personnel in General Executive are entitled to get the uniform insignia of higher posts along with designation of promotion post by inserting the word 'Grade' within brackets, after fixed years of service in the lower posts, provided the incumbents must be qualified for the promotion posts. This tenure was as follows:

(i) Civil Police Officer will be designated as Senior Civil Police Officer (Grade) on completion of 15 years (Span of 2nd TBHG) and he can use uniform, insignia of Senior Civil Police Officer.

(ii) Civil Police Officer will be designated as Assistant Sub Inspector (Grade) on completion of 22 years (Span of 3rd TBHG) and he can use uniform, insignia of Assistant Sub Inspector.

(iii) Civil Police Officer will be designated as Sub Inspector (Grade) on completion of 27 years (Span of 4th TBHG) and he can use uniform, insignia of Sub Inspector.

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Government have extended the above scheme to personnel in the Fire & Rescue Services department vide G.O.(Ms)No. 210/2017/Home dated 20.10.2017. Very recently government have reduced the above time span for police personnel from the existing 15, 22, and 27 years to 12, 20 and 25 years vide G.O.(Ms) No.161/2019/Home dated 19.10.2019. The Fire & Rescue Service personnel have approached the government for the same reduction of time span, but the government have referred the matter to this Commission for its consideration. The Commission recommends to extend the benefit awarded to Police Personnel vide G.O dated 19.10.2019 to personnel in Fire & Rescue Services also. The Commission also noted that the personnel in Excise, Forest and Prison are similarly placed to that of Fire Force Personnel. Hence it is recommended that the above recommendation for uniform insignia and grade designation may be extended to similarly placed personnel in Excise, Forest and Prison departments also.

(19) As mentioned in the case of Police, Special Time Bound Higher Grade Scheme of Teachers which is now provided in the body of the Pay Revision Order may be brought under the Annexure of Time Bound Higher Grade Scheme. Hence a separate heading 'Time Bound Higher Grade Scheme of Teachers' may be inserted under TBHG Scheme. The revised scheme of TBHG to teaches provided therein is inclusive of all the orders issued by the Government in this regard from time to time.

(20) The Commission notes that special TBHG scheme of doctors is equal to the Career Advancement scheme applicable to professional categories. Since doctors are under the special scheme of TBHG even long before the implementation of Career Advancement Scheme, the scheme of TBHG to doctors were not brought under the scheme of CAS. The Commission recommends that the TBHG scheme applicable to doctors may be converted to Career Advancement Scheme.

IV. Career Advancement Scheme

(1) Career Advancement Scheme is intended for definite career growth of professional categories directly recruited in Government service with professional qualifications like MBBS, B.Tech, BAMS, BHMS, B.Pharm, BVSc, LLB etc.

The Commission finds that all the categories included in the existing Career Advancement Scheme possess professional qualification, but a conspicuous exception is the case of Scientific Officer in Health Services department. The Commission noticed that the qualification prescribed for the post is M.Sc, which is not considered as a professional qualification envisaged in the CAS scheme. The Commission notes that only one placement is allowed to the post of Scientific Officer in the scale of pay of ₹42500-87000 under CAS. The TBHG scale of pay of the post on completion of 8 years of service is also ₹42500-87000. The Commission feels that there is no need to include Scientific Officer in the scheme

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due to double reasons: one is that the scheme is not more advantageous to the post than TBHG scheme, the second is that inclusion of a post under CAS without professional qualification is contrary to the basic intention and purpose of the Career Advancement scheme. Hence the Commission recommends that category of Scientific Officer in Health services department may be excluded from the CAS.

(2) The entry level scale of pay of all posts coming under CAS starts at ₹39500-83000. As per the TBHG scheme, the scales of pay available on 1st and 2nd TBHG to those having entry level scale of pay ₹39500-83000 is ₹42500-87000 and ₹45800-89000 . The scale of pay applicable to 18 out of 27 categories coming under the scheme on 1st and 2nd placement under CAS is also ₹42500-87000 and ₹45800-89000. That is the scheme does not provide more benefit to these 18 categories than what is provided in the TBHG scheme. 26 out of 27 categories included under this scheme are given first placement under this scheme in the scale of pay ₹42500-87000, the same scale of pay applicable under TBHG scheme. 9 out of 27 categories are placed in the scale of pay ₹68700-110400 while giving 2nd placement under the scheme. The Commission feels that these 9 categories only are the actual beneficiaries of the scheme. Thus, the Commission feels that the existing CAS is not providing any reasonable benefit to major categories of professionals coming under this scheme. Hence the scheme needs an overhaul in order to rationalise the benefits to the employees at least to a small extent. Hence following modifications are recommended in the scheme:

(i) As the scales of pay of 1st and 2nd promotion posts of the posts coming under CAS are ₹42500-85000 and ₹45800-89000, the existing CAS may be restructured by removing the existing stipulation that the scales of pay of respective promotion posts alone will be given under CAS. The scheme can be restructured by dividing the categories coming under the scheme into four groups as specified below:

Group-I	Medical doctors and Dental doctors having adequate promotion posts
Group-II	Doctors in other streams of Medicine including Veterinary doctors Engineers and Lawyers having adequate promotion posts
Group-III	Doctors or Engineers who do not have a minimum of two regular promotion posts
Group-IV	Professional categories that are not comparable with doctors and engineers

(ii) The lowest scale of pay for 1st placement may be at ₹45800-89000 and that for the 2nd placement may be at ₹55350-101400. The Commission feels that such placements would not cause any additional financial burden over what is borne now, because on completion of 8 years and 15 years of service all categories coming under the scheme would have crossed the minimum pay of ₹45800 and

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₹55350. That is, they would get the benefit of two increments only while fixing the pay under Rule 28A Part I KSRs in the lower or higher scales suggested above.

The categories which may be included under different groups and the scales of pay of those categories on 1st and 2nd placement under CAS may be as follows:

Group I

Officers whose scales of pay on 1st and 2nd promotions and those admissible under CAS are identical. Medical Doctors in Health Services Department and Insurance Medical Services Department, Dental doctors in Health Services Department may be included under this group. As per the existing Time Bound Higher Grade Scheme, they will be given scales of pay ₹68700-110400 and ₹85000-117600 on completion of 8 and 15 years of service. Same scales of pay may continue on 1st and 2nd Placement under CAS also. Hence there is no change in the scale of pay by virtue of their placement under CAS.

Group II

Officers whose scales of pay on 1st and 2nd promotions and those admissible under CAS are not identical. CAS scales are higher by a few levels. Veterinary doctors in Animal Husbandry department, Medical Officers in Indian System of Medicine and Homoeopathy department, Assistant Insurance Medical Officers (Homoeo) and Assistant Insurance Medical Officers(Ayurveda) in Insurance Medical Services Department, Engineers in Agriculture, Electrical Inspectorate, Harbour Engineering, Irrigation, Ports, Public Works, LSG Engineering Wing, Assistant Public Prosecutors in the Directorate of Prosecution and Inspector Gr II of Factories and Boilers may be included under this group. Scales of pay of ₹45800-89000 and ₹68700-110400 may be given on 1st and 2nd placement under CAS so that there would be no interse level difference in CAS scale under this group. The Commission recommends to include Assistant Engineers in Ground Water Department and Architectural Assistants in Public Works (Architectural Wing) under CAS since these categories satisfy all conditions for the inclusion under CAS. The above categories may be included under this group.

The Commission notes that the qualification prescribed for Chemical Engineers in Factories and Boilers Department is Degree in Chemical Engineering/Chemical Technology with 55% marks and two years post-degree experience in a supervisory capacity in a chemical industry or laboratory run by government or quasi government enterprise. It is grossly unfair to deny them CAS on the apprehension that persons with B.Sc Chemical Technology may also get the benefit intended for professional degree holders. The Commission recommends to grant CAS benefit, similar to that given to directly recruited engineers in other departments, to the engineering degree holders in the Chemical branch of the department. The Commission also recommends amendment of the Special Rules by adding the words 'an engineering degree in' before the words 'Chemical Technology' in entry 8 under Rule 3 of the Special Rules. Thus, the directly recruited Chemical Engineers having Degree in

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Chemical Engineering may be given placement under Career Advancement Scheme by including them under Group II.

Group III

Officers having one promotion post or no promotion post are included in this group. The category of Medical Officers in Factories and Boilers has only one promotion post. As per the existing scheme, this category is given only one placement under CAS on completion of 8 years of service in the scale of pay ₹68700-110400. The category of Dental doctors in Insurance Medical Services has no promotion posts/CAS, while their counter parts in other services are in the fold of CAS. Hence, Dental doctors in Insurance Medical Services may also be included under the scheme. Since two placements are ensured under the scheme, both these categories may be given two placements under the scheme as follows.

Medical Officers in Factories & Boilers may be given 1st and 2nd placements in the scales of pay ₹68700-110400 and ₹77400-115200 respectively.

Dental doctors in Insurance Medical Services may be given 1st and 2nd placements in the scales of pay ₹55350-101400 and ₹68700-110400 respectively.

No inter se parity is possible here in the absence of two promotion posts to this category.

Group IV

The categories included under this group have two or more promotion posts, but are not comparable professionally with doctors or engineers. The categories now coming under the scheme viz, Agriculture Officer (Agriculture), Dairy Extension Officer (Dairy Development), Drugs Inspector, Analyst Gr III (Drugs Control), Agricultural Officer/ Soil Survey Officer (Land Use Board), Soil Conservation Officer (Soil Survey & Soil Conservation), Soil Survey Officer/ Research Assistant/ Technical Assistant/ Cartographer (Soil Survey & Soil Conservation) may be included under this group and scales of pay ₹45800-89000 and ₹55350-101400 may be given on 1st and 2nd placements respectively.

(3) The Commission has recommended that officers having clean service record only may be allowed placement under Career Advancement Scheme. Hence it may be suggested that Officers who are awarded with punishment except 'Censure' will not be eligible for placement under CAS. Govt. may issue detailed guidelines in the matter adopting the principles under Rule 28 Part II KS & SSRs.

(4) Confidential Reports normally considered for regular promotions may be insisted for placement under CAS also. Thus Commission recommends that placement of an incumbent under CAS will be given only after carefully examining the Confidential Reports for three years preceding the due date of placement under CAS.

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(5) The Commission recommends that the existing guidelines for the Career Advancement Scheme may be included along with the following modification/insertion. Hence the new consolidated guidelines may be as follows:

(i) Only the directly recruited professionals to the posts for which professional degree is the basic qualification for appointment in the entry post will be allowed placement under Career Advancement Scheme.

(ii) Only Officers who have the prescribed qualifications for the respective regular promotion posts will be allowed placement, wherever there are promotion posts.

(iii) All the conditions applicable for reckoning qualifying service for Time Bound Higher Grade will apply for calculation of qualifying service for career advancement scheme also.

(iv) The benefit of Career Advancement scheme and Time bound Higher Grade Scheme will not be allowed simultaneously. Those who fail to satisfy the conditions under CAS may be granted TBHG as per the TBHG scheme. On acquiring eligibility for placement under CAS in such cases, placement under CAS will be given and fixation of pay will be regulated as per Rule 30 Part I KSR.

(v) In cases where intermediate higher grade post exists between two cadre posts, promotion to such higher grade will be allowed to those who were granted placement under the Career Advancement Scheme, but with no change in pay and pay scale.

(vi) The Officers who are placed in the higher scale under Career Advancement scheme will not exercise the delegation of powers of the respective regular promotion posts. They shall continue to discharge the duties of their respective cadre posts.

(vii) Those who have already been granted 1st or 2nd placement under CAS, but are subsequently promoted to regular promotion posts having lower scale of pay will be allowed to continue in the CAS scale.

(viii) Those who have already been promoted to 1st or 2nd regular promotion posts will also be given scale of pay of CAS, if CAS scales are higher than the scales of pay of respective promotions posts and satisfy the conditions of CAS, on completion of the prescribed period. In such cases, fixation of pay will be made under Rule 30 Part I KSR.

(ix) For those placed under CAS, but subsequently promoted to higher posts, fixation of pay under Rule 28 A or Rule 37(a) Part I KSR as the case may be, will be given in the following cases:

(a) On getting 3rd regular cadre/ratio promotion, in cases in which two placements were already granted under CAS
(b) On getting 2nd regular promotion, where 1st placement was already granted under CAS.

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(x) For those who have already got 1st and 2nd placement under CAS and enjoyed the benefit of fixation under Rule 28 A, Part I KSR, their pay on subsequent 1st and 2nd cadre/ratio promotion posts will be regulated under Rule 30, Part I KSR, i.e., without any change in pay.

(6) Date of effect – The revised schemes of Time Bound Higher Grade and Career Advancement may be given effect from 01.04.2021 in order to reduce financial commitment and administrative work.

9.2. MODIFIED TIME BOUND HIGHER GRADE SCHEME

A. GENERAL SCHEME

1. Employees who remain in their entry posts in the scales of pay ranging from ₹23000-50200 to ₹85000-143600 will be given higher grades as mentioned below on completion of following specified periods of service in their posts in the scales of pay mentioned in the tables, subjects to para 7 below.

(1) The first TBHG on completion of 8 years of service in the entry post.
(2) The second TBHG on completion of 15 years of service in the entry post and the first regular promotion post/ Time Bound Higher Grade taken together.
(3) The third TBHG on completion of 22 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.
(4) The fourth TBHG on completion of 27 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.

2. Employees who remain in their entry posts in the scales of pay ranging from ₹23000-50200 to ₹27900-63700 will be given four Higher Grades on completion of 8,15,22 and 27 years of service. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

TABLE – I

Revised scale of pay in the entry post	1st TBHG in the entry post	2nd TBHG	3rd TBHG	4th TBHG
23000-50200	23700-52600	24400-55200	26500-60700	27900-63700
23700-52600	24400-55200	25100-57900	26500-60700	27900-63700
24400-55200	25100-57900	26500-60700	27900-63700	31100-66800
25100-57900	26500-60700	31100-66800	37400-79000	39300-83000
26500-60700	31100-66800	37400-79000	39300-83000	43400-91200
27900-63700	31100-66800	37400-79000	39300-83000	43400-91200

3. Employees who remain in their entry posts in the scales of pay ranging from ₹31100-66800 to ₹39300-83000 will be given three Higher Grades on completion

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of 8,15 and 22 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

TABLE – II

Revised scale of pay in the entry post	1st TBHG in the entry post	2nd TBHG	3rd TBHG
31100-66800	35600-75400	37400-79000	43400-91200
35600-75400	37400-79000	43400-91200	45600-95600
37400-79000	39300-83000	43400-91200	45600-95600
39300-83000	43400-91200	50200-105300	51400-110300

4. Employees who remain in their entry posts in the scales of pay ranging from ₹41300-87000 to ₹56500-118100 will be given two Higher Grades on completion of 8 and 15 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

TABLE – III

Revised scale of pay in the entry post	1st TBHG in the entry post	2nd TBHG
41300-87000	45600-95600	51400-110300
43400-91200	50200-105300	55200-115300
45600-95600	50200-105300	55200-115300
50200-105300	55200-115300	59300-120900
51400-110300	55200-115300	59300-120900
55200-115300	59300-120900	63700-123700
56500-118100	59300-120900	63700-123700

5. Employees who remain in their entry posts in the scales of pay ₹59300-120900 to ₹85000-143600 will be granted higher grade promotions in the scale of pay as shown below on completion of 8 years of service, subject to para 7 below.

TABLE IV

Revised pay scale in the entry post	TBHG for 8 years of service in the entry post
59300-120900	63700-123700
63700-123700	77200-140500
77200-140500	95600-153200
85000-143600	95600-153200

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6. For incumbents in the posts on scales of pay above ₹85000-143600, no TBHG will be allowed.

7. If there is a regular promotion post (including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from ₹23000-50200 to ₹45600-95600 and its scale of pay is higher than the Time Bound Higher Grade proposed above, then the qualified incumbent will be given the scale of pay of the regular promotion post in the direct line of promotion as Time Bound Higher Grade scale. (While assigning higher grade, only qualified hands eligible for regular promotion will be allowed the scales of pay of regular promotion posts). In cases where there exists no such immediate regular promotion post under common category in a department, the scale of pay of immediate regular promotion post as shown in the schedule of posts under common category as per Special Rules alone will be admissible as grade scale (i.e. in case where there are only Junior Superintendent post and no intermediary post of Head Clerk in a department, a UD Clerk will be eligible for higher grade in the scale of pay of Head Clerk only). Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay in Annexure-I.

8. The benefit of scale of pay of promotion posts is limited to non-gazetted entry posts in the entry scales of pay ranging from ₹23000-50200 to ₹45600-95600. Among the categories in Table III, those coming under the pay scales ranging from ₹50200-105300 to ₹56500-118100 will be allowed TBHG as specified in the Table.

9. If an officer is granted 1st or 2nd TBHG in the entry scale of pay of ₹50200-105300 or above by virtue of the provision for eligibility of scale of pay of promotion posts, further TBHG will not be given in the scales of pay of promotion posts. In such cases, further TBHGs will be given in the scales of pay provided in the Table III only. If the 1st or 2nd TBHG scale of pay sanctioned to an officer is higher than the scale of pay for next higher grades in the table, the scale of pay next above the existing grade scale of the incumbent in the list of standard scales will be given.

10. In the orders sanctioning TBHGs in the scale of pay of the promotion post in the direct line, the date and number of the special rules/ Govt. orders which prescribe the method of appointment and qualification of the post, the scale of pay of which is given as the TBHG to the incumbent, shall be mentioned. If such rules/ orders are not available, grades will be sanctioned in the scale of pay specified in the Table concerned.

11. If an officer had been granted regular promotion to a post on a lower scale of pay than that proposed in the Table, before completion of the prescribed qualifying service required for TBHG, the scale of pay of TBHG specified in the Table will be given on completion of prescribed years of qualifying service for

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getting TBHG by reckoning the total service in both the lower post and promotion post taken together. In such cases the fixation under Rule 30, Part I KSR will be admissible and the next increment will be allowed on the normal increment date in the earlier promoted post.

12. In all cases of regular promotions from Time Bound Higher Grades to post (equivalent to that of the grade post) carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30, Part I KSR. The next increment in the same or higher scale will fall due on the date of increment in the Time Bound Higher Grade post. This is applicable only to an officer promoted from Time bound Higher Grade to the equivalent regular promotion post on the same or higher scale of pay which is in the regular line of promotion of the post held by him. In the case of an officer promoted or appointed 'by transfer' to a post which is not equivalent to the Time Bound Higher Grade enjoyed by him and carries lower, same or higher scale of pay, fixation of pay will be made under the appropriate rules of fixation of pay in KSRs.

13. In the case of an employee enjoying the Time Bound Higher Grade Promotion in the pre-revised grade scale, his pay revision shall be done in the eligible Time Bound Higher Grade scale.

For eg:- Suppose there are two posts 'A' and 'B' - with 'B' as the immediate regular promotion post of 'A'. The pre-revised scale of pay of the post 'B' was ₹26500-56700. The corresponding revised scale of pay of this scale is ₹37400-79000. Suppose, the post of 'B' is placed in the revised scale of pay ₹39300-83000 by giving one level upgradation in scale of pay in this pay revision. The post 'A' was given 1st TBHG in the pre-revised scale of pay of 'B' [₹ 26500-56700] prior to 01.07.2019, Para 13 provides that the pay of the post 'A' should be revised in the revised scale of pay of ₹ 39300-83000, and not in the corresponding revised scale of pay of his existing scale of ₹ 26500-56700 i.e., 37400-79000".

14. In the case of Time Bound Higher Grade promotion, the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSR i.e. one notional increment will be given and thereafter the pay in the higher grade scale will be fixed at the next stage above the pay in the lower time scale, arrived after adding notional increment, as on the date of the higher grade promotion. However, he will draw his next increment in the grade scale on the date he would have drawn his normal increment in the lower scale. But in the case of an officer who got the benefit of more than two increments on account of fixation of pay on sanction of higher grade, he will draw his next increment on completion of one year service in the grade scale. There will not be any option to elect a convenient date for sanction of TBHG and the fixation on Time Bound Higher Grade Promotion shall be done on the due date itself.

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15. In the matter of determination of scales of pay of TBHG on 2nd / 3rd / 4th THBG(s), in cases where the existing scale of pay of an incumbent by virtue of his first/ second/third promotions/TBHG(s), is higher or equal to the respective grade scales provided for 2nd /3rd / 4th THBG in the table provided, TBHG will be granted in the next higher scale of pay of the existing scale of pay of the incumbent in the list of standard scales as illustrated below:

For eg., The scale of pay of Radiographer in Health Services department is ₹31100-66800. The scale of pay of its 1st and 2nd promotion posts are Radiographer Gr I and Chief Radiographer in the scales of pay ₹37400-79000 and ₹ 50200-105300. Hence the second TBHG of an entry cadre Radiographer will be given in the scale of pay ₹50200-105300. There is no further promotion posts above Chief Radiographer. As per TBHG table, the scale of pay applicable for 3rd TBHG to categories having entry scale of ₹ 31100-66800 is ₹43400-91200. In this case, the incumbent is already in the scale of pay of ₹50200-105300, but he has to be given 3rd TBHG and consequent fixation of pay as he has availed only two promotions in his entire service. In such cases the above clause will apply and the 3rd TBHG of the incumbent will be given in the next higher scale of pay of the second promotion post i.e., ₹51400-110300 in the list of standard scales.

16. Non-teaching staff in Aided Schools, Private Colleges and Polytechnics who come under the scheme of direct payment of salary by Government will be eligible for Time Bound Higher Grade promotions in the scales provided in the Tables concerned. However, Clerks in those institutions will be eligible for the scale of pay applicable to the posts of Senior Clerk, Head Clerk, Junior Superintendent and Junior Superintendent (HG) on 1st, 2nd, 3rd and 4th TBHG, subject to the general conditions.

17. The term 'entry post' shall be defined as the post to which an employee is initially appointed in Government service by direct recruitment by the competent authority. Appointments made by PSC, "by transfer" from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of Time Bound Higher Grade. An employee who has been initially appointed in a post in one department gets appointment subsequently by direct recruitment (PSC) or by other means in another post in the same /other department, his entry post will be the newly appointed post, in such cases Time Bound Higher Grade Promotion will be granted based on the new entry post only. Service in different posts having same scale will not be treated as qualifying service. Similarly, in the case of employees who get inter departmental transfer (interdepartmental transferees), their prior service in the entry post in the former department will also be reckoned as qualifying service for time bound higher grade. Those who get regular promotion or appointment to higher posts within the period specified for each Time Bound Higher Grade, will not be granted further Time Bound Higher Grade during that period.

18. All promotions in the regular line of promotion from Subordinate Service to State Service (e.g promotion as Senior Superintendent from Junior Superintendent, Section Officer from Assistant Section Officer, Assistant Engineer from First Grade Overseer etc) are also termed as 'by transfer'

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appointment. However, further Time Bound Higher Grade promotion will not be granted by reckoning the service in the promoted posts (Senior Superintendent, Section Officer, Assistant Engineer etc.) taken as entry post on analogy with by transfer appointment i.e., promotion to a post in the direct line of promotion in a Department made on the basis of select list prepared by the Departmental Promotion Committee, will not be treated as direct recruitment for allowing the benefit of Time Bound Higher Grade. All appointment 'by transfer' except the promotions/appointments from Subordinate Service to State Service as mentioned above will be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.

19. The service rendered in the entry post and reckoned for normal increments will be treated as the qualifying service for granting Time Bound Higher Grades in that post.

(i) Following service period will be reckoned as qualifying service for TBHG:

(1) The period during which increment(s) are barred without cumulative effect.
(2) Dies-non period
(3) In the case of employees who are given inter district /inter departmental transfer in the category of post to which they were initially appointed by direct recruitment forfeiting their seniority, the period of qualifying service put in by them before such transfer.

(ii)Following service period will not be reckoned as qualifying service for TBHG:

(1) Period of LWA, not reckoned for increment
(2) Increment bar period with cumulative effect
(3) Service not counted for increment as a punishment
(4) The period of temporary relinquishment of promotion
(5) The period in which promotion is barred

20. Those who relinquish regular promotion, whether permanently or for specified periods, will not be given the benefit of Time Bound Higher Grade promotions. Similarly, an employee who got the benefit of Time Bound Higher Grade promotion will on no account be permitted to relinquish regular promotion to that grade either permanently or for specified periods.

21. Employees in the entry scales of pay of ₹23700-52600 and ₹24400-55200 will be eligible for reckoning their last grade service on ₹23000-50200 also for 3rd and 4th Time Bound Higher Grades. This benefit will not be allowed to 1st and 2nd Time Bound Higher Grades. However, the 4th TBHG will be given after completion of 5 years from the date of effect of 3rd TBHG promotion.

22. Military service which counts for civil pension of Ex-servicemen will be reckoned as qualifying service for allowing first higher grade. However, on the basis of Judgement dated 25.3.15 of the Hon'ble Supreme Court of India in Civil

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Appeal No. 3136/15 and other connected Civil Appeals, Government have issued GO(P)No.408/15/Fin dated 14.9.2015, in which it has been clarified that the ex- servicemen who were under War/Military service got appointment in the State Civil Service in Gazetted and Non-Gazetted posts are eligible to get the benefit of first Time Bound Higher Grade counting the War/Military service without refunding their mustering out benefits. The Civilian service under Military will not be counted for granting higher grade. The State Government employees who are in service on 14.9.2015 (date of order) and who joined State Government Service after 14.9.2015 are eligible to get the benefits in GO(P)No.408/15/Fin dated 14.9.2015. As per the said Government Order, a State Government employee having 10/8 or more years of War/Military service prior to the date of joining in Government Service, as the case may be, are eligible to get first Time Bound Higher Grade on the date of joining in Government service itself in the next higher scale above the scale of pay of the entry post in the list of standard scales in Annexure I, with the benefit of fixation of pay under Rule 28A KSRs Part I. The scale of pay of regular promotion post / table scale will be admissible with fixation of pay under Rule 30 Part I KSR only after the declaration of satisfactory completion of probation and on acquiring qualifications of regular promotion posts as the case may be. Ex-servicemen, enjoying protection of pay will not be allowed this benefit, and in that case service under State Government alone will be reckoned as qualifying service.

23. The general terms and conditions of TBHG promotions are as follows:

(1) Since promotions to the time bound higher grade posts are granted on the basis of completed years of service prescribed for each grade, after converting the existing lower post held by the employee to a post on higher scale of pay, there will be no resultant vacancy in the lower post to be filled up. The question of resultant vacancy arises only when the employee is promoted to a regular post in the same / higher scale in the usual manner. The Heads of Department / Appointing Authorities are empowered to fix higher grades strictly observing the provisions contained in orders issued by government. They are also empowered to convert the existing lower grade posts into higher grade posts for the purpose of accommodating the incumbents on higher grades. Number of time bound higher grade posts sanctioned in excess of that admissible will have to be adjusted against the regular vacancies arising in future. Promotions to time bound higher grade post will not confer seniority on the promotee. When time bound higher grades are granted, following designations will be given in the following three circumstances.

i. TBHG on Scales of pay of promotion posts: The abbreviation 'TBHG-P' will be inserted with the existing designation of the employee within brackets.
ii. TBHG on Table Scales: The abbreviation 'TBHG-T' will be inserted with the existing designation of the employee within brackets.

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iii. TBHG on unqualified Scales: The abbreviation 'TBHG-U' will be inserted with the existing designation of the employee within brackets.

(2) On acquiring test qualification or on becoming eligible for permanent exemption from acquiring obligatory departmental test qualification in accordance with Rule 13B of the general rules of KS & SSR 1958, on attaining 50 years of age, they will be granted scale of pay of promotion post with fixation benefit as per government Decision under Rule 30 Part I KSR. Persons who are not eligible for permanent exemption by application of Rule 13B of KS & SSR, 1958 even on attaining 50 years of age shall not be eligible for the scale of pay of promotion post.

(3) Provisional service will be reckoned for TBHG promotion only if the provisional service has been reckoned for increment in terms of Government Decision No.2 below Rule 33 Part I KSR.

(4) Declaration of probation is not a necessary condition for sanction of time bound grade promotion.

(5) Acquisition of test qualification for regular promotion post is not essential for granting time bound higher grade. But for sanctioning first increment in the time bound higher grade scale, declaration of probation period of the incumbent is necessary. For example, an LD Clerk who has not passed MOP test will also be eligible for higher grade promotion in the next higher scale in the standard scales of pay, on completion of prescribed periods of service in the entry cadre, and the pay in the grade post in such cases will be fixed on the basis of pay he has actually drawn in the lower post on the date of promotion but the next increment will be allowed only after passing the prescribed MOP test and declared successful completion of probation or on becoming eligible for permanent exemption from passing obligatory department test .

(6) In the case of Amins, Copyists, Typists, Copyist-Clerks, Copyist-Typists and Village Assistants who are appointed / promoted as Clerks, their service in the respective cadres before appointing/promoting as Clerks will be reckoned for grade promotion in the cadre of Clerk.

(7) In the case of UD Typist / Confidential Assistant who have changed over to the category of UD clerk, their prior service as Typist / Confidential Assistant will be reckoned as qualifying service for allowing time bound higher grade.

(8) In the case of Last Grade Employees, their full-time service in the various categories of Last Grade Service (both in the regular and full time contingency service) will be reckoned as qualifying service in the Last Grade post for granting time bound higher grade. Broken periods of service in the Last Grade service (either in the regular service or in full time Contingency service) reckoned for

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the grant of normal increments will also be taken into account for purpose of calculating the qualifying service for grade promotions. Part time Service will not be reckoned as qualifying service for time bound higher grade promotions in the full-time posts.

(9) In the case of employees on deputation to other departments, the period spent on deputation shall be treated as qualifying service for time bound higher grade in the parent Department, with effect from 16.09.1985 irrespective of the scale of pay assigned to them in the deputation post (G.O.(P) 944/86/(117)/Fin dated 24.12.1986).

(10) Time bound higher grade promotions will not be given for those who have relinquished / relinquish regular promotions. Before giving time bound higher grade promotions, an undertaking will be obtained from the officers concerned to the effect that he/she will not refuse the regular promotion as and when it becomes due. Last Grade employees who relinquish promotion to the post of Attender permanently are eligible for time bound higher grade promotions in cases where post of Attender is not a promotion post in the line of promotion of Last Grade Employees.

(11) Those who are promoted for short spells but reverted to lower post for want of vacancy and are continuing in the lower post, their service in the higher post will also be reckoned for computing the prescribed qualifying service for granting higher grade in the lower post. This order is applicable only to those employees promoted on regular basis but reverted to lower post for want of vacancy.

(12) Those who are initially appointed in one Department, who get further appointment subsequently by direct recruitment (PSC) in the same post in another Department will be eligible for time bound higher grade in the latter Department by reckoning their prior service also, provided the same has been reckoned for increment in the latter Department.

(13) Those who got appointment to higher posts/regular promotion to higher posts with the benefit of 28A fixation within the period prescribed for grade promotion are not eligible for further time bound higher grade promotion during that period. In addition to the service reckoned for increment, the benefits of 28A fixation enjoyed by the employees within the period prescribed for each higher grade promotion shall also be taken into account for determining the eligibility for time bound higher grade promotion.

(14) In the case of regular promotions from TBHG, if the fixation of pay made under Rule 30 Part I KSR increases basic pay of the incumbent by two or more increments, such promotions will be counted as promotions for the purpose of further TBHG.

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24. Before granting TBHG promotions in scales of pay of promotion posts, an undertaking of willingness will be obtained to the effect that the employee would not opt any other channel of promotion by bypassing the normal line of promotion to the post the scale of pay which has been granted as TBHG. In the absence of such undertaking, time bound higher grade will not be given in the scale of pay of promotion post even if he is qualified for the promotion post. He will be given only the time bound higher grade in the scale of pay provided in the Tables. As Tables of grades are not applicable to teachers, nothing contained in this para will apply to them.

B. TBHG OF POLICE CONSTABLES

25. Civil Police Officers, Police Constables and Police Constable Drivers in Police Department will be allowed four Time Bound Higher. Incumbents qualified for promotion to respective posts will be allowed the scale of pay of ₹39300-83000, ₹43400-91200, ₹45600-95600 and ₹50200-105300 on completion of 8,15,22 and 27 years of service respectively as 1st,2nd,3rd and 4th TBHG, subject to other general conditions.

26. In the case of all categories of executive staff, other than those mentioned above, in Police department having entry level scale of pay equivalent to Civil Police Officer/ Police Constable, 1st ,2nd and 3rd TBHGs shall not be given above the scales of pay of Senior Civil Police Officer, Assistant Sub Inspector and Sub Inspector respectively, notwithstanding the provision laid down in para 7 of the scheme of TBHG.
For eg., In the Orchestra Wing, there is no post equivalent to Assistant Sub Inspector. That is, in strict sense, Sub Inspector is the second promotion post of Bugler PC. But his second TBHG will not be given in the scale of pay of Sub Inspector. It is to be given in the scale of pay of Assistant Sub Inspector, while in the case of an Electrician PC, his TBHGs will be given only in the scales provided in the Tables, since there is no promotion posts to Electrician PC.

C. TBHG OF TEACHERS

27. Lower Primary and Upper Primary School Teachers working in Government/ Government Aided Schools will be allowed Grade Promotions as Grade I, Senior Grade and Selection Grade on completion of 8,15 and 22 years of service respectively as LPSA/UPSA.

28. LP/UP School Teachers who get promotion as HM before availing the 2nd or 3rd TBHG promotion as Senior Grade and Selection Grade respectively will be allowed notional fixation as and when they become eligible for Senior Grade/Selection Grade. That is, on due date of completing qualifying services for Senior Grade/Selection Grade promotions, their pay will be fixed in the Senior Grade/Selection Grade as if they had continued as Grade I/Senior Grade without getting promotion as HM. That is, their actual pay consequent to

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promotion as HM, will not be taken for notional fixation, but their notional pay as if they had continued as Grade I/Senior Grade Teacher will be taken for fixation of pay. Subsequent to this, their pay will be fixed in the scale of pay of HM as per Rule 28 A Part I KSR with effect from the date of sanction of notional grade. As per G.O.(P)No.66/2019/Fin dated 10.06.2019, teachers who have completed the prescribed qualifying service for Senior Grade/Selection Grade promotions on or after 01.02.2016, will be sanctioned the notional grades on the due date and the next increment will be allowed on the date of increment in lower scale and thereafter fixation in the scale of pay of HM will be done on this date of increment itself. This system will continue with effect from the date of effect of the time bound higher grade scheme in the XI Pay Revision.

29. LP/UP school Headmasters will be allowed TBHG on completion of 8 years as Headmaster or 28 years of service as Headmaster and LPSA/UPSA taken together and another grade promotion on completion of 20 years as Headmaster. But on becoming eligible for Higher Grade Promotion in the post of Headmaster, the notional Senior Grade/ Selection Grade enjoyed by them based on the length of service as teacher had they continued as teacher need not be reviewed.

30. High School Assistants will be allowed higher grade promotions as High School Assistant (Higher Grade), High School Assistant (Senior Grade) and High School Assistant (Selection Grade) in the scales of pay of ₹ 45600-95600, ₹50200-105300 and ₹51400-110300 respectively on completion of 7, 15 and 22 years of service.

31. High School Teachers who get promotion as HM before availing the 2nd or 3rd TBHG promotion as Senior Grade/Selection Grade are allowed notional fixation as and when they become eligible for Senior Grade/Selection Grade. That is, on due date of completing qualifying services for Senior Grade/Selection Grade promotions, their pay will be fixed in the Senior Grade/Selection Grade as if they had continued as Higher Grade/Senior Grade without getting promotion as HM. That is, their actual pay consequent to promotion as HM, will not be taken for notional fixation, but their notional pay as if they had continued as Higher Grade /Senior Grade Teacher will be taken for fixation of pay. Thereafter, their pay will be fixed in the scale of pay of HM as per Rule 28 A Part I KSR. As per G.O.(P)No.66/2019/Fin dated 10.06.2019, teachers who have completed the prescribed qualifying service for Senior Grade/Selection Grade promotions on or after 01.02.2016, will be sanctioned the notional grades on the due date and the next increment will be allowed on the date of increment in lower scale and thereafter fixation in the scale of pay of HM will be done on this date of increment itself. This system will continue with effect from the date of effect of the time bound higher grade scheme in the XI Pay Revision.

32. Headmasters of Secondary Schools and equated categories will be allowed Higher Grade on completion of 7 years of service as Headmaster/Assistant Educational Officer or 27 years of total service as High School Assistant and

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Headmaster of High Schools/Training Schools/Assistant Educational Officer taken together.

33. In the case of a teacher who resigns from Aided School and joins Government School, his/her service prior to resignation will be reckoned for granting TBHG in Government School provided the aided school service is continuous and approved by the competent authority and the period of break between the resignation and joining in Government School shall not exceed one month.

34. Higher Secondary School Teacher/Vocational Higher Secondary School Teacher/ Non Vocational Higher Secondary School Teacher will be allowed two TBHG promotions as Higher Secondary School Teacher/Vocational Higher Secondary School Teacher/Non Vocational Higher Secondary School Teacher (Higher Grade) and Higher Secondary School Teacher/Vocational Higher Secondary School Teacher/Non Vocational Higher Secondary School Teacher (Selection Grade) on completion of 8 years and 15 years of service in the scales of pay of ₹56500-118100 and ₹59300-120900.

35. Higher Secondary School Teachers who get promotion as Principal before availing the 1st or 2nd TBHG promotion as Higher Grade/Selection Grade are allowed notional fixation as and when they become eligible for Higher Grade/Selection Grade. That is, on due date of completing qualifying services for Higher Grade/Selection Grade promotions, their pay will be fixed in the Higher Grade/Selection Grade as if they had continued as HSST/HSST(HG) without getting promotion as Principal. That is, their actual pay consequent to promotion as Principal, will not be taken for notional fixation, but their notional pay as if they had continued as HSST/HSST(HG) will be taken for fixation of pay. Thereafter, their pay will be fixed in the scale of pay of Principal as per Rule 28 A Part I KSR.

36. Higher Secondary School Teacher Junior / Non Vocational Higher Secondary School Teacher Junior will be allowed two TBHG Promotions as Higher Secondary School Teacher Junior (HG)/Non Vocational Higher Secondary School Teacher Junior (HG) and Higher Secondary School Teacher Junior (Sel.Gr)/Non Vocational Higher Secondary School Teacher Junior (Sel.Gr) on completion of 8 years and 15 years of service in the scale of pay of ₹55200-115300 and ₹56500-118100 respectively.

37. The existing Time Bound Higher Grade scheme stands modified to the extent specified in the present scheme.

9.3. MODIFED CAREER ADVANCEMENT SCHEME (CAS)

Career Advancement Scheme is intended for definite career growth to professional categories directly recruited in Government service who possess

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professional qualification. Under CAS, two placements will be given to officers on completion of 8 and 15 years of qualifying service.

1. Following guidelines are prescribed for placement under Career Advancement Scheme.

(1) Only the directly recruited professionals to the posts for which professional degree is the basic qualification for appointment in the entry post will be allowed placement under Career Advancement Scheme**.**

(2) Only Officers who have the prescribed qualifications for the respective regular promotion posts will be allowed placement, wherever there are promotion posts.

(3) All the conditions applicable for reckoning qualifying service for Time Bound Higher Grade will apply for calculation of qualifying service for Career Advancement Scheme also.

(4) Officers having clean service record only will be allowed placement under Career Advancement Scheme. Officers who are awarded with punishment except 'Censure' will not be eligible for placement under CAS. Detailed guidelines in the matter will be issued adopting the principles under Rule 28 Part II KS & SSRs.

(5) Confidential Reports normally considered for regular promotions may be insisted for placement under CAS also. Thus, incumbent will be given placement under CAS only after carefully examining the Confidential Reports for three years preceding the due date of placement under CAS.

(6) The Officers who are placed in the higher scale under Career Advancement scheme will not exercise the delegation of power of the respective regular promotion posts. They shall continue to discharge the duties of their respective cadre posts.

2. The categories included under the scheme are broadly divided into four groups as specified below:

Group-I	Medical doctors and Dental doctors who have adequate promotion posts
Group-II	Doctors in other streams of Medicine including Veterinary doctors, Engineers and Lawyers who have adequate promotion posts
Group-III	Doctors or Engineers who do not have a minimum of two regular promotion posts
Group-IV	Professional categories that are not comparable with doctors and engineers

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3. The categories of posts coming under different groups and the scales of pay on 1st and 2nd placement under CAS are as follows:

Group I

Medical Doctors in Health Services Department and Insurance Medical Services Department, Dental doctors in Health Services Department in all Cadres (Administrative/ Speciality/ General/ Entry/ PH Lab/ Transfusion Medicine) are included under this group. The scales of pay admissible to the above categories for 1st and 2nd placement under CAS, on completion of 8 and 15 years of service, will be ₹95600-153200 and ₹118100-163400 respectively, The higher start in pay admissible in the time scales will also be allowed on placement under CAS.

Group II

Veterinary Doctors in Animal Husbandry Department, Medical Officers in Indian System of Medicine and Homoeopathy Department, Assistant Insurance Medical Officers (Homoeo) and Assistant Insurance Medical Officers(Ayurveda) in Insurance Medical Services Department, Engineers in Agriculture, Electrical Inspectorate, Ground Water, Harbour Engineering, Irrigation, Ports, Public Works, LSG Engineering Wing, Assistant Public Prosecutors in the Directorate of Prosecution, Inspector Gr II and Chemical Inspectors of Factories and Boilers are included under this group. The scales of pay admissible to the above categories for 1st and 2nd placement under CAS, on completion of 8 and 15 years of service will be ₹63700-123700 and ₹95600-153200 respectively.

Group III

Medical Officers in Factories & Boilers and Dental Doctors in Insurance Medical Service are included under this group. The scales of pay admissible to Medical Officers in Factories & Boilers Department for 1st and 2nd placement under CAS, on completion of 8 and 15 years of service, will be ₹95600-153200 and ₹107800-160000 respectively. The scales of pay admissible to Dental doctors in Insurance Medical Services for 1st and 2nd placement under CAS, on completion of 8 and 15 years of service, will be ₹77200-140500 and ₹95600-153200 respectively.

Group IV

Agriculture Officer (Agriculture), Dairy Extension Officer (Dairy Development), Drugs Inspector, Analyst Gr III (Drugs Control), Agricultural Officer/ Soil Survey Officer (Land Use Board), Soil Conservation Officer, Soil Survey Officer/ Research Assistant/ Technical Assistant/ Cartographer (Soil Survey & Soil Conservation) are included under this group. The scales of pay admissible to these categories for 1st and 2nd placement under CAS, on completion of 8 and 15 years of service will be ₹63700-123700 and ₹ 77200-140500 respectively.

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Rules for fixation of pay under Career Advancement Scheme

4. The benefit of Career Advancement scheme and Time bound Higher Grade Scheme will not be allowed simultaneously. Those who fail to satisfy the conditions under CAS may be granted TBHG as per the TBHG scheme. On acquiring eligibility for placement under CAS in such cases, placement under CAS will be given and fixation of pay will be regulated as per Rule 30 Part I KSR.

5. In cases where intermediate higher grade post exists between two cadre posts, promotion to such higher grade will be allowed to those who were granted placement under the Career Advancement Scheme, but with no change in pay and pay scale.

6. Those who have already been granted 1st or 2nd placement under CAS, but are subsequently promoted to regular promotion posts having lower scale of pay will be allowed to continue in the CAS scale.

7. Those who have already been promoted to 1st or 2nd regular promotion posts will also be given scale of pay of CAS, if CAS scales are higher than the scales of pay of respective promotions posts and satisfy the conditions of CAS, on completion of the prescribed period. In such cases, fixation of pay will be made under Rule 30 Part I KSR.

8. For those placed under CAS, but subsequently promoted to higher posts, fixation of pay under Rule 28 A or Rule 37(a) Part I KSR as the case may be, will be given in the following cases:

(1) On getting 3rd regular cadre/ratio promotion, in cases in which two placements were already granted under CAS.

(2) On getting 2nd regular promotion, where 1st placement was already granted under CAS.

9. For those who have already got 1st and 2nd placement under CAS and enjoyed the benefit of fixation under Rule 28 A, Part I KSR, their pay on subsequent 1st and 2nd cadre/ratio promotion posts will be regulated under Rule 30, Part I KSR, i.e. without any change in pay.

10. The existing Career Advancement Scheme stands modified to the extent specified in the present scheme.

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Sl. No	Department	Entry Post and Scale of Pay	Scale of pay admissible for 8 years of qualifying service	Scale of pay admissible for 15 years of qualifying service	Suggested Modification for 1st Placement (8 years)	Suggested Modification for 2nd Placement (15 years)
1	2	3	4	5	6	7
		Group I				
1	Health Services	Assistant Surgeon / Junior Administrative Medical Officer / Junior Consultant (63700-123700)			95600-153200	118100-163400
		Assistant Dental Surgeon / Junior Dental Consultant (55200-115300)			95600-153200	118100-163400
2	Insurance Medical Services	Assistant Insurance Medical Officer (Allopathy) / Junior Medical Consultant / Junior Medical Officer (Administration) (63700-123700)			95600-153200	118100-163400
		Group II				
1	Agriculture	Assistant Engineer (Agri) (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
2	Animal Husbandry	Veterinary Surgeon (55200-115300)	42500-87000	45800-89000	63700-123700	95600-153200
3	Electrical Inspectorate	Assistant Electrical Inspector (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
4	Factories & Boilers	Inspector of Factories and Boilers Gr II (55200-115300)	45800-89000	68700-110400	63700-123700	95600-153200
		Chemical Inspector (55200-115300)			63700-123700	95600-153200
5	Ground Water	Assistant Engineer (55200-115300)			63700-123700	95600-153200
6	Harbour Engineering	Assistant Engineer (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200

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7	Homoeopathy	Medical Officer (55200-115300)	42500-87000	45800-89000	63700-123700	95600-153200
8	Indian Systems of Medicine	Medical Officer (55200-115300)	42500-87000	45800-89000	63700-123700	95600-153200
9	Insurance Medical Services	Assistant Insurance Medical Officer (Homoeo) (55200-115300)	42500-87000	45800-89000	63700-123700	95600-153200
		Assistant Insurance Medical Officer (Ayurveda) (55200-115300)	42500-87000	45800-89000	63700-123700	95600-153200
10	Irrigation	Assistant Engineer (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
11	LSG Engineering Wing	Assistant Engineer (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
12	Ports (Mechanical Engineering Wing)	Assistant Engineer (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
13	Public Works	Assistant Engineer (55200-115300)	42500-87000	68700-110400	63700-123700	95600-153200
	Public Works (Architectural wing)	Architectural Assistant (55200-115300)			63700-123700	95600-153200
14	Prosecution	Assistant Public Prosecutor Gr II (56500-118100)	42500-87000	68700-110400	63700-123700	95600-153200
Group III						
1	Factories & Boilers	Medical Officer (Factories & Boilers) (63700-123700)	68700-110400	Nil	95600-153200	107800-160000
2	Insurance Medical Services	Assistant Dental Surgeon (55200-115300)			77200-140500	95600-153200
Group IV						
1	Agriculture	Agriculture Officer (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500
2	Dairy Development	Dairy Extension Officer (39500-83000)	42500-87000	45800-89000	63700-123700	77200-140500

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3	Drugs Control	Drugs Inspector (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500
		Analyst Gr III (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500
4	Land Use Board	Agricultural Officer / Soil Survey Officer (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500
5	Soil Survey and Soil Conservation	Soil Survey Officer / Research Assistant / Technical Assistant / Cartographer (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500
		Soil Conservation Officer (55200-115300)	42500-87000	45800-89000	63700-123700	77200-140500

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CHAPTER 10

PART TIME CONTINGENT EMPLOYEES AND CASUAL SWEEPERS

Part Time Contingent Employees

10.1. The Part-Time Contingent Employees are engaged to perform duties, which are not full time in nature. A large number of them are sweepers. In addition to this, gardeners, scavengers, watchmen etc. constitute a large proportion of part-time contingent employees. The nature of the duties of Part-Time contingent employees is such that they are expected to do half a day's work. They are recruited through Employment Exchanges. The qualification prescribed is 'Good Physique', and the retirement age of this category is 70 years. They number about 13,214.

10.2. The Special Rules governing the qualification, method of appointment and conditions of service of Part-time Contingent employees are issued by G.O.(P) No.152/75/PD dated, 02.08.1975 and the same was notified as SRO No. 742/75/PD dated, 02.08.1975. As per the said order, the following three categories constitute the service;

Category-I

Night School Teachers & Part-Time Librarians

Category-II

Sweeper, Scavenger, Sweeper cum Scavenger, Gardener, Watcher, Watchman, Ayah, Mess Boy/Mess Girl, Cook, Sweeper- cum- Watchman, Servant, Scavenger cum- Gardener, Menial Servant, Night Watcher, Cleaner, Waterman, Sculpture Boy, Masalchies, Mess Attendant, Water Carrier, Sick Room Attendant, Tiffin Room Boy, Tower Clock Winder.

Category-III

Any other Part-Time Contingent post in the Part-time service, which has not been included in any other service. The patient employees of Government Leprosy Sanatorium are also included under this category.

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10.3. Scales of Pay:

The Commission recommends the following scales of pay for Part Time Contingent Employees, including Patient Employees in Health Services Department, with effect from 01/07/2019:

Category	Existing Scale of Pay	Proposed scale of pay
Category I	10620-240-12300-260-13600-300-15100-340-16460	14800-340-17180-370-19030-410-20670-460-22970.
Category II	9340-220-11100-240-12300-260-13600-300-14800	13000-330-15970-360-17410-390-19360-430-21080.
Category III	8200-200-10000-220-11100-240-12300-260-13340	11500-300-14500-330-17140-360-18940.

10.4. In the new scale, the revised pay of a Part Time Contingent Employee may be fixed on stage-to-stage basis as in the case of State Government Employee. The pay in the revised scale as on 01/07/2019 will be the corresponding revised pay stage of pre revised pay as provided below:

Category I		**Category II**		**Category III**	
Existing Scale of Pay 10620-240-12300-260-13600-300-15100-340-16460		**Existing Scale of Pay 9340-220-11100-240-12300-260-13600-300-14800**		**Existing Scale of Pay 8200-200-10000-220-11100-240-12300-260-13340**	
Proposed Scale of Pay 14800-340-17180-370-19030-410-20670-460-22970		**Proposed Scale of Pay 13000-330-15970-360-17410-390-19360-430-21080**		**Proposed Scale of Pay 11500-300-14500-330-17140-360-18940**	
Stages in the existing scale	**Corresponding Stages in the proposed scale**	**Stages in the existing scale**	**Corresponding Stages in the proposed scale**	**Stages in the existing scale**	**Corresponding Stages in the proposed scale**
10620	**14800**	**9340**	**13000**	**8200**	**11500**
10860	15140	9560	13330	8400	11800
11100	15480	9780	13660	8600	12100
11340	15820	10000	13990	8800	12400
11580	16160	10220	14320	9000	12700

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11820	16500	10440	14650	9200	13000
12060	16840	10660	14980	9400	13300
12300	**17180**	10880	15310	9600	13600
12560	17550	**11100**	15640	9800	13900
12820	17920	11340	**15970**	**10000**	14200
13080	18290	11580	16330	10220	**14500**
13340	18660	11820	16690	10440	14830
13600	**19030**	12060	17050	10660	15160
13900	19440	**12300**	**17410**	10880	15490
14200	19850	12560	17800	**11100**	15820
14500	20260	12820	18190	11340	16150
14800	**20670**	13080	18580	11580	16480
15100	21130	13340	18970	11820	16810
15440	21590	**13600**	**19360**	12060	**17140**
15780	22050	13900	19790	**12300**	17500
16120	22510	14200	20220	12560	17860
16460	**22970**	14500	20650	12820	18220
		14800	**21080**	13080	18580
				13340	**18940**

10.5. Rules for fixation in the Revised Scales of Pay:

The revised scales of pay will come into force with effect from 01/07/2019.

i) All employees who were in service as on 01/07/2019 shall come over to the revised scale of pay with effect from 01/07/2019.

ii) The pay in the revised scale as on 01/07/2019 will be the corresponding revised pay stage of pre revised pay as provided in the table above.

iii) In cases where the existing pay as on 01/07/2019 is retrospectively changed after 01/07/2019 for any reason the pay so changed will be revised as provided in table above.

iv) All appointments made on or after 01/07/2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.

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v) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01/07/2019 in the existing scale of pay. Increments, if any, accruing on 01/07/2019 will also be reckoned.

vi) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2019.

vii) Stagnation increment, if any, existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.

viii) **Date of Increment**: The existing date of increment shall not undergo any change.

ix) In the case of an employee who is on Leave without Allowance or under suspension as on 01/07/2019, his/her pay will be fixed under these rules on the date of his/ her re-joining duty on the basis of pay last drawn immediately before 01/07/2019.

x) In the case of an employee who is continuing on LWA on 01/07/2019, his/her pay will be fixed in the revised scale as on the date of return from leave, on the basis of pay last drawn before entering on leave.

xi) **Stagnation Increment:** The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.

xii) The existing scheme of granting one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years will continue. The additional increment will be granted on completion of the prescribed qualifying service and it will not affect the normal increment dates.

10.6. Allowances: - Allowances may be revised as follows:

i) Footwear Allowance:

The existing rate of Footwear Allowance to eligible categories may be enhanced to ₹ 500 per annum.

ii) Spectacle Allowance:

The cost incurred towards the purchase of spectacles may be reimbursed subject to a maximum of ₹ 1500/-, once in five year of service.

iii) Hill Tract Allowance:

Hill Tract Allowance of ₹ 300 per month may be sanctioned to employees who are working in designated area.

iv) Special Allowance for differently abled employees:

The rate of Special Allowance admissible to differently abled Part Time Contingent employees may be revised to ₹ 1100 per month.

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v) Compensatory Allowance:

Compensatory Allowance of ₹ 120/- per month may be sanctioned to those employees working in the offices located in Municipal Corporation limits.

10.7. Group Insurance and State Life Insurance

Government have extended the schemes of Group Insurance and State Life Insurance to the employees of Aided Educational Institutions, Autonomous Bodies, Public Sector Undertakings and other similar Organisations. The Commission recommends to extend the benefit of Group Insurance Scheme and State Life Insurance Scheme to Part Time Contingent Employees also.

10.8 Earned Leave

The maximum Earned Leave that can be accumulated in respect of Part Time Contingent Employees may be enhanced to 150 days.

10.9. CASUAL SWEEPERS

The remuneration of casual sweepers was enhanced to ₹ 6000 per month with effect from 01/04/2016. The Commission recommends to enhance the remuneration of casual sweepers to a consolidated amount of ₹ 8000 per month.

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CHAPTER

11

PENSION

A - Pension – An Introduction

11.1. Article 366 (17) of the Constitution of India defines Pension as: "Pension means a pension, whether contributory or not, of any kind whatsoever payable to or in respect of any person, and includes retired pay so payable, a gratuity so payable and any sum or sums so payable by way of the return, with or without interest thereon or any other addition thereto, of subscriptions to a Provident Fund."

11.2. Initially conceived as a social security measure, the entitlement to pension was declared an obligation of the employer namely the State by the Supreme Court. In its judgment in D.S. Nakara and others Vs Union of India [AIR 1983 SC 130] the Supreme Court held that a pension scheme consistent with available resources must provide that a pensioner would be able to live free from want, with decency, independence and self-respect and standard equivalent at pre-retirement level. It held that pension is not an ex- gratia payment but payment for past services rendered. But over the period, the pension schemes in India underwent a sea change. The bourgeoning expenditure on pension and allied benefits have forced the Government to think for an alternative and the result was the New Pension System. Central Government had introduced the New Pension System (NPS) with effect from January 1, 2004 for its employees (except for armed forces). Later it was extended to all sections in 2009. It was introduced in the State to new entrants with effect from 01.04.2013.

11.3. Item No.iv of the Terms of Reference of the Commission is to examine and suggest changes if any, to the benefits available to Service Pensioners.

11.4. The Commission sought from the public as well as associations of employees and service pensioners suggestions to improve the existing statutory pension scheme under Part III K.S.R. The Commission issued a questionnaire for this purpose for getting their views on the scope for change in the qualifying service for full pension, on ceiling on pension, on mode of calculation of pension, on anomalies in the existing scheme of one rank one pension, on continuance of compassionate allowance to the family of persons in receipt of compassionate allowance, on the rules relating to encashment of earned leave at the time of retirement, on the existing norms regarding Death cum Retirement Gratuity, on ex-gratia pension rules, on the need for change in the present scheme of voluntary retirement, on the adequacy of Liberalised Family Pension Scheme, on the rules and rates regarding Commutation of Pension and restoration of Commuted portion after 12 year.

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11.5. Most of those who responded to the points of suggestions listed above and those who appeared before the Commission with their views and demands pleaded for reduction in the minimum service required for full pension to 25 years, enhancement of ceiling on gratuity from 20 to 25 Lakhs, early restoration of commuted portion of pension, computation of pension at 50% of the last pay, raising of retirement age to 60 and above, additional pension linked to age as in Government of India, more medical facilities than available now. The list is very long. What has been repeatedly demanded has been highlighted.

B - Pension Revision- A Look Back

11.6. Though the first pay revision, since the formation of the State, came into force in the year 1965, first pension revision was materialised only in 1978. A nominal increase was brought about and there was no dearness relief. D.A. was first (the term DR came later) sanctioned by G.O.(P) No.456/79 (41)/Fin dated 05.05.1979 at a reduced rate as compared to serving employees. The pensioners were divided into different groups, taking into account the period during which they retired from service. Those who retired relatively earlier were given a higher percentage of revision compared to those who retired just before the revision as given below:

1	Those who retired prior to 14.11.1966	25% of pension Subject to a minimum of ₹ 50/-
2	Those who retired during the period from 04.11.1966 to 31.03.1969	20% of pension subject to a minimum of ₹ 40/-
3	Those who retired during the period from 01.04.1969 to 30.06.1973	10% of pension subject to a minimum of ₹ 25/-
4	Those who retired during the period from 01.07.1973 to 30.6.1978	5% of pension subject to a minimum of ₹ 15/-

11.7 The Fourth Pay Revision Commission fixed the minimum basic pension and family pension at ₹ 150/- per month and ₹ 120/- per month respectively. The ceiling on pension was raised from ₹ 1,500/- to ₹ 1,750/-. Medical benefit allowed to the pensioners and his spouse was extended to minor children of pensioners also. Pensioners who completed the age of 70 years were granted an allowance of ₹ 25/- per month for medical treatment from the month of April 1986 onwards. The revised pension benefits were granted with effect from 01.04.1985. The pensioners were grouped into five categories. Increase in pension of each of the five categories was as below:

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1	Those who retired prior to 1.11. 1956	30%
2	Those who retired from 1.11.1956 to 13.11.1966	20%
3	Those who retired from 14.11.1966 to 31.3.1969	15%
4	Those who retired from 1.4.1969 to 30.6.1973	12 ½ %
5	Those who retired from 1.7.1973 to 30.6.1978	7 ½ %
6	Those who retired from 1.7.1978 to 30.6.1983	5%

11.8 Consequent to the recommendation of **Fifth Pay Revision Commission**, the minimum pension and family pension were increased to ₹ 285/- and ₹ 245/- p.m. respectively. The ceiling on pension was increased from ₹ 1,750/- to ₹ 2,500/- p.m. The ceiling on DCRG was enhanced from ₹ 45,000 to ₹ 60,000/-. The pension was revised with effect from 01.07.1988. The increase in pension of the various categories was as follows:

1	Those who retired prior to 14.11.1966	12 ½ %
2	Those who retired from 14.11.1966 to 30.06.1973	5%
3	Those who retired from 01.07.1973 to 30.06.1978	3%
4	Those who retired from 01.07.1978 to 30.06.1983	2%

Medical allowance of ₹ 25/- was extended to those above the age of 65. D.A. at 608 points of AICPI was merged with pension.

11.9. Based on the recommendation of **Sixth Pay Revision Commission,** minimum pension/ family pension was enhanced to ₹ 375/-. The maximum ceiling on pension is ₹ 3,650/- per month. The ceiling on DCRG was enhanced to ₹ 80,000/-. The increase in pension to different categories was follows:

1.	Those who retired before 01.07.1973.	10% of pension subject to a minimum of ₹ 90/-
2.	Those who retired from 1.7.1973 to 30.06.1983.	7% subject to a minimum of ₹ 90/-
3.	Those who retired from 1.7.1983 to 29.02.1992.	5% subject to a minimum of ₹ 90

Pension was sanctioned to Part time contingent employees retired after 01.07.1988 by G.O. (P) No.27/91/P&ARD dated, 03.09.1991.

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11.10. The maximum ceiling on pension was fixed at 50% of the maximum of the highest scale of pay under the State Government following the recommendation of **Seventh Pay Revision Commission.** The ceiling on family pension was 30% of the highest pay in the State Government. The ceiling on DCRG was enhanced from ₹ 80,000 to ₹ 2.80 Lakhs. Minimum Pension & Family Pension was enhanced to ₹ 1,275/-. The increase in pension of various categories was as follows:

1	Those who retired during 01.07.1988 to 28.02.1997	15%
2	Those who retired during 01.07.1978 to 30.06.1988.	30%
3	Those who retired prior to 01.07.1978.	50%

Pension was consolidated by adding fitment benefit, DR at 1510 points and two interim reliefs were allowed to the existing pensioner. Pension of Part-time Contingent employees was also enhanced. Medical allowance was enhanced to ₹ 50/- and was extended to those above the age of 60.

11.11. Based on the recommendation of **Eighth Pay Revision Commission,** pension was fixed by merging 59% of D.R. and 6% fitment benefit subject to a minimum of ₹ 200/-. One rank One pension scheme was introduced. The concept in its entirety was not introduced and the scheme tried to ensure a minimum pension based on the scale of the post from which one retired from service. Pension and family pension is to be fixed at 50% and 30% respectively of the minimum of the revised scale of pay of the post of retirement, if it is higher than what is fixed with fitment benefit. The pension will be fixed at the rate admissible to the qualifying service, if it is less than 30 year. Commutation was enhanced from 1/3 to 40% of pension. Minimum pension and family pension were enhanced to ₹ 2400/- (later enhanced to ₹ 2,520 by G.O (P) No.602/2010/Fin dated 19.11.2010). Medical Allowance was enhanced to ₹ 100/- and allowed to all pensioners/Family pensioners irrespective of age with effect from 01.03.2006. Medical Allowance was later extended to part-time contingent pensioners also. Part-time contingent pensioners were given fixation of pension as in the case of pensioners, with minimum benefit of ₹ 125/-.

11.12. In accordance with the recommendation of **Ninth Pay Revision Commission**, pension revision was granted with effect from 01.07.2009. The minimum basic pension and family pension were enhanced to ₹4,500/- per month. The maximum pension was fixed at ₹ 29,920/- and the maximum family pension (normal rate) at ₹ 17,960/-. The ceiling on Death cum Retirement Gratuity was enhanced to ₹ 7,00,000/-. Commutation was allowed to continue at 40%. Ex-gratia pension was also allowed on the same parameters given earlier.

Revised basic pension was arrived at by adding fitment benefit at 12% and by merging Dearness Relief at 64%. This was subject to the provision that in

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the case of pensioners having qualifying service of 30 years and above, the consolidated pension so arrived shall not be lower than 50% of the minimum basic pay of the post from which he/she retired.

11.13. Consequent to the recommendation of **Tenth Pay Revision Commission**, revision was granted with effect from 01.07.2014. The minimum basic pension and family pension were enhanced to ₹ 8,500/- per month. The maximum pension was fixed at ₹ 60,000/- and the maximum family pension (normal rate) at ₹ 36,000/-. The ceiling on Death cum Retirement Gratuity was enhanced to ₹ 14,00,000/-. Commutation was allowed to continue at 40%. Ex-gratia pension was also allowed on the same parameters given earlier Family Pension was extended to Ex-gratia pensioners with the condition that only spouse would be eligible for the same.

Revised basic pension was arrived at by adding fitment benefit at 18% and by merging Dearness Relief at 80%. This was subject to the provision that in the case of pensioners having qualifying service of 30 years and above, the consolidated pension so arrived shall not be lower than 50% of the minimum of the corresponding revised scale of the post from which the pensioner.

C - EXPENDITURE ON PENSION

11.14. Expenditure on Pension includes superannuation and retirement pension, commuted value of pension, gratuity, family pension, leave encashment benefits, compassionate allowance, Medical allowance, Government's contribution to NPS for those who joined service on or after 01.04.2013 etc.

The details of Pensioners as provided by the Director of Treasuries are as follows:

Total Number of Service Pensioners as on 01.07.2019

Types of Pensioners	Number of Pensioners
Service Pensioners	3,72,136
Family Pensioners	1,28,436
Ex-Gratia Pensioners	4,737
Invalid Pensioners	41
Personal Staff Pensioners	1,223
Part-time Service Pensioners	4,512
Total	**5,11,085**

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Age wise details of Service Pensioners as on 01.07.2019

Age Group in Years	Number of Pensioners
56 to 60	69,746
61 to 65	58,173
66 to 70	80,182
71 to 75	70,252
76 to 80	42,981
81 to 85	30,660
86 to 90	14,571
91 to 95	4,547
96 to 100	965
Above 100	59
Total	**3,72,136**

Trend in Expenditure on Pension and State's Revenue (₹ in Crore)

Financial Year	Expenditure on Pension	Growth Rate (%)	State's own revenue receipts	Growth Rate (%)	Pension payment as % of own revenue	Total revenue receipts	Growth Rate (%)	Pension payment as % of Total Revenue
2009-10	4706	0.38	19477	21.81	24.16	26109	6.52	18.02
2010-11	5767	22.55	23652	21.44	24.38	30991	18.7	18.61
2011-12	8700	50.86	28311	19.7	30.73	38010	22.65	22.89
2012-13	8867	1.92	34275	21.07	25.87	44137	16.12	20.09
2013-14	9971	12.45	37570	9.61	26.54	49177	11.42	20.28
2014-15	11256	12.89	42516	13.16	26.47	57950	17.84	19.42
2015-16	13065	16.07	47421	11.54	27.55	69033	19.13	18.93
2016-17	15278	16.94	51876	9.39	29.45	75612	9.53	20.21
2017-18	19939	30.51	57659	11.15	34.58	83020	9.8	24.02

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Financial Year	Expenditure on Pension	Growth Rate (%)	State's own revenue receipts	Growth Rate (%)	Pension payment as % of own revenue	Total revenue receipts	Growth Rate (%)	Pension payment as % of Total Revenue
2018-19	19015	-4.63	62427	8.27	30.46	92854	11.85	20.48
2019-20	19067	0.27	62588	0.26	30.46	90225	-2.83	21.13

Source: Finance Accounts

11.15. It can be seen that the total outgo on pension is covering around 21% of the total revenue receipts of the State. The increased rates during 2017-18 was due to the impact of Pension revision and disbursement of its arrears. The ratio between employees and pensioners is almost 1:1. The introduction of the New Pension System will also address the issue in the long term, although it increases the outflow under the head 'Pension' in the short and medium term, since the contribution to the pension account of the employees has to be made along with payment of salaries. A detailed study on the trends in salary, pension and interest may be seen in Chapter 3.

D - PRISM

11.16. As part of implementing the national policy of bringing transparency in pension distribution and achieving the vision of the State Government to simplify the pension disbursement architecture, Government have decided to develop an integrated Pensioners' Data Base and Portal called PRISM- Pensioner Information System by G.O(P) No.421/2014/Fin. dated 25.09.2014. The main advantage of PRISM is paperless, transparent and speedy disposal of pension applications. The retiring employee can directly submit his application for pension and other related benefits 18 months prior to his retirement. On receiving such application, the Head of the office/Head of the Department who is the Receiving Authority (RA), after verification and approval, will forward the same to the Pension Sanctioning authority concerned. Pension Sanctioning Authority after sanctioning the pension and other benefits, forwards the pension proposal to the Accountant General for authorization. The Accountant General will issue pension payment order through PRISM. After authorizing of the pension by Accountant General, the pensioner will receive an SMS to his registered mobile number with the details of his pension payment order number. Soon after getting the SMS, the pensioner can directly download his ePPO from AG's website which is also linked to PRISM portal. For the smooth functioning of PRISM, Government have appointed Nodal Officers from each of the Departments, who will monitor the progress of PRISM in their departments. With the help of these Nodal Officers, Government will ensure the smooth functioning of PRISM throughout the State. Master trainers of PRISM are imparting training on the software throughout the State.

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11.17 Since the software is in its initial stages, only Superannuation pension, retiring pension, Invalid pension and Part time pension can now be processed through PRISM. Steps are in progress to extend the facility for the submission of Family Pension, Ex-gratia pension, Personal staff pension, MLA pension, Lok-Ayukta pension etc. Digitalization of pension comes under the purview of the Accountant General.

E - MAIN DEMANDS:

11.18. Some of the demands raised by the organizations and individuals are as follows:

- Reduce the period of qualifying service for Full Pension.
- Reduce the period of qualifying service for getting statutory pension.
- Half of last month's salary may be granted as basic pension
- Enhance the limit on DCRG to ₹ 20 lakhs.
- Lift the ceiling on terminal surrender of Earned Leave and to allow to encash half pay leave at the credit of the employees at the time of retirement.
- Percentage of Commutation of pension be increased.
- Restoration period of commutation be reduced to 10 year.
- Grant higher rates of pension to older pensioner.
- Enhanced rate of family pension may be paid for 10 year.
- Sanction Family pension to the widowed/divorced daughters.
- Grant Full pension amount to mentally retarded children.
- Unify the retirement age to 60 year.
- Reduce the qualifying service for voluntary retirement.
- Reckon the Government service as qualifying service for the employees who have been appointed in PSUs, Co-operative institutions etc. through PSC.
- Remove the ceiling on pension.
- Enhance the pension of Part Time Contingent Employees.
- Grant family pension to the family of persons in receipt of Compassionate Allowance.
- Ex gratia pension may be enhanced to the rate of minimum pension.
- Include the employees who entered Govt service after 01.04.2013 within the purview of Statutory Pension.
- Consider the in-service training period for fixing pensionary benefits.

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- Grant Special treatment allowance and Conveyance Allowance to differently abled pensioner.
- To enhance pension of Part Time Contingent Employees.

F - CURRENT STATUS AND RECOMMENDATIONS

11.19. The Commission has examined the various demands put forth by the organisations/ individuals and discussed the various issues in detail. Even though most of the demands raised are not unjust or unreasonable, the financial constraints faced by the State compel the Commission to consider only the most pressing ones among them.

11.20. Date of effect: Normally Pension Revision is granted as and when Pay Revision is implemented. As there is no circumstance to make any deviation, the Commission recommends that the Pension Revision shall come into force with effect from 01.07.2019, coterminous with Pay Revision. The payment of arrears may be phased, based on Government's financial position.

11.21. Fixation of Pension: During the 2014 Pension Revision, pre-revised basic pension as existed on 01.07.2014 was revised by merging with it 80% Dearness Relief and adding 18% fitment benefit on the pre-revised basic pension. A minimum pension was fixed to ₹ 8,500/- and the maximum was limited to ₹ 60,000/- i.e., 50% of the maximum of the master scale. The fixation of pension was subject to the provision that in the case of pensioners having qualifying service of 30 years and above, the consolidated pension so arrived should not be lower than 50% of the minimum of the corresponding revised scale of the post from which the pensioner retired. The pension should be proportionately reduced, where the pensioner had less than the maximum required qualifying service i.e., 30 year.

Recommendations:

11.22. The minimum basic pension may be enhanced to ₹ 11,500/- (50 % of the minimum of the lowest revised scale of pay under State Government ₹ 23,000). The maximum pension may be ₹ 83,400/- (ie., 50 % of the maximum of the master scale of pay under State Government ₹ 1,66,800). The maximum family pension (normal rate) may be ₹ 50,040/- (ie., 30 % of ₹ 1,66,800/- maximum of the master scale of pay under State Government) and the minimum family pension will be ₹ 11,500/-.

Revision of pension of those who retired/ expired prior to 01.07.2019

11.23. The existing basic pension may be multiplied by a factor of 1.38 and rounded to the next multiple of 10. The existing principles for calculation of One Rank One Pension may continue.

Revision of family pension of those who retired/ expired prior to 01.07.2019.

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11.24. The existing family pension may be multiplied by a factor of 1.38 and rounded to the next multiple of 10.

Revision of pension and family pension of those who have retired/ expired after 01.07.2019:

11.25. In respect of those who retire/ expire while in service on or after 01.07.2019, the pensionary benefit shall be calculated with reference to the revised pay introduced with effect from 01.07.2019.

11.26. The existing system of computation of pension at the rate of 50% of the average emoluments for the last ten months may be substituted with calculation of pension on the last pay drawn i.e., pension may be fixed at 50% of the last pay drawn, subject to the condition that the pay drawn by an employee on promotion to a higher post in a temporary vacancy should not be reckoned for calculating pension; in such cases, pension may be calculated on the last pay notionally fixed as if he had not been promoted. This is recommended for administrative convenience and may have effect from 01.04.2021. Past cases will not be reopened and any representation for reopening old cases should be summarily rejected.

Qualifying Service

11.27. The present system of full pension for 30 years of qualifying service and minimum pension for 10 years qualifying service may continue.

Death cum Retirement Gratuity

11.28. This is the lump sum payable to an employee on his retirement or to his family on his death. The ceiling on maximum amount of DCRG may be raised to ₹ 17 Lakhs with effect from 01.04.2021. All other existing rules on Gratuity may continue without change.

Commutation of Pension

11.29. Present rate of commutation of pension at the rate of 40% and the period of restoration of commuted value of pension on completion of 12 years of retirement may continue.

Voluntary retirement

11.30. As per the existing rules, Retiring Pension (Voluntary Retirement) is admissible when an employee retires voluntarily after putting in a qualifying service of 20 years, subject to certain conditions. The most attractive benefit of voluntary retirement is that the actual periods of qualifying service as on the intended date of retirement of Government servant is increased by a period not

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exceeding 5 years subject to certain other conditions mentioned under Rule 56 (vii) Part III KSRs.

The qualifying service for voluntary retirement may be reduced to 15 years. Since the State does not have a scheme now for rationalisation of manpower, there is no need to incentivise voluntary retirement and so the provision for addition of five years to the qualifying service may be discontinued.

Higher rates of pension to older pensioners

11.31. Government of India grants additional pension to its pensioners on completion of 80, 85, 90, 95 and 100 years of age as a measure to mitigate their hardships at the advanced age. Adoption of such a system by the State is beyond its fiscal sustainability. However, in consideration of their old age hardships, Commission recommends to grant 'Special Care Allowance' @ ₹1,000/- per month to the pensioners on completion of 80 years of age.

Medical benefits to Pensioners

11.32. The Medical Allowance to pensioners and family pensioners may be enhanced to ₹ 500/- per month and be continued till the implementation of a Medical Insurance scheme for pensioners and family pensioners.

Full pension to mentally disabled children

11.33. As per the existing Rules, children suffering from physical/mental disorder or disability are eligible for family pension. There were demands from several organisations and individuals to grant the amount equal to basic pension of the pensioner as family pension to the mentally disabled child of the pensioner. Considering their pathetic and deplorable situation, the Commission recommends that family pension at the normal rate of pension may be allowed to mentally disabled children of the deceased employee/ pensioner.

UGC/ AICTE Pensioners

11.34. The minimum and maximum pension, DCRG, commutation and medical allowance may be fixed as per State pension rules for those who are covered by UGC/ AICTE schemes of pay. The benefit of the current revision including the enhancement in the maximum limit of pension may be made applicable to them also.

G - Pension to Part Time Contingent Employees

11.35. Full pension may be at 50 % of last pay for 30 years of qualifying service. Minimum service for pension shall be retained at 10 years as it is now. The maximum pension may be ₹ 11,485/- (ie., 50 % of ₹ 22,970/-, the maximum of the highest scale of pay). The minimum basic pension may be ₹ 5,750/- (50 % of ₹ 11,500/-, the minimum of the lowest scale of pay). The maximum family pension **(normal rate)** may be ₹ 6,891/- (ie., 30 % of ₹22,970/- ie,

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maximum of the highest scale of pay) and the minimum family pension will be ₹ 3,450/- (ie., 30 % of ₹ 11,500/-, the minimum of the lowest scale of pay)

Revision of pension of those who retired prior to 01.07.2019:

11.36. The existing basic pension may be multiplied by a factor of 1.38 and rounded to the next multiple of 10. If the amount arrived at falls below 50% of the minimum of the new scale in the case of a pensioner with 30 years of qualifying service, then pension will be stepped up to 50 % of the minimum of the new scale.

In the case of pensioners having qualifying service less than 30 years, proportionate pension may be admissible.

Revision of Family pension of those who retired prior to 01.07.2019

11.37. The existing family pension shall be multiplied by a factor of 1.38 and rounded to the next multiple of 10. If the amount arrived at falls below 30% of the minimum of the new scale in the case of a pensioner then pension will be stepped up to 30 % of the minimum of the new scale.

Revision of pension and family pension of those who retire/ expire after 01.07.2019:

11.38. In respect of those who retire/ expire while in service on or after 01.07.2019, the pensionary benefit shall be calculated with reference to the revised pay introduced with effect from 01.07.2019. As in the case of pension of regular employees, the Commission recommends to substitute the existing system of computation of pension of Part-Time Contingent employees at the rate of 50% of the average emoluments for ten months with calculation of pension with reference to the last pay drawn ie, pension may be fixed at 50% of the last pay drawn, with effect from 01.04.2021.

Death cum Retirement Gratuity

11.39. DCRG may continue to be calculated by applying the formula, ie., (Last pay +D.A) x QS/2

Maximum DCRG may be revised to ₹ 3.25 Lakhs with effect from 01.04.2021.

Medical Allowance may be raised to ₹ 300/- and be continued till the implementation of Medical Insurance Scheme.

H - Ex-gratia Pension

11.40. Ex-gratia pension is available to the State Government employees who retired from service with less than 10 years of qualifying service. The scheme is limited to the employees who retire from service on superannuation, but do not have the minimum QS for statutory pension. The Ex-gratia Pension may be

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revised by multiplying the existing pension by 1.38 and rounded to the next multiple of 50.

Completed Year of Qualifying Service	Existing rate of ex-gratia pension	Revised rate of ex-gratia pension	Existing rate of Family Pension	Revised rate
9 Years	7650	10600	2295	3180
8 Years	6800	9400	2040	2820
7 Years	5950	8250	1785	2475
6 Years	5100	7050	1530	2115
5 Years	4250	5900	1275	1770
4 Years	3400	4700	1020	1410
3 Years & below	2550	3550	765	1065

I - New Pension System

11.41. The Commission had received representations from most of the Service Organisations against the Contributory Pension Scheme. The Commission notes that the scheme is being implemented for the Central Government employees for 17 years and for the State Government employees for eight years. Further, the State Government has appointed a committee to study the matter. In this background, the Commission does not desire to make any recommendation for change in the existing system.

J - Multiple Pensions

11.42. The Commission has received representations both directly and through the State Government against the practice of paying family pension in addition to salary to those who have been employed under the scheme of compassionate employment for the dependants of those who die while in service. There are similar complaints about persons receiving their own pension and family pension. Another issue raised is about the payment of pension to persons below the normal retirement age in government, for their service in various commissions, personal staff of Ministers etc. The Commission will furnish its recommendations in the matter in Part VII of the Report.

K - Pension for former Information Commissioners

11.43. The Commission has received a representation from former Information Commissioners requesting for the fixation of their pension on par with Members of the Public Service Commission. As this is not service pension, the Commission is not making any recommendation on this, and Government may take appropriate decision in the matter.

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L - Ex-gratia payment in the case of employees who die while on duty

11.44. Death of Government employees in accidents is covered under Group Personal Accident Insurance Scheme. But death of employee while on duty is not covered under the scheme, and so Rs.1,50,000 was sanctioned towards ex-gratia payment to employees who die while on duty with effect from 01.02.2011 by GO(P)No.153/2013/(144)/Fin dated 6.4.2013. All other contingencies under the existing ex-gratia payment scheme are now taken care of under Group Personal Accident Insurance Scheme. Hence an appropriate revision of Ex gratia payment to employees who die while on duty also needs to be considered. Duty for ex-gratia allowance has been defined by GO(P)No.156/2016/Fin dated 18.10.2016. For the purpose of ex gratia allowance, an officer will be considered to be on duty during the hours he performs his official duties including an occasion beyond the normal office hours and holidays. No ex gratia payment is admissible to an officer who dies or gets injured during joining time, training-stipendiary or otherwise, a course of instruction or leave of any kind including Casual leave and Special Casual leave. The Commission recommends to enhance the amount of ex gratia allowance to Rs.5,00,000/- (Rupees Five Lakhs Only) since the rate fixed in 2013 needs a considerable revision.

M - Revision of Pension of Personal Staff

11.45. As per the Personal Staff Pension Scheme introduced by G.O(Ms)No.283/94/GAD dated 23.09.1994, a person having a minimum service of three years is eligible for pension. Qualifying service for maximum pension is 30 years. For reckoning the minimum service (ie, 3 years) and maximum service (ie, 30 years) fraction of less than 6 months if any above 2 years and 29 years will be rounded to 3 years and 30 years respectively.

11.46. It is seen that under the existing scheme, a person with two years and one day qualifying service will attain eligibility for minimum pension of Rs.2,400/- plus Dearness Relief as applicable to regular State Govt pensioners. By making use of this provision, two persons can be appointed in a post in rotation and both of them will become eligible for minimum pension. This is a gross abuse of rules. Hence, the pension rules may be amended to the effect that four years and above rounded to five years may be the minimum qualifying service to earn minimum pension. If Government proposes to revise the personal staff pension, pension may be revised by multiplying the existing basic pension by a factor of 1.38. Existing scheme of DCRG as in Rule 10 of G.O(Ms)No.283/94/GAD dated 23.09.1994 and other benefits contemplated in the existing pension scheme subject to the amendment suggested above may be continued.

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CHAPTER 12

FINANICAL COMMITMENT AND POSSIBLE MEASURES FOR FINANCIAL MANAGEMENT

FINANICAL COMMITMENT

12.1. In the Terms of reference, the Commission is entrusted with the assessment and indication of the additional financial commitment on account of implementation of its recommendations and the methodology/ assumptions adopted for such assessment. The Commission is presenting its report in the backdrop of the economic crisis out of the Pandemic COVID-19 and consequent lock down. The estimates on the State Finance amidst COVID 19 show that the losses to the Kerala economy are likely to be significant and the GSDP of the State is expected to show a negative growth in 2020-21. But the recent trends in the economy indicate that the State economy is on the path to revival. On perusal of the State Budget Estimates, it is found that the shortfall in the total revenue receipts of the State is not so alarming as feared. The State Government, being a model employer, has the responsibility to grant a fair pay and allowances to its employees to attract and retain the best available talent.

Financial Commitment due to Pay Revision:

12.2. The details of the Pay and Allowances drawn on June 2019 are as follows:

Description	Amount (₹ in Crore)
Pay	1,785.60
Dearness Allowance (20% to the State Employees)	435.54
House Rent Allowance	68.10
City Compensatory Allowance	4.4
Other Allowance	84.00
Total	**2,377.64**

This includes the Pay and Allowances given to the employees under UGC/ AICTE scales. Out of this, the pay for the employees on the State scales, including Part Time Contingent Employees is around ₹ 1741.09 Cr and the D.A ₹ 351.76 Cr (20%). The Government has declared that the two installments, DA due on 01.01.2019 and 01.07.2019 will be released soon. Adding this, the DA would be 28%. The

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expenditure on the basis of the 28% D.A to the State employees except AICTE/ UGC scheme will be as detailed below:

Description	Amount (₹ in Crores)
Pay	1741.09
Dearness Allowance (28 %)	487.50
House Rent Allowance	68.10
City Compensatory Allowance	4.40
Other Allowance	84.00
Total	**2385.09**

12.3. As per the recommendation of the Commission, there will be a 10% hike in the pay. Therefore, the pay will be multiplied by 1.38 by merging the 28% D.A up to July 2019. If so, salary expenditure will change as detailed below:

Existing Pay & D.A (@28%) of the Government employees	1741.09 + 487.50 = 2228.59.
Revised Pay	1741.09 × 1.38 = 2402.70 Cr
Monthly additional commitment due to State Revision	174.11 Cr
Annual additional financial commitment	174.11 ×13 = 2263.43 Cr

House Rent Allowance:

12.4. The Commission has recommended to substitute the existing slab system and fixed amount of HRA with percentage of basic pay as detailed below:

Sl. No.	Classification of cities	Percentage of Basic Pay to be sanctioned as House Rent Allowance	Minimum (₹)	Maximum (₹)
1	A	10	2300	10000
2	B	8	2000	8000
3	C	6	1800	6000
4	D	4	1500	4000

The Commission has recommended to discontinue the existing City Compensatory Allowance. The monthly expenditure of the HRA and CCA during June 2019 is as follows:

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Description	Amount (₹ in Crores)
House Rent Allowance	68.10
City Compensatory Allowance	4.40
Total	**72.50**

It is seen that the switch over to the new scheme by granting HRA as percentage of basic pay may incur a monthly expenditure of around 164 Crore i.e., monthly additional financial commitment will be ₹ 91.5 Cr. Thus, the Annual Financial Commitment due to the revision of HRA will be ₹ 1189.5 Cr.

Other Allowances:

12.5. The monthly expenditure under 'Other Allowance' except CCA is around ₹ 84.00 Cr. The Commission has recommended to enhance the Other Allowances at the rate of 10%. Hence there will be an additional commitment of ₹ 8.4 Cr per month due to the revision of Other Allowances. The additional annual financial commitment due to the revision of Other Allowances will be around 109.2 Cr.

Liberalisation of Time Bound Higher Grade Scheme and Expansion of Career Advancement Scheme:

12.6. The Commission has made certain recommendations to liberalise the existing Time Bound Higher Grade Scheme and to expand the Career Advancement scheme. The average annual additional financial commitment in this regard will be around ₹ 10 crores.

Total Financial Commitment of Pay Revision:

12.7. The total annual financial commitment on account of revision of pay & allowances will be ₹ 3572.13 crore as shown below

Sl. No.	Description	Amount (₹ in Crores)
1	Pay Revision	2,263.43
2	House Rent Allowance	1,189.50
3	Other Allowance	109.20
4	Expansion of Time Bound Higher Grade and Career Advancement scheme	10.0
	Total	**3,572.13**

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

Financial Commitment due to Pension Revision:

12.8. The Average monthly expenditure on Pension (DR @20 %) is as detailed below:

Sl. No.	Description	Amount (₹ in Crores)
1	Basic Pension	868.04
2	Dearness Relief (20%)	173.67
3	Medical Allowance	15.39
	Total	**1057.10**

12.9. The monthly pension expenditure on sanctioning DR @28 % will be as follows:

Sl. No.	Description	Amount (₹ in Crores)
1	Basic Pension	868.04
2	Dearness Relief (28%)	243.05
3	Medical Allowance	15.39
4	**Total**	**1,126.48**

12.10. The monthly expenditure on pension due to revision is estimated at ₹ 1229.66 Cr, considering 10% in recommended by the Commission and the increase of ₹ 200 per month is recommended in Medical Allowances (which will be stopped once Medical Insurance is introduced), as given below:

Sl. No.	Description	Amount (₹ in Crores)
1	Basic Pension (868.04 ×1.38)	1197.90
2	Dearness Relief	0
3	Medical Allowance	26.68
4	Special Care Allowance	5.08
	Total	**1,229.66**

Hence there will be an additional financial commitment of ₹ 103.18 Cr per month due to the Pension revision. Hence the annual additional financial commitment due to the revision of Pension will be around 1238.16 Cr.

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Total Financial Commitment due to Pay/ Pension Revision:

12.11. The Commission estimates the total annual additional financial commitment due to pay/ pension revision to be ₹ 4810.29 crore.

Sl. No.	Description	Additional Commitment (₹ in Crores)
1	Pay Revision	2263.43
2	House Rent Allowance	1,189.50
3	Other Allowance	109.20
4	Expansion of Time Bound Higher Grade and Career Advancement scheme	10.0
5	Pension revision	1238.16
	Total	**4810.29**

MEASURES FOR FINANCIAL MANAGEMENT

12.12. The resources required for the revision of pay and allowances and pension have to be located over and above the regular provision for these payments. The Commission suggests the following as some of the possible measures to manage the fiscal impact of the revision.

1. As already discussed in Chapter 3, the current pay revision would be a strain on the finances of the State. The estimate of the elasticity of salaries and pension outgo with respect to fiscal deficit for the period 2004-05 to 2019-20 shows that a one percent increase in salaries and pension goes with a 1.53 percent increase in Fiscal Deficit in the State. In the years when arrears are disbursed, Fiscal Deficit would have a still higher impact on the economy. In 2021-22, the nominal growth rate of the economy is estimated to be 6.6 percent and assuming 6 percent inflation, the real growth rate would be a mere 0.6 percent. Hence implementing the pay revision recommendations and disbursing arrears along with it would be a massive burden on the economy. It will therefore be more prudent to disburse the arrears for the period from 01.07.2019 to the date of implementation of the revision in instalments starting from 2022-23.
2. Dearness Allowance as on 01.07.2019 has been subsumed in the new basic pay. DA falls due every six months, and so three instalments of DA would normally have been payable with effect from 01.01.2020, 01.07.2020 and 01.01.2021. As discussed in the Chapter on Allowances, the Central Government and most State Governments have decided not to sanction the three instalments of DA to conserve funds for fighting Covid 19. The State Government could defer the decision to a later date.

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3. The enhancement of Allowances as part of pay revision is usually done with prospective effect. The revision of Allowances may be given with effect from 01.07.2021. House Rent Allowance, in respect of which the financial commitment would be high, may be revised with effect from 01.07.2022 when the financial burden is expected to be eased.
4. There is a provision of ₹ 5768 crores in the current years' budget for payment of lumpsum benefits at the time of retirement. This includes ₹ 2007 Cr for Gratuities, ₹ 3077 Cr for Commutation value and ₹ 683 Cr for surrender of earned leave. It would be possible to conserve this amount of ₹ 5768 Cr by deferring the expenditure by one year – in other words, postponing the retirements by one year, raising the age of retirement to 57. This will free adequate funds for capital spending and for transfer to the local bodies.

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APPENDICES

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GOVERNMENT OF KERALA
Abstract

Revision of pay of Government employees, staff of educational institutions, local bodies, etc. – Constitution of Pay Revision Commission – Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT
G.O. (Ms) No.414/2019/Fin. Thiruvananthapuram, dated 06.11.2019.

ORDER

Government hereby appoint a Pay Revision Commission consisting of the following members to study and make recommendations on revising the pay and allowances and other benefits of the State Government employees including teaching and non-teaching staff of Aided educational institutions, local bodies, etc.

1. Sri. K. Mohandas IAS (Retd.) (Chairman)
2. Prof. M. K. Sukumaran Nair,
   Honorary Director, Centre for Budgetary Studies, Cochin University of Science and Technology. (Member)
3. Adv. Ashok Mamen Cherian (Member)

2. The Terms of Reference of the Commission shall be as follows: -

i) To suggest modifications, if found necessary, for the pay and allowances of;

a) Posts under Government Service, including Part-time Contingent Service and Casual Sweepers

b) Posts under Education Institutions of the Government, Aided Schools and Colleges and also such institutions covered by Direct

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Report of XI Pay Revision Commission, Kerala-Part I: Appendix-Page 800

Payment Scheme, including employees in Part-time posts and Casual Sweepers and excluding those posts covered by UGC/AICTE schemes of Scales of Pay and also posts for which, Central Scale of Pay have already been allowed such as Teaching Staff in Medical Colleges and Judicial Officers etc. and

c) Posts under Local Bodies and Universities except those covered by AICTE/UGC/Central Schemes.

ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, promotional avenues and fringe benefits available to the above categories of employees and suggest changes, if any required.

iii) The commission shall also examine the scope of introducing non-cadre promotion to various categories of both gazetted and non-gazetted posts who continue in the entry cadres for long periods of service.

iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.

v) To consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees.

vi) To look into the cases of anomalies in the last Pay Revision specifically referred to the commission by Government and suggest remedial measures.

vii) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly

viii) To consider the need for a gender sensitive service structure especially multifaceted issues faced by women employees and make suggestions for remedial measures

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ix) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises.

x) To asses and indicate the additional financial commitment on account of implementation of its recommendations, including the methodology/ assumptions adopted for such assessment.

3.The Commission shall submit its report within a period of six months.

By Order of the Governor,

MANOJ JOSHI,
Additional Chief Secretary (Finance)

To

Sri. K. Mohandas IAS (Retd.) (Chairman).
Prof. M. K. Sukumaran Nair,
Honorary Director, Centre for Budgetary Studies, Cochin University of Science and Technology. (Member).
Adv. Ashok Mamen Cherian (Member).
The Accountant General (A&E), Kerala, Thiruvananthapuram.
The Accountant General (G&SSA), Kerala, Thiruvananthapuram.
The Accountant General (E&RSA), Kerala, Thiruvananthapuram.
All Heads of Departments and Offices.
All Departments (all Sections) of the Secretariat including Law Department.
The Director of Treasuries, Thiruvananthapuram.
The Secretary, Kerala Public Service Commission, Thiruvananthapuram (with C.L.).
The Secretary, Kerala State Electricity Board, Thiruvananthapuram (with C.L.).
The Managing Director, K S R T C, Thiruvananthapuram (with C.L.).
The Registrar, High Court of Kerala, Ernakulam (with C.L).
The Registrar, University of Kerala/Cochin/Calicut/Mahatma Gandhi/Kannur/ Kerala Agricultural University/Sree Sankaracharya Sanskrit University/APJ Abdul Kalam Technological University/Kerala University of Fisheries and Ocean Studies/Kerala University of Health Sciences/ Kerala Veterinary and Animal Sciences University/ Thunchath Ezhuthachan Malayalam University (with C.L.).
The Advocate General, Kerala, Ernakulam (with C.L.).

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All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
The Secretary to Governor.
The Private Secretaries to Chief Minister and other Ministers, Government Chief Whip and Leader of Opposition.
The Private Secretary to Speaker/Deputy Speaker.
The Director of Public Relations, Thiruvananthapuram
The Additional Secretary to Chief Secretary
The Managing Directors/General Managers of all Government Companies/Boards/ Corporations/Autonomous Bodies
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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

GOVERNMENT OF KERALA

Abstract

Revision of pay and allowances of officers and staff of the High Court of Kerala – Entrusting Eleventh Pay Revision Commission to study and make recommendations – Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT
G.O. (Ms) No.425/2019/Fin. Thiruvananthapuram, dated 12.11.2019.

Read:- G.O.(Ms.) No.414/2019/Fin. dated 06.11.2019.

ORDER

Government have constituted XIth Pay Revision Commission to study and make recommendations on revising the pay and allowances of the State Government employees vide Government Order read above. Now, Government are pleased to entrust the above Commission to examine and make recommendations on revision of pay and allowances and other benefits of High Court employees confining to the Terms of Reference in the Government Order read above.

By Order of the Governor,

MANOJ JOSHI,
Additional Chief Secretary (Finance)

To

Sri. K. Mohandas IAS (Retd.) Chairman, 11th Pay Revision Commission (with C.L.).
Prof. M. K. Sukumaran Nair, Member, 11th Pay Revision Commission (with C.L.).
Adv. Ashok Mamen Cherian, Member, 11th Pay Revision Commission (with C.L.).
The Accountant General (A&E), Kerala, Thiruvananthapuram.
The Accountant General (G&SSA), Kerala, Thiruvananthapuram.
The Accountant General (E&RSA), Kerala, Thiruvananthapuram.
The Registrar, High Court of Kerala, Ernakulam (with C.L).
The Secretary to Governor.
The Private Secretaries to Chief Minister/Minister (Finance)/Minister, Kerala and Vice Chairman.

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The Director of Public Relations, Thiruvananthapuram.
PA to Additional Chief Secretary (Finance)/Principal Secretary (Finance Resources)/Principal Secretary (Finance Expenditure).
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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

GOVERNMENT OF KERALA

Abstract

Revision of pay and allowances of officers and staff of the Kerala Water Authority, Municipal/Corporation contingent employees and employees of various grant in aid institutions in Kerala –Entrusting Eleventh Pay Revision Commission to study and make recommendations-Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT

G.O. (Ms) No.40 /2020/Fin. Dated, Thiruvananthapuram, 17.03.2020.

Read G.O.(Ms) No. 414/2019/Fin. dated 06.11.2019.

ORDER

Government have constituted Eleventh Pay Revision Commission to study and make recommendations on revising the pay and allowances of the State Government employees vide Government Order read above. Now Government are pleased to entrust the above Commission to examine and make recommendations on revision of pay and allowances and other benefits of officers and staff of the Kerala Water Authority, Municipal/Corporation contingent employees and employees of various Grant in aid institutions in Kerala confining to the Terms of Reference issued in the Government Order read above.

(By Order of the Governor)

MINI V.R.,
Additional Secretary (Finance)

To

1. SriK.Mohandas IAS (Retd.) Chairman, 11th Pay Revision Commission (with C.L.)
2. Prof. M. Sukumaran Nair, Member, 11th Pay Revision Commission (with C.L.)
3. Adv. Ashok Mamen Cherian, Member, 11thPay Revision Commission (with C.L.)
4. The Secretary,Eleventh Pay Revision Commission, Thiruvananthapuram.
5. The Accountant General(A&E), Kerala, Thiruvananthapuram.
6. The Accountant General(G&SSA), Kerala, Thiruvananthapuram.
7. The Accountant General(E&RSA), Kerala, Thiruvananthapuram.
8. All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
9. The Managing Director, Kerala Water Authority, Thiruvananthapuram.
10. The Director of Urban Affairs, Thiruvananthapuram.
11. The Private Secretaries to Chief Minister and other Ministers, Government Chief Whip and Leader of Opposition,
12. Under Secretary to Additional Chief Secretary (Finance).
13. Nodal Officer, www.finance.kerala.gov.in
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GOVERNMENT OF KERALA

Abstract

Eleventh Pay Revision Commission for revision of pay and allowances of Government employees, staff of educational institutions, local bodies etc – Tenure extended – Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT

G.O. (Ms) No. 54/2020/Fin. **Dated, Thiruvananthapuram, 07.05.2020.**

Read:- 1. G.O. (Ms) No. 419/2019/Fin dated 06.11.2019
2. Letter No. 1832/A1/2020/XI PRC dated 24.03.2020 of the Secretary, 11th Pay Revision Commission,

ORDER

In the Government Order read as 1st paper above, Government have appointed the 11th Pay Revision Commission to study and make recommendations on revising the pay and allowances and other benefits of Government employees, staff of educational institutions, local bodies etc and the tenure was fixed for a period of six months. The Secretary, 11th Pay Revision Commission, in the letter read above, has requested to extend the tenure of the Commission for a further period up to 31.12.2020 to complete its assignment.

2. Government have examined the matter in detail and are pleased to extend the tenure of the Commission for a further period up to 31.12.2020.

By Order of the Governor,

MINI V.R.,
Additional Secretary (Finance).

To

Sri. K Mohandas, IAS(Retd.), Chairman, 11th Pay Revision Commission.
Prof. M.K Sukumaran Nair, Member, 11th Pay Revision Commission.
Adv. Ashok Mamen Cherian, Member, 11th Pay Revision Commission.
The Secretary, 11th Pay Revision Commission.
The Principal Accountant General (G&SSA), Kerala, Thiruvananthapuram.
The Principal Accountant General (A&E), Kerala, Thiruvananthapuram
The Accountant General (E&RSA), Kerala, Thiruvananthapuram
All Heads of Departments and Offices.
All Departments (All Sections) of the Secretariat including Law Dept.
The Special Secretary to Chief Secretary.
The Managing Director /General Managers of Public Sector Undertakings/Corporations/Autonomous Bodies.
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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

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GOVERNMENT OF KERALA
Abstract

Eleventh Pay Revision Commission for revision of pay and allowance of Government employees, Staff of educational institutions, Local bodies etc – Tenure extended – Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT

G.O.(Ms.) No.5/2021/Fin **Thiruvananthapuram, dated 08.01.2021**

Read:- 1) G.O.(Ms.) No.414/2019/Fin. dated 06.11.2019.
2) G.O.(Ms.) No.54/2020/Fin. dated 07.05.2020.
3) Letter No. 1/PA/XI PRC/2020 dated 01.12.2020 of the Chairman, 11th Pay Revision Commission.

ORDER

In the Government Order read as 1st paper above, Government have appointed the 11th Pay Revision Commission to study and make recommendations on revising the pay and allowances of the State Government employees, Staff of educational institutions, Local bodies etc and the tenure was fixed for a period of six months. The term of the Commission was further extended upto 31.12.2020 vide Government Order 2nd cited. The Chairman, 11th Pay revision Commission, in the Letter read 3rd paper above, has requested to extend the tenure of the commission for a further period up to 30 June 2021 to complete its assignment due to unprecedented adverse conditions.

2. Government have examined the matter in detail and are pleased to extend the tenure of the Commission for a further period up to 30.06.2021.

By Order of the Governor,
MINI V.R.,
Additional Secretary

To

Sri. K. Mohandas IAS (Retd.) Chairman, 11th Pay Revision Commission.
Prof. M. K. Sukumaran Nair, Member, 11th Pay Revision Commission.
Adv. Ashok Mamen Cherian, Member, 11th Pay Revision Commission.
The Secretary, 11th Pay Revision Commission.
The Principal Accountant General (G&SSA), Kerala, Thiruvananthapuram.
The Principal Accountant General (A&E), Kerala, Thiruvananthapuram.
The Accountant General (E&RSA), Kerala, Thiruvananthapuram.
All Heads of Departments and Offices.
All Departments (All Sections) of the Secretariat including Law Dept.
The Special Secretary to Chief Secretary.
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PAY REVISION COMMISSION 2019

QUESTIONNAIRE

PAY REVISION COMMISSION,
GOVERNMENT OF KERALA,
THIRUVANANTHAPURAM
Official Website – www.prc.kerala.gov.in

Report of XI Pay Revision Commission, Kerala-Part I: Appendix-Page 809
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Part I

Introduction

The Government of Kerala have periodically constituted State Pay Commissions to make recommendations to the Government on issues like improvements in the structure of emoluments and other service conditions of all those who draw salary from the state exchequer and also on the benefits allowed to the state service pensioners. The First Pay Revision Commission of Kerala was in 1957, and at that time, the focus was on the integration of the services under the erstwhile Travancore- Cochin and Malabar district of Madras State. So far ten Pay Revision Commissions were appointed by the Government to look into the above aspects. Though pay and allowances of State Government employees were revised in 1974, the task was entrusted with a Special Officer and not a Commission. In 1992 a pay equalization committee was set up for studying the possibility of granting parity with Central rates and orders were issued on that basis.

2. The Government of Kerala has now set up the Eleventh Pay Revision Commission (hereafter referred to as PRC) by G.O. (MS) No.414/2019/Fin dated 06.11.2019 with Sri.K.Mohandas IAS (Rtd.) as Chairman, Prof. M. K. Sukumaran Nair, Honorary Director, Centre for Budgetary Studies, Cochin University of Science and Technology, and Kerala High Court Adv. Ashok Mamen Cherian as Members . The Terms of Reference (TOR) are the following:

i) To suggest modifications, if found necessary, for the pay and allowances of;

a) Posts under Government Service, including Part-time Contingent Service and Casual Sweepers.

b) Posts under Education Institutions of the Government, Aided Schools and Colleges and also such Institutions covered by Direct Payment Scheme, including employees in part time posts and Casual Sweepers and excluding those posts covered by UGC/AICTE schemes of Scales of Pay and also posts for which, Central Scale of Pay has already been allowed such as Teaching Staff in Medical Colleges, Judicial Officers, etc. and

c) Posts under Local Bodies and Universities except those covered by AICTE/ UGC/Central Schemes.

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ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, Promotional Avenues and Fringe Benefits available to the above categories of employees and suggest changes, if any required.

iii) The Commission shall also examine the scope of introducing non- cadre promotion to various categories of both gazetted and non- gazetted posts who continue in the entry cadres for long periods of service.

iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.

v) To consider the scope of extending the benefits which are available to Central Government employees at present but not available to the State Government employees.

vi) To look into the cases of anomalies in the last Pay Revision specifically referred to the Commission by Government and suggest remedial measures.

vii) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly.

viii) To consider the need for a gender sensitive service structure especially multifaceted issues faced by women employees and make suggestions for remedial measures.

ix) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises.

x) To assess and indicate the additional financial commitment on account of implementation of its recommendations, including the methodology/ assumptions adopted for such assessment.

3. Further, the Government of Kerala , as per G.O (M.S) No.425/2019/Fin dated 12.11.2019, have entrusted the Commission the task of examining and making recommendations on revising the pay and allowances and other benefits of High Court employees.

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4. The Pay Revision Commission would benefit a great deal from inputs received from organizations and individuals having an interest in its Terms of Reference. With this in view, a background note on the existing structure of pay and other related matters is appended in Part-II along with a questionnaire.

5. The objective of the questionnaire is to elicit the views from the public and others concerned. The content or language of the questions is not to be taken as indicative of the views of the Pay Revision Commission.

PART - II

BACKGROUND NOTE

The Pay Revision Commissions, both in Central and State Governments have a role that is not limited to that of recommending changes in pay and allowances. The Governments look upon each Commissions as an advisory body to suggest timely changes for improving accountability and quality of civil service also. The Commission has to fulfill this responsibility, balancing the aspirations of the three stakeholders of the civil services, namely civil servants, the public and the Government.

2. The civil service in the country is at a crucial juncture. The introduction of IT and ITES in governance requires radical restructuring of bureaucracy in tune with the new technology and re engineering of processes. The legislations aimed at the improvement of service delivery of the Government demand its employees to be more transparent and accountable than ever before. A positive change, both attitudinal and functional, is to be infused into the working style of the civil servants. The Commission likes to examine these aspects specifically and wishes to give its recommendations that will enable the civil service of Kerala to transform itself into a more transparent, efficient and accountable entity. **The last revision of pay and allowances was implemented with effect from 01.07.2014.**

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3. The scope for promotion is not uniform in the various departments due to diverse reasons. In order to rectify the disparity, non cadre promotions and Career Advancement Scheme have been introduced. After implementation of the 10th Pay Commission Report with effect from 01.07.2014, three installments of DA at the rate of 3% w.e.f. 01/01/2015, 3% w.e.f. 01/07/2015 and 3% w.e.f. 01/01/2016 were sanctioned and at present the rate of D.A. is 20% with effect from 01.07.2018. Two more installments of D.A at the rates of 3% and 5% with effect from 01.01.2019 and 01.07.2019 respectively are yet to be sanctioned . The 6th Central Pay Commission had recommended some benefits like education allowance, transport allowance etc to its employees which are not being enjoyed by the State Government Employees.

4. There is a perception that efficiency of service delivery in Government is not on par with other sectors, even though its employees are enjoying better emoluments. The introduction of various Acts have made the public services more transparent, but the style and functioning of the Government machinery is not on a satisfactory level as it is expected to be. A radical change, if introduced, in the present system of appraisal of service and linking incentives based on performance may help to improve the output of the Government.

5. Even though the State of Kerala is in the forefront of the IT industry, the State lags behind in introducing IT enabled services in areas of governance. The experience of some States who are pioneers in the introduction of Information Technology in governance, certifies that information technology increases the quality and pace of service as well as helping to prevent corruption to a large extent. Keeping this in view, Government have introduced e-office system in the Government Secretariat and efforts are underway to extend this system to all Government offices. e-Office File Management system (e-File) is a Digital Workplace Solution to automate File Management in Government offices. The e-Office project in Kerala envisions modernizing government offices and getting rid of manual paper file processing and replacing it with a digital workflow system. In the process, the government offices will be transformed to 'paperless office' gaining the immense benefits of faster decision making aided by electronic mode of communication. Similarly several services such as issue of certificates, remittance of money to Government etc. have been transferred to digital platform and

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people have started experiencing the fruits of this development. Some of the e-governance initiatives by State Government are as follows:

e-District
e-Procurement
e-Pos
CCTNS - Police
e-Panchayath
State Service Delivery Gateway (SSDG)
Integrated Finance Management System Project (IFMS)
BiMS (Bill Information and Management System)
BAMS (Budget Allocation & Monitoring System)
WAMS (Ways and Means System)
PRISM (Pensioner Information System)
SPARK (Service and Payroll Administrative Repository for Kerala)
PRICE (Project Information and Cost Estimation)
e-Tender
IT@School Project

6. But the Government cannot be content with what has been achieved in this area. We have to explore the frontier areas in government service where Information Technology can be adopted to ensure better service delivery.

7. Even after the reintroduction of Running Master Scale, the complexity in procedures for fixation of pay still remains. The 7th Central Pay Commission has introduced the system of Pay Matrix. It is worth examining whether this system may be followed in the State also.

There are at present 5,15,639 (2019-20) employees (permanent and temporary) including All India Service Officers, Officers covered by UGC/AICTE, teaching/non teaching staff of Aided Schools/Colleges etc., part-time contingent employees/sweepers, employees on consolidated pay etc. whose salary is directly paid from the Consolidated Fund of the State. (Please refer to Table-1 below) [***Data as per the State Budget 2019-20***]

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TABLE – 1

Number of employees getting salary directly from Government Category and Number of Employees (2019-2020)

Details of Staff	Number of Staff
A) Number of Government employees coming under various departments	**377065**
B) Teaching and Non-teaching staff of private schools/Colleges/Engineering Colleges/Polytechnics	
i) Aided School Staff	
a) Teaching staff	110446
b) Non-teaching staff	9488
ii) Private College Staff	
a) Teaching staff	9411
b) Non-teaching staff	7326
iii) Staff of Private Engineering College and Private Polytechnics	
a) Teaching staff	1144
b) Non-teaching staff	240
iv) Private Ayurveda Medical College Staff	
a) Teaching staff	183
b) Non-teaching staff	87
v) Private Homoeo Medical College Staff	
a) Teaching staff	120
b) Non-teaching staff	129
Total (B)	**138574**
Total number of employees (A+B)	**515639**

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8. As per Finance accounts 2018-19, the expenditure incurred on salaries was 33.94 % and that on pensions 20.47 % of the revenues of the State. The expenditure on interest payments during the year came to 18.04 % of the Revenue Receipts. Thus, salaries, pensions and interest payments came to 72.45 % of the State's Revenue Receipts.

Questionnaire

Notes:- 1. The objective of the questionnaire is to elicit the views from the public and others concerned. The Commission has not taken any view in these matters, and the content or language of the questions is not to be taken as indicative of the views of the Commission

2. The answers may be of general applicability to all the departments, or may be specifically in respect of identified departments.

3. Please give descriptive replies relating to matters of interest or concern to you, preferably less than 250 words. Supporting documents may also be attached.

4. The Commission will receive suggestions / representations in respect of any matters covered by its Terms of Reference, even if it is not included in the questionnaire.

5. The answers may be in English or Malayalam.

I. Structure of Pay and Allowances

I.1) Whether improvements/modifications, are necessary in the present structure of pay and allowances based on factors like parity with Central Government / Public sector /Private sector or the nature of work performed by different departments?

I.2) The pay and allowances of Central Government Employees and of employees of several State Governments are being revised every 10 years, while that of

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

Kerala Government employees is revised every 5 years. In your view what is the right approach?

I.3) Do you feel that the expenditure for salaries and pensions should not exceed a certain percentage of the State's revenue? If so, what should that level be?

I.4) Is there any service where the present salary package of State Government cannot attract suitable talents?

I.5) The 10th Pay Revision Commission suggested 27 scales of pay. Do you consider this optimal? If not, explain?

I.6) The 7th Central Pay Commission introduced the system of Pay Matrix. Do you think this practice is suitable in State Government ?

I.7) Is the present system of Master Scale of Pay beneficial to the employees?

I.8) The lowest monthly emoluments of a State Government employee as on 01.07.2018 come to Rs. 19800 (Pay + D.A i.e., 16500+ {20% of 16500}) which would become Rs. 21,120 as on 01.07.2019 if two installments of D.A at the rate of 3% and 5% due as on 01.01.2019 and 01.07.2019 respectively are sanctioned. In the Central Government, the corresponding figure as on 01.07.2019 is Rs.21060 (18000+17% D.A). The maximum emoluments of State Government Employees as on 01.07.2018 come to Rs. 1,44,000/- (Pay + DA i.e., 1,20,000+{20% of 120000}) which would become Rs.1,53,600/- as on 01.07.2019 if two instalments of DA at the rate of 3% and 5% due as on 01.01.2019 and 01.07.2019 respectively are sanctioned.

What is your view regarding minimum and maximum emoluments of State Government Employees ?

I.9) Do you consider that the minimum pay in the State Government Service should bear relation to Per capita income of the State Minimum Wages in the other sectors (Industry, Agriculture, etc.), Need Based Minimum Wages, Cost of Living or any other factor?

I.10) At present there are different rates of increments in a scale. Is it desirable to switch over to a uniform rate of increment throughout the scale?

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I.11) At present the lowest rate of increment is Rs.500/- and the highest rate is Rs.2400/- What according to you would be reasonable figures?

I.12) Do you think the present rates of HRA should be changed?

I.13) In your view, are the presently available compensatory allowances adequate?

I.14) What is your opinion on the existing schemes relating to the grant of TA/DA, Permanent Travelling Allowance/Permanent Conveyance Allowance?

I.15) At present allowances such as special allowance, compensatory allowance, risk allowance, non practicing allowance, uniform allowance, additional special allowance etc. are enjoyed by employees. Is any of these allowances irrational or inadequate?

I.16) In your view, are there benefits available for Central Government employees which deserve to be extended to State Government Employees ?

I.17) Do you think the existing rules and procedures for fixation of pay are complex? If so, suggest methods for simplification with a view to reduce cost and time spent on such exercises.

I.18) What are your comments on Service and Pay Roll Administrative Repository for Kerala (SPARK)?

II. Promotion and related issues.

II.1) Do you feel that the scope for promotions in State Government Services is adequate?

II.2) If there is a need to improve the scope for promotion, what are the advantages and disadvantages with (i) Time Bound Higher Grade, (ii) Non Cadre Grade Promotion, (iii) Ratio Based Higher Grades, and (iv) Common seniority based grades for posts falling under the same category across various Departments.

II.3) Can the Career Advancement Scheme for professional categories be made applicable to non professional categories also?

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

II.4) Is merit also to be considered along with seniority for granting promotion to non selection posts, with a view to ensuring quality and efficiency in service?

II.5) Do you think that the age-based exemptions given from passing departmental examinations should be continued?

II.6) There are instances when a higher ranked person in the Kerala Public Service Commission list faces stagnation in a particular department whereas a person ranked lower than him in the same list obtains quicker promotion in another department where promotion opportunities are better. Suggest your views on rectifying such an anomaly, if it can be termed as anomaly.

III. Pension

III.1) Do you have any suggestion to improve the existing statutory pension scheme under Part III, KSR, for those covered by it?

III.2) At present full pension is allowed for persons with a minimum of 30 years of qualifying service. Do you think there is a scope for change in this stipulation?

III.3) Should there be a ceiling on pension?

III.4) Is any change necessary in the mode of calculation of pension?

III.5) Are there any anomalies in the existing scheme of One Rank One Pension?

III.6) Should the existing system of granting Compassionate Allowance be continued?

III.7) Is it necessary to grant Family Pension to the family of persons in receipt of Compassionate Allowance ?

III.8) Are you satisfied with the existing rules relating to encashment of Earned Leave at the time of retirement?

III.9) What are your views on the existing norms regarding Death cum Retirement Gratuity?

III.10) What should be the maximum amount of Death cum Retirement Gratuity?

III.11) Do the Ex-gratia Pension rules require any change?

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III.12) Have you come across any specific cases of anomalies or inadequacies as a result of the operation of the present pension rules? If so, please give examples with practical suggestions to rectify them.

III.13) Do you suggest any change in the present scheme of voluntary retirement under Part III, KSR?

III.14) Do you consider that the Liberalized Family Pension Scheme introduced from 1.4.1964 and revised from time to time is adequate?

III.15) Give your comments on the present rules and rates regarding the Commutation of Pension and the restoration of the commuted portion after 12 years.

III.16) What difficulties, if any, are faced in the drawal of pension and what are your suggestions for improvement?

III.17) Do you think that the retirement age be changed?

III.18) If raising of the retirement age would affect the employment prospects of the youth, what schemes/ programmes could be launched for creating more jobs?

IV. Efficiency, Social Accountability and People-friendliness of the Civil Service

IV.1) What is your assessment of the efficiency, accountability and people friendliness of the state civil service?

IV.2) Is the attitude of the Government servants towards the public satisfactory ; if not , what are your suggestions for improvement?

IV.3) What are the areas where the adoption of technology can make an immediate qualitative difference in the delivery of services? Do you think that proper process reengineering has been done in places where technology has been adopted?

IV.4) What would be an appropriate system for social auditing?

IV.5) Do you think that the Right to Service Act has made an improvement in the delivery of services? What changes would you suggest?

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

IV.6) Is there scope for further decentralization of functions and delegation of powers to either local governments or to departmental officers in the hierarchy?

IV.7) Are there any activities/ programmes/ practices etc of the government which you feel are unnecessary, avoidable, obsolete or of no benefit to the public?

IV.8) Do you think the introduction of suitability tests at regular intervals of career for promotion as well as lateral entry, introduction of performance linked incentives, introduction of efficiency bar for granting increments, modification of recruitment policy etc. would help to improve the quality of the civil service.

IV.9) Do you think there should be changes in the current practice regarding working days/ working hours?

IV.10) Do you think there is a lack of sufficient infrastructure and amenities in the office premises that affects the output of the Government servants?

IV.11) What is your view on the existing measures to prevent corruption? What improvements are possible?

IV.12) Do you think that the introduction of system of monetary reward for high achievers as followed in private sector will improve efficiency in Government sector?

IV.13) What measures would you suggest to reduce the incidence and impact of lifestyle diseases on the Government employees who are required to sit in their chairs for long hours?

IV.14) At present do you find any Government Department/office overstaffed, or with idle manpower? If yes, what are they?

IV.15) Do you find any Government Departments lack sufficient manpower? If yes, what are they?

IV.16) Please suggest suitable redeployment methods and reskilling measures, necessary to enhance the efficiency in the delivery of Government Services.

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IV.17) (For the Public, and not for officials) Based on your experience, what improvements would you suggest in the facilities/ systems for interaction with the public in (i) Village Offices, (ii) Taluk Offices, (iii) Grama Panchayats/ Block Panchayats/ Municipalities and Corporations, (iv) Police Stations, (v) Sub Registrar Offices (vi) Government Hospitals, or any other field offices.

V. Gender Issues

V.1) What are the multifaceted issues faced by women employees and what measures do you suggest to solve these issues?

V.2) What policies, programmes, processes, practices, rules, regulations and organisational structure do you suggest to make government service more gender sensitive?

V.3) Do you think the existing facilities provided for women employees in the offices are adequate? If not, give suggestions?

V.4) Do you think it is feasible to provide more crèches, breastfeeding facilities, rest rooms and toilets for the Government offices?

V.5) Suggest measures for using Gender Budgeting as a tool for achieving a gender sensitive and family friendly working culture.

V.6) Do you think the representation of women in any particular service is not in the right proportion? Do you consider it necessary to introduce gender quotas to enhance the number of women both at entry and promotion levels?

V.7) Suggest measures, if necessary, to enhance women's professional advancement through specific training programmes, workshops, exposure visits etc.?

V.8) Are the existing systems for handling cases of sexual harassment adequate and sufficient in Government Offices?

VI. Any other matter relevant with reference to the Terms of Reference of the Commission.

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DISCUSSIONS HELD BY THE COMMISSION WITH EMPLOYEES'/PENSIONERS' ASSOCIATIONS & OTHER ASSOCIATIONS

Sl. No.	Organisation
A	**EMPLOYEES' ASSOCIATIONS**
1	ACME - Dental College Teachers Association
2	Agriculture Assistants Association
3	Agriculture Technical Staff Association
4	Aided Higher Secondary Teachers Association
5	Aided School Ministerial Staff Association
6	All Kerala APCOS Employees Union
7	All Kerala Dairy Farm Instructors Association
8	All Kerala Finger Print Bureau Staff Association
9	All Kerala Government Colleges Attenders Association
10	All Kerala Oriental Language Teachers Association
11	All Kerala Part Time Lectures Association
12	All Kerala Rehabilitation Technicians Association
13	All Kerala School Teachers Union (AKSTU)
14	All Kerala Siddha Attenders Association
15	All Kerala Trade Instructors And Tradesman Organisation
16	All Kerala Typists and Stenographer's Association
17	All Kerala Vector Control Unit Field Staff Association
18	All Kerala VHS Vocational Instructors Association
19	Animal Husbandry Field Officers Association - Affiliated with Kerala Livestock Inspectors Association
20	Archives Technical Staff Association
21	Association of Agricultural Officers of Kerala
22	Association of Animal Husbandry Field Officers (State Committee)
23	Association of Conservation Officers Kerala
24	Association of Engineers Kerala
25	Association of Psychiatric Social Work Professionals (APSWP)
26	Association of Sericulture Officers
27	Bhinnasheshi Kuttaima

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28	Casual Part Time Sweepers Union
29	Chemical Engineers Association of Kerala
30	Cinema Operators Association (COA)
31	Cinema Operator's Association of Animal Husbandry Department
32	Computing Employees Welfare Forum
33	Confederation of Kerala College Teachers
34	Dairy Department Lab Employees Association
35	Dairy Extension Officers Association
36	Democratic School Teachers Association
37	Departmental Physical Education Teachers Association
38	Differently Abled Employees' Association
39	Diploma Engineering Teachers Organisation
40	District Malaria Officers Forum
41	Economics & Statistics Technical Staff Organisation (ESTSO)
42	Edu-Forte.Inn -An Academic Forum of Teacher Educators
43	Electrical Inspectorate Engineers Association
44	Electrical Inspectorate Skilled Assistants Association
45	Employees and Teachers Centre
46	Engineers Association of Directorate of Factories & Boilers Kerala
47	Extension Training Centre Lecturers Association
48	Federation of Engineering Employees in Local Administration (FEELA)
49	Federation Of Field Assistants & Field Officers Association
50	Forensic Science Staff Association
51	Government Ayurveda Therapists Co-ordination Committee
52	Govt. Hospital Nursing Assistant Attenders Staff Association
53	Govt. Part Time Contingent Staff Association
54	Ground Water Department Geophysists' Association
55	Ground Water Scientists Association of Kerala
56	Harbour Engineers Association
57	Higher Secondary School Teachers Association
58	HSS Principal's Association
59	Indian Association of Clinical Psychologist, Malabar Chapter

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60	Indian para veterinary Association
61	Indian Veterinary Association - Kerala
62	Industrial Training Department Instructors Organisation
63	Insurance medical Services Auxialiary Nurses and Midwives Association
64	Joint Council of State Service Organizations
65	Kerala Advocate General's Department Staff Association
66	Kerala Agricultural Engineering Staff Association
67	Kerala Agricultural Ministerial Staff Federation (KAMSF)
68	Kerala Aided Higher Secondary Teachers Association
69	Kerala Aided Plus Two Lab Assistants Union
70	Kerala Aided School Last Grade Employees Union
71	Kerala Aided School Non Teaching Staff Association
72	Kerala Aided Teachers Association
73	Kerala Arabic Munshies Association
74	Kerala Arabic Teachers Federation
75	Kerala Civil Judicial Process Servers Association
76	Kerala Civil Judicial Staff Organization (State Committee Ernakulam)
77	Kerala Contingent Employees Federation
78	Kerala Criminal Judicial Staff Association (State Committee)
79	Kerala Dental Health Forum
80	Kerala DIET Association, Kerala
81	Kerala Education Department Ministerial Staff Union
82	Kerala Engineering Staff Association
83	Kerala Excise Drivers Association
84	Kerala Finance Secretariat Association
85	Kerala Fire Force Officers Association
86	Kerala Fire Service Association
87	Kerala Fire Service Drivers and Mechanics Association
88	Kerala Food Safety Enforcement Officers Association
89	Kerala Forest Drivers' Association, State Committee
90	Kerala Forest Ministerial Staff Union
91	Kerala Forest Protective Staff Association
92	Kerala Forest Protective Staff Sangh

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93	Kerala Forest Rangers' Association
94	Kerala Forest Staff Association, Thrissur
95	Kerala Gazetted Officers Association
96	Kerala Gazetted Officers Federation
97	Kerala Gazetted Officers Front
98	Kerala Gazetted Officers Front
99	Kerala Gazetted Officers Sangh
100	Kerala Gazetted Officers Union
101	Kerala Gazetted Officers Union
102	Kerala Government Agricultural Officers Association (KGAOA)
103	Kerala Government Ayurveda Medical Education Scientific Officer's Association
104	Kerala Government Ayurveda Medical Officers' Federation
105	Kerala Government Ayurveda Nurses Association
106	Kerala Government Ayurveda Pharmacists Association
107	Kerala Government Ayurveda Pharmacists Association
108	Kerala Government Ayurveda Therapist's Association
109	Kerala Government Clinical Psychologists Association
110	Kerala Government Cytotechnicians Association
111	Kerala Government Dental Hygienists Association, State Council
112	Kerala Government Dental Mechanics Association (KGDMA)
113	Kerala Government Dental Officers Forum (KGDOF)
114	Kerala Government Drivers Association (KGDA)
115	Kerala Government Homoeo Pharmacists Organization (KGHPO)
116	Kerala Government Hospital Employees Association
117	Kerala Government Insurance Medical Officers Association (KGIMOA)
118	Kerala Government Junior Public Health Nurse and Supervisors Union
119	Kerala Government Medical College Junior Laboratory Assistants (Medical) Association
120	Kerala Government Medical College Post Graduate Scientific Officers Association
121	Kerala Government Medical Laboratory Technicians Association
122	Kerala Government Medical Officers Association
123	Kerala Government Nurses Association

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124	Kerala Government Nurses Union
125	Kerala Government Nurses Union
126	Kerala Government Oil Pump Employees Union
127	Kerala Government Optometrists' Association
128	Kerala Government Pharmacist Association (ESI Sub Committee)
129	Kerala Government Pharmacist Association (State Committee)
130	Kerala Government Press Employees Centre
131	Kerala Government Press Workers Congress
132	Kerala Government Press Workers Union (AITUC)
133	Kerala government Presses Employees union
134	Kerala Government Primary School Head Masters Association
135	Kerala Government Psychiatric Social Work Officers Association
136	Kerala Government Radiographers Association
137	Kerala Government Specialist Doctors Association
138	Kerala Government Tourism Department Vehicle Staff Association
139	Kerala Government Veterinary Officers Association
140	Kerala Govt Care Taker's Union
141	Kerala Govt Physiotherapist Association
142	Kerala Govt. Ayurveda Dept. Attenders, Nursing Assistant & Fourth Grade Employees Association
143	Kerala Govt. Class 4 Employees Union
144	Kerala Govt. Homoeo Employee's Association State Committee
145	Kerala Govt. Homoeo Medical Officers Association (State Committee)
146	Kerala Ground Water Department Employees Federation
147	Kerala Ground Water Department Staff Association
148	Kerala Health Inspectors Union
149	Kerala Health service Medical Records Employees Association
150	Kerala Health Services Dental Surgeons Association
151	Kerala Health Services Information Education Communication Officers Association (IECOA)
152	Kerala Health Services Laboratory Technicians Association State Committee
153	Kerala Health Services Ministerial Staff Association
154	Kerala Health vector Control Field Staff Federation

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155	Kerala Higher Secondary Lab Assistants Organisation
156	Kerala Higher Secondary Physical Education Teachers Forum
157	Kerala Higher Secondary Teachers Front (KHSTF)
158	Kerala Hs Teachers Union
159	Kerala Hydrographic Technical Staff Association
160	Kerala Ime & Wimge Forum
161	Kerala Industrial Training Department Technical Staff Organisation
162	Kerala Irrigation Engineers Association
163	Kerala Irrigation Engineers Association
164	Kerala Jail Executive Officers Association
165	Kerala Jail Subordinate Officers Association
166	Kerala Labour Officers Forum
167	Kerala Land Revenue Staff Association
168	Kerala Law Secretariat Association
169	Kerala Legal Metrology Department Staff Association
170	Kerala Legal Metrology Enforcement Officers Association
171	Kerala Legislature Secretariat Association
172	Kerala Legislature Secretariat Employees Organisation
173	Kerala Legislature Secretariat Staff Association
174	Kerala Legislature Secretariat Staff Federation
175	Kerala Leprosy Eradication Staff Association (KLESA)
176	Kerala Library Association
177	Kerala Livestock Inspectors Association
178	Kerala Livestock Inspectors Union
179	Kerala Motor Vehicles Department Gazetted Officers Association
180	Kerala Motor Vehicles Department Staff Association
181	Kerala Municipal & Corporation Staff Association
182	Kerala Municipal & Corporation Staff Sangh
183	Kerala Municipal & Corporation Staff Union
184	Kerala NCC Civilian Staff Association
185	Kerala NGO Association
186	Kerala NGO Centre

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187	Kerala NGO Front
188	Kerala NGO Front
189	Kerala NGO Sangh
190	Kerala NGO Union
191	Kerala Non Teaching Employees Organisation
192	Kerala Panchayat Samskarikanilayam Librarian's Association
193	Kerala Panchayath Employees Federation
194	Kerala Panchayath Employees Organisation
195	Kerala PhD Holders Higher Secondary Teachers Association
196	Kerala Police Association
197	Kerala Police Camp Followers Association (KPCFA) State Committee
198	Kerala Police Officers Association
199	Kerala Police Photographic Bureau Staff Association
200	Kerala Police Senior Officers' Association
201	Kerala Port Technical Staff Association
202	Kerala Pradesh School Teachers Association
203	Kerala Pradesh Teachers Association
204	Kerala Pre Primary Teachers & Aya's Association
205	Kerala Private College Ministerial Staff Association
206	Kerala Private College Ministerial Staff Federation
207	Kerala Private Primary Headmasters Association (KPPHA)
208	Kerala Private School Graduate Teachers Association
209	Kerala Private School Physical Education Teachers Association
210	Kerala Private Secondary School Head Masters Association
211	Kerala PSC Employees Sangh
212	Kerala PSC Employees Union
213	Kerala PSC Staff Association
214	Kerala PWD Electrical Wing Executive Employees Association
215	Kerala Revenue Department Staff Association (KRDSA)
216	Kerala Revenue Village Staff Organization
217	Kerala Rural Development Employees Organisation
218	Kerala School Teachers Association
219	Kerala School Teachers Association (KSTA)

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220	Kerala School Teachers Front (KSTF)
221	Kerala School Teachers Union (KSTU)
222	Kerala Scientific Assistants Association
223	Kerala Secretariat Association
224	Kerala Secretariat Clerical Assistants and Attenders Association
225	Kerala Secretariat Confidential Assistants Association
226	Kerala Secretariat Employees Association
227	Kerala Secretariat Last Grade Officers Association
228	Kerala Secretariat NGO Association
229	Kerala Secretariat Staff Association
230	Kerala Sergeants' Welfare Association
231	Kerala Soil & Water Conservation Engineering Staff Federation (KSWCEF)
232	Kerala Soil Conservation Officers Union
233	Kerala State Archives Staff Association
234	Kerala State Assistant Motor Vehicles Inspectors Association
235	Kerala State Audit Association
236	Kerala State Common Pool Librarians' Union
237	Kerala State Drugs Control Enforcement Officers Association
238	Kerala State Excise Officers Association
239	Kerala State Excise Staff Association
240	Kerala State Forest Protective Staff Organisation
241	Kerala State Govt. Ayurveda Medical Officers Association
242	Kerala State Govt. Ayurveda Specialist Medical Officers Association
243	Kerala State Health Inspectors Association (KSHIA)
244	Kerala State Hospital Workers Federation State Committee
245	Kerala State Pre-Primary Teachers Association
246	Kerala State Press Workers Sangh
247	Kerala State S.P.C.A Staff Association
248	Kerala State Special Branch CID Ministerial Staff (NGO) Association
249	Kerala State Special School (Hi&Vi) Head Masters Association
250	Kerala Tourism Department Managers Association
251	Kerala Urdu Teachers Association (KUTA)

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

252	Kerala Veterinarian's Service Association
253	Kerala VHSS Laboratory Technical Assistants Union
254	Kerala Vikalangar Association
255	Kerala Water Transport Lascars Union
256	LSGD Engineers Association, Kerala
257	Malappuram Botany Teachers Association
258	Medical Education Research & Scientific Staff Association
259	Ministerial Staff Organisation Of VHSE
260	Motor Vehicle Driver's Association
261	Museum & Zoo Employees Council
262	Panchayath Librarians Association
263	Pre Primary Teachers & Ayas Welfare Association Of Kerala
264	Private College Employees Sangh
265	Private School Specialist Teachers Union
266	PSC Employees Association, State Committee
267	Public Relations Department Staff Association
268	Rural Development Officers Association (Rdoa)
269	SCDD Hostel Qualified Cook Employees Organisation
270	Scheduled Caste Development Department Technical Staff Association
271	Sericultural Officers Union
272	Soil Survey & Conservation Department Ministerial Staff Association
273	Special School Teachers Forum
274	State Central Library Employees Association
275	State Employees Union (SEU)
276	State Ferry Employees Union
277	State Water Transport Department Employees Federation
278	State Water Transport Department Station Masters Union
279	State Water Transport Drivers Union
280	Steam & Motor Boat Crew Association
281	Survey & Land Records Technical (Office) Staff Association (State Committee)
282	Survey Field Staff Association State Committee
283	Survey Field Staff Organisation (State Committee)
284	Survey Office Technical Employees Union

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285	SWTD Syrangs' Association
286	Technical Education Engineering Diploma Holders Association
287	The Association of Dairy Officers
288	The Kerala Assistant Public Prosecutors Association, State Committee
289	The Kerala Dairy Development Department Ministerial Staff Association
290	The Kerala State Co-operative Inspectors and Auditors Association
291	Tissue Culture Technicians Employees Forum
292	Trade Instructors Union
293	United Physical Education Teachers Association
294	Vocational Higher Secondary Non- Vocational Lecturers Association
295	Wardens Association
B	**PENSIONERS' ASSOCIATIONS**
1	All Kerala Live Stock Inspector Rtd CIA Forum State Committee
2	Ecostat Pensioners Forum
3	Electrical Inspectorate Senior Engineers Association
4	FOCUS - Forum of Retired Chief Executives of Urban Local Bodies in Kerala State
5	Government Hospital Employees Pensioners Association
6	Government Service Pensioners Organisation
7	Judicial Staff Pensioners Association
8	Kerala Judicial Pensioners Welfare Association
9	Kerala Municipal & Corporation Pensioners Federation
10	Kerala Police Pensioners Association
11	Kerala Retired Teachers Congress
12	Kerala State Exgratia Pensioners welfare Organisation
13	Kerala State Pensioners Front
14	Kerala State Pensioners Sangh
15	Kerala State Police Pensioners Welfare Association
16	Kerala State Retired Specialty Abled Service Pensioners Welfare Organisation
17	Kerala State Service Pensioners Association (KSSPA)
18	Kerala State Service Pensioners Union (KSSPU)
19	KGOU Pensioners Forum
20	Personal Staff Pensioners Forum

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NOTE # 69 (Attachment : 11thPayCommissionReport-Part1.pdf)

21	Retired College Teachers Association, [Kerala]
22	Retired Revenue Koottayma
23	Retired Teachers and Employees Welfare Association (RTEWA)
24	Senior Citizens Service Council
25	Sree Narayana Pensioners Union (SNPU)
26	State NPS Employees Collective
27	The Secretariat Pensioners Welfare Association
C	**OTHER ORGANISATIONS**
1	One India One Pension Democratic Movement

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NOTE # 75 (Attachment : GO (P) NO 214001.pdf)

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ANNEXURE - III

GOVERNMENT OF KERALA

Abstract

Public Services – Kerala Craftsmen Training Service – Special Rules – Issued

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PUBLIC (RULES) Department

G.O.(P) No.214 Dated, Trivandrum, 30th May 1966.

NOTIFICATION

In exercise of the powers conferred by the proviso to Articles 309 of the Constitution of India and of all other powers here unto enabling and in supersession of all existing rules and orders on the subject, the Governor of Kerala hereby makes the following Special Rules for the Kerala Craftsmen Training Service.

Rules

1. CONSTITUTION :-The service shall consist of the following categories of officers, namely.

Category 1. Deputy Director of Training / Deputy Apprenticeship Adviser

Category 2. Inspector of Training.

Category 3.Principal Class I.

Category 4. Principal Class I / Vice Principal.

2. APPOINTMENT (a) Appointment to the various categories shall be made as follows:-

Category	Method of appointment
1. Deputy Director of Training / Deputy Apprenticeship Adviser	1. By appointment from the category of Inspector of Training or of Principal ClassI OR 2.In the absence of qualified candidates for appointment from the category of Inspector of Training or of Principal Class I, by transfer from any other service. OR 3. In the absence of qualified candidates for appointment from the category of Inspector of Training or of Principal Class I or for transfer, by direct recruitment.

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NOTE # 75 (Attachment : GO (P) NO 214001.pdf)

2. Inspector of Training	1. By promotion from the category of Principal, class II / Vice Principal. OR 2. In the absence of qualified candidates for promotion, by transfer from any other service. OR 3. In the absence of qualified candidates for promotion transfer by direct recruitment.
3. Principal Class I	1. By promotion from the category of Principal Class II / Vice Principal. OR 2. In the absence of qualified candidates for promotion, by transfer from an other service. OR 3. In the absence of qualified candidates for promotion or transfer, by direct recruitment.
4. Principal Class II/ Vice Principal	1. By transfer from among Foreman Instructors in the Department. 2. In the absence of qualified candidates for transfer from among Foreman Instructors, by transfer from any other service. 3. In the absence of qualified candidates for transfer, by direct recruitment.

(b) Promotions to categories 2 and 3 and appointments by transfers from among Foreman Instructors to category 4 shall be made on ground of merit and ability are approximately equal. Persons included in a select list shall be ranked in the order of their seniority.

3. RESERVATION OF APPOINTMENTS: The rules relating to reservation of appointments (General Rules 14-17) shall apply to appointments by direct recruitment.

(a) QUALIFICATION REGARDING AGE : No person shall be eligible for appointment to the service by direct recruitment if 10 has not completed or will not complete the age of 30 years or is

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he has or will complete the age of 40 years on the first day of July of the year in which applications are invited.

(b) OTHER QUALIFICATIONS : No person shall be eligible for appointment to the category specified in column (1) of the table below unless he possesses the qualifications specified in the corresponding entry in column (2) thereof.

TABLE

CATEGORY	QUALIFICATIONS
1. Deputy Director of Training/ Deputy Apprenticeship Adviser.	**For appointment from the category of Inspector of Training or of Principal Class I.** 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Five years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organizing and administrative experience in Engineering and allied matters. **For Transfer and Direct Recruitment** 1. A degree in Mechanical Engineering of a recognized university or equivalent qualification. 2. Five years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organizing and administrative experience in Engineering and allied matters. **Desirable** : Teaching experience in a recognized Institute.
2. Inspector of Training	**For Promotion** 1. A degree in Mechanical Engineering of a recognized university or an equivalent qualification. 2. Three years experience subsequently to graduation in a supervisory capacity in workshop. 3. Organizing and administrative experience in Engineering and allied matters.

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3. Principal Class I	**For transfer and direct recruitment** 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Three years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organising and administrative experience in Engineering and allied matters. **Desirable** : Teaching experience in a recognized Institute. **For Promotion** 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Three years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organising and administrative experience in Engineering and allied matters. OR 1. Diploma in Mechanical or Electrical Engineering awarded after a 3 years course of study from a recognized University or Institution or equivalent qualification. 2. Ten years experience subsequent to obtaining the Diploma in a supervisory capacity in workshops. 3. Organizing and administrative experience in engineering and allied matters. **For transfer and direct recruitment** 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Three years experience subsequent to graduation in a supervisory capacity in the workshops. 3. Organising and administrative experience in Engineering and allied matters.

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	Desirable : Teaching experience in a recognized Institute. OR 1. Diploma in Mechanical or Electrical Engineering awarded after 3 year course of study from a recognized University, or institution or equivalent qualification. 2. Ten years experience subsequent to obtaining the diploma in supervisory capacity in workshops. 3. Organizing and administrative experience in Engineering and allied matters.
4.Principal Class II / Vice Principal	**Desirable** : Teaching experience in a recognized Institute. 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Two years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organizing and administrative experience in Engineering and allied matters.
	Desirable : Teaching experience in a recognized Institute. OR 1. A diploma in Mechanical or Electrical Engineering awarded after a three year course of study from a recognized University or Institution or equivalent qualification. 2. Six years experience subsequent to obtaining the Diploma in a supervisory capacity in workshops. 3. Organizing and administrative experience in engineering and allied matters. **Desirable** : Teaching experience in a recognized Institute.

Note : In the case of persons who entered service prior to 1955, the supervisory experience (item 2 of the qualifications for all the categories) acquired before or after taking the degree or the Diploma

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will be counted as experience for promotion and transfer to the categories of Principal Class I, Principal Class II and Vice Principal.

5. PROBATION :- Every person appointed to any of the categories shall from the date on which he joins duty be on probation.

(i) If recruited direct or by transfer from any other service, for a total period of two years on duty within a continuous period of three years; and

(ii) If appointed by promotion, for a total period of one year on duty within a continuous period of two years.

6. Test :- Every person appointed to any of the categories shall, within the period of probation, pass the Account Test for Executive Officers if he has not already passed it.

By order of the Governor,
N.M.PATNAIK
Chief Secretary.

To

The Director of Training

(true copy)

for Director of Training

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Kerala Gazette No. 22 dated 29th May 1979
Part I Section iv

GOVERNMENT OF KERALA

Labour and Housing (C) Department

NOTIFICATION

G.O.(P) No. 31/79/L & H Dated, Trivandrum, 4th May 1979.

S.R.O. No 563/79 --- In exercise of the powers conferred by subsection (1) of section 2 of the Kerala Public Services Act, 1968 (19 of 1968) read with section 3 thereof, the Government of Kerala hereby make the following further amendments to the Special Rules for the Kerala Craftsmen Training Service issued in Notification No. G.O (P) 214/66/PD dated the 30th May, 1966, published in part I of the Kerala Gazette No. 24 dated the 14th June, 1966, namely :-

1. *Short title and commencement* :- *(a)* These rules may be called the Special Rules for the Kerala Craftsman Training Service (Amendment) Rules, 1979.

(b). These shall come into force at once.

2. *Amendments* :- In the Special Rules for the Kerala Craftsmen Training Service,

(i) In rule 1, for "Category 1, Deputy Director of Training / Deputy Apprenticeship Adviser" the following categories shall be substituted, namely:-

"Category 1. Joint Director of Training.

Categoty 1A. Deputy Apprenticeship Advisor".

(ii) in sub rule (a) of rule 2,-

(a) Category 1 shall be renumbered as category 1A and in category 1A as so renumbered,

(i) the words "Deputy Director of Training" occurring under the heading 'category' shall be omitted;

(ii) the words "or in the absence of qualified candidates for appointment from the category of Inspector of Training or of Principal Class I, by transfer from any other service" occurring as item 2 under the heading "method of appointment" shall be omitted.

(iii) In item 3 under the heading "method of appointment", the words "or by transfer" shall be omitted.

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(b) *before category* 1A as so renumbered and the entries against it under the heading "Method of Appointment", the following category and entries thereto shall be inserted, namely:-

"1. **Joint Director of Training**	1. By promotion from the category of Deputy Apprenticeship Adviser. Or 2. In the absence of qualified candidates under item (1) above, by promotion from the category of Inspector of Training. Or 3. In the absence of qualified candidates under items (1) and (2) above, by direct recruitment.

(c)In category "2 – Inspector of Training" :

(i) the words " or in the absence of qualified candidates for promotion by transfer from any other service" occurring as item 2 under the heading "Method of appointment" shall be omitted.

(ii) the words "or transfer" occurring in item 3 under the heading "Method of appointment" shall be omitted.

(iii) After item 3 under the heading "Method of appointment" the following note shall be added, namely:-

"Note :-Promotion to the category of Inspector of Training shall be made in the ratio 2:1 between Degree holders and Diploma holders in the category of Principal Class II / Vice Principal, subject to the condition that no Senior Degree Holder will be superseded by a Junior Diploma Holder."

(d) In category "3 – Principal Class I" :

(i) the words " or in the absence of qualified candidates for promotion, by transfer from any other service" occurring as item 2 under the heading "Method of appointment" shall be omitted.

(ii) The words "or transfer" occurring in item 3 under the heading "Method of appointment" shall be omitted.

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(e) In category "4- Principal Class II/ Vice Principal", the words "or in the absence of qualified candidates for transfer from among Foreman Instructors, by transfer from any other service" occurring as item 2 under the heading "Method of appointment" shall be omitted.

(iii) In the Table under sub-rule (b) of rule 4, for the existing entries under columns (1) and (2) thereof the following shall be substituted, namely:-

(1)	(2)
1. Joint Director of Training	*Essential*:- 1. A Degree in any branch of Engineering of a recognized University or equivalent qualification. 2. Seven years experience subsequent to obtaining degree or equivalent qualification in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry. *Preferential* :-Organising and Administrative experience in Engineering and allied matters in "any Engineering Industry or Institution".
1A. Deputy Apprenticeship Adviser:	*Essential* :- 1. A Degree in any branch of Engineering of a recognized University of a equivalent qualification. 2. Five years experience subsequent to graduation in Teaching /Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry. *Preferential* :- Organising and Administrative experience in Engineering and alied matters in any Engineering Industry or Institution.
2. Inspector of Training	*Essential*:- 1. A degree in any branch of Engineering of a recognized University or

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equivalent qualification.

2. Three years experience subsequent to graduation in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry.

Or

1. A diploma in any branch of Engineering awarded after a three years course of study from a recognized University, or Institution or obtained after attending part-time diploma course or equivalent qualification.

2. Ten years experience subsequent to acquiring the diploma in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in Engineering Institutions or Industries, of which three years shall be as Principal Class II.

Preferential : Organising and administrative experience in Engineering and allied matters in an Engineering Industry or Institution (Common to Degree holders and Diploma holders).

3. Principal Class I -

Essential : 1. A degree in any branch of Engineering of a recognized University or equivalent qualification.

2. Three years experience subsequent to graduation in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry.

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	Or 1. A diploma in any branch of Engineering awarded after a 3 years course of study from a recognized university or equivalent qualification. 2. Ten years experience subsequent to obtaining Diploma in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in any Engineering Institution or Industry. ***Preferential :*** Organizing and administrative experience in Engineering and allied matters in any Engineering Industry or Institution.
4. Principal Class II / Vice Principal	***Essential :*** 1. A degree in any branch of Engineering of a recognized university or equivalent qualification. 3. Two years experience subsequent to graduation in Teaching / Administrative capacity in a supervisory post or equivalent in an Engineering Institution or Industry. Or 1. A diploma in any branch of Engineering awarded after a 3 years course of study from a recognized university or Institution or equivalent qualification. 2. Seven years experience subsequent to obtaining diploma in Teaching /Administrative capacity in Supervisory post or equivalent n an Engineering Institution or Industry.

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Preferential : Organizing and ,nistrative experience in an Engineering dustry or Institution.

By order of the Gernor,

C.P.Nayar

Special Secesary.

Explanatory Note

(This does not form part of the notification but is intended to ...e its general purport).

In G.O. (P) 214/66/PD dated 30.05.1966 Orders h... ...en issued fixing the ... categories of posts coming qualifications and methods of appointment to the v... under the Kerala Craftsmen Training Servic...

In view of the diversification ...e Training Scheme in has been necessary to revise the qualifications fix... ...or various posts. Besides, post in the category of Joint Director of Training has been created in G.O.MS. No. 25/76/LBR dated 10.03.1976. The qualification and method of appointment to this post has also to be prescribed. The Special Rules for the Kerala Craftsman Training Service have to be amended for these purposes. The above notification is intended to achieve these objects.

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NOTE # 75 (Attachment : AO Special rule.pdf)

CHE.No.458/17 Dt-8-2017

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Annexure XIII
Annexure *

Government of Kerala
1972

STATE CENTRAL LIBRARY THIRUVANANTHAPURAM KERALA

Exg. Ex. II. 167/17 21/9/17
Deputy Secretary
Department of Higher Education
Thiruvananthapuram
Kerala

KERALA GAZETTE

SUPPLEMENTS

PUBLISHED BY AUTHORITY

Vol. XVII] Trivandrum, Tuesday, 24th October 1972 / 2nd Kartika 1894 (Saka) [No. 42

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Do. Calicut .. 7/1971

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Section iv

7-13. S. R. O. Nos.—525-526, 527, 530, 531, 532, 533 and 536/1972.

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NOTE # 75 (Attachment : AO Special rule.pdf)

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Kerala Gazette No. 42 dated 24th October 1972.
PART I Section iv

GOVERNMENT OF KERALA

Public (Rules) Department

NOTIFICATION

G. O. (P) No. 372/72/PD. *Dated, Trivandrum, 26th September* 1972.

S. R. O. No. 532/72.—In exercise of the powers conferred by sub-section (1) of section 2 of the Kerala Public Services Act, 1968 (19 of 1968) the Government of Kerala hereby make the following amendments to the Special Rules published under G. O. (P) No. 464/Public (Rules) Department dated the 28th November 1966 in Part I of the Kerala Gazette No. 49 dated the 13th December 1966, as subsequently amended, namely:—

AMENDMENTS

In the said Rules—

(1) in rule 1,

(a) in category 1 A., after the item "Accounts Officer, Medical College, Trivandrum" the following items shall be inserted, namely:—

"Accounts Officer, Office of the Chief Engineer, General, Buildings and Roads.

Senior Accountant, State Family Planning Bureau, Health Services Department."

(b) in category 2, after the item "Accounts Officer/Chief Accountant in the Animal Husbandry Department" the following items shall be inserted, namely:—

"Accounts Officer, Office of the Inspector General of Prisons

Accounts Officer, Office of the Director of Harijan Welfare."

(c) in category 5, after the item "Accounts Officer, Office of the Director of Fisheries" the following item shall be inserted, namely:—

"Accounts Officer, Office of the Superintendent of Government Presses".

(2) in sub rule (a) of rule 2,

(a) after the item "Accounts Officer, Medical College, Trivandrum" under category 1A and the entries against it under the heading "Method of appointment" the following items and entries shall be inserted namely:—

"Accounts Officer, Office of the Chief Engineer, General Buildings & Roads	By promotion from among Senior Superintendents in the Department
Senior Accountant, State Family Planning Bureau, Health Services Department	By promotion from Senior Superintendents/Lay Secretaries/Chief Accountant in the Health Services Department in the scale of Rs. 310–600."

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State Central Library
Department of Higher Education
Thiruvananthapuram
Kerala

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(b) after the item "Accounts Officer/Chief Accountant in the Animal Husbandry Department" under category 2 and the entries against it under the heading "Method of appointment" the following items and entries shall be inserted, namely:—

"Accounts Officer, Office of the Inspector General of Prisons	(1) By transfer from Junior Superintendents in the Jails Department; Or (2) If qualified hands are not available under item (1) above, by transfer from Chief Accountant, Stock Verifier and Office Manager to Chief Probation Superintendent in the Jails Department; Or (3) In the absence of suitable hands under items (1) and (2) above, by transfer from U. D. Clerks in the Jails Department.
Accounts Officer, Office of the Director of Harijan Welfare	(1) By transfer from Junior Superintendents/Taluk Welfare Inspectors in the Harijan Welfare Department; Or (2) If no qualified candidate is available under item (1) above, by transfer from the category of Managers in the Offices of the District Welfare Officers] in the Harijan Welfare Department."

(c) in category 5, after the item "Accounts Officer, Office of the Director of Fisheries" and the entries against it under the heading "Method of appointment" the following item and entries against it shall be inserted, namely:—

"Accounts Officer, Office of the Superintendent of Government Presses	(1) By transfer from the category of Junior Superintendents in the Printing Department/Supervisor, Stamp Manufactory; Or (2) In the absence of suitable candidates under item (1) above, by transfer from Head Clerks and Chief Accountant in the Printing Department."

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STATE CENTRAL LIBRARY KERALA

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(3) in the table under rule 5,

(a) for the qualifications under column (3) against category 1 "Accounts Officer, Office of the Inspector General of Police" in column (1) the following shall be substituted, namely:—

"(1) Account Test (Higher). In the case of allotted Officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).

(2) A minimum service of 10 years in the Department.

(3) Must have at least 5 years' experience in Accounts and Finance matters of the Government."

(b) for the entries under category 1A in column (1) and the entries against it in columns (2) and (3) the following shall be substituted, namely:—

"Accounts Officer, Office of the Director of Collegiate Education	By promotion or transfer	(1) Account Test (Higher). In the case of allotted Officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher) (2) A minimum service of 10 years in the Department (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Accounts Officer, Office of the Director of Training	By promotion or transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher). (2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.

21/8/17

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Department of Higher Education

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Accounts Officer, Office of the Director of Agriculture	By promotion or transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher). (2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Accounts Officer, Office of the Director of Technical Education	By promotion or transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher). (2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Accounts Officer, Medical College, Trivandrum	By promotion	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher). (2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Accounts Officer, Office of the Chief Engineer, General, Buildings and Roads	By promotion	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).

21/6/17

Assistant
Library
Higher Executive

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		(2) A minimum service of 10 years in the Department.
		(3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Senior Accountant, State Family Planning Bureau, Health Services Department	By promotion	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).
		(2) A minimum service of 10 years in the Department.
		(3) Must have at least 5 years' experience in Accounts and Finance matters of the Government."

(c) in category 2 under column (1),

(i) in the second item the words "and Accounts Officers' Medical Colleges," shall be deleted.

(ii) for the item "Accounts Officer/Chief Accountant in the Animal Husbandry Department" and the entries against it in columns (2) and (3) the following shall be substituted, namely:—

"Accounts Officers, Medical Colleges	By transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).
		(2) A minimum service of 10 years in the Department.
		(3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Accounts Officer/ Chief Accountant in the Animal Husbandry Department	By transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).

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		(2) A minimum service of ten years in the Department.
		(3) Must have at least five years' experience in Accounts and Finance matters of the Government.
Accounts Officer, Office of the Inspector-General of Prisons.	By transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).
		(2) A minimum service of ten years in the Department.
		(3) Must have at least five years experience in Accounts and Finance matters of the Government.
Accounts Officer, Office of the Director of Harijan Welfare	By transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).
		(2) A minimum service of ten years in the Department ;
		(3) Must have at least five years' experience in Accounts and Finance matters of the Government.

(d) for the qualifications under column (3) against category 3 "Accounts Officer, Office of the Director of Fisheries" under column (1) the following shall be substituted, namely :—

"(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).

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Board of Higher Education

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(2) A minimum service of ten years in the Department;

(3) Must have at least five years' experience in Account and Finance matters of the Government".

(c) in category 5, after the item "Accounts Officer, Office of the Director of Fisheries" in column (1) and the entries against it in columns (2) and (3) the following item and entries shall be inserted, namely:-

"Accounts Officer, Office of the Superintendent of Government Presses	By transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).	
		(2) A minimum service of ten years in the Department.	
		(3) Must have at least five years' experience in Account and Finance matters of the Government.	

By order of the Governor,
G. BHASKARA NAIR
Special Secretary.

Explanatory Note

(This note is not part of the amendment but is intended to indicate its general purport).

It has been brought to the notice of Government that there is no uniformity in the qualifications prescribed for the posts of Accounts Officers, Senior Accountants and Financial Assistants in the various Departments even though the duties and responsibilities attached to these posts are more or less the same. Government have therefore decided to prescribe uniform qualifications for these posts by amending the Special Rules for the Kerala General Service issued in G. O. (P) No. 464/PD. dated 28-11-1956. This notification is intended to achieve the above object.

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To

All Heads of Departments and Offices
All Departments of the Secretariat (all Sections)
The Secretary, Kerala Public Service Commission, Trivandrum (with C.L.)
The Registrar, University of Kerala, Trivandrum (,,)
The Registrar, University of Cochin, Cochin (,,)
The Registrar, University of Calicut, Calicut (,,)
The Registrar, Kerala Agricultural University, Trichur (,,)
The Registrar, High Court, Ernakulam (,,)
The General Manager, Kerala State Road Transport Corporation (with C.L.)
The Secretary, Kerala State Electricity Board, Trivandrum (with C.L.)
The Accountant General
The Secretary to Governor
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government
The Private Secretaries to the Chief Minister and other Ministers.
The Public (SC) Department ;
The Public (Services B) Department
The Stenographer to the Chief Secretary and Additional Chief Secretary.

21/8/17

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State Central Library
Department of Higher Education
Thiruvananthapuram
Kerala

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Annexure XII
Annexure IX

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CE 4148/17 dated 19/8/11

Kerala Gazette No. 49 dated 13th December 1966.
PART I

STATE CENTRAL LIBRARY ★ KERALA ★ THIRUVANANTHAPURAM

GOVERNMENT OF KERALA

Abstract

PUBLIC SERVICES—KERALA GENERAL SERVICE—POSTS OF ACCOUNTS OFFICERS, SENIOR SUPERINTENDENTS, MANAGERS, ETC.—SPECIAL RULES—ISSUED—

PUBLIC (RULES) DEPARTMENT

G. O. (P) No. 464. Dated, Trivandrum, 28th November 1966.

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and of all powers hereunto enabling and in supersession of all the existing rules and orders on the subject, the Governor of Kerala hereby makes the following Special Rules:—

RULES

1. *Constitution.*—The posts mentioned below shall constitute a separate class in the Kerala General Service.

Category 1.—

Accounts Officer, Office of the Director of Collegiate Education.
Accounts Officers, Offices of Directors of Agriculture and Training.
Accounts Officer, Office of the Director of Technical Education.
Accounts Officer, Medical College, Trivandrum.
Administrative Assistants in the Offices of the Chief Engineer (General & Irrigation) and Chief Engineer (Buildings and Roads).

Category 2.—

Managers, (Other than in the Offices of the Advocate General, Inspector General of Police and Excise Branch of the Board of Revenue) Superintendent, Office of the Director of Public Relations, Senior Superintendents (other than in the Land Revenue, Agriculture Income-tax and Sales tax, Civil Supplies and Excise Branches of the Board of Revenue, Stamp Manufactory Department, Hindu religious and Charitable Endowment Department, Weights and Measures Department, Harijan Welfare Department, Health Services Department, Stationery Department and Registration Department).

G. 2393

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Senior Superintendent, Stationery Department.

Senior Superintendents, Chief Accountant, General Medical Stores and Lay Secretary and Treasurer of the Health Services Department.

Accounts Officers in Medical Colleges.
Personal Assistant to the Director of Tourist Department.
Personal Assistant to the Special Officer, Coir.
Personal Assistant to the Principal Veterinary College.
Administrative Assistant to the Director of Indigenous Medicine.
Office Manager/Publication Assistant in the Printing Department.

Category 3.—
Divisional Accountants.

Category 4.—
Cost Accountant, P. W. D. Engineering Workshops.

Category 5.—
Accounts Officer, Office of the Director of Fisheries.

2. *Appointment*:—(a) Appointment to the several categories shall be made as specified below:

Category	*Method of appointment*
Accounts Officer, Office of the Director of Collegiate Education	1. By promotion from the category of Senior Superintendent in the Office of the Director of Collegiate Education. *Or* 2. In the absence of qualified candidates for promotion, recruitment by transfer from the category of Junior Superintendents in the Office of the Director of Collegiate Education.
Accounts Officers, Offices of the Directors of Agriculture and Training	1. By promotion from the category of Senior Superintendents in the Departments concerned. *Or* 2. In the absence of qualified candidates for promotion, recruitment by transfer from the category of Junior Superintendents in the Departments concerned.
Accounts Officer, Office of the Director of Technical Education	1. By promotion from the category of Senior Superintendents in the Department. *Or* 2. In the absence of qualified candidates for promotion, by transfer from among Junior Superintendents in the Department.

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Category	*Method of appointment*
Accounts Officer, Medical College, Trivandrum	By promotion from the category of Senior Superintendents/Accounts Officers in Medical Colleges.
Administrative Assistants in the Offices of the Chief Engineer (General and Irrigation) and Chief Engineer (Buildings and Roads)	By promotion from among senior Superintendents in the Departmeat.
2. Superintendent, Office of the Director of Public Relations	By transfer from the category of U. D. Clerks in the Kerala Ministerial Subordinate Service employed in the Public Relations Department.
Accounts Officers in the Medical Colleges Managers and Senior Superintendents Personal Assistant to the Director, Tourist Department Personal Assistant to Special Officer, Coir Personal Assistant to Principal, Veterinary College Administrative Assistant to the Director of Indigenous Medicine	1. Recruitment by transfer from among Junior Superintendents, Head Clerks or Chief Accountants in Kerala Ministerial Subordinate Service employed in the Departmental Unit; *Or* 2. If no qualified candidate is available for such transfer recruitment by transfer from the category of U. D. Clerks employed in the Departmental Unit.
Senior Superintendent, Stationery Department	By transfer from:— (i) Category of Junior Superintendents in the Stationery Department: *Or* (ii) Category of Store-keeper (on Rs. 190-300) in the Stationery Department; *Or* (iii) Category of Inspectors of Stationery in the Kerala Stationery Subordinate Service.

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Senior Superintendent, Chief Accountant General Medical Stores and Lay Secretary and Treasurer of Health Services Department	By transfer from the category of Junior Superintendents, Head Accountants and U. D. Clerks in the Health Services Department.
Office Manager/ Publication Assistant in the Printing Department	Recruitment by transfer from the category of Junior Superintendents in the Printing Department/Supervisor, Stamp Manufactory *Or* If no qualified candidate is available for such transfer, recruitment by transfer from Head Clerks and Chief Accountants in the Printing Department.
Divisional Accountant	(i) By absorption of Emergency Divisional Accountants (1/3 of the vacancies) (ii) By direct recruitment (1/3 of the vacancies) (iii) By transfer from among U. D. Clerks of all Departments (including Assistants Grade I of the Administrative Secretariat and the Finance Secretariat and U. D. Auditors of the Local Fund Audit Department) and those above U. D. Clerks in the Non-Gazetted cadre (1/3 of the vacancies).
Cost Accountant P. W. D. Engineering Workshops	By transfer from U. D. Clerks and Accountants in the Kerala Ministerial Subordinate Service employed in the Departmental unit.
Accounts Officer Office of the Director of fisheries	1. By transfer from Junior Superintendents in the Fisheries Department *Or* 2. If no qualified candidate is available among Junior Superintendents, by transfer from Head Clerks in the Fisheries Department 3. In the absence of suitable candidates for transfer as in item 1 or item 2, by transfer from U. D. Clerks in the Fisheries Department.

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(b) Promotion and appointment by transfer in/from the Departmental Unit shall be made from select lists prepared from among eligible officers on the basis of merit and ability, seniority being considered only where merit and ability are approximately equal. Persons included in the select list shall be ranked in the order of their seniority.

3. *Reservation of appointment.*—The rules relating to reservation of appointments (General Rules 16–17) shall apply to appointments by direct recruitment.

4. *Appointing Authority.*—The appointing authority in respect of category 1 shall be the Government, category 3 shall be the Finance Secretary to Government and categories 2, 4 and 5 shall be the Head of the Department concerned.

5. *Qualifications.*—No person shall be eligible for appointment to the categories in column (1) by the method specified in column (2) of the table below unless he possesses the qualifications specified in the corresponding entry in column (3) thereof:—

Table

Category.	*Method.*	*Qualifications.*
(1)	(2)	(3)
Accounts Officer, Office of the Director of Collegiate Education	By promotion or transfer	1. Must have passed Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I will be accepted as sufficient qualification in lieu of Account Test (Higher) 2. A minimum service of 10 years in the Department 3. A minimum period o 5 years experience in dealing with Accounts and Finance matters of Government.
Accounts Officers, Office of the Director of Agriculture and Training	By promotion or transfer	i. Graduation ii. Service in a Supervisory post for a minimum period of three years. iii. Experience in Accounts and Audit for at least three years.

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(1)	(2)	(3)
Accounts Officer, Office of the Director of Technical Education	By promotion or transfer	1. Account Test (Higher). In the case of allotted Officers from Madras, Account Test for Subordinate Officers Part I will be accepted as sufficient qualification in lieu of Account Test (Higher). 2. A minimum service of 10 years in the Department. 3. A minimum period of 5 years experience in dealing with Accounts and Finance matters of Government.
Accounts Officer, Medical College, Trivandrum	By promotion	Five years' service as Senior Superintendent and / or Accounts Officers in Medical Colleges.
2. Senior Superintendent, Stationery Department	By transfer	Should have served in the Department for a minimum period of 10 years.
Senior Superintendents and Accounts Officers, Medical Colleges	do.	10 years service in the Ministerial Cadre of which not less than 3 years should be in and/or above of the rank of U. D. Clerks.
Administrative Assistant to the Director of Indigenous Medicine	do.	1. Minimum general educational qualification of the S. S. L. C. Standard. 2. Office experience for not less than 10 years.
3. Divisional Accountant	By direct recruitment	1. A University Degree with at least a Second Class. 2. Must not have completed 25 years of age on the 1st day of July of the year in which applications for appointment are invited.

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(1)	(2)	(3)
Divisional Accountant	By transfer from the category of Junior Superintendents of the P. W. D. and P. H. Engineering Department	Must have passed Account Test (Higher) and P. W. D. Test or Corresponding Departmental Tests.
	By transfer from among U. D. Clerks of all Departments etc.	1. Must have passed the Account Test (Higher) 2. Must have put in not less than 5 years' total service of which one year should be in the upper division and/or in the higher grade.
5. Accounts Officer, Office of the Director of Fisheries	By transfer	An aggregate of 5 years' service in the posts of Junior Superintendents, Head Clerk or U. D. Clerk in the Fisheries Department. *Note.*—Preference will be given to persons possessing Account Test (Higher)

6. *Tests.*—(a) No person shall be eligible for appointment to categories 1, 2, 4 and 5 unless he has passed the Account Test (Lower)

(b) Every person appointed to category 3 shall within the prescribed period of training pass the Divisional Accountant's test examination.

Provided that the Emergency Divisional Accountants absorbed in the regular cadre shall be exempted from the operation of sub rule (b)

(c) Every person appointed to the post of Senior Superintendent in the Motor Vehicles Department shall within the prescribed period of probation pass the departmental tests which may be prescribed by Government.

7. *Probation.*—(a) Every person appointed to any of the posts in categories 1, 2, 4, and 5 shall from the date on which he joins duty be on probation;

(i) if recruited by transfer from any other service for a total period of two years on duty within a continuous period of three years; and

(ii) if appointed by promotion for a total period of one year on duty within a continuous period of two years.

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(b) Every person appointed to category 3 shall from the date on which he joins duty be on probation for a total period of three years on duty (two years for training and one year for trial as Divisional Accountant). During the period he shall draw allowance as shall be prescribed by Government from time to time:

Provided that no probation is required in the case of Emergency Divisional Accountants who have put in three years service as Emergency Divisional Accountant:

Provided further that a person placed in independent charge of the Accounts of a division after passing the Divisional test examination shall during the period draw pay in the regular scale of pay of Divisional Accountants.

8. *Unit of appointment.*—The unit of application of the General Rules governing recruitment, discharge and reappointment of probationers and approved probationers and appointment of full members shall be the jurisdiction of each of the authorities which, according to Rule 4 are competent to make appointments.

9. *Security.*—Where the State Government have by General or Special Order directed that the holder of any specified post or category of posts shall deposit security for the due and faithful performance of his duties, appointment to such posts or categories of posts shall be made from among candidates who are able and willing to deposit such security.

10. *Training.*—Every person other than the Emergency Divisional Accountants appointed to category 3 shall, during the period of probation undergo practical training for a period of 2 years.

By order of the Governor,

N. M. PATNAIK,
Chief Secretary.

To

All Heads of Departments and Offices.
All Departments of the Secretariat.
The Secretary, Public Service Commission (with C. L.).
The Registrar, University of Kerala (with C. L.).
The Registrar, High Court of Kerala (with C. L.).
The Secretary, Vigilance Commission (with C. L.).
The General Manager, Kerala State Road Transport Corporation (with C. L.).
The Secretary, Kerala State Electricity Board (with C. L.).
The Accountant General.
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Assistant Secretaries to Government.
The Secretary to Governor.
The Private Secretaries to Advisers.
The Stenographer to the Chief Secretary.

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KL/TV(N)12/2003-2005

KERALA GAZETTE
കേരള ഗസറ്റ്

EXTRAORDINARY
അസാധാരണം

PUBLISHED BY AUTHORITY
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Vol. XLVIII വാല്യം 48	Thiruvananthapuram, Friday തിരുവനന്തപുരം, വെള്ളി	22nd August 2003 2003 ആഗസ്റ്റ് 22 31st. Sravana 1925 1925 ശ്രാവണം 31	No. നമ്പർ	1578

GOVERNMENT OF KERALA

Personnel and Administrative Reforms (Rules) Department

NOTIFICATION

G. O. (P) No. 22/2003/P&ARD. *Dated, Thiruvananthapuram, 7th August, 2003.*

S. R. O. No. 793/2003.—In exercise of the powers conferred by sub-section (1) of section 2 of the Kerala Public Services Act, 1968 (19 of 1968), read with section 3 thereof, the Government of Kerala hereby make the following rules further to amend the Special Rules for the Kerala General Service, published under notification G. O. (P) No. 464/66/Public/(Rules) Department dated the 28th November, 1966, in Part I of the Kerala Gazette No. 49 dated the 13th December, 1966, namely:—

33/3989/2003/DTP.

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RULES

1. *Short title and commencement.*—(1) These rules may be called the Kerala General Service (Amendment) Special Rules, 2003.

(2) They shall come into force at once.

2. *Amendment of the rule.*—In the Special Rules for the Kerala General Service,

(1) In rule 1, under category 1A, after the item "Administrative Assistants ... Departments" the following item shall be inserted, namely:—

"Administrative Assistant, Office of the Director of Training".

(2) In rule 2, 'Appointments', under sub-rule (a)—

(i) for category 'Accounts Officer, Office of the Director of Training' in column (1) and the entries against it, in column (2) the following entries shall be substituted, namely:—

"Accounts Officer Grade I, Office of the Director of Training	(i) By promotion from the category of Administrative Assistant in the Department.
	(ii) In the absence of qualified hands under item (i) above, by promotion from the category of Accounts Officer Grade II in the Department.
	(iii) In the absence of qualified hands under item (i) and (ii) above, by promotion from the category of Senior Superintendents in the Department".

(ii) after the category Administrative Assistant in various Departments in column (1) and the entries against in column (2), the following entries shall be inserted, namely:—

"Administrative Assistant, Office of the Director of Training	(i) By promotion from the category of Accounts Officer Grade II, in the Department in accordance with their seniority in the category of Senior Superintendent.

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(ii) In the absence of qualified hands under item (i) above, by promotion from the category of Senior Superintendent in the Department".

By order of the Governor,

C. RAMACHANDRAN,
Principal Secretary to Government.

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

One-post of Administrative Assistant was created in the Industrial Training Department in the Scale of Pay of Rs. 7200–11400. Government have decided to include the post in the Special Rules for the Kerala General Service issued in G. O. (P) No. 464/PD dated 28th November, 1966, as the post have different feeder category posts than that of Administrative Assistant in the various Departments. Besides, the post of Administrative Assistant also has to be included as a feeder category to the post of Accounts Officer Grade I.

This notification is intended to achieve the above object.

To

All Heads of Departments and Offices.
All Departments (All Sections) of the Secretariat.
The Secretary, Kerala Legislative Assembly, Thiruvananthapuram.
The Secretary, Kerala Public Service Commission.
The Registrar, University of Kerala, Thiruvananthapuram.
The Registrar, University of Cochin, Kochi.
The Registrar, Mahatma Gandhi University, Kottayam.
The Registrar, University of Calicut, Kozhikode.

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NOTE # 75 (Attachment : AO Special rule.pdf)

The Registrar, Kannur University, Kannur.
The Registrar, Kerala Agricultural University, Thrissur.
The Registrar, High Court of Kerala, Ernakulam.
The Accountant General, Kerala, Thiruvananthapuram.
The Secretary, Kerala State Electricity Board, Thiruvananthapuram.
The General Manager, Kerala State Road Transport Corporation, Thiruvananthapuram.
The Secretary to Governor.
All Commissioners and Secretaries, Secretaries, Special Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
The Private Secretaries to the Chief Minister and other Ministers, Leader of Opposition and Government Chief Whip.
The Additional Secretary to the Chief Secretary.
All Recognized Service Associations.

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വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒരു സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ തസ്തികയും, 21 യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയും, 77 എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയും നിലവിലുണ്ട്. ടി തസ്തികകൾ സൃഷ്ടിച്ച ഉത്തരവുകൾ ചുവടെ ചേർക്കുന്നു.

Sl No	Name of Institute	യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക അനുവദിച്ച ഉത്തരവ് നമ്പർ & തീയതി	റിമാർക്സ്
1.	ITI CHANDANATHOPE	GO (Ms) No.770/62/HLD Dated.31.10.1962	**പകർപ്പ് ലഭ്യമാണ്**
2.	ITI KOZHIKKODE	GO (Rt) No.914/63/HLD Dated: 13.03.1963	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
3.	ITI CHACKAI	GO (Ms) No.867/63/H Dated: 02.12.1963	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
4.	ITI KANNUR	GO (Rt) No.1011/64/LBR Dated: 30.03.1964	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
5.	ITI CHENGANNUR	GO (Rt) No.1135/65/HLD Dated 20.03.1965	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
6.	ITI MALAMPUZHA	GO (Rt) No.1285/66/Health Dated: 04.04.1966	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
7.	ITI AREACODEL	GO (Ms) No.63/72/LBR Dated: 10.07.1972	**പകർപ്പ് ലഭ്യമാണ്**
8.	ITI ATTINGAL	GO (Ms) No.64/72/LBR Dated: 10.07.1972	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
9.	ITI KALAMASSERY	GO (Ms) No.95/72/LBR Dated: 24.10.1972	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
10.	ITI ETTUMANOOR	GO (Rt) No. 630/74/LBR Dated: 06.07.1974	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
11.	ITI PALLICKATHODE	GO (Ms) No.94/78/LBR Dated: 24.07.1978	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
12.	ITI KATTAPPANA	GO (Rt) No.445/78/L&H Dated: 16.03.1979	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
13.	ITI CHENERKKARA	GO (Ms) No.50/83/LBR Dated: 20.10.1983	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
14.	ITI (W) KOLLAM	GO (Ms) No.50/83/LBR Dated: 29.10.1983	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
15.	ITI MALA	GO (Ms) No.50/83/LBR Dated: 29.10.1983	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
16.	ITI DHANUVACHAPURAM	GO (Ms) No.67/90/LBR Dated: 27.08.1990	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
17.	ITI CHATHANNUR	GO (Ms) No.31/96/LBR Dated: 08.03.1996	**പകർപ്പ് ലഭ്യമാണ്**
18.	ITI KAYYUR	GO (Ms) No.83/97LBR Dated: 27.08.1997	**പകർപ്പ് ലഭ്യമാണ്**
19.	ITI CHERP	GO (Ms) No.91/2010/LBR Dated: 06.08.2010 (LDSK)	സ.ഉ.(ആർ.റ്റി)നം. 224/79/L&H തീയതി 14.02.1979 ഉത്തരവ് പ്രകാരം കഴക്കൂട്ടം (വനിത) ഐ.ടി.ഐ-യിൽ യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക സൃഷ്ടിച്ചിരുന്നു. ടി തസ്തികയാണ് ഐ.ടി.ഐ ചേർപ്പ് – ലേയ്ക്ക് ട്രാൻസ്ഫർ ചെയ്തത്.
20.	ITI (W) KOZHIKKODE	GO (Ms) No.126/2008/LBR Dated: 05.09.2008	**പകർപ്പ് ലഭ്യമാണ്**
21.	ITI CHALAKKUDY	GO (Rt) No. 846/2022/LR Dated:18.07.2022	ചാലക്കുടി ഐ.ടി.ഐ യിൽ നിലവിലുണ്ടായിരുന്ന സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ തസ്തികയും കാസർഗോഡ് ഐ.ടി.ഐ യിൽ നിലവിലുണ്ടായിരുന്ന യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയും പരസ്പരം ഷിഫ്റ്റ് ചെയ്ത് കൊണ്ടുള്ള

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			ഉത്തരവ്. **പകർപ്പ് ലഭ്യാണ്**

എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക അനുവദിച്ച ഉത്തരവ്

Sl No	Name of Institute	എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക അനുവദിച്ച ഉത്തരവ് നമ്പർ & തീയതി	റിമാർക്ക്സ്
1	ITI KANNUR	GO (Ms) No.819/66 dated02/11/1966 of H&L (E dept)	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
2	ITI MALAMPUZHA		
3	ITI DHANUVACHAPURAM	GO (Ms) 107/72/LBR dated 2/12/1972	
4	ITI CHANDAHANTHOPPU		
5	ITI CHENGANNUR		
6	ITI ETTUMANOOR		
7	ITI KALAMASSERY		
8	ITI CHALAKKUDY	GO (Ms) 107/72/LBR dated 2/12/1972	
9	AVTS KALAMASSERY	GO (MS)70/77/LBR Dt, 03/09/1977	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
10	ITI (W) KAZHAKKUTTOM	GO (Rt) No.224/79/L & H Dated 14.02.1979	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല. സ.ഉ.(ആർ.റ്റി)നം. 224/79/L&H തീയതി 14.02.1979 ഉത്തരവ് പ്രകാരം കഴക്കൂട്ടം (വനിത) ഐ.ടി.ഐ-യിൽ യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക സൃഷ്ടിച്ചിരുന്നു. ടി തസ്തികയാണ് ഐ.ടി.ഐ ചേർപ്പ് –ലേയ്ക്ക് ട്രാൻസ്ഫർ ചെയ്തിട്ടുണ്ട്.
11	ITI(W) KOZHIKKODE	GO(Ms) 193/82/LBR Dated 02.03.1982	Continues Sanction Order
12	ITI KALPETTA	GO(Ms) 38/82/LBR Dated 05.11.1982	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
13	ITI KOYILADY	GO (Ms) No. 56/85/LBR Dated.19.11.1985	
14	ITI CHACKAI	GO (Ms)No.67/90/LBR, dated 28.07.1990.	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
15	ITI ARYANAD	GO (Ms) No.71/90/LBR Dated: 10/08/1990	
16	ITI (W) CHENGANNUR		
17	ITI (W) KALAMASSERY		
18	ITI (W) MALAMPUZHA		
19	ITI (W) KANNUR		
20	ITI (W) CHALAKKUDY	GO (Ms) No. 76/90/LBR Dated 24.08.1990	
21	ITI ATTINGAL	GO (Ms) No.81/91/LBR dated 16.01.1991	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
22	ITI KUZHALMANNAM	GO (Ms) No. 6/1995/LBR dated.16/01/1995	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
23	ITI PALLICKATHODE	GO (Ms) No.81/2005/LBR dated 22.08.2005	

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24	ITI NILAMBUR	GO (Rt) No.3305/2005/LBR dated 06.12.2005	നിലംബൂർ ഐ.ടി.ഐ യിൽ നിലവിലുണ്ടായിരുന്ന യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയും കാസർഗോഡ് ഐ.ടി.ഐ യിൽ നിലവിലുണ്ടായിരുന്ന എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയും പരസ്പരം ഷിഫ്റ്റ് ചെയ്ത് കൊണ്ടുള്ള ഉത്തരവ്.
25	ITI ELAMADU	G.O (Ms) 107/2008/LBR, Dated.08/08/2008	
26	ITI (W) MEZHUVELI		
27	ITI PURAKKAD		
28	ITI PERUVA		
29	RAJAKKAD		
30	ITI DESAMANGALAM		
31	ITI ERIYADU		
32	MARANCHERRY		
33	ITI BEYPORE		
34	ITI VALAYAM		
35	ITI (W) NENMENI		
36	MADAYI		
37	ITI PULLUR		
38	ITI MALA	GO (Ms) No.126/2008/LBR Dated 05.09.2008	
39	ITI (W) PARASSALA	GO(Ms) No. 75/2009/LBR, Dated: 19/06/2009	
40	ITI KAYAMKULAM		
41	ITI THIRUVARPPU		
42	ITI ARAKKUZHA		
43	ITI MANEED		
44	ITI VANIYAMKULAM		
45	ITI PUZHAKKATTIRI		
46	ITI KURUMATHOOR		
47	ITI PERAVOOR		
48	ITI MADIKKAI		
49	ITI MALAYINKIL	GO(Ms) No. 91/2010/LBR, Dated: 06/08/2010	
50	ITI THEVALAKKARA		
51	ITI RANNI		
52	ITI VAYALAR		
53	ITI MARADU		
54	ITI VENGOOR		
55	ITI MANALOOR		
56	ITI NENMARA		
57	ITI CHERIYAMUNDAM		
58	ITI MANIYOOR		
59	ITI THIRUVAMBADI		

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60	ITI VADAKARA		
61	ITI PERINGOME		
62	ITI SEETHAMGOLI		
63	ITI ATTAPPADY	GO(Ms) No.100/2011/LBR Dated 02.08.2011	
64	ITI (W) CHANGANACHERRY	G.O(Ms)134/2012/LBR Dated 15/09/2012	
65	ITI KANJIKKUZHI		
66	ITI (W) THAZHEKODE		
67	ITI (W) WEST ELERI		
68	ITI KUTHUPARAMBA	G.O(Ms) No.16/2016/LBR Dated 27.01.2016	
69	ITI PERAMBRA	G.O(Ms) No.70/2017/LBR Dated 28.08.2017	
70	ITI PINARAYI	G.O(Ms) No.95/2017/LBR Dated 03.11.2017	
71	ITI PANNIYANNUR	G.O(Ms) No.36/2018/LBR Dated 08.06.2018	
72	ITI VARKKALA	G.O(Ms) No.34/2018/LBR Dated 08.06.2018	
73	ITI PORUIVAZHI	GO (Ms) 05/2021/LBR Dated 21.01.2021	
74	ITI ELAPPARA		
75	ITI VAZHAKKAD		
76	ITI KARUNAPURAM		
77	ITI KULATHUPPUZHA		

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NOTE # 114 (Attachment : UDSK Govt Orders_compressed.pdf)

Chandramathope

6 (5)

AUDIT

Craftsmen Training Scheme - Establishment of new Industrial Training Institutes at Quilon, Alleppey and Kottayam during III Five year Plan - sanctioned

Health & Labour (H) Department

G.O.No.770/62/HLD Trivandrum, dated 31-10-196

Read:-1. Correspondence resting with letter No.T0-0375/60 dated 5-4-1962 from the Director of Training

2. Letter No.2(6)10/62-TP dated 6-9-1962 from the Government of India

3. Letter No.2(6)10/62-TP dated 7-8-19[illegible] from the Government of India

4. Letter No.2(6)9/62-TP dated 10-1-19[illegible] from the Government of India

ORDER

1. Sanction is accorded to the establishment of an Industrial Training Institute in Quilon District with a seating capacity of 416 seats at an estimated expenditure not exceeding Rs.22.818 (Rs. Twenty two lakhs eighty one thousand and eight hundred only) during the Third Five Year Plan period as shown below and in appendices I to V to the Government of India's letter cited as II paper above.

	Estimated expenditure for the entire Plan period
i) Recurring	Rs. [illegible]
ii) Non-Recurring	
a) Land & Building	Rs. 9.356 "
b) Tools & Equipment	Rs. 7.506 "
c) Furniture	Rs. 0.344 "
Total (Recurring & Non-Recurring)	Rs.22.818 "

2. Sanction is also accorded for the creation of the following posts from the dates noted against them for the Industrial Training Institute, Quilon

Sl. No.	Name of the post	No. of posts required from 1.3.1963 for 248 seats	No. of posts required from 1.7.1964 for 168 seats	Total No. of posts sanctioned for 416 seats.
1	2	3	4	5
1.	Principal	1		1
2.	Foreman	1	1	2
3.	Supervisors	3	3	6
4.	Craft Instructors (Senior)	3	3	6
5.	Craft Instructors (Junior)	11	9	20
6.	Allied Trade Instructor	1	1	2
7.	Drawing Instructor	1	1	2
8.	Mathematic Instructor	1 P.T.	1 P.T.	2

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NOTE # 114 (Attachment : UDSK Govt Orders_compressed.pdf)

Office Superintendent	–	1			
10. U.D.C. (including Account & Store Keeper)	2	1	3		
11. L.D.C. (including Typist etc.)	2	3	5		
12. Class IV staff for Institute	8	5	13		
13. Workshop Attendant	3	2	5	3	
14. Medical Officer	1 P.T.		1 P.T.		
15. Compounder	1		1		
16. Asst. Hostel Supdt.	1 P.T.	–	1 P.T.		
17. Hostel Clerk	1		1		
18. Class IV staff for Hostel	5	3	8	3	
19. Motor Driver for giving Instructions in driving		1	1		

3. Sanction is accorded to the establishment of an Industrial Training Institute in Alleppey District with a seating capacity of 384 seats at an estimated expenditure not exceeding Rs. 20.90 (Rupees twenty lakhs, ninety thousand and two hundred only) in the III Five Year Plan period as shown below and in appendices V to the Government of India's letter read as 3rd paper above.

	Estimates expenditure for entire Plan period
i. Recurring	Rs. 5.105 lakhs
ii. Non-Recurring	
a. Land & buildings	Rs. 8.592 lakhs
b. Tools & equipment	Rs. 6.925 "
c. Furniture	Rs. 0.209 "
Total (recurring and non-recurring)	Rs. 20.902 lakhs.

4. Sanction is also accorded for the creation of the following posts from the dates noted against them for the Industrial Training Institute, Alleppey.

Sl. No.	Name of post	No. of posts required from Aug. 63 (216 seats)	from May 64 (160 seats)	Total for 384 seats	Scale
1	2	3	4	5	
1.	Principal	1	–	1	300
2.	Foreman	1	1	2	150
3.	Supervisors	3	3	6	150
4.	Craft Instructors (Sr.)	2	2	4	12[illegible]
5.	Craft Instructors (Jr.)	13	10	23	80
6.	Allied Trade Instructor	1	1	2	80
7.	Drawing Instructor	1	1	2	80
8.	Mathematics Instructor	1 P.T.	1 P.T.	1	Rs.40 M.T.80 for 1
9.	Office Superintendent	–	1	1	15[illegible]
10	U.D.C. (Including Accounts & Store Keeper	2	1	3	8
11	U.D.C. (Including Typist etc.	2	2	4	4

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NOTE # 114 (Attachment : UDSK Govt Orders_compressed.pdf)

12. Class IV staff for Institute	8	4		12	30-40
13. Workshop Attendant	3	1		4	35-60
14. Medical Officer	1(P.T.)	--		1P.T.	Rs.50 P.
15. Compounder	1(P.T.)	--		1	40-120
16. Hostel Superintendent	1(P.T)	1	(F.T)	1	Rs.20p.m for P.T.
17. Hostel Clerk	1	--		1	80-180 P.T. 40-120
18. Class IV staff for Hostel	5	3		8	30-40

5- Sanction is accorded to the establishment of an Industrial Training Institute in Kottayam District with a seating capacity of 384 seats at an estimated expenditure not exceeding Rs.21.755 lakhs (Rupees Twenty one lakh fifty five thousand and five hundred only) during the III Five Year Plan period as shown below and in appendices I to V to the Government of India's letter read as 4th paper above.

	Estimated expenditure for the entire plan period
i) Recurring	Rs. 5.125 lakhs
ii) Non-Recurring	
a) Land & Building	Rs. 8.880 "
b) Tools & Equipment	Rs. 7.470 "
c) Furniture	Rs. 0.280 "
Total (Recurring & Non-recurring)	Rs.21.755

6. Sanction is also accorded for the creation of the following posts from the dates noted against item for the Industrial Training Institute, Kottayam.

Sl. No.	Name of the post	No.of posts required from Aug.63(216 seats)	No.of posts reqd. from May 64(168 seats)	Total 384 seats	Scale o pay
1.	Principal	1		1	300-500
2.	Foreman	1	1	2	150-300
3.	Supervisors	3	3	6	150-250
4.	Craft Instructors (Sr.)	3	3	6	125-225
5.	Craft Instructors(Jr.)	12	9	21	80-180
6.	Allied Trade Instructor	1	1	2	80-180
7.	Mathematics Instructor	1P.T.	F.T.	1	Rs.40 for 80-180P.
8.	Drawing Instructo3	1	1	2	
9.	Office Superintendent	-	1	1	150-250
10.	U.D.C.(including Account & Store Keeper	2	3	5	80-180
11.	L.D.C.(including typist etc)	2	2	4	40-120
12.	Class IV staff for Institute	8	4	12	30-40
13.	Workshop Attendant	3	1	4	35-60
14.	Medical Officer	1(P.T)	-	1P.T.	50 p.m for P.T. 40-12
15.	Compounder	1	-	1	40-120
16.	Asst- Hostel Supdt.	1 P.T.	F.T.	1	Rs.20p.m. fo P.T. 80-1 for P.T.
17.	Hostel Clerk	1	-	1	40-120
18.	Class IV staff for Hostel	5	3	8	30-40

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12. Class IV staff for Institute	8	4		12	30-40	
13. Workshop Attendant	4	1		4	35-60	
14. Medical Officer	1	1(P.T.)	..	1P.T.	Rs.50 P.	
15. Compounder	1	1(P.T.)	..	1	40-120	
16. Hostel Superintendent		1(P.T)	1 (F.T)	1	Rs.20p.m for P.T.	
17. Hostel Clerk		1	..	1	80-180 P.T.	
18. Class IV staff for Hostel		5	3	8	40-120	
					30-40	

5- Sanction is accorded to the establishment of an Industrial Training Institute in Kottayam District with a seating capacity of 384 seats at an estimated expenditure not exceeding Rs.21.755 lakhs (Rupees Twenty one lakh and five thousand and five hundred only) during the III Five Year Plan period as shown below and in appendices I to V to the Government of India's letter read as 4th paper above.

	Estimated expenditure for the entire plan period
i) Recurring	Rs. 5.125 lakhs
ii) Non-Recurring	
a) Land & Building	Rs. 8.880 "
b) Tools & Equipment	Rs. 7.470 "
c) Furniture	Rs. 0.280 "
Total (Recurring & Non-recurring)	Rs.21.755

6. Sanction is also accorded for the creation of the following posts from the dates noted against item for the Industrial Training Institute, Kottayam.

Sl. No.	Name of the post	No.of posts required from Aug.63(216 seats)	No.of posts reqd. from May 64(168 seats)	Total 384 seats	Scale of pay
1.	Principal	1	1	1	300-500
2.	Foreman	1	1	2	150-300
3.	Supervisors	3	3	6	150-250
4.	Craft Instructors (Sr.)	3	3	6	125-225
5.	Craft Instructors(Jr.)	12	8	21	80-180
6.	Allied Trade Instructor	1	1	2	80-180
7.	Mathematics Instructor	1P.T.	1 F.T.	1	Rs.40 for 80-180F.
8.	Drawing Instructo3	1	1	2	
9.	Office Superintendent	-	1	1	150-250
10.	U.D.C.(including Account & Store Keeper	2	1	3	80-180
11.	L.D.C.(including typist etc)	2	2	4	40-120
12.	Class IV staff for Institute	8	4	12	30-40
13.	Workshop Attendant	3	1	4	35-60
14.	Medical Officer	1(P.T)	..	1P.T.	50P.p.m for P.T. 40-1
15.	Compounder	1	-	1	40-12
16.	Asst- Hostel Supdt.	1 P.T.	1F.T.	1	Rs.20p.m. I P.T. 80-1 for F.T.
17.	Hostel Clerk	1	-	1	40-120
18.	Class IV staff for Hostel	5	3	8	30-40

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19 Motor Driver for giving Instruction in driving — 1 1 - 40-10

7.a. All part-time posts would be abolished when full time are appointed.

b. Remuneration to part-time officers will be restricted to maximum of 20% of the basic pay if government servant.

c. One Principal, one U.D.C. and one Class IV staff to be appointed three months before first admission.

d. Staff should be appointed eligible according to the actual number of units introduced in each trade.

e. Only trained Instructors should be appointed no expenditure will be shared if untrained instructors appointed.

8. The sanctions are subject to funds being communicate in the budget of each year during the Third Five Year Plan period The expenditure will be initially incurred by the State Govt. who will claim reimbursement of 60% of the actual expenditure fro the Government of India at the end of the year. Central Government's share of expenditure is debitable to the head 174-B-other Grants-in-aid-D.13 Labour & Employment-D.13(2), Other Grants-Scheme for the Training of Craftsmen (Plan) during 1962-63.

9. Where rate contracts in respect of tools and equipm and/or machinery exist between the manufacturers and the Director General of Supplies & Disposals, all purchases should be made against such contracts at the prescribed rates. All other articl may be purchased through the purchasing agency of the State Government.

10. The Government of India have agreed to share the expenditure on the purchase of land and construction of buildings within the ceiling (Appendix II) subject to the condition that detailed plans and estimates prepared by the State Public Works Department are approved by the State Finance Department and the actual expenditure is restricted to the amount thus approved.

11. The Director of Training will forward to the Ministry of Labour & Employment, Govt. of India, (Statistical section) the quarterly statistical returns by 10th of the month following the quarter to which it relates.

12. The expenditure during the current year will be met from the provision under 28 D(a) XVII.I.T.Plan(Schemes) provided for the respective Institutes for 1962-1963.

(By order of the Governor)
P.U.John,
Assistant Secretary.

To
The Director of Training

(True copy)

for Director of Training

C/17-6

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Areacode

GOVERNMENT OF KERALA

ABSTRACT

Establishment - Industrial Training - Establishment of an Educational Training Institute for the Malappuram District - sanctioned

LABOUR (C) DEPARTMENT

G.O.(Ms).No.63/72/LBR Trivandrum, dated 10-7-1972

Read:Letter No.Acc(2)-25356/70 dated 22-3-1972 from the Director of Training.

ORDER

Sanction is accorded as a special case in relaxation of the economy orders in G.O.(P)142/72/Fin. dated 15-5-1972 for the establishment of an Industrial Training Institute for the Malappuram District with the following temporary staff with effect from 1-8-1972. The posts will be temporary till the end of February 1973.

Sl. No.	Designation	Scale of pay	No. of posts required from August 1972
1.	Principal (Grade;II)	Rs. 300-800	1
2.	Foreman Instructor	Rs. 200-525	1
3.	Supervisory Instructor	Rs. 210-370	2
4.	Instructor (Grade-I)	Rs. 175-315	1
5.	Instructor (Grade-II)	Rs. 100-290	9
6.	Arithmetic-cum-Drawing Instructor	Rs. 140-290	2
7.	Workshop Attender	Rs. 75-150	2
8.	U.D.Store Keeper	Rs. 130-270	1
9.	Store Attender	Rs. 75-130	1
10.	Junior Superintendent	Rs. 220-370	1
11.	U.D.Clerk	Rs. 130-270	2
12.	L.D.Clerk	Rs. 90-190	2
13.	L.D.Accountant	Rs. 90-190	1
14.	L.D.Typist	Rs. 90-190	1
15.	Peon	Rs. 70-115	3
16.	Sweeper	Rs. 70-115	2
17.	Part-time Medical Officer	Rs. 50/-p.m.	1
18.	Compounder	Rs. 110-220	1
19.	Dresser	Rs. 75-130	1
20.	Watchman	Rs. 70-115	3
21.	Asst. Hostel Superintendent	Rs. 130-270	1
22.	Hostel Clerk	Rs. 90-190	1
23.	Sweeper (for Hostel)	Rs. 70-115	1
24.	Water Carrier (for Hostel)	Rs. 70-115	1
25.	Watchman	Rs. 70-115	1

2. Government also order that 192 trainees will be admitted this year in 9 trades.

3. It is noted that there is already a token provision for the purpose in the current Budget under "28 E(b) 'D' VII" for starting Industrial Training Institutes. The Director of Training will take immediate steps for the provision of necessary funds to meet the expenditure.

By order of the Governor
K.Mohanachandran
Deputy Secretary.

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UDSK
Chathannoor

19 A

കേരള സർക്കാർ

സംഗഹം

വ്യവസായിക പരിശീലന വകുപ്പ് - കൊല്ലം ജില്ലയിൽ ചാത്തന്നൂരിൽ ഗവൺമെന്റ് ഉടമയിൽ ഒരു പുതിയ ഐ.ടി.ഐ. ആരംഭിക്കുന്നതിന് ഭരണാനുമതി നൽകി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും പുനരധിവാസവും (സി) വകുപ്പ്

സർക്കാർ ഉത്തരവ് (എം.എസ്.)നം.32/96 തൊഴിൽ തിരുവനന്തപുരം, തീയതി, 08.3.96

പരാമർശം:- വ്യവസായിക പരിശീലന വകുപ്പ് ഡയറക്ടറുടെ 1.4.95 ലേയും 27.6.95 ലേയും ബി2/6030/95 നംപർ കത്തുകൾ.

ഉത്തരവ്

കൊല്ലം ജില്ലയിൽ ചാത്തന്നൂർ പഞ്ചായത്തിൽ സർക്കാർ ഉടമയിൽ ഒരു ഐ.ടി.ഐ. ആരംഭിക്കുന്നതിന് തത്വത്തിൽ അനുവാദം നൽകി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു. ടി ഐ.ടി.ഐ.യിൽ 1996 ആഗസ്റ്റ് മാസത്തിൽ പ്രവർത്തനം ആരംഭിക്കുന്നതിനും ഉദ്ദേശിക്കുന്നു. ഈ ഉത്തരവിന്റെ അനുബന്ധമായി താഴെ ചേർത്തിരിക്കുന്ന തസ്തികകൾ സൃഷ്ടിക്കുന്നതിനും അനുമതി നൽകുന്നു.

ഇതിനാവശ്യമായ ചെലവ് '2230-03-101-99-ഐ.ടി.ഐ.സ്(പ്ലാൻ)' എന്ന ശീർഷകത്തിൽ നിന്നും കണ്ടെത്തുന്നതിനും അനുമതി നൽകുന്നു.

ഗവർണ്ണറുടെ ഉത്തരവിൻ പ്രകാരം,

കെ.കെ.വിജയകുമാർ
സെക്രട്ടറി

1. വ്യവസായിക പരിശീലന വകുപ്പ്, തിരുവനന്തപുരം.

Endt. on B2/25803/95

Thycaud, Thiruvananthapuram
Dated: 15.3.1996.

Copy communicated all Principals/ I.T.Is/C.A. to D.T, ADT, JDT, DDT, DSA, Ado & T.I.O A.O.I and A.O.II.

S.S.(A) for necessary action.
SS(B), S.S.(B), (C)(D), (E) & F for information and necessary action.

for Director of Training.

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ANNEXURE

(Posts Required for New I.T.I, Chathannoor)

Sl. No.	Name of Post		Scale of Pay		No. of post
1.	Principal Class II	:	2500-4000	:	1
2.	Senior Superintendent	:	2000-3200	:	1
3.	U.D.Clerk	:	1200-2040	:	2
4.	L.D.Clerk	:	950-1500	:	2
5.	L.D.Typist	:	950-1500	:	1
6.	Assistant Hostel Superintendent	:	1200-2040	:	1
7.	U.D.Storekeeper	:	1200-2040	:	1
8.	Store Attender	:	900-1200	:	1
9.	Watchman	:	775-1065	:	3
10.	Peon	:	775-1065	:	2
11.	Sweeper	:	775-1065	:	1
12.	Water Carrier	:	775-1065	:	1
13.	Junior Instructor	:	1350-2200	:	8
14.	[illegible] Instructor	:	1350-2200	:	1
			Total:		26

for Director of [illegible]

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21 6

GOVERNMENT OF KERALA

(Abstract)

Industrial Training: Department - I.T.I, Chathannoor - Starting of new trades and posting of section staff - sanction accorded - Orders Issued.

LABOUR AND REHABILITATION(C) DEPARTMENT

G.O(Rt)923/97/LBR

Thiruvananthapuram, Dated : 24.3.97

Read : 1. G.O(MS)31/96/LBR dated 8.3.1996
2. Letter No.B2/25803/95 dt. 5.6.96, 11.7.96, 1.10.96 and 2.1.96 from the Director of Training.

O R D E R

As per the G.O read as first paper above, sanction was accorded to start a newI.T.I at Chathannoor in Kollam District with 8 trades and for the Creation of 26 new posts as mentioned therein meeting the expenditure from the head of account '2230-03-101-99-ITI(Plan).

Inthis letters read as 2nd paper above, the Director of Training has proposed to start 4 trades in I.T.I, Chathannor with a skeleton staff due to the scarcity of spaoe.

In the circumstances, as proposed by the Director of Training sanction is accorded for starting the following 4 trades at I.T.I Chathannoor with the skeleton staff mentioned below subject to the condition that one post each of watchman and Clerk will be filled up only after 1.4.97 ie, after the Hostel Building is taken for Hostel accomodation and the classes are functioning.

Trades

Hair & Skin Care
Painter General
Upholstery
Dress Making

Skeleton Staff

Principal Class II	: 1
Senior Superintendent	: 1
U.D Clerk	: 2
L.D Typist	: 2
UD Store Keeper	: 1
Store Attender	: 1

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9.	Peon	: 2
10.	Sweeper	: 1
11.	Water Carrier	: 1
12.	Junior Instructor	: 4
13.	A.C.D Instructor	: 1

4. The Director of Training will send up fresh proposals for starting 4 more trades during the next academic year.

5. The expenditure on this account will be debited to the head of account "2230-03-101-99-ITI (Plan)96-97."

(BY ORDER OF THE GOVERNOR)

Sd/-
K.K. NARAYANAN NAMBOOTHIRI
UNDER SECRETARY TO GOVERNMENT

To

The Director of Training, Thiruvananthapuram.
The Finance Department : Vide G.O Note No.5185/H&LAL/ Fin dtd. 2.2.97)

// Forwarded by Order//

Sd/-
Section Officer.

// True Copy //

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Kayyur

കേരള സർക്കാർ

സംഗ്രഹം

വ്യാവസായിക പരിശീലന വകുപ്പ് - കാസർഗോഡ് ജില്ലയിലെ കയ്യൂർ-ചീമേനി ഐ.ടി.ഐ.യിൽ നാലു ട്രേഡുകൾ ആരംഭിക്കുന്നതിന് അനുമതി നൽകി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും പുനരധിവാസവും (സി) വകുപ്പ്

ജി.ഒ.(എം.എസ്.)നം.83/97/തൊഴിൽ തിരുവനന്തപുരം, തീയതി, 27.8.97

പരാമർശം:- 1. ജി.ഒ.(എം.എസ്.)23/91/തൊഴിൽ, തീയതി 27.3.91.
2. ജി.ഒ.(ആർ.ടി)2533/91/തൊഴിൽ തീയതി,16.10.91.
3. 14.3.1997, 2.6.1997 എന്നീ തീയതികളിലെ വ്യാവസായിക പരിശീലന വകുപ്പ് ഡയറക്ടരുടെ കത്തുകൾ.

...

ഉത്തരവ്

കാസർഗോഡ് ജില്ലയിലെ കയ്യൂർ-ചീമേനി പഞ്ചായത്തിൽ 1991-92 അദ്ധ്യയന വർഷത്തിൽ ഒരു ഐ.ടി.ഐ. ആരംഭിക്കുന്നതിന് പരാമർശം 1-ലെ ഉത്തരവു പ്രകാരം ഭരണാനുമതി നൽകിയിരുന്നു. എന്നാൽ പഞ്ചായത്തധികൃതർ ആവശ്യമായ സ്ഥലസൗകര്യം ലഭ്യമാക്കാത്തതിനാൽ ടി ഐ.ടി.ഐ.യുടെ പ്രവർത്തനം തുടങ്ങാൻ സാധിച്ചിരുന്നില്ല. തുടർന്ന് പഞ്ചായത്തധികൃതരിൽനിന്നുള്ള വന്നു സർക്കാരിന് ഈടു വയ്ക്കുവാനായി ഒരേക്കറോളം ചെയ്യുന്ന പക്ഷം 1992-93 വർഷത്തിൽ പ്രസ്തുതസ്ഥാപനം ആരംഭിക്കുന്നതാണെന്ന് പരാമർശം 2-ലെ ഉത്തരവിലും പ്രകാരം സർക്കാർ വ്യക്തമാക്കിയിരുന്നു. എന്നാൽ സ്ഥലവും കെട്ടിടവും ലഭ്യമാവുന്നതിനെക്കുറിച്ചുള്ള കാലതാമസം കാരണം ടി ഐ.ടി.ഐ. യുടെ പ്രവർത്തനം തുടങ്ങാൻ സാധിച്ചിട്ടില്ല.

(2) സർക്കാർ നടപടിച്ചിട്ടുള്ള ഐ.ടി.ഐ. 12 മണിക്കൂർ ഷിഫ്റ്റുകളിലായി പ്രവർത്തിക്കുന്നതിനാവശ്യമായ വെള്ളം, താല്ക്കാലിക കെട്ടിടം, വൈദ്യുതി, വാട്ടർ സപ്ലൈ എന്നിവ നൽകാൻ പ്രസ്തുത പഞ്ചായത്ത് സന്നദ്ധതയറിയിച്ച സാഹചര്യത്തിൽ വ്യാവസായിക പരിശീലന വകുപ്പ് ഡയറക്ടർ സ്ഥലവും കെട്ടിടവും പരിശോധിക്കുകയുണ്ടായി. തുക്കാലം നാല് ട്രേഡുകൾ തുടങ്ങുന്നതിനുള്ള സൗകര്യം മാത്രമേയുള്ളുവെന്നും നാല് ട്രേഡുകൾ കൂടി ആരംഭിക്കുന്നതിനാവശ്യമായ താല്ക്കാലിക കെട്ടിടം നിർമ്മിച്ചുതരുവാൻ പഞ്ചായത്ത് തയ്യാറാകുമെങ്കിൽ 8 ട്രേഡുകൾ ആരംഭിക്കാവുന്നതാണെന്നും 1997 ആഗസ്റ്റ് മാസം മുതൽ ക്ലാസ്സുകൾ ആരംഭിക്കുന്നതിനു തക്ക രീതിയിൽ തന്നിട്ടുള്ള വിവിധ തസ്തികകൾ അനുവദിക്കണമെന്നും വ്യാവസായിക പരിശീലന വകുപ്പ് ഡയറക്ടർ അഭ്യർത്ഥന സമർപ്പിച്ചിട്ടുണ്ട്.

(3) സർക്കാർ കാര്യം വിശദമായി പരിശോധിച്ചു. കയ്യൂർ-ചീമേനി ഐ.ടി.ഐ.യിൽ താഴെ പറയുന്ന തസ്തികകളോടു കൂടി നാല് ട്രേഡുകൾ ആരംഭിക്കുന്നതിനുള്ള അനുമതി നൽകി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

1.	പ്രിൻസിപ്പൽ ഗ്രേഡ്-II	..	1 (ഒന്ന്)
2.	സീനിയർ സൂപ്രണ്ട്	..	1 (ഒന്ന്)
3.	ക്ലർക്ക്	..	1 (ഒന്ന്)
4.	ടൈപ്പിസ്റ്റ് ക്ലർക്ക്	..	2 (രണ്ട്)
5.	ഡ്രോയിംഗ് ഇൻസ്ട്രക്ടർ	..	4 (നാല്)
6.	അറ്റൻഡർ കം വാച്ച്മാൻ	..	1 (ഒന്ന്)
7.	ഡിപ്ലോമ-കം-ഡെമോൺസ്ട്രേറ്റർ	..	4 (നാലു)
	ഡിപ്ലോമ-കം-ഡെമോൺസ്ട്രേറ്റർ കാറ്റഗറി	..	1 (ഒന്ന്)
	ടി.സി.സി. ഇൻസ്ട്രക്ടർ	..	1 (ഒന്ന്)
	ആകെ	...	15 (പതിനഞ്ച്)

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തുടർന്നാവശ്യമായ ചെലവ് "2230-03-101-99-ഒ.ടി.ഇ. പദ്ധതി" എന്ന ശീർഷകത്തിൽ നിന്നും വഹിക്കുന്നതിനും അനുമതി നൽകുന്നു.

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)

കെ.കെ.വിജയകുമാർ,
സെക്രട്ടറി.

ഡയറക്ടർ, വ്യാവസായിക പരിശീലന വകുപ്പ്.

× × ×

നിലവുത്ത് നമ്പർ ധ്വ2-9915/90 ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൈക്കാട്, തിരുവനന്തപുരം,
തീയതി: 8.9.97

പകർപ്പ് ഡയറക്ടർ, എസ്.ഐ., ഡെപ്യൂട്ടി ഡയറക്ടർ, അസിസ്റ്റന്റ് ഡയറക്ടർ, പ്രോജക്ട് ഓഫീസർമാർ, ഡി.ഡബ്ല്യു.ടി., ഡബ്ല്യു.എസ്.ഐ.എ., ടി.ടി.ഐ., എ.ഒ.1, എ.ഒ.2, സെക്ഷൻ സൂപ്രണ്ടുമാർ (എസ്.എസ്.(എ)-നിയമനം നടത്തുന്നതിലേക്കായി) എന്നിവർക്ക് അറിവിലേക്കായും ഇതു നടപടികൾക്കുമായും നൽകുന്നു.

ഒപ്പ്
ജോയിന്റ് ഡയറക്ടർ

(ഉത്തരവിൻ പ്രകാരം)

സീനിയർ സൂപ്രണ്ട്

7-8-9.

TRUE COPY

INDUSTRIAL TRAINING INSTITUTE
KAYYOOR

Attested

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ITI (W) Kozhikkode)

UDSK

19559

GOVERNMENT OF KERALA

Abstract

Industrial Training Department – Upgradation of Seven ITIs into First Grade ITIs – Administrative Sanction accorded - orders - issued.

Labour and Rehabilitation (C) Department

G.O.(Ms) No. 126 /2008/LBR. Dated, Thiruvananthapuram, 5.9.2008

Read:- 1. Letter No. DGET/Dir./Admn./ITIs/2007. dated 20.8.07 from the Director of Training, Thiruvananthapuram.

2. Letters No.I-2/5437/08. dated 23.4.08 and I4- 22505/2007 dated 7.5.08 from the Director of Training.

ORDER

As per the guidelines of the Centrally Sponsored Schemes of upgradation of ITIs into Centres of Excellence, the scheme will be implemented only in Ist Grade ITIs. At present no first grade ITI in Kerala is available for upgradation into Centres of Excellence. Therefore the Director of Training as per the letter read as second paper above has furnished proposals for upgradation of seven Second Grade ITIs, in the State into 1st grade ITIs for implementation of the scheme of Centres of Excellence.

3. During the financial year 2008-09 an amount of Rs. 3.25 Crores have been provided under the budget head of "2230-03-101-87" for upgradation of ITIs. In addition to that the Finance Minister in the Budget speech has announced an additional amount of Rs. 1 Crores for the upgradation of seven ITIs and this amount have been made available through supplementary demand for grants.

4. For upgradation of the following 7 ITIs an amount of Rs. 4,15,14,788 as detailed below is necessary during the current financial year.

Sl. No.	Name of ITIs	(As per the proposal from D.T.) Estimated Cost (in Rs.)
1	ITI, Kayyur	81,16,094
2	ITI, Kattappana	73,06,133
3	ITI, Areacode	24,83,000
4	ITI, Chenneerkara	85,93,762
5	ITI (W), Kozhikode	14,89,500
6	ITI, Mala	69,14,089
7	ITI (W), Kazhakkuttom	86,09,210
	TOTAL	Rs. 4,15,14,788

5. While upgrading the above 7 ITIs into Ist Grade ITIs, 153 posts have to be newly created as mentioned in Annexure I.

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NOTE # 114 (Attachment : UDSK Govt Orders_compressed.pdf)

Annexure-I

Sl. No.	Name of Post	Scale of Pay	Number of Posts							
			ITI, Kayyur	ITI, Kattappana	ITI, Arecode	ITI, Chennerkara	ITI, Kozhikode	ITI, Mala	ITI, Kazhakkuttom	Total
1.	Principal Class -I	13610 - 20700	1	1	1	1	1	1	1	
2.	Group Instructor	9190 -15510	1	2	2	1	1	2	2	
3	Senior Instructor	9390 - 13270			5	12	4	15	6	
4	Junior Instructor	7990 - 12930	6							
5	Trade Instructor	6680 -10790		12				2		
6	A.C.D. Instructor	7990 - 12930		1	3				1	
7	Social Studies Instructor	7990 - 12930	1			1	1	1	1	
8	Junior Superintendent	9190 -15510	1							
9	Head Clerk	8390 - 13270		1			1			
10	U.D. Clerk	6680 -10790			1	1	1	3	2	
11	L.D. Clerk	5250 - 8390	2	4						
12	L.D. Typist	5250 - 8390	1						1	
13	Pharmacist	6680 - 10790						3	1	
14	Workshop Attender	5250 - 8390	1	2	2				1	
15	Dresser	4630 - 7000						1		
16	Store Attender	4630 - 7000					1			
17	U.D. Store Keeper	6680 - 10790						1		
18	Assistant Store Keeper	5250 - 8390						2	1	
19	Peon	4510 - 6230	1	2	3	1	2	4	1	
20	Watchman	4510 - 6230	2	2	2	1	1	2		
21	Sweeper	4510 - 6230	2	2						
	TOTAL		19	29	19	18	13	37	18	153

NOTE # 114 (Attachment : LDSK Govt Orders 1.pdf)

6550

22/12

GOVERNMENT OF KERALA
ABSTRACT

Establishment - Industrial Training - Temporary posts making permanent - Orders issued -

LABOUR (C) DEPARTMENT

G.O.(MS) No.107/72/LBR. Trivandrum, Dated: 2.12.1972

Read:- 1. G.O.(MS)819/66/HLD dated 2.11.1966.
2. G.O.(Rt) 252/72/LBR dated 7.3.1972
3. G.O.(Rt) 1079/72/LBR dated 30.9.1972
4. Correspondence resting with letter No.Estt.(1)/15617/72 dated 14.11.1972 from the Director of Training.

ORDER

Government are pleased to order that the temporary posts specified in annexure to this G.O. created as per the G.O. first cited and last continued as per the G.Os. read as 2nd and 3rd papers above will be made permanent from the date of this order.

(By order of the Governor)

P.P. Mathulla
Under Secretary

E-3 To 2/29/12

The Director of Training.
The Accountant General (This issues with the concurrence of the Finance Department)
The Finance Department (vide No.14819/E&H/C3/72/Fin. dated 23.11.1972)

Forwarded/By order

Sd/-
Section Officer.

Endt.on R.Dis/15617/72 Directorate of Training,
Thycaud, Trivandrum,
Dated: 18.12.1972.

Copy communicated to the Principals ~~of~~ I.T.Is/~~I.T.C.~~ Ettumanoor.

Copy to: ACC.(2), A.O., Senior Supdt., Est.(2), EST(3) and EST(1) S.F.

FOR DIRECTOR OF TRAINING.

2/20.12

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NOTE # 114 (Attachment : LDSK Govt Orders 1.pdf)

	Name of post & scale of pay	No.of posts
	(2)	(3)
	INDUSTRIAL TRAINING INSTITUTE, DHANUVACHAPURAM	
1.	Craft Instructor Grade II (Rs. 140-290)	10
2.	Drawing Instructor (Rs.140-290)	1
3.	Assistant Store Keeper (Rs. 90-190)	1
4.	Store Attendant (Rs. 75-130)	1
5.	L.D.Clerk (Rs.90-190)	1
6.	Class IV Staff (Sweeper) (Rs.70-115)	2
7.	Workshop Attender (Rs.75-130)	1
8.	Motor Driver (Rs.85-175)	1
	INDUSTRIAL TRAINING INSTITUTE, QUILON	
1.	Craft Instruct.. Gr. II Rs. 140-290	8
2.	Drawing Instructor Rs. 140-290	1
3.	L.D.Accountant Rs. 90-190	1
4.	Asst.Store Keeper on Rs.90-190	1
5.	U.D.Clerk on Rs.130-270	1
6.	Store Attendant Rs.75-130	2
7.	Sweeper Rs. 70-115	1
8.	Workshop Attender on Rs.75-130	1
	INDUSTRIAL TRAINING INSTITUTE, CHENGANNUR:	
1.	Craft Instructor Gr. II Rs. 140-290	7
2.	Arith-cum-Drawing Instr. Rs. 140-290	1
3.	L.D.Accountant Rs. 90-190	1
4.	Asst. Store Keeper Rs. 90-190	1
5.	U.D.Clerk Rs.130-270	1
6.	Store Attender Rs.75-130	2
7.	L.D.Clerk Rs. 90-190	1
8.	Watchman Rs. 70-115	1
9.	Workshop Attender Rs.75-130	2
10.	Driver Rs.85-175	1
	INDUSTRIAL TRAINING INSTITUTE, ETTUMANOOR	
1.	Craft Instructor Rs. II Rs.140-290	8
2.	Arith-cum-Drawing Instr. Rs. 140-290	1
3.	U.D.Clerk Rs.130-270	1
4.	L.D.Clerk Rs. 90-190	1
5	L.D.Accountant Rs. 90-190	1
6.	Asst. Store Keeper Rs.90-190	1
7.	Store Attender Rs.75-130	2
8.	Workshop Attender Rs.75-130	1
9.	Watchman Rs. 70-115	1
	INDUSTRIAL TRAINING INSTITUTE, KALAMASSERY	
1.	Principal Class- I Rs.550-900	1
2.	Foreman Instructor Rs.280-525	1
3.	Craft Instructor Gr. II Rs.140-290	13
4.	Arith-cum-Drawing Instr. Rs.140-290	2
5.	Asst.Store Keeper Rs.90-190	1
6.	L.D.Clerk Rs.90-190	1
7.	Store Attendor Rs.75-130	1
8.	Millwright on Rs.175-315	1
9.	Librarian Rs.90-190	1
10.	Workshop Attender Rs.75-130	2
11.	Sweeper Rs. 70-115	3
12.	Watchman Rs.70-115	1

(contd.....)

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number	Number or description	3
1	2	

Government of Kerala - Abstract.

I.T.D. - Temporary posts - Continuance during 1982-83 - Sanction accorded.

Labour (C) Department

G.O (Rt) 193/82/LBR. Dt. 2.3.1982.

Read: (1) G.O (Rt) 405/81/LBR dt. 20.3.1981.
(2) G.O (Rt) 807/81/LBR dt. 29.6.1981
(3) G.O (MS) 33/81/LBR dt. 9.11.1981
(4) G.O. (Rt) 867/81/LBR dt. 13.7.1981
(5) G.O (Rt) 799/81/LBR dt. 27.6.1981
(6) G.O (Rt) 1143/81/LBR dt. 31.8.1981
(7) G.O (MS) 83/81/LBR dt. 5.10.1981
(8) Letter No. A1/29184/81 dt. 15.12.1981 from the Director of Training.

ORDER

Sanction is accorded for the continuance of the temporary posts specified in the Annexure to this order in the Department of Industrial Training till the end of February 1982. The expenditure will be debited to the relevant head of account in the Budget.

(By order of the

951

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Number or description	Typist to whom marked	
2	3	4
Endt on A1/29184/81 dt 11.3.1982 of DGE		
Copy communicated to Principals of all I.T.Is, A.V.I.S. and Training officers of all R.T.Centres for information		
	sd/ for Director of Training	
Women I.T.I. Calicut		
Special officer in the cadre of Principal class II on Rs 750-1450		— 1 ✓
L.D. Clerk on Rs 330-515		— 1 ✓
L.D. Typist on Rs 330-515		— 1 ✓
Peon on Rs 280-400		— 1 ✓
Group Instructor on Rs 600-1100		— 1 ✓
Senior Instructor on Rs 450-785		— 4 ✓
Junior Instructor on Rs 420-720		— 4 ✓
Head clerk on Rs 450-785		— 1 ✓
L.D. Clerk on Rs 330-515		— 1 ✓
L.D. Store keeper on Rs 330-515		— 1 ✓
Store Attender on Rs 310-490		— 1 ✓
Peon on Rs 280-400		— 1 ✓
Sweeper on Rs 280-400		— 1 ✓
Watchman on Rs 280-400		— 1 ✓
(True Copy)		sd/ Section Officer sd/ for Director
vasalamp		
Special Typist/Rec'd 2		
11/4/82		

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NOTE # 114 (Attachment : LDSK Govt Orders 1.pdf)

GOVERNMENT OF KERALA
ABSTRACT

Industrial Training Department-Starting of an I.T.I. at Quilandy-Creation of posts for the preliminary works-Sanctioned-orders issued-

LABOUR 'C' DEPARTMENT

G.O.(MS)No.56/85/LBR Dated, Trivandrum, 19.11.'85

Read:-

1. D.O.Letter No.DGET-22(1)/83-TC dated 6.7.84 from the Secretary, Department of Labour, Ministry of Labour & Rehabilitation, Govt.Of India.
2. Letter No.B2/10123/84 dated 18.12.1984 from the Director Of Training.

.....

ORDER

In the letter read as the Ist paper above, the Govt.of India has suggested that Industrial Training Institutes should be established in the Districts with large minority population so as to improve their access to technical training in skills in which they have traditionally participated. Quilandy in Kozhikode District is inhabited by the minority community in large numbers.

2. In the circumstances Government are pleased to accord sanction for starting a new I.T.I. at Quilandy during 1986-87 and to commence the courses in modern trades there during August, 1986, with a view to increasing the State's capability for export of manpower for skilled jobs abroad.

3. The Director of Training has forwarded proposals to sanction the staff required to attend to the preliminary works in connection with the starting of the I.T.I. at Quilandy from August, 1986.

4. Sanction is accorded for the creation of the following additional posts for that purpose:-

Name of posts & scale of pay	No.of posts
1	2
1.Principal Class -II On Rs.750-1450(Pre-revised)	1
2. Group Instructor on Rs.600-1100(")	1
3. Junior Superintendent On Rs.520-900(")	1
4. L.D.Clerk On Rs.330-515 (")	1
5. L.D.Typist On Rs.330-515 (")	1

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1		
6. L.D.Storekeeper	on Rs.330-515(Pre-revised)	1
7. Store Attender	On Rs.310-490(")	1
8. Peon	On Rs.280-400(")	2
9. Watchman	On Rs.280-400(")	1
10. Sweeper	On Rs.280-400(")	1

5. The posts will be filled up only according to actual necessity and as per approved pattern. Since the expenditure constitutes 'Non-Service', New Service procedure will be followed for provision of funds. The funds required to meet the expenditure will be drawn as an advance from the Contingency Fund, which will be regularised later by moving for a token supplementary grant and by re-appropriation of the balance, from savings elsewhere located. The Director of Training will send up proposals for drawal of the Contingency Fund Advance.

(BY ORDER OF THE GOVERNOR)
U.MAHABALA RAO,
COMMISSIONER & SECRETARY

To

The Director of Training

.....

Endt.No.B2/26081/85

Directorate of Training,
Thycaud, Trivandrum.
dated, 23.11.1985

Copy Communicated to all section Heads in the Directorate for appropriate action. The Training section will send necessary proposals to Government suggesting suitable trades for the Institute.

Sd/-
for Director of Training

// True Copy//

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NOTE # 114 (Attachment : LDSK Govt Orders 1.pdf)

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GOVERNMENT OF KERALA
ABSTRACT

Industrial Training Department-Posts required for the new Industrial Training Institute-at Aryanad and for the new Women I.T.I Wings at Chengannur, Kalamassery, Malampuzha and Kannur- created-Orders issued.

Labour (C) Department

GO.(MS) No.71/90/LBR Thiruvananthapuram,dated:10.8.90

Read:- 1.GO.MS.No.105/89/LBR dated 16.12.1989.
2.Lr.Nos.B2-/15104/87 dated 26.3.1990 and B2/9213/90 dated 20.4.1990 from the Director of Training, Thiruvananthapuram.

ORDER

As per the Government Order read as first paper above sanction was accorded for starting a new ITI at Aryanad for admission of more SC/ST trainees. In the letters read as second paper above the Director of Training has requested that necessary posts for the ITI at Aryanad and the four new Women ITI Wings at Chengannur, Kalamassery, Malampuzha and Kannur under World Bank Scheme may be sanctioned in August 1990 itself since for the new trades in these ITIs admission of trainees will have to be stated.

2.Government have examined the above proposal of the Director of Training in detail and are pleased to create the following temporary posts till the end of February 1991:-

I. I.T.I, Aryanad.	No. of Posts	Scale of Pay
1.Principal Class II/ Vice Principal	1	Rs.1330 - 3425
2.Junior Superintendent	1	Rs.1220 - 2150
3.Junior Instructor	3	Rs.1000 - 1710
4.Senior Instructor	3	Rs.1220 - 2150
5.Arithmatic-Cum-Drawing Instructor	1	Rs.1000 - 1710
6.Group Instructor	1	Rs.1330 - 2555
7.Lower Divison Clerk	2	Rs. 825 - 1290
8.Lower Division Accountant	1	Rs. 825 - 1290
9.Workshop Attender	2	Rs. 825 - 1290
10.L.D.Typist (English)	1	Rs 825 - 1290
11.Sweeper (full time)	1	Rs. 750 - 1250
12.Watchman	2	Rs. 750 - 1250

.....2/-

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NOTE # 114 (Attachment : LDSK Govt Orders 1.pdf)

13.	L.D. Store Keeper (Tech)	1	825 -1290
14.	Social Studies Instructor	1	
	Consolidated Rs. 400/-		
		21	

II. Women ITIs at Chengannur, Kalamassery, Malampuzha and Kannur.

3. In each of the above four new Women ITIs the following will be the pattern of posts. Thus total 80 posts are also created.

	No.of Post	Scale of pay (Rs.)
1. Principal Class II/ Vice Principal	1	1830 - 3425
2. Junior Superintendent	1	1220 - 2150
3. Junior Instructor	3	1000 - 1710
4. Senior Instructor	3	1220 - 2150
5. Arithmatic-cum-Drawing Instructor	1	1000 - 1710
6. Group Instructor	1	1330 - 2555
7. Lower Division Clerk	2	825 - 1290
8. Lower Division Accountant	1	825 - 1290
9. Workshop Attender	2	825 - 1290
10. L.D. Typist (English)	1	825 - 1290
11. Sweeper (full time)	1	750 - 1250
12. Watchman	2	750 - 1250
13. L.D. Store Keeper (Tech)	1	825 - 1250
	20 posts	

4. The Director of Training will take up the question of creation of the part-time post of Social studies Instructor in these four Women ITIs in April 1991-92.

5. Government are pleased to sanction Rs.50,000/- (Rupees fifty thousand only) for each of the four Women ITIs (to total Rs. 2 lakhs) at Chengannur, Kalamassery, Malampuzha and Kannur for purchase of essential furniture for the above staff.

6. The following new trades will also be started in each of the four new Women ITIs.

.....3/-

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ITIs	Trade	No.of Units	No of Trainees
1.ITI for Women, Chengannur	Computor	2	20 x 2
	Electronic Mechanic	2	16 x 2
	Stenography (English)	2	16 x 2
2.ITI for Women; Kalamassery	Computor	2	20 x 2
	Electronic Mechanic	2	16 x 2
	Stenography (English)	2	16 x 2
3.ITI for Women Malampuzha	Computer	2	20 x 2
	Electronic Mechanic	2	16 x 2
	Mechanic Radio & Television	2	16 x 2
4.ITI for Women Kannur	Computor	2	20 x 2
	Electronic Mechanic	2	16 x 2
	Draughtsman (Civil)	2	16 x 2

7. The expenditure towards the cost of creation of the 21 posts in the ITI at Aryanad will be met from the Head of Account '2230-03-800-03-ITI Training Scheme for SC/ST in the current year's budget. The expenditure towards the cost of creation of 80 posts in the four Women ITIs and for the purchase of furniture amounting Rs.2 lakhs will be met from the head of account 2230-03-101-08-World Bank Project for Modernising, Diversifying and Re-structuring Vocational Programmes (C.S.S.503) in the current year's budget.

By Order of the Governor,
C.P.Nair,
Commr. & Secretary (Labour)

To

The Director of Training, Thiruvananthapuram.

.....4/-

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The Accountant General (Audit) (A&E), Thiruvananthapuram.
(This issues with the concurrence of Finance Department)
The Finance Department (vide UO.No.

The General Administration Department (SC.vide decision dated 1.8.1990 on item No.2751.)

The Private Secretary to Minister (Labour)

The stock file, O/C.

Forwarded/By Order,

Section Officer.

ms.10.8.

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NOTE # 44 (Attachment : LDSK Govt Orders 1.pdf)

GOVERNMENT OF KERALA
ABSTRACT

Industrial Training Department-Establishment-Posts required for Industrial Training Institute for Women, Chalakudy-created-Orders issued.

Labour (C) Department

GO.MS.No.76/90/LBR Thiruvananthapuram, dated: 24.8.90
6.7.1990

Read:- 1. Lr.No.W.B2/14093/90(1) dated 14.8.90 and 16.8.90. from the Director of Training, Thiruvananthapuram.

O R D E R

In the letters read above the Director of Training has requested for sanctioning posts required for starting a new Women ITI Wing in the existing ITI at Chalakkudy since as per the project report approved by the Government of India, 5 Women ITIs will have to be started in August 1990 itself.

2. Government have examined the question in detail. The required posts in respect of 4 Women ITIs only have been sanctioned in the Government Order read as second paper above and the staff for the fifth ITI for Women, Chalakkudy are to be sanctioned immediately. Government are therefore pleased to sanction the following posts for the Women ITI, Chalakudy, under the World Bank scheme in relaxation of the existing economy orders.

Sl.No.	Name of posts	No.of posts	Scale of pay
1.	Prncipal Grade II/ Vice Principal	1	Rs.1830 - 3425/-
2.	Junior Superintendent	1	Rs.1220 - 2150/-
3.	Group Instructor	1	Rs.1330 - 2555/-
4.	Senior Instructor	3	Rs.1220 - 2150/-
5.	Junior Instructor	3	Rs.1000 - 1710/-
6.	Arithmatic-cum-Drawing Instructor	1	Rs.1000 - 1710/-
7.	L.D.Store Keeper (Technical)	1	Rs. 825 - 1290/-
8.	Workshop Attender	2	Rs. 825 - 1290/-
9.	L.D.Clerk	3	Rs. 825 - 1290/-

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NOTE # 114 (Attachment : LDSK Govt Orders 1.pdf)

10.	Lower Division Typist (English)	1	Rs. 875 - 1290
11.	Lower Division Accountant	1	Rs. 875 - 1290/-
12.	Peon	2	Rs. 750 - 1250/-
13.	Watcher	1	Rs. 750 - 1250/-
14.	Sweeper (full-time)	1	Rs. 750-1250/-
	Total	21 posts.	

3. An amount of Rs. 50,000 (Rupees fifty thousand only) is also sanctioned for the purchase of essential furniture for the above staff.

4. The following trades will be started in the ITI for Women during August 1990 itself.

Sl.No.	Name of trade	Unit	No.of trainees.
1.	Electronic Mechanic	2	16 x 2 = 32
2.	Mechanic Radio and Television	2	16 x 2 = 32
3.	Computor	2	20 x 2 = 40

5. The total expenditure on this account will be met from the provision under the Head of Account "2230-07-101-08 -World Bank, Bank project for Modernising, Diversifying and re-structuring Vocational Programmes (P.I.S.50%) in the current year's budget.

By Order of the Governor,
C.P.Nair,
Commr. & Secy. (Labour)

To

The Director of Training,
Thiruvananthapuram.

The Accountant General (Audit) (A&E)
(This issues with the concurrence of Finance Department)

The Finance Department (vide UO.No.)

The Private Secretary to Minister (Labour)

..... 3/-

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NOTE # 114 (Attachment : LDSK Govt Orders 2.pdf)

9779/05

കേരള സർക്കാർ
സംഗ്രഹം

വ്യാവസായിക പരിശീലന വകുപ്പ്-പള്ളിക്കത്തോട് ഐ.ടി.ഐ. ഒരു ഒന്നാംകിട ഐ.ടി.ഐ. ആയി ഉയർത്തുന്നതിനുള്ള ഭരണാനുമതി നൽകി- ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും പുനരധിവാസവും (സി) വകുപ്പ്

സ.ഉ. (എം. എസ്)നം:81/ 2005/തൊഴിൽ. തീയതി, തിരുവനന്തപുരം.22.8.2005.

പരാമർശം:- 1. ട്രെയിനിംഗ് ഡയറക്ടറുടെ 20.12.04 ലെ ഐ1-20864/04/നമ്പർ കത്ത്.
2. ട്രെയിനിംഗ് ഡയറക്ടറുടെ 10.5.05 ലെ ഐ1 20864/04/(2) നമ്പർ കത്ത്.

ഉത്തരവ്

പള്ളിക്കത്തോട് ഐ.ടി.ഐ. ഒരു ഒന്നാംകിട ഐ.ടി.ഐ. ആയി ഉയർത്തുന്നതു സംബന്ധിച്ച് ബന്ധപ്പെട്ടവരുമായി 2.12.2004 നും, 8.6.2005 നും സർക്കാർ തലത്തിൽ ചർച്ചകൾ നടത്തുകയുണ്ടായി. പള്ളിക്കത്തോട് ഐ.ടി.ഐ. യ്ക്കുവേണ്ടി ഒരു ജൂബിലി മെമ്മോറിയൽ കെട്ടിടം നിർമ്മിക്കുന്നതിനും ബ്ലോക്ക് പഞ്ചായത്തിൽനിന്ന് 20 സെൻറ് സ്ഥലവും 2,470 ചതുരശ്ര അടി വിസ്തീർണ്ണമുള്ള ഇരുനില കെട്ടിടവും ഏകദേശം 4 ലക്ഷം രൂപ വിലയുള്ള യന്ത്രസാമഗ്രികളും ആധുനിക കോഴ്സുകൾ തുടങ്ങുന്നതിനായി വ്യാവസായിക പരിശീലന വകുപ്പിനു നൽകാമെന്ന് 2.12.2004-ലെ യോഗത്തിൽ പഞ്ചായത്ത് അധികൃതർ സമ്മതിച്ചിരുന്നു.

2. പള്ളിക്കത്തോട് ഐ.ടി.ഐ. ഒരു ഒന്നാംകിട ഐ.ടി.ഐ. ആയി ഉയർത്തുന്നതിന് അനുമതി തേടി പരാമർശം 2 ലെ കത്ത് പ്രകാരം ട്രെയിനിംഗ് ഡയറക്ടർ നിർദ്ദേശം സമർപ്പിക്കുകയുണ്ടായി. ഡി.ജി.ഇ.റ്റി. മാനദണ്ഡം അനുസരിച്ച് ഒരു ഒന്നാംകിട ഐ.ടി.ഐ. യിൽ 500-ലധികം ട്രെയിനികളെ പ്രവേശിപ്പിക്കേണ്ടതുണ്ട്. ഇപ്പോൾ ഈ ഐ.ടി.ഐ. യിൽ 12 ട്രേഡുകളിലായി 20 യൂണിറ്റുകളിൽ 320 ട്രെയിനികൾക്ക് പരിശീലനം നൽകാൻ കഴിയുന്നുണ്ട്. പുതിയ 10 ട്രേഡുകളിലായി 16 യൂണിറ്റുകൾ കൂടി ആരംഭിച്ചാൽ ട്രെയിനികളുടെ എണ്ണം 610 ആകുന്നതാണെന്നും ആയതിലേയ്ക്കുവേണ്ടി ട്രെയിനിംഗ് മാന്വൽ അനുസരിച്ച് അവശ്യം വേണ്ടുന്ന 34 തസ്തികകൾ പുതുതായി അനുവദിക്കണമെന്നും ട്രെയിനിംഗ് ഡയറക്ടർ അഭ്യർത്ഥിച്ചിട്ടുള്ളതാണ്.

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3. സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ചു. പള്ളിക്കത്തോട് ഐ.ടി.ഐ. ഒന്നാംകിട ഐ.ടി.ഐ. ആയി ഉയർത്തിന്നതിനുള്ള ഭരണാനുമതി നല്കിക്കൊണ്ടും അതിന്റെ ഭാഗമായി പള്ളിക്കത്തോട് ഐ.ടി.ഐ. യിൽ താഴെപ്പറയുന്ന 10 ട്രേഡുകളിലായി 16 യൂണിറ്റുകൾ കൂടി പുതുതായി ആരംഭിക്കുന്നതിനും, ആയതിലേയ്ക്ക് വിവിധ കാറ്റഗറികളിലായി താഴെപ്പറയുന്ന 27 തസ്തികകൾ പുതുതായി സൃഷ്ടിക്കുന്നതിനും ഉത്തരവാകുന്നു.

I. പുതുതായി ആരംഭിക്കുന്ന കോഴ്സുകൾ:

ക്രമ നമ്പർ	കോഴ്സിന്റെ പേര്	കാലാവധി	യൂണിറ്റുകളുടെ എണ്ണം
1	റെഫ്രിജറേഷൻ ആൻറ് എയർ കണ്ടീഷനിങ്ങ് മെക്കാനിക്	2 വർഷം	1 അധിക യൂണിറ്റ്
2	ഡെസ്ക് ടോപ്പ് പബ്ളിഷിങ്ങ് ഓപ്പറേറ്റർ	1 വർഷം	1 അധിക യൂണിറ്റ്
3	ഫ്രണ്ട് ഓഫീസ് അസിസ്റ്റൻറ്	6 മാസം	1 യൂണിറ്റ്
4	മെക്കാനിക് കമ്പ്യൂട്ടർ ഹാർഡ്വെയർ	2 വർഷം	1 യൂണിറ്റ്
5	ഡ്രൈവർ കം മെക്കാനിക്	6 മാസം	2 യൂണിറ്റ്
6	മെക്കാനിക് ആട്ടോ ഇലക്ട്രിക്കൽ ആൻറ് ഇലക്ട്രോണിക്സ്	6 മാസം	2 യൂണിറ്റ്
7	നെറ്റ് വർക്ക് ടെക്നീഷ്യൻ	6 മാസം	2 യൂണിറ്റ്
8	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	6 മാസം	2 യൂണിറ്റ്
9	ഡിജിറ്റൽ ഫോട്ടോഗ്രാഫർ	1 വർഷം	2 യൂണിറ്റ്
10	ആർക്കിടെക്ചറൽ അസിസ്റ്റൻറ്	1 വർഷം	2 യൂണിറ്റ്
		ആകെ	16 യൂണിറ്റ്

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II പുതുതായി സൃഷ്ടിക്കുന്ന തസ്തികകൾ:-

ക്രമ നമ്പർ	തസ്തികയുടെ പേര്	എണ്ണം
1	ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ	2 (രണ്ട്)
2	എ.സി.ഡി. ഇൻസ്ട്രക്ടർ	4 (നാല്)
3	എൽ.ഡി.ക്ലാർക്ക്	1 (ഒന്ന്)
4	ജൂനിയർ ഇൻസ്ട്രക്ടർ	16 (പതിനാറ്)
5	വർക്ക്ഷോപ്പ് അറ്റൻറർ	2 (രണ്ട്)
6	പ്യൂൺ	1 (ഒന്ന്)
7	എൽ.ഡി.സ്റ്റോർ കീപ്പർ	1 (ഒന്ന്)
	ആകെ	27 (ഇരുപത്തേഴ്)

4. പള്ളിക്കത്തോട് ഐ.ടി.ഐ. യിൽ ഇപ്പോൾ നിലവിലുള്ള പ്രിൻസിപ്പാൾ ഗ്രേഡ് II തസ്തിക പ്രിൻസിപ്പാൾ ഗ്രേഡ് I ആയി ഉയർത്തി ഉത്തരവാകുന്നു.

5. രണ്ട് വാച്ച്മാന്മാരുടെ സേവനം ഔട്ട്സോഴ്സിംഗ് വഴി കണ്ടെത്തേണ്ടതാണ്.

6. രണ്ട് പാർട്ട് ടൈം സ്വീപ്പർമാരുടെ തസ്തികയുടെ അനുവാദം ഐ.ടി.ഐ. ഒന്നാംകിടയായി പ്രവർത്തനം ആരംഭിച്ചതിനുശേഷം നൽകുന്നതാണ്.

7. ഇതിലേയ്ക്ക് ആവശ്യമായ തുക ന്യൂ സർവ്വീസ് നടപടി ക്രമം പാലിച്ചുകൊണ്ട് ലഭ്യമാക്കുന്നതാണ്.

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8. മുകളിൽ. ഖണ്ഡിക 3-ൽ വിവരിച്ച പ്രകാരം പുതുതായി സൃഷ്ടിക്കുന്ന തസ്തികകളിൽ തല്ക്കാലം താല്ക്കാലികാടിസ്ഥാനത്തിൽ ജീവനക്കാരെ നിയോഗിക്കുന്നതിനും അനുമതി നല്കി ഉത്തരവാകുന്നു.

ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം

സി.മോഹനൻ,
അഡീഷണൽ സെക്രട്ടറി.

ട്രെയിനിംഗ് ഡയറക്ടർ, തിരുവനന്തപുരം.
പ്രിൻസിപ്പാൾ, ഐ.ടി.ഐ.പള്ളിക്കത്തോട്.
ധനകാര്യ വകുപ്പ് (79293/എച്ച് & എൽ.ബി1/05/ധന. തീയതി.22.8.2005)
അക്കൗണ്ടൻറ് ജനറൽ, ആഡിറ്റ്/എ & ഇ, ഡി.ബി.സെൽ, തിരുവനന്തപുരം.
ഡയറക്ടർ, ഇൻഫർമേഷൻ ആൻറ് പബ്ളിക് റിലേഷൻസ് വകുപ്പ്.
സ്റ്റോക്ക് ഫയൽ/ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം,

സെക്ഷൻ ഓഫീസർ.

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(2)

GOVERNMENT OF KERALA

Abstract

Industrial Training Department - Starting of 13 new ITIs - Sanctioned - Orders issued.

Labour & Rehabilitation (C) Department

G.O. (Ms) No. 107/2008/LBR. Dated, Thiruvananthapuram, 8.8.2008.

Read: - 1. Letter No. I-4/18130 06 dated 30.5.2008 and 10.6.2008 from the Director of Training, Thiruvananthapuram.
2. D.O. Letter No. I-4/18130/06 dated 3.6.2008 from the Director of Training, Thiruvananthapuram.

ORDER

As per the letters read as 1st paper above, the Director of Training has forwarded proposals for starting 22 new ITIs in the State during the year 2008-09. at a total cost of Rs. 803.33 Lakhs. But the budget allocation for the year 2008-09, is Rs. 420 Lakhs only for formation of new ITIs.

2. Government have therefore prioritised the proposals in order to limit the expenditure within the Budget allocations and are pleased to accord Administrative Sanction for the establishment of the following 13 new ITIs at an estimated project cost of Rs. 467.36 Lakhs, excluding cost of land, building and furniture, as detailed below:

Sl. No.	Place	District	Expenditure (in Lakhs)
1.	Uduma	Kasaragod	53.19
2	Nenmeni	Wayanad	30.61
3	Mezhuveli	Pathanamthitta	31.75
4	Rajakkad	Idukki	27.42
5	Purakkad	Alappuzha	31.49
6	Ilamad (Chadayamangalam)	Kollam	49.98
7	Beypore	Kozhikode	30.18
8	Mulakkulam (Peruva)	Kottayam	26.42

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9	Maranchery	Malappuram		38.18
10	Payyannur	Kannur		27.21
11	Chelakkara	Thrissur		43.88
12	Valayam	Kozhikode		40.18
13	Eriyad	Thrissur		36.87
TOTAL				467.36

3. Sanction is also accorded for creation of 221 new posts (17 posts in each ITI) for the 13 ITIs as detailed below:

Sl. No	Name of Post	No. of posts	Scale of Pay
1	Principal Grade II	1	12,930-20,250
2	Junior Superintendent	1	9,190-15,510
3	Group Instructor	1	9,190-15,510
4	Junior Instructor	2	7,990-12,930
5	A.C.D. Instructor	1	7,990-12,930
6	Work Shop Attender	1	5,250-8,390
7	U.D. Clerk	1	6,680-10,790
8	L.D. Clerk	2	5,250-8,390
9	L.D. Typist	1	5,250-8,390
10	L.D. Store Keeper	1	5,250-8,390
11	Peon	2	4,510-6,230
12	Sweeper	1	4,510-6,230
13	Watchman	2	4,510-6,230
TOTAL		17	

4. The expenditure in this regard will be debited to the Head of Account 2230-03-101-80 (Plan) & 4202-02-800-95 where there is a total provision of Rs. 420 Lakhs. The remaining sum of Rs. 47 Lakhs will be provided through additional authorisation of funds at the disposal of the Director of Training who will in turn submit separate proposals in this regard.

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NOTE # 114 (Attachment : LDSK Govt Orders 2.pdf)

GOVERNMENT OF KERALA

Abstract

Industrial Training Department – Upgradation of Govt. ITIs to Grade ITIs – Administrative Sanction accorded – orders issued.

Labour and Rehabilitation (C) Department

G.O (Ms) No. 126/2008/LBR **Dated, Thiruvananthapuram, 5.9.2008**

Read: 1. Letter No. DGT 1/Dir./Admn./ITIs/2007 dated 20.8.07 from the Director of Training, Thiruvananthapuram.

2. Letters No. I.2/5437/08 dated 23.4.08 and I. 22505/2007 dated 7.5.08 from the Director of Training.

ORDER

As per the guidelines of the Centrally Sponsored Schemes of upgradation of ITIs into Centres of Excellence, the scheme will be implemented only in 1st Grade ITIs. At present no first grade ITI in Kerala is available for upgradation into Centres of Excellence. Therefore the Director of Training as per the letter read as second paper above has furnished proposals for upgradation of seven Second Grade ITIs, in the State into 1st grade ITIs for implementation of the scheme of Centres of Excellence.

3. During the financial year 2008-09 an amount of Rs. 3.25 Crores have been provided under the budget head of "2230-03-101-87" for upgradation of ITIs. In addition to that the Finance Minister in the Budget speech has announced an additional amount of Rs. 4 Crores for the upgradation of seven ITIs and this amount have been made available through supplementary demand for grants.

4. For upgradation of the following 7 ITIs an amount of Rs. 4,15,14,788 as detailed below is necessary during the current financial year.

Sl No	Name of ITIs	(As per the proposal from D.T.) Estimated Cost (in Rs.)
1	ITI, Kayyur	81,16,094
2	ITI, Kattappana	73,06,133
3	ITI, Areacode	24,83,000
4	ITI, Chenneerkara	65,96,762
5	ITI (W), Kozhikode	14,89,500
6	ITI, Mala	69,14,089
7	ITI (W), Kazhakkuttom	86,09,210
	TOTAL	Rs. 4,15,14,788

5. While upgrading the above 7 ITIs into 1st Grade ITIs, 153 posts have to be newly created as mentioned in Annexure I

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Annexure - I

Sl No	Name of Post	Scale of Pay	Number of Posts							
			ITI, Kayyur	ITI, Kattappana	ITI, Areacode	ITI, Chennerkara	ITI, Kozhikode	ITI, Mala	ITI, Kazhakkuttom	Total
1	Principal Class -I	13610 - 20700	1	1	1	1	1	1	1	
2	Group Instructor	9190 -15510	1	2	2	1	1	2	2	
3	Senior Instructor	8390 - 13270								
4	Junior Instructor	7990 - 12930	6		5	12	4	15	6	
5	Trade Instructor	6680 -10790		12						
6	A.C.D. Instructor	7990 - 12930		1	3			2		
7	Social Studies Instructor	7990 - 12930	1						1	
8	Junior Superintendent	9190 -15510	1			1	1	1		
9	Head Clerk	8390 - 13270		1						
10	U.D. Clerk	6680 -10790								
11	L.D. Clerk	5250 - 8390	2	4	1	1	1	3	2	
12	L.D. Typist	5250 - 8390	1							
13	Pharmacist	6680 - 10790								
14	Workshop Attender	5250 - 8390	1	2	2			3	1	
15	Dresser	4830 - 7000							1	
16	Store Attender	4830 - 7000						1		
17	U.D. Store Keeper	6680 - 10790								
18	Assistant Store Keeper	5250 - 8390						1		
19	Peon	4510 - 6230	1	2	3	1		2	1	
20	Watchman	4510 - 6230	2	2	2	1	1	4	1	
21	Sweeper	4510 - 6230	2	2			1	2		
	TOTAL		19	29	19	18	13	37	18	153

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NOTE # 114 (Attachment : LDSK Govt Orders 2.pdf)

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NOTE # 114 (Attachment : LDSK Govt Orders 2.pdf)

GOVERNMENT OF KERALA

Abstract

Industrial Training Department - Starting of 10 new ITIs - Administrative Sanction accorded - Orders issued.

Labour & Rehabilitation (C) Department

G.O. (Ms) No. 75 /2009/LBR. Dated, Thiruvananthapuram, 19/6/2009

Read: - D.O. Letter No. I-4/4317/09 dated 02.04.2009 from the Director of Training, Thiruvananthapuram.

ORDER

As per the D.O. Letter read above, the Director of Training has furnished proposal for starting 10 new ITIs in the State during the year 2009-10 as declared in the budget speech and also requested sanction of funds to the tune of Rs. 380 Lakhs for the implementation of the scheme by creating a new head of account, as no provision is available in the current year budget for the scheme. The Director of Training also requested sanction for the creation of 20 posts in each of the ITIs proposed to be started.

2. Government have examined the proposal of the Director of Training in detail and are pleased to accord Administrative Sanction for starting the following 10 ITIs with the trades noted against each:-

Sl. No	Name of ITI	Trades Proposed	
1.	Parasala	D Civil	C.O.P.A
2.	Kayamkulam	D Civil	C.O.P.A
3.	Thiruvarpu	Electrician	Plumber
4.	Arakkuzha/Muvattupuzha	D Civil	Plumber
5.	Maneed	Surveyor	Welder
6.	Vaniyamkulam /Ottappalam	D Civil	Fashion Technology
7.	Puzhakkattiri	D Civil	Electrician
8.	Peravoor	D Civil	Mechanic Motor vehicle
9.	Karumathoor	Elec. Mechanic	Mech. Agriculture
10.	Madikkai	D Civil	Machinery
			Welder

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NOTE # 114 (Attachment : LDSK Govt Orders 2.pdf)

5. The concerned local bodies will provide sufficient land, building and furniture for starting the new ITIs free of cost.

6. The Director of Training will take immediate steps for starting the above13 ITIs during the current academic year itself by utilising the Budget allocations and submit utilisation certificate to Government in due course.

(By Order of the Governor),
C.K. VISWANATHAN,
Secretary to Government.

To

The Director of Training, Thiruvananthapuram.
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
The Accountant General (A&E)/(D.B) Cell, Kerala, Thiruvananthapuram
The Finance Department Vide U.O. No. 48429/H&L.B1/08/Fin.
dated 21.7.2008.
The GAD (SC) Department vide Cabinet Item No. 2545, dated 6.8.2008.
The Stock File/Office Copy.

Forwarded/By Order,
Section Officer.

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NOTE # 114 (Attachment : LDSK Govt Orders 2.pdf)

3. Sanction is also accorded for the creation of 17 new posts in each ITI as detailed below:-

Sl. No	Name of Post	No. of posts	Scale of Pay
1	Principal Grade II	1	12,930-20,250
2	Junior Superintendent	1	9,190-15,510
3	Group Instructor	1	9,190-15,510
4	Junior Instructor	2	7,990-12,930
5	A.C.D. Instructor	1	7,990-12,930
6	Work Shop Attender	1	5,250-8,390
7	U.D. Clerk	1	6,680-10,790
8	L.D. Clerk	2	5,250-8,390
9	L.D. Typist	1	5,250-8,390
10	L.D. Store Keeper	1	5,250-8,390
11	Peon	2	4,510-6,230
12	Sweeper	1	4,510-6,230
13	Watchman	2	4,510-6,230
	TOTAL	17	

4 The funds required for starting the new ITIs will be sanctioned by observing "New Service" procedure. The Director of Training will ensure that the land and buildings are available /given by LSG's before starting the above ten new ITIs .

5. The Director of Training will take up the proposal for creation of additional posts in the Directorate to cater to the increase in the work load of directorate due to the formation of new ITIs separately.

(By Order of the Governor),
NEELA GANGADHARAN
Chief Secretary

To

The Director of Training, Thiruvananthapuram.
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
The Accountant General (A&E)/(D.B Cell), Kerala, Thiruvananthapuram
The Finance Department Vide U.O. No. 29135/H&L.B1/09/Fin.
dated 23.5.2009.
The GAD (SC) Department vide Cabinet Item No. 3381, dated 17/6/2009.
The Director, Information & Public Relations Department
The Stock File/Office Copy.

Forwarded by Order,

Section Officer.

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GOVERNMENT OF KERALA

Abstract

Industrial Training Department - Starting of 15 new ITIs - Administrative Sanction accorded - Orders issued.

Labour & Rehabilitation (C) Department

G.O. (Ms) No. 91/2010/LBR. Dated, Thiruvananthapuram, 06/08/2010.

Read:- Letter No. I4/9002/10 dated 04.05.2010 from the Director of Training, Thiruvananthapuram.

ORDER

As per the letter read above, the Director of Training has submitted project report for setting up of 17 new ITIs during the current Financial Year and requested sanction of fund to the tune of Rs. 1003 lakhs (Rupees one thousand and three lakhs only) under the head of account "2230-03-101-80 for setting up of new ITIs" and also requested to create 360 new posts for these ITIs.

2. Government have examined the proposal of the Director of Training in detail and are pleased to accord Administrative Sanction for starting the following 15 new ITIs as announced in the Budget Speech with the trades noted against each and for creation of 198 new posts in various categories for these ITIs:-

Details of ITIs started

Sl. No.	Name of ITI	Trades	Duration of course (years)	No. of units
1	Malayinkeezhu	Mechanic Motor Vehicle	2	2
		Welder	1	2
		Electrician	2	2
2	Thevalakkara	Surveyor	2	2
		Plumber	1	2
		Welder	1	2
3	Ranni	Draftsman Civil	2	2
		Electronic Mechanic	2	2
4	Aroor/Vayalar	Mech Refrigeration & Air conditioner	2	2
		Draftsman Civil	2	2

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	Maradu/Pathuruthy	Electronic Mechanic	2	2
		Welder	1	2
		Electrician	2	2
6	Vengoor	Draftsman Civil	2	2
		Electrician	1	2
		Computer Operator and Programming Assistant	1	2
7	Cherppu	Electrician	2	2
		Surveyor	2	2
8	Manaloor	Draftsman Civil	2	2
		Mechanic Motor Vehicle	2	2
9	Kollengode	Draftsman Civil	2	2
		Computer Operator and Programming Assistant	1	2
		Welder	1	2
10	Cheriyanundam	Draftsman Civil	2	2
		Electrician	2	2
		Mechanic Diesel	1	2
11	Maniyoor	Draftsman Civil	2	2
		Electrician	2	2
		Welder	1	2
12	Thiruvambady	Electrician	2	2
		Plumber	1	2
		Draftsman Civil	2	2
13	Vadakara	Draftsman Civil	2	2
		Electrician	2	2
		Plumber	1	2
14	Peringom Vayakara	Mechanic Motor Vehicle	2	2
		Welder	1	2
15	Sethangoli	Draftsman Civil	2	2
		Welder	1	2

Details of posts created

Sl. No	Name of Post	No. of posts	Scale of Pay
1	Principal Grade II	15	12,930-20,250
2	Junior Superintendent	15	9,190-15,510
3	Junior Instructor(1 for each unit)	78	7,990-12,930
4	A.C.D. Instructor	15	7,990-12,930
5	L.D. Clerk	30	5,250-8,390
6	L.D. Store Keeper	15	5,250-8,390
7	Work Shop Attender	15	5,250-8,390
8	Peon	15	4,510-6,230
	TOTAL	198	

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GO(Ms) No. 91/2010/LBR 06/08/2010

Posts of sweepers will be created following the existing norms.

3. A token provision of Rs.1000/-(Rupees One thousand only) towards expenditure and Rs. 5,27,00,000/-(Rupees Five Crore twenty seven lakhs only) towards procurement of machinery and equipments have been provided under the head of account "2230-03-101-80 for setting up of new ITIs(NP)" in the SDG July, 2010 for meeting the expenditure of the above ITIs.

4. The Director of Training will ensure that the land and buildings are available/given by LSG's free of cost before starting the above 15 new ITIs.

5. The Director of Training will take immediate steps for starting the above 15 ITIs during the current academic year itself.

(By Order of the Governor)
K.B.VALSALA KUMARI,
Secretary to Government

To

The Director of Training, Thiruvananthapuram.
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram
The Accountant General (A&E)/(D.B Cell), Kerala, Thiruvananthapuram
The Finance Department Vide U.O. No. 34821/H&I/B1/2010/Fin dt.28.07.10
The Planning and Economic Affairs Department Vide U.O.No. 9340/A2/10/Plg
The GA (SC) Department vide
The Director, Information & Public Relations Department
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Forwarded/By Order

Section Officer.

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GOVERNMENT OF KERALA

Abstract

Industrial Training Department- ITI ,Attappady, Palakkad - Creation of three new posts -Sanction accorded- Orders Issued

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Labour & Rehabilitation (C) Depart ent

GO (Ms) No. 100/2011/LBR. Dated, Thiruvanai apuram, 02.08.2011

Read: -Letters No. I 2/6354/05 dated 28.03.2008 and 1 3.2011 from the Director of Training, Thiruvananthapuram

ORDER

As per letters read above the Director of raining has furnished proposal for creation of the following 6 new po in the ITI, Attappadi, Palakkad, in addition to the existing 10 posts for t smooth functioning of the ITI;

Name of Posts	Nos.
1. Senior Superintendent	1
2. ACD Instructor	1
3. Watchman	2
4. Sweeper	1
5. Store Keeper	1
Total	6

2. Government have examined the proposal in detail and are pleased to accord sanction to create the following three new posts for ITI, Attappady, Palakkad;

Name of Posts	Nos.
1. Store Keeper	1
2. Watchman	1
3. Part Time Sweeper	1
Total	3

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3. The recruitment to the post of Part Ti : Sweeper will be made through Employment Exchange.

4) The expenditure in this regard will t met from the head of account "2230-03-101-99-ITIs (N.P) -01- Salarie

(By Ord of the Governor),
III_X,
Secreta to Government

To

The Director of Training, Thiruvananthapuram
The Accountant General (Audit)/(A&E)/ (D.B Cell), K ala,Thiruvananthapuram.
Finance Department (vide U.O. No. 32213/H&L-B 1/Fin dated 13.06.2011)
General Administration(SC) Department (Cabinet.I n No. dated
StockFile/ Office Copy

Forwarded/ By Order
Section Officer

6354/2005/I2

rectorate of Training
ated; 07-09-2011

Copy communicated to the / ministrative officer for information and to take steps to appoint suitable candidates these post..

For D ctor of Training

Copy To; The Principal ITI Attappadi
The Accounts Officer, Directorate of Training
CA to DT, SF(I2)

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79 323

GOVERNMENT OF KERALA

Abstract

Higher Education Department - Setting up of 4 new women ITIs - Administrative Sanction accorded - Orders issued.

Labour & Rehabilitation(C) Department

G.O.(Ms) No. 134 /2012/LBR Dated, Thiruvananmthapuram,15 .09.2012

Read: Letter No. I 4/8500/12 dated 30.06.2012 and 13.07.2012 of the Director of Training, Thiruvananthapuram.

ORDER

In the wake of the Budget speech 2012-13 , the Director of Training as per the letters read above has furnished project proposal for setting up of 4 new Women ITIs during the current financial year and requested administrative sanction for the same.

Government have examined the proposal in detail and are pleased to accord administrative sanction for setting up of the following 4 new Women ITIs with the trades noted against each ITI.

Details

Sl.No.	Name of ITI	Name of trades	No. Units	Duration of course(Years)
	Government ITI(W), Changanassery, Kottayam Dist.	1) Computer Operator & Programming Assistant	2	1
		2)Draughtsman Civil	2	2
		3) Hair& Skin Care	2	1
	Government ITI(W), Thollaikkavam, Idukki Dist.	1)Draughtsman Civil	2	2
		2) DTP Operator	2	1
	Government ITI(W), Thazhekkode, Malappuram Dist.	1)Draughtsman Civil	2	2
		2) Electronic Mechanic	2	2
	Government ITI(W), West Eleri, Kasargode Dist.	1)Draughtsman Civil	2	2
		2) DTP Operator	1	1
		3) Fashion Technology	1	1

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NOTE # 114 (Attachment : LDSK Govt Orders 2.pdf)

The creation of the following posts are also sanctioned for the functioning of these four ITIs.

Sl.No.	Name of post	ITI(W) Changan-ssery	ITI(W) Thalla kkanam	ITI(W) Thazhe kkode	ITI(W) West Eleri	Total
1	Principal Grade-II (22360-37940)	1	1	1	1	4
2	Junior Superintendent (16180-29180)	1	1	1	1	4
3	Junior Instructor (13900-24040)	6	4	4	6	20
4	NCD Instructor (13900-24040)	1	1	1	1	4
5	L.D.Clerk (9940-16580)	1	1	1	1	4
6	L.D. Store Keeper (9940-16580)	1	1	1	1	4
7	Workshop attender (9190-15780)	1	1	1	1	4
8	Peon (8500-13210)	1	1	1	1	4
	Total	13	11	11	13	48

2. The expenditure for setting up of the above 4 new ITIs will be met from the provision of ₹230 lakhs provided under the Head of Account "2230-03-101-74-Establishment of women ITIs-Plan" in the current year's Budget.

3. The Director of Training will ensure that the land and building are available/provided by the Local bodies concerned free of cost before starting the above new ITIs. He will also take immediate steps for starting the new ITIs during the current training year itself.

(By order of the Governor)
ANIL.X
Secretary to Government.

To

The Director of Training, Thiruvananthapuram
The Accountant General (Audit/A&E/ D.B. Cell) Kerala, Thiruvananthapuram
The Finance Department vide U.O No. 64304/II&L.A1/2012/Fin dt. 09.08.2012
The G.A (SC) Department Vide Cabinet item No. 2240 dated 11.09.2012.
The Director, Information & Public Relations Department.
The Stock File/Office Copy

Forwarded / By Order

Section Officer.

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Kalbupasamba

കേരള സർക്കാർ

സംഗ്രഹം

വ്യാവസായിക പരിശീലന വകുപ്പ് - കണ്ണൂപറമ്പ് ഗവ. ഐ.ടി.ഐ. യിൽ 9 തസ്തികകൾ സൃഷ്ടിച്ച് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സ.ഉ. (കൈയെഴുത്ത്) നം. 16/2016/തൊഴിൽ തിരുവനന്തപുരം, തീയതി 27.01.2016

പരാമർശം - 1. 03.09.2013 ലെ സ.ഉ (കൈയെഴുത്ത്) 104/2013/തൊഴിൽ എന്ന നമ്പർ സർക്കാർ ഉത്തരവ്
2. ടെയിനിംഗ് ഡയറക്ടറുടെ 17.07.2015 ലെയും 23.09.2015 ലെയും ഐ 4/5572/13 എന്ന നമ്പർ കത്തുകൾ.

ഉത്തരവ്

മേൽ സൂചിപ്പിച്ച പരാമർശം ഒന്നിലെ സർക്കാർ ഉത്തരവ് പ്രകാരം കണ്ണൂർ കണ്ണൂപറമ്പിൽ ഒരു പുതിയ ഗവ. ഐ.ടി.ഐ. ആരംഭിക്കുന്നതിന് ഭരണാനുമതി നൽകി ഉത്തരവ് പുറപ്പെടുവിച്ചിരുന്നു. ഈ ഐ.ടി.ഐ. യുടെ പ്രവർത്തനത്തിന് അവശ്യം വേണ്ടതായ 9 തസ്തികകൾ സൃഷ്ടിക്കണമെന്ന് ടെയിനിംഗ് ഡയറക്ടർ പരാമർശം രണ്ടിലെ കത്തുകളിലൂടെ ആവശ്യപ്പെടുകയുണ്ടായി.

2 സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ചു. ഇതിന്റെ അടിസ്ഥാനത്തിൽ കണ്ണൂർ കണ്ണൂപറമ്പ് ഗവ. ഐ.ടി. ഐ. - യിൽ താഴെപ്പറയുന്ന 9 തസ്തികകൾ സൃഷ്ടിച്ച് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.-

No.	Name of Post	Scale of Pay	Number of Post
1	Principal Grade II	22360 - 37940	1
2	Clerk	9940 - 16580	1
3	Junior Instructor	13900 - 24040	1
4	ACD Instructor	13900 - 24040	1
5	LD Store Keeper	9940 - 16580	1
6	Office Attendant	8500 - 13210	1
7	Part Time Sweeper (On Contract basis Kudumbasree)	350/- Per day + Service Tax	1
8	Watchman (On Contract basis)		2
	Total		9

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)
ടോം ജോസ്
അഡീഷണൽ ചീഫ് സെക്രട്ടറി

ടെയിനിംഗ് ഡയറക്ടർ, തിരുവനന്തപുരം.
അക്കൗണ്ടന്റ് ജനറൽ (ആഡിറ്റ്-I/എ ആന്റ് ഇ/ഡി.ബി. സെൽ) കേരള, തിരുവനന്തപുരം.
ധനകാര്യ വകുപ്പ് (05.12.2015 ലെ 82120/H&L-B1/15/Fin പ്രകാരം)
പൊതുഭരണ (എസ് സി) വകുപ്പ്.
ഡയറക്ടർ, വിവര പൊതുജന സമ്പർക്ക വകുപ്പ് (പരസ്യപ്പെടുത്തുന്നതിനായി)
വിവര പൊതുജന സമ്പർക്ക വകുപ്പ്. (വെബ്സൈറ്റിൽ പരസ്യപ്പെടുത്തുന്നതിനായി)
കരുതൽ ഫയൽ / ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം,
സെക്ഷൻ ഓഫീസർ.

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NOTE # 114 (Attachment : LDSK Govt Orders 2.pdf)

Perambra II
New Trade

I 30/8/17

കേരള സർക്കാർ

സംഗ്രഹം

വ്യാവസായിക പരിശീലന വകുപ്പ് - പേരാമ്പ്രയിൽ സർക്കാർ ഐ.ടി.ഐ.യിൽ പുതിയ ട്രേഡുകൾ ആരംഭിക്കുന്നത് - ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സ.ഉ.(കൈ)/70/2017/തൊഴിൽ തിരുവനന്തപുരം,തീയതി, 28/08/2017

പരാമർശം:- 1. 25/01.2016 ലെ സ.ഉ (കൈ) നം.186/2016/തൊഴിൽ

2. ട്രെയിനിംഗ് ഡയറക്ടറുടെ 21.06/2017ലെ ഐ4/20163/16 എന്ന നമ്പർ കത്ത്

ഉത്തരവ്

പരാമർശം 1ലെ സർക്കാർ ഉത്തരവ് പ്രകാരം പേരാമ്പ്രയിൽ 2 ട്രേഡുകളും അവയ്ക്കാവശ്യമായ 8 തസ്തികകളോടും കൂടി പുതിയ സർക്കാർ ഐ.ടി.ഐ സ്ഥാപിക്കുന്നതിനായി ഭരണാനുമതി നൽകിയിരുന്നു.

2. പ്രസ്തുത ഐ.ടി.ഐയിൽ മെക്കാനിക് മോട്ടോർ വെഹിക്കിൾ, കമ്പ്യൂട്ടർ ഓപ്പറേറ്റർ & പ്രോഗ്രാമിംഗ് അസിസ്റ്റന്റ് എന്നി ട്രേഡുകളുടെ രണ്ട് യൂണിറ്റ് വീതം അനുവദിക്കുന്നതിനും ഇവയ്ക്കാവശ്യമായ തസ്തികകൾ സൃഷ്ടിക്കുന്നതിനുമുള്ള വിശദമായ പരിപാർശ പരാമർശം 2 പ്രകാരം ട്രെയിനിംഗ് ഡയറക്ടർ ലഭ്യമാക്കുകയുണ്ടായി.

3. സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിക്കുകയും ആയതിന്റെ അടിസ്ഥാനത്തിൽ പേരാമ്പ്ര സർക്കാർ ഐ.ടി.ഐ യിൽ മെക്കാനിക് മോട്ടോർ വെഹിക്കിൾ, കമ്പ്യൂട്ടർ ഓപ്പറേറ്റർ & പ്രോഗ്രാമിംഗ് അസിസ്റ്റന്റ് എന്നി ട്രേഡുകളുടെ രണ്ട് യൂണിറ്റ് വീതം അനുവദിച്ചും ഇവയ്ക്കാവശ്യമായ താഴെ പറഞ്ഞിരിക്കുന്ന 11 തസ്തികകൾ സൃഷ്ടിച്ചും ഉത്തരവാകുന്നു.

ക്രമ നം.	തസ്തികയുടെ പേര്	എണ്ണം
1	ജൂനിയർ സൂപ്രണ്ട്	1
2	ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ	1
3	ജൂനിയർ ഇൻസ്ട്രക്ടർ	4
5	ക്ലാർക്ക്	2
6	എൽ.ഡി. ടൈപ്പിസ്റ്റ്	1
7	എൽ.ഡി. സ്റ്റോർ കീപ്പർ	1

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8	ഡ്രൈവർ കം ക്ലീനർ ഗ്രേഡ് II	1
ആകെ		11

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)
ടോം ജോസ്
അഡീഷണൽ ചീഫ് സെക്രട്ടറി

ടെയിനിംഗ് ഡയറക്ടർ, തിരുവനന്തപുരം
പ്രിൻസിപ്പൽ അക്കൗണ്ടന്റ് ജനറൽ (ആഡിറ്റ് /എ&ഇ) , തിരുവനന്തപുരം.
ധനകാര്യ വകുപ്പ്. (324960/H&L-A1/332/16/Fin. തീയതി 24/07/2017 പ്രകാരം)
പൊതുഭരണ (എസ് സി) വകുപ്പ്. (ഇനം നമ്പർ. 1370)
ഇൻഫർമേഷൻ ഓഫീസർ, വെബ് & ന്യൂ മീഡിയ
കരുതൽ ഫയൽ / ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം

സെക്ഷൻ ഓഫീസർ

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NOTE # 114 (Attachment : LDSK Govt Orders 2.pdf)

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06 NOV 2017

കേരള സർക്കാർ

സംഗ്രഹം

വ്യാവസായിക പരിശീലന വകുപ്പ് - പിണറായി ഗവൺമെന്റ് ഐ.ടി.ഐ യിൽ അധിക തസ്തിക സൃഷ്ടിക്കുന്നതിന് അനുമതി നൽകിക്കൊണ്ടുള്ള ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സ.ഉ.(കൈ) നം./95/2017/തൊഴിൽ തീയതി,തിരുവനന്തപുരം, 03/11/2017

പരാമർശം:- 1.01/08/2017 ലെ സ.ഉ.(കൈ)നം.57/2017/തൊഴിൽ നമ്പർ ഉത്തരവ്

2.19/09/2017-ലെ സ.ഉ.(സാധാ)നം.1259/17/തൊഴിൽ നമ്പർ ഉത്തരവ്

ഉത്തരവ്

പരാമർശത്തിലെ സർക്കാർ ഉത്തരവ് പ്രകാരം മെക്കാനിക് മേട്ടോർ വെഹിക്കിൾ, ഫിറ്റർ, ഇലക്ട്രീഷ്യൻ എന്നീ മൂന്ന് ട്രേഡുകളും ആയതിലേയ്ക്കായി 10 തസ്തികകളും അനുവദിച്ചുകൊണ്ട് ധർമ്മടത്ത് പുതുതായി ഐ.ടി.ഐ ആരംഭിക്കുന്നതിന് ഭരണാനുമതി നല്കിയിരുന്നു. പരാമർശം 2-ലെ ഉത്തരവ് പ്രകാരം പ്രസ്തുത ഐ.ടി.ഐയ്ക്ക് പിണറായി ഗവൺമെന്റ് ഐ.ടി.ഐ എന്ന് നാമകരണവും ചെയ്തു. പിണറായി ഐ.ടി.ഐ യുടെ പ്രവർത്തനത്തിന് അനുവദിച്ച 10 തസ്തികകൾ മതിയാകുന്നതല്ലാത്തതിനാൽ താഴെ പറയുന്ന 8 അധിക തസ്തികകൾ കൂടി അനുവദിച്ചുകൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

ക്രമ നമ്പർ	തസ്തികയുടെ പേര്	ശമ്പള നിരക്ക്	എണ്ണം
1	ജൂനിയർ സൂപ്രണ്ട്	30700- 65400	1
2	ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ	32300- 68700	1
3	എംപ്ലോയബിലിറ്റി സ്കിൽസ് ഇൻസ്ട്രക്ടർ	26500- 56700	1
4	ക്ലർക്ക്	19000- 43600	2

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5	എൽ.ഡി ടൈപ്പിസ്റ്റ്	19000-43600	1
6	എൽ.ഡി സ്റ്റോർ കീപ്പർ	19000-43600	1
7	ഓഫീസ് അറ്റന്റഡ്	16500-35700	1
	ആകെ		8

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)

ടോം ജോസ്

അഡിഷണൽ ചീഫ് സെക്രട്ടറി

ട്രെയിനിംഗ് ഡയറക്ടർ, തിരുവനന്തപുരം

പ്രിൻസിപ്പൽ അക്കൗണ്ടന്റ് ജനറൽ (ആഡിറ്റ്/എ&ഇ) കേരള, തിരുവനന്തപുരം.

ധനകാര്യ വകുപ്പ്. (508405/H&L-A1 /200/2017/Fin. തീയതി 23/09/2017 പ്രകാരം)

പൊതുഭരണ (എസ് സി) വകുപ്പ്. (ഇനം നമ്പർ. 1585)

വിവര പൊതുജന സമ്പർക്ക വകുപ്പ്. (വെബ്സൈറ്റിൽ പരസ്യപ്പെടുത്തുന്നതിനായി)

കരുതൽ ഫയൽ / ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം,

സെക്ഷൻ ഓഫീസർ.

പകർപ്പ് - തൊഴിൽ വകുപ്പ മന്ത്രിയുടെ പി.എസ്.

Endt.No. I4/10453/17 dated. 13.11.2017

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കേരള സർക്കാർ

സംഗ്രഹം

വ്യാവസായിക പരിശീലന വകുപ്പ് - കണ്ണൂർ ജില്ലയിലെ തലശ്ശേരി നിയോജക മണ്ഡലത്തിലെ പന്ന്യന്നൂരിൽ പുതിയ സർക്കാർ ഐ.ടി.ഐ ആരംഭിക്കുന്നതിന് അനുമതി നൽകി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സ.ഉ.(കൈ) നം.36/2018/തൊഴില് തീയതി,തിരുവനന്തപുരം, 08/06/2018

പരാമർശം:- 17.04.2018-ലെ ടെയിനിംഗ് ഡയറക്ടറുടെ ഐ4/22000/16 എന്ന നമ്പർ കത്ത്.

ഉത്തരവ്

2018-19 ബഡ്ജറ്റ് പ്രകാരം, പന്ന്യന്നൂർ ഉൾപ്പെടെ സംസ്ഥാനത്ത് 6 പുതിയ ഐ.ടി.ഐകൾ സ്ഥാപിക്കുമെന്ന് പ്രഖ്യാപിച്ചിരുന്നു. ഇതിലേയ്ക്കായി 9 കോടി രൂപ ബഡ്ജറ്റിൽ വകയിരുത്തിയിരുന്നു. ഇതുപ്രകാരം പന്ന്യന്നൂരിൽ പുതിയ സർക്കാർ ഐ.ടി.ഐ സ്ഥാപിക്കുന്നത് സംബന്ധിച്ച് വിശദമായ ശിപാർശ പരാമർശം 1-ലെ കത്ത് പ്രകാരം ടെയിനിംഗ് ഡയറക്ടർ സമർപ്പിച്ചിരുന്നു.

2. സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ചു. ഐ.ടി.ഐ സ്ഥാപിക്കുന്നതിനുള്ള സ്ഥലവും കെട്ടിടവും ഫർണിച്ചറും ബന്ധപ്പെട്ട തദ്ദേശ സ്വയംഭരണസ്ഥാപനങ്ങൾ ലഭ്യമാക്കണമെന്ന നിബന്ധനയ്ക്ക് വിധേയമായി, പന്ന്യന്നൂരിൽ ഡ്രാഫ്ട്സ്മാൻ (സിവിൽ), ഇലക്ട്രീഷ്യൻ, മെക്കാനിക് മോട്ടോർ വെഹിക്കിൾ, വെൽഡർ എന്നീ ട്രേഡുകളുടെ 2 വീതം യൂണിറ്റുകളും അവയ്ക്കാവശ്യമായ താഴെപ്പറയും പ്രകാരമുള്ള 14 തസ്തികകളോടുംകൂടി പന്ന്യന്നൂരിൽ ഒരു പുതിയ സർക്കാർ ഐ.ടി.ഐ സ്ഥാപിക്കുന്നതിന് അനുമതി നൽകി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

ക്രമ നമ്പർ	തസ്തികയുടെ പേര്	ശമ്പള നിരക്ക്	എണ്ണം
1	പ്രിൻസിപ്പാൾ ക്ലാസ്സ് - II	42500- 87000	1
2	ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ	32300- 68700	1
3	ജൂനിയർ ഇൻസ്ട്രക്ടർ	26500- 56700	8
4	എ.സി.ഡി.ഇൻസ്ട്രക്ടർ	26500- 56700	1
5	എൽ.ഡി. ക്ലർക്ക്	19000- 43600	1
6	എൽ.ഡി. സ്റ്റോർ കീപ്പർ	19000- 43600	1

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7	ഓഫീസ് അറ്റൻഡന്റ്	16500 – 35700	1
8	വാച്ച് മാൻ		ദിവസവേതനം / കോൺട്രാക്ട്
9	സ്വീപ്പർ		കാഷ്വൽ സ്വീപ്പർ

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)
ടോം ജോസ്
അഡീഷണല് ചീഫ് സെക്രട്ടറി

ടെയിനിംഗ് ഡയറക്ടർ, തിരുവനന്തപുരം
പ്രിൻസിപ്പൽ അക്കൗണ്ടന്റ് ജനറൽ (ആഡിറ്റ്/എ&ഇ) കേരള, തിരുവനന്തപുരം.
ധനകാര്യ വകുപ്പ്. (566228/H&L-A1 /272/2017/Fin. തീയതി 28.05.2018 പ്രകാരം)
പൊതുഭരണ (എസ് സി) വകുപ്പ്. (ഇനം നമ്പർ. 2228)
വിവര പൊതുജന സമ്പർക്ക വകുപ്പ്. (വെബ്സൈറ്റിൽ പരസ്യപ്പെടുത്തുന്നതിനായി)
കരുതൽ ഫയൽ / ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം

സെക്ഷൻ ഓഫീസർ

പകർപ്പ് - തൊഴിൽ വകുപ്പു മന്ത്രിയുടെ പി.എസ്.

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കേരള സർക്കാർ

സംഗ്രഹം

വ്യാവസായിക പരിശീലന വകുപ്പ് - തിരുവനന്തപുരം ജില്ലയിലെ വർക്കലയിൽ പുതിയ സർക്കാർ ഐ.ടി.ഐ ആരംഭിക്കുന്നതിന് അനുമതി നൽകി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സ.ഉ.(കൈ) നം.34/2018/തൊഴില് തീയതി,തിരുവനന്തപുരം, 08/06/2018

പരാമർശം:- ടെയിനിംഗ് ഡയറക്ടറുടെ 17/04/2018-ലെ ഐ4/8481/17 നമ്പർ കത്ത്.

ഉത്തരവ്

2017-18 ബഡ്ജറ്റ് പ്രകാരം സംസ്ഥാനത്ത് 5 പുതിയ ഐ.ടി.ഐകൾ സ്ഥാപിക്കുമെന്ന് പ്രഖ്യാപിച്ചിരുന്നു. ആയതിൽ കുന്നമംഗലവും ചാത്തമംഗലവും തമ്മിൽ 8 കിലോമീറ്റർ മാത്രം ദൂരം ഉള്ളതിനാൽ കുന്നമംഗലത്തിനു പകരം വർക്കലയിൽ ഐ.ടി.ഐ ആരംഭിക്കുവാൻ തീരുമാനിച്ചു. ഇതുപ്രകാരം വർക്കലയിൽ പുതിയ സർക്കാർ ഐ.ടി.ഐ സ്ഥാപിക്കുന്നത് സംബന്ധിച്ച് വിശദമായ ശിപാർശ പരാമർശം 1-ലെ കത്ത് പ്രകാരം ടെയിനിംഗ് ഡയറക്ടർ സമർപ്പിച്ചിരുന്നു.

2. സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ചു. ഐ.ടി.ഐ സ്ഥാപിക്കുന്നതിനുള്ള സ്ഥലവും കെട്ടിടവും ഫർണിച്ചറും ബന്ധപ്പെട്ട തദ്ദേശ സ്വയംഭരണസ്ഥാപനങ്ങൾ ലഭ്യമാക്കണമെന്ന നിബന്ധനയ്ക്ക് വിധേയമായി, ഡ്രാഫ്ട്സ്മാൻ (സിവിൽ), ഇലക്ട്രീഷ്യൻ, ഫുഡ് & ബിവറേജസ് സർവ്വീസ് അസിസ്റ്റന്റ്, മെക്കാനിക് ഡീസൽ എന്നീ ട്രേഡുകളുടെ 2 വീതം യൂണിറ്റുകളും അവയ്ക്കാവശ്യമായ താഴെപ്പറയും പ്രകാരമുള്ള 14 തസ്തികകളോടുംകൂടി വർക്കലയിൽ ഒരു പുതിയ സർക്കാർ ഐ.ടി.ഐ സ്ഥാപിക്കുന്നതിന് അനുമതി നൽകി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

ക്രമ നമ്പർ	തസ്തികയുടെ പേര്	ശമ്പള നിരക്ക്	എണ്ണം
1	പ്രിൻസിപ്പാൾ ക്ലാസ്സ് - II	42500-87000	1
2	ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ	32300-68700	1
3	ജൂനിയർ ഇൻസ്ട്രക്ടർ	26500 - 56700	8
4	എ.സി.ഡി.ഇൻസ്ട്രക്ടർ	26500 - 56700	1
5	എൽ.ഡി. ക്ലർക്ക്	19000 - 43600	1
6	എൽ.ഡി. സ്റ്റോർ കീപ്പർ	19000 - 43600	1
7	ഓഫീസ് അറ്റൻഡന്റ്	16500 - 35700	1

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8	വാച്ച് മാൻ		ദിവസവേതനം / കോൺടാക്ട്
9	സ്വീപ്പർ		കാഷ്വൽ സ്വീപ്പർ

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)
ടോം ജോസ്
അഡീഷണല് ചീഫ് സെക്രട്ടറി

ടെയിനിംഗ് ഡയറക്ടർ, തിരുവനന്തപുരം
പ്രിൻസിപ്പൽ അക്കൗണ്ടന്റ് ജനറൽ (ആഡിറ്റ്/എ&ഇ) കേരള, തിരുവനന്തപുരം.
ധനകാര്യ വകുപ്പ്. (559280/H&L-B1 /2017/ധന. തീയതി 24.05.2018 പ്രകാരം)
പൊതുഭരണ (എസ് സി) വകുപ്പ്. (ഇനം നമ്പർ. 2227)
വിവര പൊതുജന സമ്പർക്ക വകുപ്പ്. (വെബ്സൈറ്റിൽ പരസ്യപ്പെടുത്തുന്നതിനായി)
കരുതൽ ഫയൽ / ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം

സെക്ഷൻ ഓഫീസർ

പകർപ്പ് – തൊഴിൽ വകുപ്പു മന്ത്രിയുടെ പി.എസ്.

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"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

സംഗ്രഹം

തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - സംസ്ഥാനത്ത് അഞ്ച് (5) പുതിയ സർക്കാർ ഐ.ടി.ഐ കൾ ആരംഭിക്കുന്നതിന് അനുമതി നൽകി - ആയതിന്റെ സുഗമമായ പ്രവർത്തനത്തിനാവശ്യമായ തസ്തികകൾ സൃഷ്ടിച്ച് - ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സ.ഉ.(കൈ) നം.5/2021/തൊഴിൽ തീയതി,തിരുവനന്തപുരം, 21/01/2021

പരാമർശം:- 1) ടെയിനിംഗ് ഡയറക്ടറുടെ 27.10.2020 ലെ ഡി.ടി/3065/2020-ഐ4 നമ്പർ കത്ത്.

2) സ.ഉ.(സാധാ) നം. 1224/2020/തൊഴിൽ തീയതി 13.11.2020

ഉത്തരവ്

2020-21 ബഡ്ജറ്റിൽ സംസ്ഥാനത്ത് ഏലപ്പാറ (ഇടുക്കി), പോരുവഴി (കൊല്ലം), വാഴക്കാട് (മലപ്പുറം), കരുണാപുരം (ഇടുക്കി), കുളത്തൂപ്പുഴ (കൊല്ലം) എന്നിവിടങ്ങളിലായി 5 പുതിയ സർക്കാർ ഐ.ടി.ഐ കൾ ആരംഭിക്കുമെന്ന് പ്രഖ്യാപിച്ചിരുന്നു. കൂടാതെ ടി ഐ.ടി.ഐ കൾക്കായി 7.92 കോടി രൂപ വകയിരുത്തുകയും ചെയ്തിരുന്നു. ആയതിന്റെ അടിസ്ഥാനത്തിൽ 5 പുതിയ സർക്കാർ ഐ.ടി.ഐ കൾ ആരംഭിക്കുന്നതിനും ഇതിനാവശ്യമായ തസ്തികകൾ സൃഷ്ടിക്കുന്നതിനും പരാമർശം 1 ലെ കത്ത് പ്രകാരം ടെയിനിംഗ് ഡയറക്ടർ ശിപാർശകൾ സമർപ്പിച്ചിരുന്നു. ആയത് പരിശോധിച്ച ശേഷം 5 ഐ.ടി.ഐ കൾ ആരംഭിക്കുന്ന ഇനത്തിൽ വരുന്ന അനാവർത്തന ചെലവായ 4,70,14,000/- രൂപയ്ക്ക് (നാലുകോടി എഴുപത് ലക്ഷത്തി പതിനാലായിരം രൂപ മാത്രം) ഭരണാനുമതി നൽകി പരാമർശം - 2 പ്രകാരം ഉത്തരവ് പുറപ്പെടുവിച്ചിരുന്നു.

2) പുതിയ ഐ.ടി.ഐ. കൾ ആരംഭിക്കുന്നതിനായി ടെയിനിംഗ് ഡയറക്ടർ സമർപ്പിച്ച ശുപാർശ സർക്കാർ വിശദമായി പരിശോധിച്ചു. ആയതിന്റെ അടിസ്ഥാനത്തിൽ കൊല്ലം ജില്ലയിലെ കുളത്തൂപ്പുഴ, പോരുവഴി ഇടുക്കി ജില്ലയിലെ ഏലപ്പാറ, കരുണാപുരം മലപ്പുറം ജില്ലയിലെ വാഴക്കാട് എന്നീ സ്ഥലങ്ങളിൽ ചുവടെ ചേർക്കും പ്രകാരമുള്ള ട്രേഡുകൾ ആരംഭിച്ചുകൊണ്ടും തസ്തികകൾ സൃഷ്ടിച്ചുകൊണ്ടും സംസ്ഥാനത്ത് പുതിയ 5 സർക്കാർ ഐ.ടി.ഐ.കൾ സ്ഥാപിക്കുന്നതിന് അനുമതി നൽകി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

ക്രമ നം.	ഐ.ടി.ഐ.	ട്രേഡുകൾ	തസ്തികകൾ	
1	ഏലപ്പാറ	• പ്ലംബർ • റെഫ്രിജറേഷൻ & എയർ കണ്ടീഷനിംഗ്	പ്രിൻസിപ്പൽക്ലാസ് II	1
			ജൂനിയർ സൂപ്രണ്ട്	1
			ജൂനിയർ ഇൻസ്ട്രക്ടർ	4
			ക്ലാർക്ക്	1
			എൽ.ഡി. സ്റ്റോർകീപ്പർ	1

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			ആകെ	8
2	പോരുവഴി	• ഇലക്ട്രീഷ്യൻ • ഫിറ്റർ • മെക്കാനിക് ഓട്ടോ ഇലക്ട്രിക്കൽസ് & ഇലക്ട്രോണിക്സ്	പ്രിൻസിപ്പൽ ക്ലാസ്- II	1
			ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ	1
			ജൂനിയർ സൂപ്രണ്ട്	1
			അടിസ്ഥാനത്തിൽ തയ്യാറാക്കിയ കരട് സർക്കാർ ഉത്തരവ് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.ജൂനിയർ ഇൻസ്ട്രക്ടർ	6
			എ.സി.ഡി ഇൻസ്ട്രക്ടർ	1
			ക്ലാർക്ക്	1
			എൽ.ഡി.സ്റ്റോർകീപ്പർ	1
			ആകെ	12
3	വാഴക്കാട്	• ഇലക്ട്രീഷ്യൻ • ഡ്രാഫ്റ്റ്സ്മാൻ (സിവിൽ) • വെൽഡർ • പ്ലംബർ	പ്രിൻസിപ്പൽ ക്ലാസ് II	1
			ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ	1
			ജൂനിയർ സൂപ്രണ്ട്	1
			ജൂനിയർ ഇൻസ്ട്രക്ടർ	8
			എ.സി.ഡി ഇൻസ്ട്രക്ടർ	1
			ക്ലാർക്ക്	1
			എൽ. ഡി. സ്റ്റോർകീപ്പർ	1
			ആകെ	14
4	കരുണാപുരം	• ഡ്രാഫ്റ്റ്സ്മാൻ (സിവിൽ) • കമ്പ്യൂട്ടർ ഓപ്പറേറ്റർ &പ്രോഗ്രാമിംഗ് അസിസ്റ്റന്റ് (COPA)	പ്രിൻസിപ്പൽ ക്ലാസ് II	1
			ജൂനിയർ സൂപ്രണ്ട്	1
			ജൂനിയർ ഇൻസ്ട്രക്ടർ	4
			ക്ലാർക്ക്	1
			എൽ.ഡി. സ്റ്റോർകീപ്പർ	1
			ആകെ	8
5	കുളത്തുപ്പുഴ	• ഫിറ്റർ • പ്ലംബർ	പ്രിൻസിപ്പൽ ക്ലാസ് II	1
			ജൂനിയർ സൂപ്രണ്ട്	1
			ജൂനിയർ ഇൻസ്ട്രക്ടർ	4
			ക്ലാർക്ക്	1
			എൽ.ഡി. സ്റ്റോർകീപ്പർ	1
			ആകെ	8

3) പുതുതായി ആരംഭിക്കുന്ന 5 ഐ.ടി.ഐ.കളിൽ ദിവസവേതന അടിസ്ഥാനത്തിൽ ഓരോ ഓഫീസ് അറ്റൻഡന്റിനെയും വാച്ച്മാനെയും കുടുംബശ്രീ മുഖേന ഓരോ ശുചീകരണ തൊഴിലാളിയെയും നിയമിക്കുന്നതിനും അനുമതി നൽകുന്നു.

4) ഐ.ടി.ഐ കൾ ആരംഭിക്കുന്നതുമായി ബന്ധപ്പെട്ട് താഴെ പറയുന്ന നിബന്ധനകൾ കർശനമായി പാലിക്കപ്പെടേണ്ടതാണ്

i. ഏലപ്പാറ, പോരുവഴി, വാഴക്കാട്, കരുണാപുരം എന്നിവിടങ്ങളിൽ ഐ.ടി.ഐ സ്ഥാപിക്കുന്നതിനുള്ള സ്ഥലവും സ്ഥലം ലഭ്യമായി കെട്ടിടനിർമ്മാണം പൂർത്തിയാക്കുന്നത് വരെ ഐ.ടി.ഐ. പ്രവർത്തിപ്പിക്കാനാവശ്യമായ താല്ക്കാലിക സൗകര്യവും ബന്ധപ്പെട്ട തദ്ദേശസ്വയംഭരണ

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സ്ഥാപനം സൗജന്യമായി ലഭ്യമാക്കേണ്ടതാണ്

ii. കുളത്തുപ്പുഴയിൽ ഐ.ടി.ഐ സ്ഥാപിക്കുന്നതിന് ആവശ്യമായ സ്ഥലവും സ്ഥലം ലഭ്യമായി കെട്ടിടനിർമ്മാണം പൂർത്തിയാകുന്നതു വരെ ഐ.ടി.ഐ പ്രവർത്തിപ്പിക്കുന്നതിന് ആവശ്യമായ താല്ക്കാലിക സംവിധാനവും റീഹാബിലിറ്റേഷൻ പ്ലാന്റേഷൻസ് ലിമിറ്റഡ് (ആർ.പി.എൽ) സൗജന്യമായി ലഭ്യമാക്കേണ്ടതാണ്

iii. കുളത്തുപ്പുഴ ഐ.ടി.ഐ യിലെ വിവിധ ട്രേഡുകളുടെ അഡ്മിഷനിൽ 50% സീറ്റുകൾ ആർ.പി.എൽ ലെ തൊഴിലാളികളുടെ കുട്ടികൾക്കായി നീക്കി വയ്ക്കേണ്ടതും അപ്രകാരം കുട്ടികളുടെ അഭാവത്തിൽ മാത്രം പ്രസ്തുത സീറ്റുകൾ പൊതുവിഭാഗത്തിൽ നിന്നും അഡ്മിഷൻ നൽകേണ്ടതുമാണ്

iv. ഭാവിയിൽ ഐ.ടി.ഐ. കൾ ആരംഭിക്കുന്നതിനു ട്രെയിനിംഗ് ഡയറക്ടർ മുഖാർശ സമർപ്പിക്കുമ്പോൾ ആവശ്യമായ ഭൂമിയുടെയും ഫണ്ടിന്റെയും ലഭ്യത ഉറപ്പു വരുത്തേണ്ടതാണ്.

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)

സത്യജിത് രാജൻ

അഡീഷണൽ ചീഫ് സെക്രട്ടറി

ട്രെയിനിംഗ് ഡയറക്ടർ, തിരുവനന്തപുരം

പ്രിൻസിപ്പൽ അക്കൗണ്ടന്റ് ജനറൽ (ആഡിറ്റ്/എ&ഇ) കേരള, തിരുവനന്തപുരം.

ധനകാര്യ വകുപ്പ്. (04.01.2021-ലെ 1569784/എൽ.ബി.ആർ-1/176/2020/ധന പ്രകാരം)

പൊതുഭരണ (എസ് സി) വകുപ്പ്. (ഇനം നമ്പർ. 4517, തീയതി 20.01.2021)

വിവര പൊതുജന (വെബ്ബ് & ന്യൂ മീഡിയാ) വകുപ്പ്, (സർക്കാരിന്റെ ഓദ്യോഗിക വെബ്സൈറ്റിൽ പ്രസിദ്ധീകരിക്കുന്നതിനായി]

കരുതൽ ഫയൽ / ഓഫീസ് കോപ്പി

ഉത്തരവിൻ പ്രകാരം

സെക്ഷൻ ഓഫീസർ

പകർപ്പ് - ബഹു.തൊഴിലും നൈപുണ്യവും വകുപ്പ് മന്ത്രിയുടെ പ്രൈവറ്റ് സെക്രട്ടറിക്ക്

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PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI/S66/.....
Date. 27-07-2023

Entt.No. 1016310
ESlip No. 20230100063382
ESlip Date. 27-07-2023 11:25:26

Sri./Smt./Dr. ,R SUDHASANKAR
INSPECTOR OF TRAINING
RELATED INSTRUCTION CENTRE

is informed that he/she is entitled to draw pay /leave salary and allowance at the monthly rates shown below from the dates specified(less amount already drawn)

Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
PAY	26-06-2023	93400	0	0	0	0	0	0	6538	5604	0	CA-1100	106642
PAY	04-07-2023	95600	0	0	0	0	0	0	6692	9340	0	CA-1100	112732

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OFFICE OF THE ACCOUNTANT GENERAL (A&E) KERALA
THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI/A19/.....
Date. 19-01-2023

Entt.No. 1016458
ESlip No. 20230100001655
ESlip Date. 17-01-2023 16:46:11

Sri./Smt./Dr. ,ANIES STELLA ISSAC
INSPECTOR OF TRAINING
RELATED INSTRUCTION CENTRE

is informed that he/she is entitled to draw pay /leave salary and allowance at the monthly rates shown below from the dates specified(less amount already drawn)

Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
PAY	16-10-2022	105300	0	0	0	0	0	0	7371	6000	0	HTA-500	119171
PAY	17-10-2022	105300	0	0	0	0	0	0	7371	6000	0	HTA-500	119171
PAY	25-10-2022	107800	0	0	0	0	0	0	7546	4000	0		119346
LEAVE	21-11-2022	0	0	0	0	0	0	107800	7546	4000	0		119346
PAY	04-12-2022	107800	0	0	0	0	0	0	7546	4000	0		119346

Earned Leave as on 22-12-2020 = 89
Half Pay Leave as on 04-12-2022 = 74

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THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/M27/.....
Date. 14-05-2024

Entt.No. 1016293
ESlip No. 20240100036037
ESlip Date. 13-05-2024 13:24:57

Sri./Smt./Dr. ,MANOJKUMAR T
INSPECTOR OF TRAINING
RELATED INSTRUCTION CENTRE

is informed that he/she is entitled to draw pay /leave salary and allowance at the monthly rates shown below from the dates specified(less amount already drawn)

Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
LEAVE	03-10-2022	0	0	0	0	0	0	91200	6384	9120	0		106704
PAY	11-10-2022	91200	0	0	0	0	0	0	6384	9120	0		106704
PAY	01-04-2023	93400	0	0	0	0	0	0	6538	9340	0		109278
PAY	28-01-2024	93400	0	0	0	0	0	0	6538	9340	0		109278
PAY	29-01-2024	95600	0	0	0	0	0	0	6692	9340	0		111632
PAY	01-02-2024	95600	0	0	0	0	0	0	6692	9560	0		111852
PAY	01-04-2024	97800	0	0	0	0	0	0	8802	9780	0		116382
PAY	01-06-2024	0	0	0	0	0	0	0	0	0	0		0

Earned Leave as on 18-01-2021 = 186
Half Pay Leave as on 11-10-2022 = 326

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THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI/S60/.....
Date. 26-09-2022

Entt.No. 1016333
ESlip No. 20220100071792
ESlip Date. 26-09-2022 10:38:17

Sri./Smt./Dr. ,A SHAMMI BAKER
MANAGER E GOVERNANCE
DIRECTORATE OF INDUSTRIAL TRAINING AND EMPLOYMENT
THIRUVANANTHAPURAM

is informed that he/she is entitled to draw pay /leave salary and allowance at the monthly rates shown below from the dates specified(less amount already drawn)

Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
PAY	01-06-2021	93400	0	0	0	0	0	0	6538	9340	0	CA-1100	110378
PAY	25-05-2022	93400	0	0	0	0	0	0	6538	9340	0		109278
PAY	26-05-2022	93400	0	0	0	0	0	0	6538	9340	0	CA-1100	110378
PAY	01-06-2022	95600	0	0	0	0	0	0	6692	9560	0	CA-1100	112952

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OFFICE OF THE ACCOUNTANT GENERAL (A&E) KERALA
THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI/S60/.....
Date. 09-01-2023

Entt.No. 1016333
ESlip No. 20230100000040
ESlip Date. 09-01-2023 12:29:31

Sri./Smt./Dr. ,A SHAMMI BAKER
INSPECTOR OF TRAINING
RELATED INSTRUCTION CENTRE

is informed that he/she is entitled to draw pay /leave salary and allowance at the monthly rates shown below from the dates specified(less amount already drawn)

Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
PAY	17-10-2022	97800	0	0	0	0	0	0	6846	9560	0	CA-1100	115306
PAY	01-11-2022	97800	0	0	0	0	0	0	6846	9780	0	CA-1100	115526

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OFFICE OF THE ACCOUNTANT GENERAL (A&E) KERALA
THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI/S-52/.....
Date. 05-07-2021

Entt.No. 1016327
ESlip No. 20210100066068
ESlip Date. 05-07-2021 12:33:29

Sri./Smt./Dr. ,M.F SAMRAJ
INSPECTOR OF TRAINING
RELATED INSTRUCTION CENTRE
PALAKKAD

is informed that he/she is entitled to draw pay /leave salary and allowance at the monthly rates shown below from the dates specified(less amount already drawn)

Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
PR	01-07-2019	87000	0	0	0	0	0	0	0	1500	0		88500
PAY	01-01-2020	89000	0	0	0	0	0	0	3560	1500	0		94060
PAY	01-07-2020	89000	0	0	0	0	0	0	6230	1500	0		96730
PAY	07-07-2020	89000	0	0	0	0	0	0	6230	0	0		95230
PAY	27-08-2020	91200	0	0	0	0	0	0	6384	1500	0		99084
PAY	01-01-2021	93400	0	0	0	0	0	0	6538	1500	0		101438
PAY	01-03-2021	93400	0	0	0	0	0	0	6538	3736	0		103674

This is an intimation regarding rates of pay and allowances which has been forwarded to SPARK with digital signature by designated authority

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Note # 83

ഖണ്ഡിക 79 ലെ പരാമർശം അനുസരിച്ചുള്ള അഭിപ്രായം 3 പേരും രേഖപ്പെടുത്തിയിട്ടുണ്ട്.സർക്കാരിലേക്ക് കത്ത് നൽകാം കരടു സമർപ്പിക്കുക

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Note # 114

മുൻ ഖണ്ഡിക കണ്ടാലും. വകുപ്പിൽ എൽ ഡി സ്റ്റോർ കീപ്പർ , യു ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ സൃഷ്ടിക്കപ്പെട്ട ഉത്തരവുകളുടെ വിവരം, ഐ.ടി.ഐ കളിൽ നിന്നും ലഭ്യമായ ഉത്തരവുകളുടെ പകർപ്പ് എന്നിവ നോട്ടിനോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

ടി തസ്തികകളുടെ സ്ഥാനകയറ്റം സംബന്ധിച്ച വിവരം ചുവടെ ചേർക്കുന്നു.

എൽ.ഡി സ്റ്റോർ കീപ്പർ

വകുപ്പിലെ സ്റ്റോർ അറ്റൻഡർ തസ്തികയിലെ ജീവനക്കാരിൽ നിന്നാണ് എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് ഉദ്യോഗകയറ്റം അനുവദിക്കുന്നത്.

Method of Appointment പ്രതിപാദിക്കുന്ന ഉത്തരവ്:-GO(Ms) No.124/80/LBR Dated 14.11.1980

യു.ഡി സ്റ്റോർ കീപ്പർ

വകുപ്പിൽ, യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക്കയിലേയ്ക്ക് സ്ഥാനകയറ്റം അനുവദിക്കുന്നത് സംബന്ധിച്ച് വിശദമായ ചട്ടങ്ങളോ ഉത്തരവുകളോ നിലവിലില്ല. വകുപ്പിലെ എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലെ ജീവനക്കാരിൽ നിന്നാണ് യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് ഉദ്യോഗകയറ്റം അനുവദിക്കുന്നത്.

പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ, കോമൺ കാറ്റഗറിയിൽ സീനിയർ സ്റ്റോർ കീപ്പർ എന്ന തസ്തിക ഉണ്ട്. ടി തസ്തികയുടെ ശമ്പള സ്കെയിലിലാണ് ഈ വകുപ്പിൽ യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് സ്ഥാനകയറ്റം അനുവദിച്ച് വരുന്നത്.

കൂടാതെ, വകുപ്പിൽ, സ്റ്റോർ അറ്റൻഡർ, യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളിൽ , പട്ടികജാതി/പട്ടികവർഗ ഉദ്ധ്യോഗാർത്ഥികളിൽ നിന്ന് പ്രത്യേക നിയമനം നടത്തുന്നതിനായി നിയമന രീതി, യോഗ്യത എന്നിവ നിശ്ചയിച്ച് 10.11.2020 ലെസ.ഉ(അച്ചടി)നം.85/2020/തൊഴിൽ പ്രകാരവും, നിയമനാധികാരിയായി അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസറെയും, പ്രായപരിധി 18 നും 41 നുമിടയിലുമായി നിശ്ചയിച്ച് 08.03.2021 തീയതിയിലെ സ.ഉ(അച്ചടി)നം.37/2021/തൊഴിൽ പ്രകാരവും ഉത്തരവായിട്ടുണ്ട്. ടി ഉത്തരവ് ഫയലിൽ ചേർത്ത് സമർപ്പിക്കുന്നു.

ഫയൽ തുടർ നടപടികൾക്കായി സമർപ്പിക്കുന്നു.....

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LDSK Govt Orders 1.pdf
LDSK Govt Orders 2.pdf
LDSK Govt Orders 3.pdf

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ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ,
സ്റ്റേറ്റ് പ്രൊജക്ട് ഇംപ്ലിമെന്റേഷൻ യൂണിറ്റ്, വ്യാവസായിക പരിശീലന വകുപ്പ്.

ടെയിനിംഗ് ഡയറക്ടർ,
വ്യാവസായിക പരിശീലന വകുപ്പ്
തൊഴിൽ ഭവൻ, തിരുവനന്തപുരം-33.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

****

പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത പരിഹരിക്കുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കുന്നതിന് ബഹുമാനപ്പെട്ട ധനകാര്യ വകുപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറിക്ക് (പി.ആർ.സി) നൽകുന്നതിനുള്ള അപേക്ഷ ഇതോടൊപ്പം ചേർക്കുന്നു. ആയതിന്മേൽ തുടർനടപടികൾ സ്വീകരിച്ചാലും.

A

26/3/21

26/3/2021

വിശ്വസ്തതയോടെ,

ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ/അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: മേൽപ്പറഞ്ഞവ

GO(P)No. 27/2021/Fin dt, 10/2/21

38. INDUSTRIAL TRAINING

A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Training	IAS	IAS
	Additional Director of Training/ Special Officer STI	81000-117600	112800-163400
	Joint Director	77400-115200	107800-160000
	Deputy Director	68700-110400	95600-153200
	Deputy State Apprenticeship Advisor	68700-110400	95600-153200
	Inspector of Training	45800-89000	63700-123700
	Principal Class I	45800-89000	63700-123700
	Vice Principal/ Principal Class II	42500-87000	59300-120900
	Training Officer	42500-87000	59300-120900
	Trade Test Officer	42500-87000	59300-120900
	Accounts Officer	40500-85000	56500-118100
a	Group Instructor (HG)	35700-75600	50200-105300
	Group Instructor	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Tech)	32300-68700	45600-95600
	Technical Assistant	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Catering)	32300-68700	45600-95600
	AVTS Instructor	30700-65400	43400-91200
	Post ITI Special Instructor	30700-65400	43400-91200
	Junior Apprenticeship Advisor (Non-Technical)	30700-65400	43400-91200
	Special Grade Store Keeper	27800-59400	39300-83000
	Senior Instructor	27800-59400	39300-83000
	Junior Instructor/ ACD Instructor	26500-56700	37400-79000
	Employability Skill Instructor	-	37400-79000
	Assistant Hostel Superintendent	25200-54000	35600-75400
	Workshop Attender	18000-41500	25100-57900
	Trade Assistant	18000-41500	25100-57900
	Motor Driver in Mechanic Motor Vehicle Trade	-	25100-57900

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Annexure 3

CHE.No.458/17 DI-8-Dem Pge. 27

Annexure XIII
Annexure *

-27- 69

Government of Kerala
1972

Dte. Ex. III (57) 21/9/17

...University
...Department of Higher Education
Thiruvananthapuram
Kerala

STATE CENTRAL LIBRARY THIRUVANANTHAPURAM KERALA

KERALA GAZETTE

SUPPLEMENTS

PUBLISHED BY AUTHORITY

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Section iv

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I/5311616/2022

ട്രെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം തൊഴിൽ ഭവൻ, വികാസ് ഭവൻ, തിരുവനന്തപുരം

18 JUN 2022

"ഉണരാം- മാറാം"

കേരള സർക്കാർ

15 YEARS OF CELEBRATING THE MAHATMA

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/65/2022-തൊഴിൽ 14-06-2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ട്രെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്.

സൂചന:- 1) 21.03.2022, 12.04.2022 തീയതികളിലെ ഇതേ നമ്പർ സർക്കാർ കത്തുകൾ.
2) ശ്രീ.സതീഷ്.സി സമർപ്പിച്ച തീയതി രേഖപ്പെടുത്താത്ത നിവേദനം.

A
17/06/22

സൂചന നിവേദനത്തിന്റെ പകർപ്പ് അടിയന്തിര നടപടികൾക്കും റിപ്പോർട്ടിനുമായി ഇതോടൊപ്പം അയയ്ക്കുന്നു.

A
17/6/22

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

18/6/22

സെക്ഷൻ ഓഫീസർ.

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359/22

പ്രേക്ഷിതൻ,

ജയപ്രകാശ് എസ്,

എൽ ഡി സ്റ്റോർ കീപ്പർ

ഗവഃ ഐ ടി ഐ വർക്കല.

Secretary, Labour.

Examine.

4/03/2022

വി. ശിവൻകുട്ടി

പൊതുവിദ്യാഭ്യാസവും

തൊഴിലും വകുപ്പു മന്ത്രി

സ്വീകർത്താവ്,

ബഹുമാനപ്പെട്ട വിദ്യാഭ്യാസം,

തൊഴിലും നൈപുണ്യവും വകുപ്പ് മന്ത്രി

സെക്രട്ടേറിയറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം :- എൽ ഡി ,യു ഡി സ്റ്റോർകീപ്പർമാരുടെ 1:1 റേഷ്യോ പ്രൊമോഷൻ- സംബന്ധിച്ച്.

ഞാൻ വർക്കല ഐ ടി ഐ യിൽ എൽ ഡി സ്റ്റോർ കീപ്പർ ആയി ജോലി നോക്കുകയാണ് .എന്റെ അറിവിൽ വകുപ്പിൽ എൽ ഡി സ്റ്റോർ കീപ്പർ 74 എണ്ണം യു ഡി സ്റ്റോർ കീപ്പർ 21 എണ്ണം സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ 1 എണ്ണം എന്നീ തസ്തികകൾ നിലവിൽ ഉണ്ട് ,.എൽ ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിൽ പത്തു വർഷം കഴിഞ്ഞവർക്ക് പോലും യു ഡി സ്റ്റോർ കീപ്പർ ആയി പ്രൊമോഷൻ ലഭിക്കുന്നില്ല പലരും ഇതേ തസ്തികയിൽ തന്നെ വിരമിക്കുന്നു. മറ്റു തസ്തികകളിൽ ഹയർ ഗ്രേഡ് ഉൾപ്പെടെയുള്ള പല ആനുകൂല്യങ്ങൾ ലഭിക്കുമ്പോഴും സ്റ്റോർ ജീവനക്കാർക്ക് അതും ലഭിക്കുന്നില്ല. **ഒമ്പതാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ റിപ്പോർട്ട്(2009), പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ റിപ്പോർട്ട് (2014)** പ്രകാരം എൽ ഡി യു ഡി സ്റ്റോർ കീപ്പർമാരുടെ 1:1 റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കാമെന്ന് ശിപാർശ ചെയ്തിട്ടുണ്ടായിരുന്നു. തുടർന്ന് ഈ വിഷയവുമായി ബന്ധപ്പെട്ട് ലേബർ സെക്രട്ടറിയേറ്റിൽ ഫയൽ രൂപീകരിക്കുകയും **(ഫയൽ നമ്പർ : സി1/ 204/2017/തൊഴിൽ)** തുടർപ്രവർത്തനം നടന്നു വരികയും ചെയ്തിരുന്നു.പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ (2019) പ്രാബല്യത്തിൽ വന്നതിനെ തുടർന്ന് 2020 മുതൽ തുടർ നടപടികൾ ഉണ്ടായിട്ടില്ല.

File No. DT/1136/2020-A7 (Computer No. 65937)

Generated from eOffice by SAINA S, A 7 DTTVPM., A7 DTTVPM, INDUSTRIAL TRAINING DEPARTMENT on 24/06/2026 11:19 AM

I/5501269/2022

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ

19-11-2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,

തിരുവനന്തപുരം.

23 NOV 2022

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- 1) 24.09.2021-ലെ 85/2021/ധന നമ്പർ സർക്കുലർ.

2) താങ്കളുടെ 02.11.2022 തീയതിയിലെ ഡി.ടി/1136/2020-എ7 നമ്പർ കത്ത്.

A

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. മേൽ വിഷയം പരിശോധിക്കുന്നതിലേയ്ക്കായി സൂചന 1 സർക്കുലറിലെ 6-ാം പിരിവിൽ വ്യവസ്ഥ ചെയ്തിരിക്കുന്ന പ്രകാരം അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തിക്കൊണ്ടുള്ള സ്റ്റേറ്റ്മെന്റ് കൂടി അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by Usharani L
Date: 22-11-2022 12:57:43
സെക്ഷൻ ഓഫീസർ.

Generated from eOffice by SAINA S, A 7 DTTVPM., A7 DTTVPM, INDUSTRIAL TRAINING DEPARTMENT on 24/06/2026 11:19 AM

I/5239108/2022

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/65/2022-തൊഴിൽ 12-04-2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

ട്രെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
29 APR 2022
വികാസ് ഭവൻ, തിരുവനന്തപുരം

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്.

സൂചന:- 1) 21.03.2022-ലെ ഇതേ നമ്പർ സർക്കാർ കത്ത്.
2) ശ്രീ.ബിനോജ് പോൾ സമർപ്പിച്ച 08.03.2022 തീയതിയിലെ നിവേദനം.

സൂചന നിവേദനത്തിന്റെ പകർപ്പ് അടിയന്തിര നടപടികൾക്കും റിപ്പോർട്ടിനുമായി ഇതോടൊപ്പം അയയ്ക്കുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by Aswathi K S
Date: 27-04-2022 15:29:17
സെക്ഷൻ ഓഫീസർ.

Generated from eOffice by SAINA S, A 7 DTTVPM., A7 DTTVPM, INDUSTRIAL TRAINING DEPARTMENT on 24/06/2026 11:19 AM

/5785484/2023

ടെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
03 JUL 2023
തിരുവനന്തപുരം

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

15 YEARS OF CELEBRATING THE MAHATMA

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/165/2022-തൊഴിൽ

01-07-2023,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്നത് സംബന്ധിച്ച്.

സൂചന:- താങ്കളുടെ 17.02.2023-ലെ ഡിടി/1136/2020-എ7 നമ്പർ കത്ത്.

A7
03.07.2023

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. മേൽ വിഷയം പരിശോധിക്കുന്നതിലേയ്ക്കായി വ്യാവസായിക പരിശീലന വകുപ്പിൽ എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ സൃഷ്ടിക്കപ്പെട്ട ഉത്തരവ്, ടി തസ്തികകളുടെ നിയമന യോഗ്യത, തുടർ പ്രൊമോഷൻ തസ്തികകൾ എന്നിവ പ്രതിപാദിക്കുന്ന സ്പെഷ്യൽ റൂൾസ് എന്നിവ കൂടി അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

4/7/23

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by
Usharani L
സെക്ഷൻ ഓഫീസർ
Date: 03-07-2023 10:47:48

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/5645457/2023

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ

10-03-2023,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

15 MAR 2023

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- താങ്കളുടെ 02.02.2023-ലെ ഡിടി/1136/2020-എ7 (1) നമ്പർ കത്ത്.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയുടെ അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തിക്കൊണ്ടുള്ള റിപ്പോർട്ട് കൂടി അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signed by
Usharani L
സെക്ഷൻ ഓഫീസർ
Date: 13-03-2023 11:19:02

Generated from eOffice by SAINA S, A 7 DTTVPM., A7 DTTVPM, INDUSTRIAL TRAINING DEPARTMENT on 24/06/2026 11:19 AM

CORRESPONDENCE(1028439/2023/A DTTVPM) REFERRED IN NOTE # 114

ഓഫീസിനുള്ളിൽ സ്വന്തമായ കാര്യങ്ങൾ
12 MAR 2021
"ഭരണഭാഷ - മാതൃഭാഷ"

File No.LBRD-C1/2/2018-LBRD

75 YEARS OF CELEBRATING THE MAHATMA

കേരള സർക്കാർ

സംഗ്രഹം

തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - സ്റ്റോർ അറ്റൻഡർ, യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളിലേയ്ക്കുള്ള നിയമനരീതി, യോഗ്യത എന്നിവ വ്യക്തമാക്കി പുറപ്പെടുവിച്ച ഉത്തരവ് - ഭേദഗതി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സ.ഉ.(അച്ചടി) നം.37/2021/തൊഴിൽ തീയതി,തിരുവനന്തപുരം, 08/03/2021

പരാമർശം:- 1) 10.11.2020-ലെ സ.ഉ(പി) നം.85/2020/തൊഴിൽ

2) കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ സെക്രട്ടറിയുടെ 09.12.2020-ലെ AVIII(2) 7207/16/GW നമ്പർ കത്ത്.

3) ടെയിനിംഗ് ഡയറക്ടറുടെ 24.02.2021-ലെ ഡി.ടി/1493/2020-എ9 നമ്പർ കത്ത്.

ഉത്തരവ്

വ്യാവസായിക പരിശീലന വകുപ്പിൽ സ്റ്റോർ അറ്റൻഡർ, യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളിലേക്ക് പട്ടികജാതി / പട്ടികവർഗ്ഗ വിഭാഗത്തിൽപ്പെട്ട ഉദ്യോഗാർത്ഥികളിൽ നിന്നും സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് നടത്തുന്നതിനായി പ്രസ്തുത തസ്തികകളിലേയ്ക്കുള്ള നിയമനരീതി, യോഗ്യത എന്നിവ വ്യക്തമാക്കി പരാമർശം (1) പ്രകാരം സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിച്ചിരുന്നു. പരാമർശം - 1 ലെ ഉത്തരവിൽ പ്രായപരിധി, നിയമനാധികാരി എന്നിവ സംബന്ധിച്ച് പരാമർശിച്ചിട്ടില്ല എന്നും ടി തസ്തികകളിലേയ്ക്ക് തെരഞ്ഞെടുപ്പ് സംബന്ധിച്ച തുടർ നടപടികൾക്ക് ടി വിവരങ്ങൾ അത്യന്താപേക്ഷിതമായതിനാൽ ആയത് കൂടി ഉൾപ്പെടുത്തി പുതുക്കിയ ഉത്തരവ് പുറപ്പെടുവിക്കണമെന്നും പരാമർശം 2 ലെ കത്ത് പ്രകാരം കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ സെക്രട്ടറി സർക്കാരിനോട് അഭ്യർത്ഥിച്ചിരുന്നു.

2) സ്റ്റോർ അറ്റൻഡർ, യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളിലേക്ക് പി.എസ്.സി മുഖേനയുള്ള നിയമനങ്ങളുടെ നിയമനാധികാരിയായി അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസറേയും, ടി തസ്തികയിൽ നേരിട്ടുള്ള നിയമനങ്ങൾക്കുള്ള പ്രായപരിധി 18 നും 41 നും ഇടയിലായും നിശ്ചിക്കാവുന്നതാണെന്ന് പരാമർശം - 3 ലെ കത്ത് പ്രകാരം ടെയിനിംഗ് ഡയറക്ടർ സർക്കാരിൽ റിപ്പോർട്ട് ചെയ്തിരുന്നു.

3) സർക്കാർ ഇക്കാര്യം പരിശോധിച്ചു. പരാമർശം (1) ഉത്തരവിലെ ഖണ്ഡിക - 3 ലെ പട്ടിക ചുവടെ ചേർക്കും പ്രകാരം ഭേദഗതി വരുത്തി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തസ്തിക	യോഗ്യത	നിയമന രീതി	പ്രായപരിധി	നിയമനാധികാരി

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CORRESPONDENCE(1028419/2023/A DTTVPM) REFERRED IN NOTE # 114

SNB 9-12

GOVERNMENT OF KERALA
Abstract

Industrial Training Department - Qualification and method of appointment to the post of Assistant Store Keeper - Fixing of - orders issued.

LABOUR (C) DEPARTMENT

G.O.(MS)124/80/LBR Dated, Trivandrum, 14.11.1980

Read: Correspondence resting with letter No.A3/20707/78 dated 17.5.1980 from the Director of Training.

2.Letter No.AII (2)9053/79/GW dated 25.9.1980 from the Secretary, Kerala Public Service Commission.

ORDER

Pending finalisation of the Special Rules for Kerala Ministerial Subordinate Service Government are pleased to prescribe the following qualification and method of appointment to the post of Assistant Store Keeper in the Industrial Training Department.

Qualification: S.S.L.C. or equivalent.

Method of appointment (a) By promotion from the category of Store Attenders

Or

(b) In their absence by promotion from the category of Workshop Attenders in the I.T.Department.

(By Order of the Governor)

Jacob Sebastian,
Under Secretary.

To

The Director of Training.
The Secretary, Kerala Public Service Commission (with C/L).
The Accountant General.
The General Administration(Rules)Department - Vide U.O.No.68396/Rules-1/78/GAD dated 9.8.78.

Forwarded/By Order
Sd/-
Section Officer.

.....

Endt.on A3/29354/80 Directorate of Training,
Thycaud, Trivandrum-14
Dated: 3.12.1980

Copy communicated to the Principals of all I.T.Is. and A.V.T.S., Training Officer of all R.I.Cs. for information.

Copy to: A3(SF),SS, A.O. (1) & (II)

Sd/-
Administrative Officer
for Director of Training.

Forwarded/By Order

Section Superintendent.

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"ഭരണഭാഷ- മാതൃഭാഷ"



കേരള സർക്കാർ

സംഗ്രഹം

തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - സ്റ്റോർ അറ്റൻഡർ, യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളിലേക്ക് പട്ടികജാതി / പട്ടികവർഗ്ഗ ഉദ്യോഗാർത്ഥികളിൽ നിന്നും സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് നടത്തുന്നതിനായി നിയമനരീതി, യോഗ്യത എന്നിവ നിശ്ചയിച്ച് - ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സ.ഉ.(അച്ചടി) നം.85/2020/തൊഴിൽ തീയതി,തിരുവനന്തപുരം, 10/11/2020

പരാമർശം:- 1) പൊതുഭരണ (എംപ്ലോയ്മെന്റ് സെൽ - എ) വകുപ്പിന്റെ 16/09/1990 ലെ 52250/ഇ.സി - എ 2/90/പൊ.ഭ.വ നമ്പർ സർക്കുലർ.

2) സ.ഉ (സാധാ) നം. 245/2015/പൊ.ഭ.വ, തീയതി, 30.09.2015

3) കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ സെക്രട്ടറിയുടെ 21.12.2017, 23.03.2018, 13.03.2019, എന്നീ തീയതികളിലെ എ VIII (2) 7207/2016/ജി.ഡബ്ലൂ നമ്പർ കത്തുകൾ

4) ടെയിനിംഗ് ഡയറക്ടറുടെ 27.08.2020 ലെ ഡിടി/1493/ 2020-എ9 നമ്പർ കത്ത്.

ഉത്തരവ്

വ്യാവസായിക പരിശീലന വകുപ്പിൽ 01.01.2013 അടിസ്ഥാനമാക്കി പട്ടികജാതി / പട്ടികവർഗ്ഗ വിഭാഗത്തിന്റെ പ്രാതിനിധ്യം അവലോകനം നടത്തിയതിൽ നോൺ ഗസറ്റഡ്, ലാസ്റ്റ്ഗ്രേഡ് കാറ്റഗറികളിൽ ടി വിഭാഗത്തിന് മതിയായ പ്രാതിനിധ്യം ഇല്ല എന്ന് കണ്ടെത്തിയിരുന്നു. തുടർന്ന് നോൺ ഗസറ്റഡ് തസ്തികയിൽ പട്ടികജാതി / പട്ടികവർഗ്ഗത്തിന് മതിയായ പ്രാതിനിധ്യം ലഭിക്കുന്നതിനായി 81 തസ്തികകൾ റിസർവ്വ് ചെയ്ത് പ്രത്യേക നിയമനത്തിനായി പരാമർശം - 2 പ്രകാരം ഉത്തരവ് പുറപ്പെടുവിച്ചിരുന്നു. ടി ഉത്തരവിൽ യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിൽ ഒരു ഒഴിവും സ്റ്റോർ അറ്റൻഡർ തസ്തികയിൽ 3 ഒഴിവുകളും റിസർവ്വ് ചെയ്തിരുന്നു. ടി ഒഴിവുകൾ പട്ടിക ജാതി / പട്ടിക വർഗ്ഗ വിഭാഗങ്ങളിൽപ്പെട്ട ഉദ്യോഗാർത്ഥികളിൽ നിന്നും നികത്തുന്നതിനുള്ള വിജ്ഞാപനം പുറപ്പെടുവിക്കുന്നതിനായി മേൽപ്രതിപാദിച്ച രണ്ടു തസ്തികകളുടേയും സ്പെഷ്യൽ റൂൾസ് / എക്സിക്യൂട്ടീവ് ഓർഡർ ലഭ്യമാക്കണമെന്ന് പരാമർശം- 3 ലെ കത്ത് പ്രകാരം കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ സെക്രട്ടറി സർക്കാരിനോട് അഭ്യർത്ഥിച്ചിരുന്നു.

2) വ്യാവസായിക പരിശീലന വകുപ്പിനു കീഴിലെ ഐ.ടി.ഐ.കളിൽ സ്റ്റോറുകളുടെ മേൽനോട്ട ചുമതല വഹിക്കുന്ന ജീവനക്കാരുടെ നിയമന രീതി, സേവനവ്യവസ്ഥകൾ എന്നിവ സംബന്ധിച്ച് വ്യക്തവും വിശദവുമായ ചട്ടങ്ങളോ, ഉത്തരവുകളോ നിലവിൽ ലഭ്യമല്ല എന്നും 1958, 1963, 1980 എന്നീ വർഷങ്ങളിൽ പുറപ്പെടുവിച്ച ഉത്തരവുകളിലെ വ്യവസ്ഥകൾ പാലിച്ചാണ് സ്റ്റോർ അറ്റൻഡർ, എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ, സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകളിൽ നിയമനം നടത്തി വരുന്നത് എന്നും ടി ഉത്തരവിലെ നിയമന വ്യവസ്ഥകളെ കാലോചിതമായി പരിഷ്കരിക്കേണ്ടത് അനിവാര്യമായതിനാൽ ടി തസ്തികകളിലെ നിയമന വ്യവസ്ഥകൾ പരിഷ്കരിക്കണമെന്നും പരാമർശം 4

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ടെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
03 JUL 2023
തിരുവനന്തപുരം

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

15 YEARS OF CELEBRATING THE MAHATMA

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/165/2022-തൊഴിൽ

01-07-2023,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്നത് സംബന്ധിച്ച്.

സൂചന:- താങ്കളുടെ 17.02.2023-ലെ ഡിടി/1136/2020-എ7 നമ്പർ കത്ത്.

A7
03.07.2023

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. മേൽ വിഷയം പരിശോധിക്കുന്നതിലേയ്ക്കായി വ്യാവസായിക പരിശീലന വകുപ്പിൽ എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ സൃഷ്ടിക്കപ്പെട്ട ഉത്തരവ്, ടി തസ്തികകളുടെ നിയമന യോഗ്യത, തുടർ പ്രൊമോഷൻ തസ്തികകൾ എന്നിവ പ്രതിപാദിക്കുന്ന സ്പെഷ്യൽ റൂൾസ് എന്നിവ കൂടി അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

4/7/23

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by
Usharani L
സെക്ഷൻ ഓഫീസർ
Date: 03-07-2023 10:47:48



ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ,
സ്റ്റേറ്റ് പ്രൊജക്ട് ഇംപ്ലിമെന്റേഷൻ യൂണിറ്റ്, വ്യാവസായിക പരിശീലന വകുപ്പ്.

ടെയിനിംഗ് ഡയറക്ടർ,
വ്യാവസായിക പരിശീലന വകുപ്പ്
തൊഴിൽ ഭവൻ, തിരുവനന്തപുരം-33.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

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പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത പരിഹരിക്കുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കുന്നതിന് ബഹുമാനപ്പെട്ട ധനകാര്യ വകുപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറിക്ക് (പി.ആർ.സി) നൽകുന്നതിനുള്ള അപേക്ഷ ഇതോടൊപ്പം ചേർക്കുന്നു. ആയതിന്മേൽ തുടർനടപടികൾ സ്വീകരിച്ചാലും.

A

26/3/21

26/3/2021

വിശ്വസ്തതയോടെ,

ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ/അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: മേൽപ്പറഞ്ഞവ

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മാധവൻ പി കെ
സ്പെഷ്യൽ ഓഫീസർ,
സ്കൂട്ട് -കേരള, കഴക്കൂട്ടം

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പി.ആർ.സി),
ധനകാര്യ വകുപ്പ്,
ഗവണ്മെന്റ് സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

സൂചന:- 1. 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന.
2. 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന.
3. 26.02.2011-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന.
4. 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ.

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സൂചനയിലെ ഒന്നുമുതൽ മൂന്നുവരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകൾ, സൂചന നാലിലെ (പകർപ്പ് ചേർക്കുന്നു) ഉദ്യോഗക്കയറ്റ ഉത്തരവ് എന്നിവ കണ്ടാലും. സൂചന നാല് പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒഴിവുണ്ടായിരുന്ന രണ്ടു അഡീഷണൽ ഡയറക്ടർ തസ്തികകളിലേക്ക് എനിക്കും ശ്രീ.ധർമ്മരാജൻ കെ എസ്-നും ഉദ്യോഗക്കയറ്റം നൽകി 14.09.2011-ൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിക്കുകയുണ്ടായി. സൂചന മൂന്നിലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന, തീയതി 26.02.2011 പ്രകാരം രൂപ.44640-58640 ശമ്പള സ്കെയിലിലാണ് അന്ന് ഞങ്ങളുടെ ശമ്പളം തിട്ടപ്പെടുത്തിയത്. പിന്നീട് 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന പ്രകാരം 2016-ൽ നിലവിൽ വന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ രൂപ .81000-117600 എന്ന സ്കെയിലിൽ നിജപ്പെടുത്തിയെങ്കിലും "The present incumbent(s) will be allowed personal scale of pay of Rs.85000-117600" എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നതിന്റെ ഭാഗമായി 2011 മുതൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വന്നിരുന്ന ഞങ്ങൾ രണ്ടുപേർക്കും അനുവദനീയമായ രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. എന്നാൽ 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന പ്രകാരം നിലവിൽ വന്ന പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകൾക്ക് രൂപ.81000-117600 തത്തുല്യമായ രൂപ.112800-163400 എന്ന ശമ്പള സ്കെയിൽ മാത്രമേ അനുവദിച്ചിട്ടുള്ളൂ. മുൻപ് രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി ലഭ്യമായ ഞങ്ങൾക്ക് ആയതിനു തുല്യമായ രൂപ.118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു കിട്ടുന്നതിനു അർഹതയുണ്ട്. എന്നാൽ ഇത് സംബന്ധിച്ച് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പരാമർശങ്ങൾ ഒന്നുമില്ല.

ഈ സാഹചര്യത്തിൽ, സൂചന ഒന്നിലെ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി 2016-നു മുൻപ് വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ

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ടെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
21 JAN 2022
ഗാന്ധിഭവൻ, വികാസ് ഭവൻ, തിരുവനന്തപുരം
75 YEARS OF CELEBRATING THE MAHATMA

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ

18/01/2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം -പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച്

സൂചന:- 1) 24.09.2021-ലെ 85/2021/ധന നമ്പർ സർക്കുലർ.
2) ധനകാര്യ(എ.ആർ.സി) വകുപ്പിന്റെ 18.11.2021-ലെ 1920952/എ.ആർ.സി-3/24/2021-ധന നമ്പർ അനൗദ്യോഗിക കുറിപ്പ്.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കണമെന്ന് അഭ്യർത്ഥിച്ചുകൊണ്ട് ശ്രീ.പി.കെ.മാധവൻ, സ്പെഷ്യൽ ഓഫീസർ, സ്കൂട്ട് സമർപ്പിച്ച അപേക്ഷ, സൂചന 1 സർക്കുലറിന് വിധേയമായി ലഭ്യമാക്കുന്നതിലേയ്ക്കായി ഇതോടൊപ്പം അയയ്ക്കുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signed by Bindumol Thomas
Date: 18-01-2022 10:59:15
Reason: Approved
തൊഴിൽ സെക്രട്ടറി.

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"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/65/2022-തൊഴിൽ

23-01-2024,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

ടെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
27 JAN 2024
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്.

സൂചന:- താങ്കളുടെ 05.02.2023, 17.02.2023, 16.09.2023 തീയതികളിലെ ഡിടി/1136/2020-എ7 നമ്പർ കത്തുകൾ.

A

25/01/24

25.01.24

24/1/24

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. നിലവിൽ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ കോമൺ കാറ്റഗറിക്കു കീഴിൽ യഥാക്രമം 26500-60700, 35600-75400 എന്ന സ്കെയിലുകളിൽ സ്റ്റോർ കീപ്പർ, സീനിയർ സ്റ്റോർ കീപ്പർ എന്ന തസ്തികകൾ ഉണ്ട്. കൂടാതെ വകുപ്പിലെ യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് സ്ഥാനകയറ്റം ലഭിക്കുന്ന അവസരത്തിൽ സീനിയർ സ്റ്റോർ കീപ്പർ തസ്തികയുടെ ശമ്പള സ്കെയിലായ 35600-75400 ആണ് അനുവദിക്കുന്നത് എന്ന് താങ്കൾ തന്നെ വ്യക്തമാക്കിയിട്ടിള്ള സാഹചര്യത്തിൽ നിലവിൽ ടി രണ്ടു തസ്തികകളിലുമുള്ള ജീവനക്കാർക്കും ശമ്പളം പ്രോസസ് ചെയ്യാൻ തടസ്സമുള്ളതായി കാണുന്നില്ല. എൽ.ഡി. സ്റ്റോർകീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകളുടെ തത്തുല്യ ശമ്പളനിരക്കിൽ കോമൺ കാറ്റഗറിയിൽ സ്റ്റോർകീപ്പർ, സീനിയർ സ്റ്റോർകീപ്പർ എന്നീ തസ്തികകൾ നിലവിലുള്ളതിനാലും വകുപ്പിൽ ടി തസ്തികകളെ സംബന്ധിക്കുന്ന സ്പെഷ്യൽ റൂളോ തസ്തിക സൃഷ്ടിച്ച ഉത്തരവുകളോ നിലവിലില്ല എന്നു ബോധ്യപ്പെട്ടതിനാലും വകുപ്പ് തലവൻ ആവശ്യപ്പെട്ടിരിക്കുന്ന പ്രകാരം എൽ.ഡി. സ്റ്റോർകീപ്പർ, യു.ഡി. സ്റ്റോർകീപ്പർ തസ്തികകളെ വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്താൻ നിർവ്വാഹമില്ല എന്ന് അറിയിക്കുന്നതോടൊപ്പം സംസ്ഥാനത്തെ നിലവിലുള്ള സാമ്പത്തിക സ്ഥിതിയിൽ പുതിയതായി ഒരാനുകൂല്യവും അനുവദിക്കാത്തതിനാൽ എൽ.ഡി/യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകൾ തമ്മിൽ 1:1 എന്ന അനുപാതത്തിൽ പുതുതായി റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കണമെന്ന ആവശ്യവും പരിഗണിക്കാനാകില്ല എന്നുമുള്ള വിവരം അറിയിക്കുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by
Usharani L
Date: 24-01-2024 12:38:30

File No. DT/1136/2020-A7 (Computer No. 65937)

Generated from eOffice by SAINA S, A 7 DTTVPM., A7 DTTVPM, INDUSTRIAL TRAINING DEPARTMENT on 24/06/2026 11:19 AM

/6040769/2024

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/65/2022-തൊഴിൽ

23-01-2024,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

ടെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
27 JAN 2024
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്.

സൂചന:- താങ്കളുടെ 05.02.2023, 17.02.2023, 16.09.2023 തീയതികളിലെ ഡിടി/1136/2020-എ7 നമ്പർ കത്തുകൾ.

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സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. നിലവിൽ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ കോമൺ കാറ്റഗറിക്കു കീഴിൽ യഥാക്രമം 26500-60700, 35600-75400 എന്ന സ്കെയിലുകളിൽ സ്റ്റോർ കീപ്പർ, സീനിയർ സ്റ്റോർ കീപ്പർ എന്ന തസ്തികകൾ ഉണ്ട്. കൂടാതെ വകുപ്പിലെ യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് സ്ഥാനകയറ്റം ലഭിക്കുന്ന അവസരത്തിൽ സീനിയർ സ്റ്റോർ കീപ്പർ തസ്തികയുടെ ശമ്പള സ്കെയിലായ 35600-75400 ആണ് അനുവദിക്കുന്നത് എന്ന് താങ്കൾ തന്നെ വ്യക്തമാക്കിയിട്ടുള്ള സാഹചര്യത്തിൽ നിലവിൽ ടി രണ്ടു തസ്തികകളിലുമുള്ള ജീവനക്കാർക്കും ശമ്പളം പ്രോസസ് ചെയ്യാൻ തടസ്സമുള്ളതായി കാണുന്നില്ല. എൽ.ഡി. സ്റ്റോർകീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകളുടെ തത്തുല്യ ശമ്പളനിരക്കിൽ കോമൺ കാറ്റഗറിയിൽ സ്റ്റോർകീപ്പർ, സീനിയർ സ്റ്റോർകീപ്പർ എന്നീ തസ്തികകൾ നിലവിലുള്ളതിനാലും വകുപ്പിൽ ടി തസ്തികകളെ സംബന്ധിക്കുന്ന സ്പെഷ്യൽ റൂളോ തസ്തിക സൃഷ്ടിച്ച ഉത്തരവുകളോ നിലവിലില്ല എന്നു ബോധ്യപ്പെട്ടതിനാലും വകുപ്പ് തലവൻ ആവശ്യപ്പെട്ടിരിക്കുന്ന പ്രകാരം എൽ.ഡി. സ്റ്റോർകീപ്പർ, യു.ഡി. സ്റ്റോർകീപ്പർ തസ്തികകളെ വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്താൻ നിർവ്വാഹമില്ല എന്ന് അറിയിക്കുന്നതോടൊപ്പം സംസ്ഥാനത്തെ നിലവിലുള്ള സാമ്പത്തിക സ്ഥിതിയിൽ പുതിയതായി ഒരാനുകൂല്യവും അനുവദിക്കാത്തതിനാൽ എൽ.ഡി/യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകൾ തമ്മിൽ 1:1 എന്ന അനുപാതത്തിൽ പുതുതായി റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കണമെന്ന ആവശ്യവും പരിഗണിക്കാനാകില്ല എന്നുമുള്ള വിവരം അറിയിക്കുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by
Usharani L
Date: 24-01-2024 12:38:30

File No. DT/1136/2020-A7 (Computer No. 65937)

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/5645457/2023

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ

10-03-2023,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

15 MAR 2023

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- താങ്കളുടെ 02.02.2023-ലെ ഡിടി/1136/2020-എ7 (1) നമ്പർ കത്ത്.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയുടെ അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തിക്കൊണ്ടുള്ള റിപ്പോർട്ട് കൂടി അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signed by
Usharani L
സെക്ഷൻ ഓഫീസർ
Date: 13-03-2023 11:19:02

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ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ,
സ്റ്റേറ്റ് പ്രൊജക്ട് ഇംപ്ലിമെന്റേഷൻ യൂണിറ്റ്, വ്യാവസായിക പരിശീലന വകുപ്പ്.

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പി.ആർ.സി),
ധനകാര്യ വകുപ്പ്,
ഗവണ്മെന്റ് സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

സൂചന:- 1. 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന.
2. 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന.
3. 26.02.2011-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന.
4. 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ.

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സൂചനയിലെ ഒന്നുമുതൽ മൂന്നുവരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകൾ, സൂചന നാലിലെ (പകർപ്പ് ചേർക്കുന്നു) ഉദ്യോഗക്കയറ്റ ഉത്തരവ് എന്നിവ കണ്ടാലും. സൂചന നാല് പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒഴിവുണ്ടായിരുന്ന രണ്ടു അഡീഷണൽ ഡയറക്ടർ തസ്തികകളിലേക്ക് എനിക്കും ശ്രീ.മാധവൻ പി കെ-ക്കും ഉദ്യോഗക്കയറ്റം നൽകി 14.09.2011-ൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിക്കുകയുണ്ടായി. സൂചന മൂന്നിലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന, തീയതി 26.02.2011 പ്രകാരം രൂപ.44640-58640 ശമ്പള സ്കെയിലിലാണ് അന്ന് ഞങ്ങളുടെ ശമ്പളം തിട്ടപ്പെടുത്തിയത്. പിന്നീട് 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന പ്രകാരം 2016-ൽ നിലവിൽ വന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ രൂപ .81000-117600 എന്ന സ്കെയിലിൽ നിജപ്പെടുത്തിയെങ്കിലും "The present incumbent(s) will be allowed personal scale of pay of Rs.85000-117600" എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നതിന്റെ ഭാഗമായി 2011 മുതൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വന്നിരുന്ന ഞങ്ങൾ രണ്ടുപേർക്കും അനുവദനീയമായ രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. എന്നാൽ 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന പ്രകാരം നിലവിൽ വന്ന പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകൾക്ക് രൂപ.81000-117600 തത്തുല്യമായ രൂപ.112800-163400 എന്ന ശമ്പള സ്കെയിൽ മാത്രമേ അനുവദിച്ചിട്ടുള്ളൂ. മുൻപ് രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി ലഭ്യമായ ഞങ്ങൾക്ക് ആയതിനു തുല്യമായ രൂപ.118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു കിട്ടുന്നതിനു അർഹതയുണ്ട്. എന്നാൽ ഇത് സംബന്ധിച്ച് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പരാമർശങ്ങൾ ഒന്നുമില്ല.

ഈ സാഹചര്യത്തിൽ, സൂചന ഒന്നിലെ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി 2016-നു മുൻപ് വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വരുന്ന ജീവനക്കാർക്ക് രൂപ .85000-117600 നു തുല്യമായ രൂപ .118100-

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മാധവൻ പി കെ
സ്പെഷ്യൽ ഓഫീസർ,
സ്കൂട്ട് -കേരള, കഴക്കൂട്ടം

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പി.ആർ.സി),
ധനകാര്യ വകുപ്പ്,
ഗവണ്മെന്റ് സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

സൂചന:- 1. 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന.
2. 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന.
3. 26.02.2011-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന.
4. 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ.

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സൂചനയിലെ ഒന്നുമുതൽ മൂന്നുവരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകൾ, സൂചന നാലിലെ (പകർപ്പ് ചേർക്കുന്നു) ഉദ്യോഗക്കയറ്റ ഉത്തരവ് എന്നിവ കണ്ടാലും. സൂചന നാല് പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒഴിവുണ്ടായിരുന്ന രണ്ട് അഡീഷണൽ ഡയറക്ടർ തസ്തികകളിലേക്ക് എനിക്കും ശ്രീ.ധർമ്മരാജൻ കെ എസ്-നും ഉദ്യോഗക്കയറ്റം നൽകി 14.09.2011-ൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിക്കുകയുണ്ടായി. സൂചന മൂന്നിലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന, തീയതി 26.02.2011 പ്രകാരം രൂപ.44640-58640 ശമ്പള സ്കെയിലിലാണ് അന്ന് ഞങ്ങളുടെ ശമ്പളം തിട്ടപ്പെടുത്തിയത്. പിന്നീട് 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന പ്രകാരം 2016-ൽ നിലവിൽ വന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ രൂപ .81000-117600 എന്ന സ്കെയിലിൽ നിജപ്പെടുത്തിയെങ്കിലും "The present incumbent(s) will be allowed personal scale of pay of Rs.85000-117600" എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നതിന്റെ ഭാഗമായി 2011 മുതൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വന്നിരുന്ന ഞങ്ങൾ രണ്ടുപേർക്കും അനുവദനീയമായ രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. എന്നാൽ 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന പ്രകാരം നിലവിൽ വന്ന പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകൾക്ക് രൂപ.81000-117600 തത്തുല്യമായ രൂപ.112800-163400 എന്ന ശമ്പള സ്കെയിൽ മാത്രമേ അനുവദിച്ചിട്ടുള്ളൂ. മുൻപ് രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി ലഭ്യമായ ഞങ്ങൾക്ക് ആയതിനു തുല്യമായ രൂപ.118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു കിട്ടുന്നതിനു അർഹതയുണ്ട്. എന്നാൽ ഇത് സംബന്ധിച്ച് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പരാമർശങ്ങൾ ഒന്നുമില്ല.

ഈ സാഹചര്യത്തിൽ, സൂചന ഒന്നിലെ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി 2016-നു മുൻപ് വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ

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"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ **19-04-2025**,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്ക്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- താങ്കളുടെ **02.11.2022, 02.02.2023, 28.06.2024** തീയതികളിലെ ഡിടി/**1136/2020-എ7** നമ്പർ കത്തുകൾ.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. മേൽ വിഷയവുമായി ബന്ധപ്പെട്ട് ചുവടെ പറയുന്ന വിവരങ്ങൾ താങ്കളെ അറിയിക്കുന്നു.

1. പത്താം ശമ്പളപരിഷ്കരണ കമ്മീഷന്റെ ശിപാർശയുടെ അടിസ്ഥാനത്തിലാണ് പത്താം ശമ്പളപരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ / സ്പെഷ്യൽ ഓഫീസർ തസ്തികയ്ക്ക് **42640-58640** ശമ്പളസ്കെയിലിന് ആനുപാതികമായ **81000-117600** ശമ്പളസ്കെയിൽ അനുവദിക്കപ്പെട്ടതും **The present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600** എന്ന നിബന്ധന വകുപ്പിന്റെ ഷെഡ്യൂളിനു കീഴിൽ രേഖപ്പെടുത്തിയതും. പതിനൊന്നാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ ടി തസ്തികയ്ക്ക് പേഴ്സണൽ സ്കെയിൽ അനുവദിക്കുന്നതിന് ശിപാർശ ചെയ്തിട്ടില്ലാത്തതിനാൽ പതിനൊന്നാം ശമ്പളപരിഷ്കരണ ഉത്തരവിൽ ടി തസ്തികയ്ക്ക് പേഴ്സണൽ സ്കെയിൽ അനുവദിച്ചിട്ടില്ല. ആയതിനാൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ / സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ജീവനക്കാർക്ക് **85000-117600** ശമ്പളസ്കെയിലിന് ആനുപാതികമായ **118100-163400** എന്ന ശമ്പളസ്കെയിൽ പേഴ്സണൽ സ്കെയിൽ ആയി അനുവദിക്കണമെന്ന ആവശ്യം പരിഗണിക്കാൻ കഴിയില്ല.

2. പതിനൊന്നാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ ശിപാർശയ്ക്ക് അനുസൃതമായ **77200-140500** എന്ന ഉയർന്ന ശമ്പളസ്കെയിൽ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയ്ക്ക് അനുവദിക്കാൻ കഴിയില്ല.

3. കോമൺ കാറ്റഗറിയിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയുമായി ശമ്പളത്തുല്യത വേണമെന്ന ആവശ്യം പരിഗണനാർഹമല്ല.

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"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ **19-04-2025**,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്ക്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- താങ്കളുടെ **02.11.2022, 02.02.2023, 28.06.2024** തീയതികളിലെ ഡിടി/**1136/2020-എ7** നമ്പർ കത്തുകൾ.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. മേൽ വിഷയവുമായി ബന്ധപ്പെട്ട് ചുവടെ പറയുന്ന വിവരങ്ങൾ താങ്കളെ അറിയിക്കുന്നു.

1. പത്താം ശമ്പളപരിഷ്കരണ കമ്മീഷന്റെ ശിപാർശയുടെ അടിസ്ഥാനത്തിലാണ് പത്താം ശമ്പളപരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ / സ്പെഷ്യൽ ഓഫീസർ തസ്തികയ്ക്ക് **42640-58640** ശമ്പളസ്കെയിലിന് ആനുപാതികമായ **81000-117600** ശമ്പളസ്കെയിൽ അനുവദിക്കപ്പെട്ടതും **The present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600** എന്ന നിബന്ധന വകുപ്പിന്റെ ഷെഡ്യൂളിനു കീഴിൽ രേഖപ്പെടുത്തിയതും. പതിനൊന്നാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ ടി തസ്തികയ്ക്ക് പേഴ്സണൽ സ്കെയിൽ അനുവദിക്കുന്നതിന് ശിപാർശ ചെയ്തിട്ടില്ലാത്തതിനാൽ പതിനൊന്നാം ശമ്പളപരിഷ്കരണ ഉത്തരവിൽ ടി തസ്തികയ്ക്ക് പേഴ്സണൽ സ്കെയിൽ അനുവദിച്ചിട്ടില്ല. ആയതിനാൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ / സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ജീവനക്കാർക്ക് **85000-117600** ശമ്പളസ്കെയിലിന് ആനുപാതികമായ **118100-163400** എന്ന ശമ്പളസ്കെയിൽ പേഴ്സണൽ സ്കെയിൽ ആയി അനുവദിക്കണമെന്ന ആവശ്യം പരിഗണിക്കാൻ കഴിയില്ല.

2. പതിനൊന്നാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ ശിപാർശയ്ക്ക് അനുസൃതമായ **77200-140500** എന്ന ഉയർന്ന ശമ്പളസ്കെയിൽ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയ്ക്ക് അനുവദിക്കാൻ കഴിയില്ല.

3. കോമൺ കാറ്റഗറിയിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയുമായി ശമ്പളത്തുല്യത വേണമെന്ന ആവശ്യം പരിഗണനാർഹമല്ല.

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List of Correspondences

Receipt No. / Issue No.	Subject	Type	Marked As	Attached On	Issued On	Pages	Remarks
2247345/2025/CRU DTTVPM	തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്ക്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .	Receipt		25/04/2025 07:06 PM		211-212	ok
1415188/2024/FC DTTVPM	Govt. Letter	Receipt		20/05/2024 12:50 PM		210-210	ok
1310052/2024/FC DTTVPM	Govt. Letter	Receipt		01/02/2024 05:24 PM		209-209	ok
1028439/2023/A DTTVPM	GO(P) No.37/2021-LBR-UDSK Spcl Rect GO-2	Receipt		18/08/2023 12:54 PM		207-208	...
1028433/2023/A DTTVPM	GO(P) No.85/2020/LBR-UDSK Spcl Rect GO-1	Receipt		18/08/2023 12:54 PM		205-206	...
1028419/2023/A DTTVPM	GO(MS)124-80-LBR- LDSK Method of Appointment	Receipt		18/08/2023 12:51 PM		204-204	...
918772/2023/FC DTTVPM	Govt. Letter	Receipt		05/08/2023 11:54 AM		203-203	ok
885134/2023/FC DTTVPM	Submitting Payslip reg - RIC Kozhikode	Receipt		29/07/2023 05:20 PM		200-202	ok
763402/2023/FC DTTVPM	Pay Revision Details reg - RIC Kottayam	Receipt		29/07/2023 11:30 AM		195-199	ok
802594/2023/FC DTTVPM	Govt. Letter	Receipt		04/07/2023 04:18 PM		194-194	ok
957150/2023/FC DTTVPM	Govt. Letter	Receipt		04/07/2023 04:17 PM		193-193	ok
649498/2022/FC DTTVPM	GOVERNMENT LETTER	Receipt		21/02/2023 03:10 PM		192-192	ok
675695/2022/FC DTTVPM	Govt. Letter	Receipt		31/01/2023 11:01 AM		191-191	ok
673903/2022/FC DTTVPM	Govt. Letter	Receipt		31/01/2023 11:00 AM		190-190	ok
534424/2022/FC DTTVPM	GOVERNMENT LETTER - LBRTD	Receipt		31/01/2023 10:59 AM		184-189	ok
464291/2022/FC DTTVPM	GOVT. LETTER	Receipt		31/01/2023 10:59 AM		173-183	ok
496552/2022/FC DTTVPM	GOVT. LETTER	Receipt		31/01/2023 10:58 AM		168-172	ok
413904/2022/FC DTTVPM	11TH PAY REVISION - ANOMALY-REG.	Receipt		07/11/2022 01:53 PM		162-167	ok
443686/2022/FC DTTVPM	GOVERNMENT LETTER	Receipt		29/10/2022 02:07 PM		115-161	ok
263595/2021/A DTTVPM	Pay revision	Receipt		13/04/2021 12:27 PM		114-114	
257295/2021/FC DTTVPM	SALARY DETAILS REG - DHARMARAJAN K.S (ADT)	Receipt		27/03/2021 02:22 PM		96-113	
257302/2021/FC DTTVPM	SALARY DETAILS REG - MADHAVAN P.K (ADT)	Receipt		27/03/2021 02:21 PM		78-95	
194474/2020/FC DTTVPM	PAY REVISION COMMISSION REG	Receipt		28/11/2020 03:10 PM		77-77	
I/38523/2020	Endorsement - Meeting information	Issue			19/11/2020 10:49 AM	76-76	
I/38356/2020	Endorsement	Issue			17/11/2020 04:46 PM	75-75	
190954/2020/A DTTVPM	XI th pay revision	Receipt		17/11/2020 01:11 PM		74-74	
165473/2020/G DTTVPM	ITI (W) KAZHAKUTTOM - PAY REVISION ANOMALY	Receipt		17/10/2020 04:13 PM		72-73	
I/35451/2020	Pay Revision Commission 2019 Questionaire -Reg:-	Issue			16/10/2020 09:21 PM	71-71	
	Pay Revision Commission 2019				16/10/2020		

Receipt No. / Issue No.	Subject	Type	Marked As	Attached On	Issued On	Pages	Remarks
I/35450/2020	Questionaire -Reg:-	Issue			09:20 PM	56-70	
I/35449/2020	Pay Revision Commission 2019 Questionaire -Reg:-	Issue			16/10/2020 09:19 PM	55-55	
I/35448/2020	Pay Revision Commission 2019 Questionaire -Reg:-	Issue			16/10/2020 09:18 PM	53-54	
I/35447/2020	Pay Revision Commission 2019 Questionaire -Reg:-	Issue			16/10/2020 09:17 PM	52-52	
I/35446/2020	Pay Revision Commission 2019 Questionaire -Reg:-	Issue			16/10/2020 09:17 PM	51-51	
161694/2020/G DTTVPM	GOVERNMENT - D.O LETTER	Receipt		18/08/2020 01:30 PM		48-50	
156545/2020/FC DTTVPM	PAY REVISION REPORT	Receipt		09/06/2020 10:30 AM		25-47	
156484/2020/FC DTTVPM	D.O.LETTER	Receipt		09/06/2020 10:29 AM		24-24	
152824/2020/G DTTVPM	OFFICE OF THE XI PAY REVISION COMMISSION - REPORT	Receipt		09/06/2020 10:28 AM		23-23	
154878/2020/G DTTVPM	ITI KATTAPPANA - PAY REVISION COMMISSION 2020	Receipt		29/05/2020 01:03 PM		20-22	
154920/2020/G DTTVPM	ITI CHANDHANATHOPE - PAY REVISION - 2020	Receipt		29/05/2020 12:54 PM		17-19	
148411/2020/FC DTTVPM	PAY REVISION DETAILS REG - ITI CHENNERKKARA	Receipt		17/05/2020 04:07 PM		11-16	
148018/2020/FC DTTVPM	PAY REVISION DETAILS REG - ITI (W) CHENGANNUR	Receipt		17/05/2020 04:03 PM		9-10	
150977/2020/FC DTTVPM	PAY REVISION - ITI PALLIKKATHODE	Receipt		17/05/2020 03:51 PM		5-8	
152872/2020/G DTTVPM	ITI (W) CHENGANNUR -PAY REVISION COMMISSION - DETAILS	Receipt		17/05/2020 03:50 PM		3-4	
144258/2020/FC DTTVPM	XI PRC - FORWARDING OF QUESTIONNAIRE AND PROFORMA REG	Receipt		26/02/2020 01:16 PM		1-2	

No. 105/A1/2020/XI PRC

Office of the XI Pay Revision Commission
Trans Towers, Vazhuthacaud,
Thiruvananthapuram
Mob:8281373059
Dated: 17.05.2020



From
The Secretary

To
The Director,
Industrial Training
TVPM

Sir,

Sub:- XI PRC – Forwarding of Questionnaire and Proforma – reg:-

Ref:- G.O(Ms)No.414/2019/Fin dated 06.11.2019.

A
20/2/2020

Government, as per G.O cited, have constituted the XI Pay Revision Commission to study and make recommendations on revising the pay and allowances of State Government employees and teachers, employees of universities etc.

The Commission has published a questionnaire for eliciting the views of all stakeholders including Heads of Departments, service organizations etc. I am to forward herewith a copy of the questionnaire and a proforma, and to request you to furnish your response to the questionnaire and the details sought in the proforma before 15.03.2020.

Kindly visit www.prc.kerala.gov.in.

Yours faithfully,
G. ASOK KUMAR
SECRETARY

Approved for Issue,

Accounts Officer

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14428/2020/FC DTTVPM

XI PAY REVISION COMMISSION

Proforma - Details to be furnished by the Heads of Departments

Name of Department:

Sl. No.	Name of Post	Scale of Pay	No. of Posts as on 01.07.2014	No. of Posts created since 01.07.2014	No. of Posts abolished since 01.07.2014	Prescribed qualification for the Post	Modes of appointment	Brief Description of nature of responsibility	Feeder Post & Scale of pay	Next Promotion Post & Scale of Pay	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1											
2											
3											
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20											

ഗവൺമെന്റ് വനിത ഐ.ടി.ഐ ചെങ്ങന്നൂർ

Industrial Training Institute

അങ്ങാടിക്കൽ സൗത്ത്.പി.ഒ. 689 122
ഫോൺ: 0479 2457496
ഇ-മെയിൽ: women.iti.cgnr@gmail.com

V1/486/2020

തീയതി 05/03/2020

പ്രേഷിതൻ

പ്രിൻസിപ്പാൾ

സ്വീകർത്താവ്

ട്രെയിനിംഗ് ഡയറക്ടർ
ഡയറക്ടറേറ്റ് ഓഫ് ട്രെയിനിംഗ്
തൊഴിൽ ഭവൻ, തിരുവനന്തപുരം

ട്രെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
11 MAR 2020
തൊഴിൽ ഭവൻ, വികാസ് ഭവൻ, തിരുവനന്തപുരം

സർ,

വിഷയം:-ഐ.ടി.ഐ.(വനിത)ചെങ്ങന്നൂർ – ശമ്പള കമ്മീഷൻ 2019 - വിവരങ്ങൾ അറിയിക്കുന്നത് - സംബന്ധിച്ച്

സൂചന: ഡിറ്റി/1136/2020-എ7 തീയതി:27/02/2020 പ്രകാരമുള്ള അങ്ങയുടെ ചുറ്ററിയിപ്പ്.

****

11/3/2020

മേൽ സൂചന പ്രകാരമുള്ള ചുറ്ററിയിപ്പിൽ സൂചനിപ്പിച്ചിരുന്ന പ്രകാരം ഈ സ്ഥാപനത്തിലെ തസ്തിക സംബന്ധിച്ച വിവരങ്ങൾ നിശ്ചിത പ്രഫോർമയിൽ ഇതോടൊപ്പം അയക്കുന്നു. സൂചന കത്തിൽ പ്രതിപാദിച്ചിരുന്ന 11-ാം ശമ്പള കമ്മീഷൻ പരിഷ്ക്കരണവുമായി ബന്ധപ്പെട്ട് ചോദ്യാവലി സംബന്ധിച്ച് ഈ സ്ഥാപനത്തിലെ ജീവനക്കാരിൽ നിന്നും നിർദ്ദേശങ്ങളൊന്നും ലഭ്യമായിട്ടില്ല എന്ന വിവരവും അറിയിക്കുന്നു.

GOVT. INDUSTRIAL TRAINING INSTITUTE FOR WOMEN CHENGANNUR

വിശ്വാസപൂർവ്വം

പ്രിൻസിപ്പാൾ

PRINCIPAL
Govt. ITI For Women
Chen[illegible] - 689 122

ഉള്ളടക്കം:- നിശ്ചിത പ്രഫോർമ

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XI PAY REVISION COMMISSION

Proforma - Details to be furnished by the Heads of Departments

Name of Department:Govt. ITI (W) Chengannur

Sl. No.	Name of Post	Scale of Pay	No. of Posts as on 01.07.2014	No. of Posts created since 01.07.2014	No. of Posts abolished since 01.07.2014	Prescribed qualification for the post	Mode of appointment	Brief Description of nature of responsibility	Feeder Post & Scale of Pay	Next Promotion Post & Scale of Pay	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1	Principal Class II	42500-87000	1	Nil	Nil	Diploma/B.Tech	Promotion Post	Head of Institution	Junior Instructor 26500-56700	Principal Class I (45800-89000)	
2	Senior Superintendent	36600-79200	1	Nil	Nil	SSLC, Account Test, MOP	Promotion Post	Control & Supervision of Office	Clerk 19000-43600	Accounts Officer/ Administrative Assistant (42500-87000)	
3	Group Instructor	32300-68700	1	Nil	Nil	SSLC, NTC, Diploma	Promotion Post	Co-ordinate & Supervision of Trainees & Trade Instructors	Junior Instructor 26500-56700	Principal Class II(42500-87000)	
4	Junior/ACD Instructor	26500-56700	16	Nil	Nil	SSLC, NTC with 3 year Experience, NAC with 1 year Experience	Through PSC	Instruction to Trainees	Junior Instructor 26500-56700	Senior Instructor (27800-59400)	
5	Workshop Attender	18000-41500	2	Nil	Nil	SSLC, NTC	Promotion from LGS	Impart Practical Training to Trainees	Last Grade	Junior Instructor (26500-56700)	
6	Clerk	19000-43600	3	Nil	Nil	SSLC	Through PSC	Clerical duties of Office	Clerk 19000-43600	Senior Clerk (25200-54000)	
7	LD Store keeper	19000-43600	1	Nil	Nil	7th Standard Pass	Promotion Post	Control of Store	Last Grade 16500-35700	UD Storekeeper (25200-54000)	
8	Full Time Sweeper	16500-35700	1	Nil	Nil	7th Standard Pass	Through Contengent	Cleaning the Premisese of ITI	Last Grade 16500-35700	Dresser (17000-37500)	
9	Office Attendant	16500-35700	1	Nil	Nil	7th Standard Pass	Through PSC	Helping the office duties	Last Grade 16500-35700	Store attender (17000-37500)	
10	Watchman	16500-35700	2	Nill	Nil	7th Standard Pass	Through PSC	To Provide Security to ITI	Last Grade 16500-35700	Store attender (17000 - 37500)	
11	LD Typist	19000-43600	1	Nil	Nil	SSLC Pass, Typewritting English, Malayalam (Lower)	Through PSC	Type writing duties, Fair copy duities	LD Typist 19000-43600	UD Typist (25200 - 54000)	

PRINCIPAL

PRINCIPAL
Govt. ITI For Women
Chengannur - 689 122

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1126/2020/G DTTVPM

കേരള സർക്കാർ
വ്യാവസായിക പരിശീലന വകുപ്പ്
പി.ടി.സി.എം ഗവ:ഇൻഡസ്ട്രിയൽ ട്രെയിനിംഗ് ഇൻസ്റ്റിറ്റ്യൂട്ട് , പള്ളിക്കത്തോട്
ആനിക്കാട് പി.ഒ. കോട്ടയം ജില്ല - 686 503
ഫോൺ 0481 2551062
Email: govtitipallickathodu@yahoo.com Website:www. itipallickathode.kerala.gov.in

എ1/395/2020

05/03/2020

പ്രിൻസിപ്പാൾ,

ട്രെയിനിംഗ് ഡയറക്ടർ,,
വ്യാവസായിക പരിശീലന വകുപ്പ്,
വികാസ് ഭവൻ പി.ഒ.
തിരുവനന്തപുരം-33.

ട്രെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
10 MAR 2020
വികാസ് ഭവൻ പി.ഒ., തിരുവനന്തപുരം

സർ,

10/3/2020

വിഷയം:- പി.റ്റി.സി.എം. ഗവ. ഐ.ടി.ഐ. പള്ളിക്കത്തോട് - ജീവനക്കാര്യം - ശമ്പള പരിഷ്ക്കരണം - വിവരങ്ങൾ അറിയിക്കുന്നത്- സംബന്ധിച്ച്.

സൂചന:- ട്രെയിനിംഗ് ഡയറക്ടറുടെ 27/02/20-ലെ ഡിറ്റി./1136/2020-എ7 നമ്പർ ചുറ്ററിയിപ്പ്.

സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കട്ടെ. പതിനൊന്നാം ശമ്പള പരിഷ്ക്കരണവുമായി ബന്ധപ്പെട്ട് ആവശ്യപ്പെട്ട വിവരങ്ങൾ നിശ്ചിത പ്രൊഫോർമയിൽ തയ്യാറാക്കി ഇതോടൊപ്പം അയയ്ക്കുന്നു.

വിശ്വസ്തതയോടെ,

ayakumar KB

for പ്രിൻസിപ്പാൾ
Principal
P.T.C.M. Govt. Industrial Training Institute
Pallickathodu, Kottayam - 686 503

ഉള്ളടക്കം:മേൽപ്പറഞ്ഞത്

ഐ. 5.3.20

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P.T.C.M. Govt. I.T.I. Pallickathodu

PROFORMA

1	2	3	4	5	6	7	8	9	10	11	12
Sl. No	Name of Post	Scale of Pay	No. of posts as on 01/07/2014	No.of Posts created since 01-07-2014	No. of posts abolished since 01-07-2014	Qualification prescribed for the post	Mode of appointment	Brief Description of nature of Responsibility	Feeder Post & Scale of pay	Next Promotion Post & Scale of pay	Remarks
1	PRINCIPAL CLASS-I	45800-89000	1	0	0	Degree/Diploma in Engineering & CTI Training	Promotion	Head of Institute	Vice Principal, 42500-87000	Inspector of Training, 45800-89000	
2	VICE PRINCIPAL	42500-87000	1	0	0	Degree/Diploma in Engineering & CTI Training	Promotion	Training Head and supervision of Instructors	Group Instructor, 32300-68700	Principal Class-I, 45800--89000	
3	SENIOR SUPERINTENDENT	36600-79200	1	0	0	SSLC & Account Test Lower	Promotion	Drawing and Disbursing Officer	Junior Superintendent, 30700-65400	Administative Assistant, 40500-85000	
4	HEAD CLERK	27800-59400	1	0	0	SSLC & Account Test Lower	Promotion	Supervision	Senior Clerk, 25200-54000	Junior Superintendent, 30700-65400	
5	SELECTION GRADE TYPIST	27800-59400	1	0	0	SSLC & Typewriting	Promotion	Typing work	Senior Grade Typist, 26500-56700	Fair Copy Superintendent, 30700-65400	
6	SENIOR CLERK	25200-54000	4	0	0	SSLC & Account Test Lower	Promotion	Clerical duties	Clerk, 19000-43600	Head Clerk, 27800-59400	
7	CLERK	19000-43600	2	0	0	SSLC	Direct Recruitment	Clerical duties	----	Senior Clerk, 25200-54000	
8	U.D STORE KEEPER	25200-54000	1	0	0	SSLC	Promotion	Taking stock of stores	L.D.Store keeper, 19000-43600	----	

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9	L.D STORE KEEPER	19000-43600	1	0	0	SSLC	Promotion	Assisting U.D.S.K	Store Attender, 17000-37500	U.D. Storekeeper, 25200-54000	
10	PHARAMACIST GR-II	22200-48000	1	0	0	SSLC & Diploma in Pharmacy	Direct Recruitment	Distribution of Medicines to Trainees	----	Pharmacist Gr-I	
11	STORE ATTENDER	17000-37500	1	0	0	SSLC	Promotion	Duties at Store	Office Attendant/Watchman/Sweeper, 16500-35700	L.D Store keeper, 19000-43600	
12	OFFICE ATTENDANT	16500-35700	4	0	0	Std VII	Direct Recruitment	Official Duties	------	Store Attender, 17000-37500	
13	DRIVER GRADE I	20000-45800	1	0	0	SSLC & LMV Driving Licence	Direct Recruitment	Driving and Giving Driving practice to Trainees	------	Nil	
14	SWEEPER	16500-35700	3	0	0	Std V	Promotion	Sweeeping	Part Time Sweeper	----	One post sanctioned for P.H. Supernumerary
15	WATCHMAN	16500-35700	3	0	0	Std VII	Direct Recruitment	Security	-----	Store Attender, 17000-37500	
16	GROUP INSTRUCTOR	32300-68700	5	0	0	Degree/Diploma in Engineering/NTC/NAC & CTI Training	Promotion	Supervision of Training and Instructors	Senior Instructor/Senior Instructor ACD, 27800-59400	Vice Principal/ Principal Class-II/ Training Officer, 42500-87000	
17	SENIOR INSTRUCTOR	27800-59400	15	0	0	Diploma in Engineering/NTC/NAC & CTI Training	Promotion	Imparting training	Junior Instructor, 26500-56700	Group Instructor, 32300-68700	

19	JUNIOR INSTRUCTOR	26500-56700	43	0	3	Diploma in Engineering/NTC/NAC & CTI Training	Promotion/ Direct recruitment	Imparting training	Workshop Attender, 1800-41500	Senior Instructor, 27800-59400	
21	WORKSHOP ATTENDER	18000-41500	6	0	0	Diploma in Engineering/NTC/NAC	Promotion/ Direct recruitment	Assisting Instructors in Workshops	Last Grade Employees having NTC/ NAC, 16500-35700	Junior Instructor, 26500-56700	
22	DRESSER	17000-37500	1	0	0	STD VIII	Promotion	Dressing wounds	Last Grade Employees having First Aid Certificate, 16500-35700	-----	
23	PART TIME GUEST LECTURER CoE & SS	26500/- p.m	2	0	0	Degree in the concerned subject	Direct Recruitment	Conducting classes	----	-----	
	Total		**98**	**0**	**3**						

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P.T. CHACKO MEMO. GOVT. INDUSTRIAL TRAINING INSTITUTE KOTTAYAM - 686 503 PALLICKATHODU

Principal
P.T.C.M. Govt. Industrial ...
Pallickathodu, Kottayam - 686 503

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ഗവൺമെന്റ് വനിത ഐ.ടി.ഐ ചെങ്ങന്നൂർ

Industrial Training Institute

അങ്ങാടിക്കൽ സൗത്ത്.പി.ഒ. 689 122
ഫോൺ: 0479 2457496
ഇ-മെയിൽ: women.iti.cgnr@gmail.com

V1/486/2020

തീയതി 05/03/2020

പ്രേഷിതൻ

പ്രിൻസിപ്പാൾ

സ്വീകർത്താവ്

ട്രെയിനിംഗ് ഡയറക്ടർ
ഡയറക്ടറേറ്റ് ഓഫ് ട്രെയിനിംഗ്
തൊഴിൽ ഭവൻ, തിരുവനന്തപുരം

സർ,

വിഷയം:-ഐ.ടി.ഐ.(വനിത)ചെങ്ങന്നൂർ – ശമ്പള കമ്മീഷൻ 2019 - വിവരങ്ങൾ അറിയിക്കുന്നത് - സംബന്ധിച്ച്

സൂചന: ഡിറ്റി/1136/2020-എ7 തീയതി:27/02/2020 പ്രകാരമുള്ള അങ്ങയുടെ ചുറ്ററിയിപ്പ്.

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മേൽ സൂചന പ്രകാരമുള്ള ചുറ്ററിയിപ്പിൽ സൂചനിപ്പിച്ചിരുന്ന പ്രകാരം ഈ സ്ഥാപനത്തിലെ തസ്തിക സംബന്ധിച്ച വിവരങ്ങൾ നിശ്ചിത പ്രഫോർമയിൽ ഇതോടൊപ്പം അയക്കുന്നു. സൂചന കത്തിൽ പ്രതിപാദിച്ചിരുന്ന 11-ാം ശമ്പള കമ്മീഷൻ പരിഷ്ക്കരണവുമായി ബന്ധപ്പെട്ട് ചോദ്യാവലി സംബന്ധിച്ച് ഈ സ്ഥാപനത്തിലെ ജീവനക്കാരിൽ നിന്നും നിർദ്ദേശങ്ങളൊന്നും ലഭ്യമായിട്ടില്ല എന്ന വിവരവും അറിയിക്കുന്നു.

വിശ്വാസപൂർവ്വം

പ്രിൻസിപ്പാൾ

PRINCIPAL
Govt. ITI For Women
Chengannur - 689 122

GOVT. INDUSTRIAL TRAINING INSTITUTE FOR WOMEN CHENGANNUR

ഉള്ളടക്കം:- നിശ്ചിത പ്രഫോർമ

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XI PAY REVISION COMMISSION

Proforma - Details to be furnished by the Heads of Departments

Name of Department:Govt. ITI (W) Chengannur

Sl. No.	Name of Post	Scale of Pay	No. of Posts as on 01.07.2014	No. of Posts created since 01.07.2014	No. of Posts abolished since* 01.07.2014	Prescribed qualification for the post	Mode of appointment	Brief Description of nature of responsibility	Feeder Post & Scale of Pay	Next Promotion Post & Scale of Pay	Remarks
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1	Principal Class II	42500-87000	1	Nil	Nil	Diploma/B.Tech	Promotion Post	Head of Institution	Junior Instructor 26500-56700	Principal Class I (45800-89000)	
2	Senior Superintendent	36600-79200	1	Nil	Nil	SSLC, Account Test, MOP	Promotion Post	Control & Supervision of Office	Clerk 19000-43600	Accounts Officer/ Administrative Assistant (42500-87000)	
3	Group Instructor	32300-68700	1	Nil	Nil	SSLC, NTC, Diploma	Promotion Post	Co-ordinate & Supervision of Trainees & Trade Instructors	Junior Instructor 26500-56700	Principal Class II(42500-87000)	
4	Junior/ACD Instructor	26500-56700	16	Nil	Nil	SSLC, NTC with 3 year Experience, NAC with 1 year Experience	Through PSC	Instruction to Trainees	Junior Instructor 26500-56700	Senior Instructor (27800-59400)	
5	Workshop Attender	18000-41500	2	Nil	Nil	SSLC, NTC	Promotion from LGS	Impart Practical Training to Trainees	Last Grade	Junior Instructor (26500-56700)	
6	Clerk	19000-43600	3	Nil	Nil	SSLC	Through PSC	Clerical duties of Office	Clerk 19000-43600	Senior Clerk (25200-54000)	
7	LD Store keeper	19000-43600	1	Nil	Nil	7th Standard Pass	Promotion Post	Control of Store	Last Grade 16500-35700	UD Storekeeper (25200-54000)	
8	Full Time Sweeper	16500-35700	1	Nil	Nil	7th Standard Pass	Through Contengent	Cleaning the Premisese of ITI	Last Grade 16500-35700	Dresser (17000-37500)	
9	Office Attendant	16500-35700	1	Nil	Nil	7th Standard Pass	Through PSC	Helping the office duties	Last Grade 16500-35700	Store attender (17000-37500)	
10	Watchman	16500-35700	2	Nill	Nil	7th Standard Pass	Through PSC	To Provide Security to ITI	Last Grade 16500-35700	Store attender (17000 - 37500)	
11	LD Typist	19000-43600	1	Nil	Nil	SSLC Pass, Typewritting English, Malayalam (Lower)	Through PSC	Type writing duties, Fair copy duities	LD Typist 19000-43600	UD Typist (25200 - 54000)	

PRINCIPAL

PRINCIPAL
Govt. ITI For Women
Chengannur - 689 122

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Industrial Training Institute

GOVERNMENT ITI CHENNEERKARA
(AN ISO 9001-2008 CERTIFIED INSTITUTION)
CHENNEERKARA
PATHANAMTHITTA
Phone No: 0468-2258710 Email Id: principalckara@gmail.com

C1/434/2020 Dated :06 /03/2020

പ്രിൻസിപ്പാൾ

ട്രെയിനിംഗ് ഡയറക്ടർ
ഡയറക്ടറേറ്റ് ഓഫ് ട്രെയിനിംഗ്
4th Floor, തൊഴിൽഭവൻ
തിരുവനന്തപുരം

സാർ

വിഷയം: ഐ.ടി.ഐ ചെന്നീർക്കര- ശമ്പള പരിഷ്ക്കരണം കമ്മീഷൻ 2019- ചോദ്യാവലി- പ്രൊഫോർമയും നിർദ്ദേശവും സമർപ്പിക്കുന്നത് - സംബന്ധിച്ച്

സൂചന: ട്രെയിനിംഗ് ഡയറക്ടറുടെ 27.02.2020 ലെ DT/1136/2020- A7 നമ്പർ ചുറ്ററിയിപ്പ്.

സർക്കാർ ജീവനക്കാരുടെ പതിനൊന്നാം ശമ്പള പരിഷ്ക്കരണവുമായി ബന്ധപ്പെട്ട് ലഭ്യമായ ചോദ്യാവലിയുടെ അഭിപ്രായവും നിർദ്ദേശവും ഈ കത്തിനോടൊപ്പം നൽകുന്നു. കൂടാതെ പ്രൊഫോർമയിൽ വിവരങ്ങൾ രേഖപ്പെടുത്തി ഉള്ളടക്കം ചെയ്യുന്നു.

വിശ്വസ്തതയോടെ

6/3/2020

പ്രിൻസിപ്പാൾ

PRINCIPAL
Govt. Industrial Training Institute
Chenneerkara P.O.
Pathanamthitta

ഉള്ളടക്കം: 1) പ്രൊഫോർമ
2) റിപ്പോർട്ട്

GOVT. INDUSTRIAL TRAINING INSTITUTE ★ PATHANAMTHITTA-689 503 ★ CHENNEERKARA

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1484/I/2020/FC DTTVPM

XI PAY REVISION COMMISION

Proforma Details to be furnished by the Heads of Departments

Name of Departmen **Industrial Training Department** **GOVT ITI CHENNEERKARA**

Sl. No	Name of Post	Scale of Pay	No. of posts as 01.07. 2014	No. of posts created since 01.07.2014	No. of posts abolished since 01.07.2015	Prescribed qualification for the post	Modes appointment	Brief Description of nature of responsibility	Feeder post & Scale of pay	Next Promotion post & Scale of pay	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1	Principal Class-1	45800-89000	1	0	0	Diploma or Degree in any Engineering Trade	Promotion	Head of Institution	Principal Class-2 42500-87000	Inspector of Training- 45800-89000	
2	Principal Class-2	42500-87000	1	0	0	Diploma orDegree in any Engineering Trade	Promotion	Supervisor in Training	Group Instructor 32300-68700	Principal Class-1 45800-89000	
3	Senior Superintendent	36600-79200	1	0	0	S.S.L.C, pass Departmental Test,	Promotion	Head of Office	Junior Superintendent 30700-65400	Accounts Officer 40500-85000	
4	Group Instructor	32300-68700	3	0	0	NTC/NAC,Diploma orDegree in any Engineering Trade	Promotion	Supervisory Staff of Instructors	Senior Instructor 27800-59400	Principal Class-2 42500-87000	
5	Asst.Hostel Supt	25200-54000	1	0	0	SSLC,Certificate in Physical Education	PSC	Incharge of Hostel	Nil		
6	Junior Superintendent	30700-65400	1	0	0	S.S.L.C, pass Departmental Test,	Promotion	Supervisory Staff of Ministerials	Head Clerk 27800-59400	Senior Superintendent 36600-79200	
7	Head Clerk	27800-59400	1	0	0	S.S.L.C, pass Departmental Test,	Promotion	Supervisory Staff of Clerks	Senior Clerk 25200-54000	Junior Superintendent 30700-65400	
8	Senior Instructor	27800-59400	5	0	0	NTC/NAC,Diploma orDegree in any Engineering Trade	Promotion	Teaching/Training Trainees	Junior Instructor 26500-56700	Group Instructor 32300-68700	
9	Junior Instructor	26500-56700	26	0	0	NTC/NAC,Diploma orDegree in any Engineering Trade	PSC	Teaching/Training Trainees	Nil	Senior Instructor 27800-59400	

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10	UD Store Keeper	25200-54000	1	0	0	Promotion Post	Promotion	Incharge of Store	LD Store Keeper		
11	Pharmacist	22200-48000	1	0	0	D-Pham	PSC	Incharge of Pharmacy	Nil		
12	Clerk	19000-43600	6	0	0	SSLC	PSC	File Work,To keep registers	Nil	Senoir Clerk 25200-54000	
13	L DTypist	19000-43600	1	0	0	SSLC,Typewriting,Computer word processing	PSC	Typing the official letters	Nil	UD Typist 25200-54000	
14	Workshop Attender	18000-41500	2	0	0	NTC/NAC	PSC/Promotion	Assisting the workshop activities	LGS	Junior Instructor 26500-56700	
15	Driver	18000-41500	1	0	0	SSLC,LMV,HPMV,HGMV	PSC	Driving Official Vehicles	Nil		
16	Store attender	18000-41500	1	0	0	Pass in 7 th Standared ability to read & write	Promotion	Assisting Store Keeper	LGS	LD Store Keeper 19000-43600	
17	Dresser	17000-37500	1	0	0	Nursing Certificate	PSC	Providing First Aid to Trainees	LGS		
	Office Attendant(HG)	17000-37500	2	0	0	Pass in 7th Standared ability to read & write	Promotion	File Movement,	Office Attender		
18	Office Attendant	16500-35700	1	0	0	Pass in 7 th Standared ability to read & write	PSC	File Movement,	Nil		
19	Watchman	16500-35700	3	0	0	Pass in 7 th Standared ability to read & write	PSC	Security of Institution	Nil		
20	Full time sweepers	16500-35700	2	0	0	Promoted from Part-time sweeper	Collector's Seniority list	Cleaning	-	Dresser/ StoreAttender (if qualified)	

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GOVT. INDUSTRIAL TRAINING INSTITUTE PATHANAMTHITTA-689 502 CHENNEERKARA

Principal 6/3/2020.

PRINCIPAL
Govt. Industrial Training Insti
Chenneerkara P.O.
Pathanamt

469

സർക്കുലർ

സർക്കാർ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് താഴെപ്പറയുന്ന നിർദ്ദേശങ്ങൾ കർശനമായി പാലിക്കുവാൻ അറിയിക്കുന്നു.

1. ഡിപ്പാർട്ട്മെന്റിലെ സ്റ്റോർ കീപ്പർമാരുടെ ഗ്രേഡ് പേ കെ.സി.എസ്.സി അനുശാസിക്കുന്ന 1:1 ആക്കുക.
2. എൽ.സി. സ്റ്റോർ കീപ്പർ ഗ്രേഡ് പേ നൽകിയ ശമ്പള പരിഷ്കരണ ചട്ടങ്ങളിൽ ഭേദഗതി വരുത്തുക.
3. എൽ.സി. സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ, സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ എന്നിവരുടെ കൂടി പേ നിശ്ചയിക്കുന്നതിൽ വ്യക്തത വരുത്തുക.
4. സ്റ്റോർ സൂപ്രണ്ടിന് നൽകിയ അധികാരം പുനഃസ്ഥാപിക്കുക.
5. 25 വർഷം സർവ്വീസ് പൂർത്തിയാക്കിയ എല്ലാ യു.ഡി സ്റ്റോർ കീപ്പർമാരുടെയും സ്റ്റോർ സൂപ്രണ്ട് തസ്തികയിലേക്ക് സ്ഥാനക്കയറ്റം നൽകുക.

മേൽ നിർദ്ദേശങ്ങൾ പാലിച്ച് ശമ്പള പരിഷ്കരണം കൃത്യമായി നടപ്പാക്കുന്നതിന് ആവശ്യമായ നടപടികൾ സ്വീകരിക്കുന്നു.

വിശ്വസ്തതയോടെ

H/3/20.

ചെന്നീർക്കര
11/03/2020

I.C.I.C. SADANANDAN
UD STORE KEEPER
Govt. ITI Chenneerkara
Pathanamthitta

GOVT. INDUSTRIAL TRAINING INSTITUTE
PATHANAMTHITTA-689 502
CHENNEERKARA

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സമർപ്പണം:-

500

സർക്കാർ ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണവുമായി ബന്ധപ്പെട്ട നിർദ്ദേശങ്ങളും നിർദ്ദേശങ്ങളും ചുവടെ ചേർക്കുന്നു:-

1. Industrial Training Department ലെ LD Store Keeper തസ്തികയിലെ പ്രമോഷൻ തസ്തികയായ UD Store Keeper തസ്തികയിലേക്കും അതുപോലെ Clerk Senior തസ്തികയിലേക്കും അനുവദിക്കുക:-

2. പ്രൊഫഷണൽ യോഗ്യത ഉള്ള (TTC, B.Ed, Engineering Degree, Diploma etc) ഉള്ള ~~ഉദ്യോഗാർത്ഥികൾ~~ ഉദ്യോഗാർത്ഥികൾ എല്ലാ ഡിപ്പാർട്ടുമെന്റുകളിലും നാട്ടിലെ ശമ്പള സ്കെയിലിൽ ജോലിചെയ്യുന്നുണ്ട്. പൊതുവിദ്യാഭ്യാസ വകുപ്പിലേക്കും, മറ്റും ഉണ്ടാകുന്ന ടി. യോഗ്യതകൾ ആവശ്യമായതിനാൽ എല്ലാ ഡിപ്പാർട്ടുമെന്റിലും ഉള്ള ഇത്തരത്തിൽ യോഗ്യത ഉള്ളവർക്കു ഒരു നിശ്ചിത ശതമാനം By Transfer ഒഴിവുകൾ മാറ്റിവയ്ക്കുക:-

C1 C 5/3/20

3. പൊതുവിദ്യാഭ്യാസ വകുപ്പിലെ നിലവിലുള്ള സംസ്ഥാന തലത്തിൽ അതുപോലെ ഉള്ള നടപടികൾ സ്വീകരിക്കുക.

4. ട്രെയിനിന്റെ യോഗ്യത +2 പാസ്സ് ആക്കിമാറ്റുകയും അവശ്യമായ ശമ്പളത്തോടെ പുനർനാമകരണം ചെയ്യുക:

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മേലാൽ അവധിയും നിർദ്ദേശങ്ങളും ബാധ്യത.

ശമ്പള പരിഷ്കരണ കമ്മീഷൻ മുമ്പാകെ സമർപ്പിക്കുന്നു.

എന്ന്

വിശ്വസ്തതയോടെ

മോഹനൻ. എസ് . OA .

പേരിശ്ശേരി.

5 - 03 - 2020 .

PRINCIPAL
Govt. Industrial Training Institute
Chenneerkara P.O.
Pathanamthitta

GOVT. INDUSTRIAL TRAINING INSTITUTE
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നം: ബി2/682/2020

ട്രെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
17 MAR 2020
ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, തിരുവനന്തപുരം

പ്രിൻസിപ്പാൾ

പ്രിൻസിപ്പാളിന്റെ കാര്യാലയം,
ഗവ.ഐ.ടി.ഐ. ചന്ദനത്തോപ്പ്,
കൊല്ലം 14, തീയതി: 10/03/2020

ട്രെയിനിംഗ് ഡയറക്ടർ,
ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തിരുവനന്തപുരം-33

സർ,

വിഷയം: വ്യാവസായിക പരിശീലന വകുപ്പ്-ഐ.ടി.ഐ. ചന്ദനത്തോപ്പ്, കൊല്ലം-ശമ്പള പരിഷ്കരണ കമ്മീഷൻ-2019-ചോദ്യാവലി മറുപടി നൽകുന്നത്-സംബന്ധിച്ച്.

A

സൂചന : 27/02/2020 തീയതിയിലെ ഡി.റ്റി.യുടെ ഡി.റ്റി/1136/2020-എ7 നമ്പർ ചുറ്ററിയിപ്പ്.

.....

17/3/2020

സൂചന ചുറ്ററിയിപ്പിൽ പരാമർശിച്ചിട്ടുള്ളപ്രകാരം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട ചോദ്യാവലിയിലെ അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും ജീവനക്കാരിൽ നിന്നും ലഭ്യമായിട്ടില്ല. ഇതോടൊപ്പമുള്ള പ്രൊഫോർമ പൂരിപ്പിച്ചത് ഇതോടൊപ്പം അയയ്ച്ചുകൊള്ളുന്നു.

OF THE PRINCIPAL GOVT INDUSTRIAL TRAINING INSTITUTE
KOLLAM-14
Date:.....

താങ്കളുടെ വിശ്വസ്തൻ

പ്രിൻസിപ്പാൾ
Principal
Govt: Industrial Training Institute,
Chandanathope, Kollam-14

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XI PAY REVISION COMMISSION

Proforma - Details to be furnished by the Heads of Departments

Name of Department: Industrial Training Department (Govt.ITI Chandanathope, Kollam-14)

Sl.No.	Name of Post	Scale of Pay	No.of Posts as on 01.07.2014	No.of posts created since 01.07.2014	No.of Posts abolished since 01.07.2014	Prescribed qualification for the post	Modes of appointment	Brief Description of nature of responsibility	Feeder post & Scale of pay	Next prmotion post & scale of pay	Remarks
1	Principal	45800-89000	1	NIL	NIL	Degree/Diploma in any engineering	Promotion	Head of the Institution	Vice Principal 45800-89000	Inspector of Training 45800-89000	
2	Vice Principal	42500-87000	1	NIL	NIL	Degree/Diploma in any engineering	Promotion	Training Head	Group Instructor 32300-68700	Principal 45800-89000	
3	Group Instructor	32300-68700	6	NIL	NIL	NAC/NTC or Digree/Diploma in any trade	PSC/Promotion	Supervision on training	Senior Instructor 27800-59400	Vice Principal 42500-87000	
4	Senior Instructor	27800-59400	62	NIL	NIL	NAC/NTC or Digree/Diploma in concerned trade	PSC/Promotion	Training	Junior Instructor 26500-56700	Group Instructor 32300-68700	
5	Junior Instructor	26500-56700				NAC/NTC or Digree/Diploma in concerned trade	PSC/Promotion		Workshop Attender 18000-41500		
6	ACD Instructor	26500-56700	6	NIL	NIL	NAC/NTC or Digree/Diploma in concerned Engg	PSC/Promotion	Training	Junior Instructor 26500-56700	Senior Instructor 27800-59400	
7	Junior/Senior Instructor	27800-59400								Group Instructor 32300-68700	
8	Empl.Skill Instructor	26500-56700	1	NIL	NIL	MBA	Arranged from other Departments	Training	N.A	N.A	1041
9	Workshop Attender	18000-41500	7	NIL	NIL	NAC/NTC or Digree/Diploma in concerned trade	PSC/By Transfer/Promotion	Workshop Assisting	Office Attendant/Watchman 16500-35700	Junior Instructor 26500-56700	
10	Senior Superintendent	45800-89000	1	NIL	NIL	SSLC	Promotion	Supervision on Administrative work	Junior Superintendent 30700-65400	Accounts Officer	
11	Junior Superintendent	30700-65400	1	NIL	NIL	SSLC	Promotion	Supervision on Administrative work	Head Clerk 27800-59400	Senior Superintendent 45800-89000	
12	Head Clerk	27800-59400	1	NIL	NIL	SSLC	Promotion	Supervision on Administrative work	Senior Clerk 25200-54000	Junior Superintendent	
13	Clerk	19000-43600	12	NIL	NIL	SSLC	PSC	Clerikal work	N.A	Senior Clerk 25200-54000	
14	Senior Clerk	25200-54000							Clerk 19000-43600	Head Clerk 27800-59400	
15	Typist	19000-43600	1	NIL	NIL	SSLC, Typing in Eng & Mal	PSC	Typing jobs	N.A	UD Typist 25200-54000	
16	Assistant Hostel Superintendent	30700-65400	1	NIL	NIL	Physical Education	PSC	Supervision on Hostel	N.A	AHS Higher Grade	
17	LD Store Keeper	19000-43600	1	NIL	NIL	7th Std.	Promotion	Assist Store	Store Attender 18000-41500	UD SK 25200-54000	

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Sl.No.	Name of Post	Scale of Pay	No.of Posts as on 01.07.2014	No.of posts created since 01.07.2014	No.of Posts abolished since 01.07.2014	Prescribed qualification for the post	Modes of appointment	Brief Description of nature of responsibility	Feeder post & Scale of pay	Next prmotion post & scale of pay	Remarks
18	UD Store Keeper	25200-54000	1	NIL	NIL	7th Std.	Promotion	Assist Store	LD Store Keeper 19000-43600	UD SK(Higher Grade) 25200-54000	
19	Store Attender	18000-41500	1	NIL	NIL	7th Std.	Promotion	Assist Store	Office Attendant 16500-35700	LD SK 19000-43600	
20	Office Attendant	16500-35700	5	NIL	NIL	7th Std.	PSC	Office duties	N.A	Store /W.Attender 18000-41500	
21	Driver	18000-41500	1	NIL	NIL	SSLC and LMV Licence	PSC	Training purpose	N.A	Driver (HG) 18000-41500	
22	Pharmacist	22200-48000	1	NIL	NIL	Dip.in Pharmacy	PSC	Conduct Pharmacy	N.A	Pharmacist (HG) 22200-48000	
23	Dresser	17000-37500	1	NIL	NIL	7th Std.	Promotion	Assist Pharmacy	Sweeper 16500-35700	Dresserer (HG) 17500-39500	
24	Watchman	16500-35700	8	NIL	NIL	7th Std.	PSC	Provide security in Institution	N.A	Store/W. Attender 18000-41500	
25	Full Time Sweeper	16500-35700	7	NIL	NIL	7th Std.	Employment	Cleaning duties	N.A	Store Attender 18000-41500	

Prin cipal

Principal
Govt: Industrial Training Institute
Chandanathope, Kollam-14

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OFFICE OF THE PRINCIPAL GOVT INDUSTRIAL TRAINING INSTITUTE * CHANDANATHOPE * KOLLAM-14 Date:.....

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"ഭരണഭാഷ-മാതൃഭാഷ"

ഗവൺമെന്റ് ഐ.ടി.ഐ. കട്ടപ്പന

കട്ടപ്പന പി.ഒ., ഇടുക്കി ജില്ല, പിൻ – 685 508

ഫോൺ : 04868 272216 ; ഇ-മെയിൽ: itikattappana@rocketmail.com

നം: ഇ1/940/2020

തീയതി: 05/03/2020



പ്രിൻസിപ്പാൾ ഇൻ-ചാർജ്ജ്

ട്രെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം: ഗവ. ഐ.ടി.ഐ കട്ടപ്പന– ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2020– ചോദ്യാവലി പ്രൊഫോർമ അയക്കുന്നത്– സംബന്ധിച്ച്.

സൂചന: 1. ട്രെയിനിംഗ് ഡയറക്ടറുടെ 27/02/2020–ലെ DT/1136/2020–A7 നമ്പർ ചുറ്ററിയിപ്പ്.

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17/3/2020

സൂചനയിലേയ്ക്ക് ശ്രദ്ധ ക്ഷണിക്കുന്നു. ആയതിൻ പ്രകാരം, പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷനുമായി ബന്ധപ്പെട്ട ചോദ്യാവലി അഭിപ്രായങ്ങളും, നിർദ്ദേശങ്ങളും ലഭ്യമാക്കുന്നതിനായി ഈ സ്ഥാപനത്തിലെ ജീവനക്കാർക്ക് നൽകിയിരുന്നുവെങ്കിലും, നിശ്ചിതസമയപരിധിയ്ക്കുള്ളിൽ ജീവനക്കാരിൽ നിന്നും യാതൊരുവിധത്തിലുള്ള നിന്നും അഭിപ്രായങ്ങളും, നിർദ്ദേശങ്ങളും ലഭ്യമായിട്ടില്ല എന്ന വിവരം അറിയിച്ചുകൊള്ളുന്നു. ടി. ചുറ്ററിയിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുള്ള മാതൃകാഫോറത്തിൽ ആവശ്യപ്പെട്ട വിവരങ്ങൾ തയ്യാറാക്കി തുടർനടപടികൾക്കായി ഇതോടൊപ്പം അയക്കുന്നു.

വിശ്വസ്തതയോടെ

പ്രിൻസിപ്പാൾ ഇൻ-ചാർജ്ജ്.
PRINCIPAL
Industrial Training Institute
Kattappana

ഉള്ളടക്കം: മേൽ പ്രസ്താവിച്ചത്.



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XI PAY REVISION COMMISSION
PROFORMA

Name of Office: **Govt. ITI Kattappana**

Sl. No	Name of Post	Scale of Pay	No. of Posts as on 01/07/2014	No. of Posts created since 01/07/2014	No. of Posts abolished since 01/07/2014	Prescribed Qualification for the Post	Modes of Appointment	Brief Description of responsibility	Feeder Post & Scale of Pay	Next Promotion Post & Scale of Pay	Remarks.
1	2	3	4	5	6	7	8	9	10	11	12
1	Principal Class I	45800-89000	1	0	0	Diploma/ Degree	Promotion	Head of the Institute	Vice Principal (42500-87000)	Inspector of Training (45800-89000)	
2	Vice Principal	42500-87000	1	0	0	Diploma/ Degree	Promotion	Training Supervision	Group Instructor/JAA(T) (32300-68700)	Principal Class I (45800-89000)	
3	Senior Superintendent	36600-79200	1	0	0	SSLC	Promotion	DDO	Junior Superintendent (30700-65400)	Accounts Officer (40500-85000)	
4	Group Instructor/ JAA(T)	32300-68700	4	0	0	NTC/ Diploma/ Degree	Promotion	Training Supervision	Senior Instructor (27800-59400)	Vice Principal (42500-87000)	
5	Junior Superintendent	30700-65400	1	0	0	SSLC	Promotion	Secions Supervision	Head Clerk (27800-59400)	Senior Superintendent (36600-79200)	
6	Head Clerk	27800-59400	1	0	0	SSLC	Promotion	Secions Supervision	Senior Clerk (25200-54000)	Junior Superintendent (30700-65400)	
7	(a) Senior Instructor	27800-59400	7	0	0	NTC/ Diploma/ Degree	Direct/ Promotion	Instructor	Junior Instructor (26500-56700)	Group Instructor/JAA(T) (32300-68700)	
	(b) Junior Instructor	26500-56700	21	0	0	NTC/ Diploma/ Degree	Direct/ Promotion	Instructor	Work Shop Attender (18000-41500)	Senior Instructor (27800-59400)	
	(C) Junior Instructor-ACD	26500-56700	3	0	0	Diploma/ Degree	Direct/ Promotion	Instructor	Work Shop Attender (18000-41500)	Senior Instructor ACD (27800-59400)	
			31								
8	U.D. Store Keeper	25200-54000	1	0	0	SSLC	Direct/ Promotion	Store work	L.D. Store Keeper (19000-43600)	Special Grade Store Keeper (27800-59400)	
9	Pharmasist Grade II	22200-48000	1	0	0	Diploma in Pharmacy	Direct	Pharmacy Iwork		Pharmasist Grade I (26500-56700)	

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54878/2020/G DTTVPM

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IS-4878/2020/G DTTVPM

10	(a) Senior Clerk	25200-54000	5	0	0	SSLC	Direct/ Promotion	Clerical Work	Clerk (19000-43600)	Head Clerk (27800-59400)	
	(b) Clerk	19000-43600	5	0	0	SSLC	Direct/ Promotion	Clerical Work	Office Attendent/Watchman/ Sweeper (16500-35700)	Senior Clerk (25200-54000)	
			10								
11	L.D. Typist	19000-43600	1	0	0	Type Writing	Direct/ Promotion	Typing	Office Attendent/Watchman/ Sweeper (16500-35700)	U.D. Typist (25200-54000)	
12	Work Shop Attender	18000-41500	4	0	0	NTC	Direct/ Promotion	Training in Workshop	Office Attendent/Watchman/ Sweeper (16500-35700)	Junior Instructor (26500-56700)	
13	Driver Grade II	18000-41500	1	0	0	SSLC & Driving Licence	Direct	Driver		Driver Grade I (20000-45800)	
14	Dresser	17000-37500	1	0	0	SSLC & Basic Nurcing Course	Promotion	Attender work at Pharmacy	Office Attendent/Watchman/ Sweeper (16500-35700)		
15	Store Attender	17000-37500	1	0	0	SSLC	Promotion	Attender work at Store	Office Attendent/Watchman/ Sweeper (16500-35700)	L.D. Store Keeper (19000-43600)	
16	Office Attendent	16500-35700	4	0	0	7th	Direct	Attender work at Office		L.D. Clerk (19000-43600)/ Work Shop Attender (18000-41500)	
17	Watchman	16500-35700	6	0	0	7th	Direct	Watchman duty		L.D. Clerk (19000-43600)/ Work Shop Attender (18000-41500)	
18	Sweeper	16500-35700	4	0	0	7th	Direct	Cleaning duty		L.D. Clerk (19000-43600)/ Work Shop Attender (18000-41500)	
Total			74								
19	Employability Skill Instructor (Guest)	Rs. 240/- per hour. Max. Rs. 24000/- per month	1	Social Studies Instructor (Guest) renamed as Employability Skill Instructor (Guest) as per G.O.(Rt) No. 391/2018/LBR dated 05/04/2018							

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INDUSTRIAL TRAINING INSTITUTE Govt. OF KERALA TAPPANA

PRINCIPAL IN-CHARGE
PRINCIPAL
Industrial Training Institute
Kattappana

GOVERNMENT OF KERALA

VERY URGENT

No.482/A1/2020/XI PRC

Office of the XI Pay Revision Commission
Trans Towers, Vazhuthacaud,
Thiruvananthapuram
Mob:8281373059
Phone:0471-2335655
E-mail – office.prc@kerala.gov.in
Date:04.03.2020



From

The Secretary

To

The Director,
Industrial Training Department,
Thiruvananthapuram.

Sir,

Sub:- XI Pay Revision Commission, Kerala – Request for Administration Report – reg.

Ref:- G.O.(Ms)No.414/2019/Fin dated 06.11.2019.

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Ph
12/3/2020

Government as per G.O. cited, have constituted the XI Pay Revision Commission to study and make recommendations on revising the pay and allowances of State Government employees and teachers, employees of universities etc. I am to request you to make available a copy of the latest Administration Report pertaining to your department, by special messenger, so as to facilitate the work entrusted with the Commission. This may be treated as most urgent.

Yours faithfully,

G.ASOK KUMAR
SECRETARY

Approved for Issue

Accounts Officer

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G. ASOK KUMAR
SECRETARY



XI PAY REVISION COMMISSION
GOVERNMENT OF KERALA
Trans Towers, Upper Ground Floor
Vazhuthacaud
Thiruvananthapuram-695 014
Phone { Office : 0471-2335655
Mobile : 8281373059
Website : www.prc.kerala.gov.in
E-mail : secretary.prc@kerala.gov.in

Date.....

D.O Letter No.105/A1/2020/XI PRC Dated 27.05.2020

Dear Sir,

Government have constituted the XI Pay Revision Commission by G.O(Ms)No.414/2019/Fin dated 06.11.2019 to study and make recommendations on the revision of pay and allowances of State Government employees and teachers based on the terms of reference fixed by the Government. As part of initiating the process, the Commission has published an elaborate Questionnaire for eliciting the views of all stake holders. Accordingly, all the Heads of Departments were requested by the letter of even No. dated 17.02.2020 to furnish their response to the Questionnaire, filled up proforma along with relevant special rules presenting details of posts and other relevant matters, if any, to be brought to the notice of the Commission on or before 15.03.2020. Considering the Lockdown restrictions in the wake of Covid-19 outbreak, the Commission has extended the last date several times and finally up to 10.06.2020. The details sought from the Heads of Departments are inevitable for the Commission to accomplish its task within the given time frame.

Hence, I would request you to bestow your personal attention in the matter and arrange to furnish your response to Questionnaire, the details of posts in the prescribed proforma, and other relevant matters, if any, to be brought to the Commission before 10.06.2020, without fail.

Yours Sincerely,

G.ASOK KUMAR

Shri. Chandrasekhar S. IAS
Director of Training
Industrial Training Department
Thiruvananthapuram-33

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09 JUN 2020

കരട്

ഭരണ ഭാഷ – മാതൃഭാഷ

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

1. ശമ്പളത്തിന്റെയും ബത്തകളുടെയും ഘടന

1.1) കേന്ദ്ര സർക്കാർ/പൊതുമേഖല/സ്വകാര്യ മേഖല എന്നിവയുമായുള്ള തുല്യതയുടെ അടിസ്ഥാനത്തിലോ വിവിധ വകുപ്പുകളിൽ നിർവ്വഹിക്കപ്പെടുന്ന ജോലി സ്വഭാവത്തിന്റെ അടിസ്ഥാനത്തിലോ നിലവിലെ ശമ്പള ഘടനയിൽ പരിഷ്കരണത്തിന്റെ ആവശ്യമുണ്ടോ?

- പരിഷ്കരണത്തിന്റെ ആവശ്യമുണ്ട്.

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1.2) കേന്ദ്ര സർക്കാർ ജീവനക്കാരുടെയും നിരവധി സംസ്ഥാനങ്ങളിലെ സർക്കാർ ജീവനക്കാരുടെയും ശമ്പളവും അലവൻസുകളും എല്ലാ പത്തുവർഷവും പരിഷ്കരിക്കുന്നു. എന്നാൽ കേരള സർക്കാർ ജീവനക്കാരുടെ ശമ്പളം എല്ലാ 5 വർഷവുമാണ് പരിഷ്കരിക്കുന്നത്. താങ്കളുടെ വീക്ഷണത്തിൽ ഏതാണ് ശരിയാ സമീപനം?

9/6/2020

- അഞ്ചു വർഷത്തിലൊരിക്കൽ പരിഷ്കരിക്കുന്നതാണ് ശരിയായ സമീപനം.

1.3) ശമ്പളത്തിനും പെൻഷനും വേണ്ടി ചെലവാകുന്ന തുക സംസ്ഥാന വരുമാനത്തിന്റെ ഒരു പ്രത്യേക ശതമാനത്തിൽ അധികമാകരുതെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ? അങ്ങനെയെങ്കിൽ എത്ര ശതമാനം വരെയാകാം?

- കരുതുന്നില്ല.

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1.4) അനുയോജ്യരായ പ്രതിഭകളെ ആകർഷിക്കാത്ത തരത്തിൽ നിലവിൽ സാലറി പാക്കേജുള്ള ഏതെങ്കിലും സേവനമേഖലയുണ്ടോ?

- ഈ വകുപ്പിൽ ഇല്ല.

1.5) പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 27 ശമ്പള സ്കെയിലുകൾ നിർദ്ദേശിച്ചിരുന്നു. പ്രസ്തുത ശമ്പള സ്കെയിലുകൾ തൃപ്തികരമാണെന്ന് കരുതുന്നുണ്ടോ?

- തൃപ്തികരമാണെന്ന് കരുതുന്നു

1.6) ഏഴാം കേന്ദ്ര ശമ്പള കമ്മീഷൻ 'പേ മെട്രിക്സ് ' എന്ന സംവിധാനം നടപ്പിലാക്കിയിട്ടുണ്ട്. പ്രസ്തുത സംവിധാനം സംസ്ഥാന സർക്കാരിന് അനുയോജ്യമാണെന്ന് കരുതുന്നുണ്ടോ?

- അനുയോജ്യമാണെന്ന് കരുതുന്നില്ല.

1.7) നിലവിലെ സംവിധാനമായ മാസ്റ്റർ ശമ്പള സ്കെയിൽ ജീവനക്കാർക്ക് പ്രയോജനപ്രദമാണോ?

- പ്രയോജനപ്രദമാണ്.

1.8) ഒരു സംസ്ഥാന സർക്കാർ ജീവനക്കാരന്റെ 01.07.2018 –ലെ ഏറ്റവും കുറഞ്ഞ മാസ വേതനം 19,800/- രൂപയാണ് {അടിസ്ഥാന ശമ്പളം + ക്ഷാമബത്ത (16500 + 16500 ന്റെ 20%)} . ഇത് 01.01.2019, 01.07.2019 തീയതികളിൽ യഥാക്രമം 3%, 5% നിരക്കുകളിൽ രണ്ട് ഗഡു ക്ഷാമബത്ത അനുവദിച്ചാൽ, 01.07.2019-ൽ 21,120/- രൂപയാകും. കേന്ദ്ര സർക്കാരിലെ അതിന് ആനുപാതിക വേതനം 21,060/- രൂപയാണ് (18000 + 17% ക്ഷാമബത്ത). സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ 01.07.2018 –ലെ ഏറ്റവും കൂടിയ വേതനം 1,44,000/- രൂപയാണ്. {അടിസ്ഥാന ശമ്പളം + ക്ഷാമബത്ത (1,20,000 + 1,20,000 ന്റെ 20%)}. ആയത് 01.01.2019, 01.07.2019 തീയതികളിൽ

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യഥാക്രമം 3 %, 5% നിരക്കുകളിൽ രണ്ട് ഗഡു ക്ഷാമബത്ത അനുവദിച്ചാൽ, 01.07.2019- ൽ 1,53,600/- രൂപയാകും. സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ഏറ്റവും കുറഞ്ഞതും ഏറ്റവും കൂടിയതുമായ വേതനം സംബന്ധിച്ച് താങ്കളുടെ കാഴ്ചപ്പാട് എന്താണ് ?

- സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ഏറ്റവും കുറഞ്ഞ വേതനം പ്രതിദിന കണക്കിലെടുത്താൽ 704/- രൂപയാണ്. ഇതു പ്രതിദിനം 1500/- രൂപയെങ്കിലും ആയി ഉയർത്തണമെന്നും, കുറഞ്ഞ ശമ്പളവും കൂടിയ ശമ്പളവും തമ്മിലുള്ള അന്തരം ആനുപാതികമായി പരിഗണിക്കണം.

1.9) സംസ്ഥാനത്തിന്റെ പ്രതിശീർഷ വരുമാനം, മറ്റ് മേഖലകളിലെ (വ്യവസായം, കൃഷി തുടങ്ങിയ) ഏറ്റവും കുറഞ്ഞ വേതനം, ആവശ്യകത അടിസ്ഥാനമാക്കിയ ഏറ്റവും കുറഞ്ഞ വേതനം, ജീവത ചെലവ്, മറ്റ് ഘടകങ്ങൾ എന്നിവയുമായി ബന്ധപ്പെട്ടതാകണം സംസ്ഥാന സർക്കാരിലെ ഏറ്റവും കുറഞ്ഞ ശമ്പളം എന്ന് കരുതുന്നുണ്ടോ?

- കരുതുന്നുണ്ട്.

1.10) നിലവിൽ ഒരു ശമ്പള സ്കെയിലിൽ പല നിരക്കിലുള്ള ഇൻക്രിമെന്റുകളുണ്ട്. എന്നാൽ ശമ്പള സ്കെയിലിൽ ഉടനീളം ഏകീകൃത നിരക്കിലുള്ള ഇൻക്രിമെന്റിലേക്ക് മാറുന്നത് അഭികാമ്യമാണോ?

- നിലവിലുള്ള സ്ഥിത തുടരുന്നതാണ് അഭികാമ്യം.

1.11) നിലവിൽ ഏറ്റവും കുറഞ്ഞ ഇൻക്രമെന്റ് നിരക്ക് 500/- രൂപയും ഏറ്റവും കൂടിയ നിരക്ക് 2400/- രൂപയുമാണ്. താങ്കളുടെ വീക്ഷണത്തിൽ േതാണ് യുക്തമായ നിരക്ക്?

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- ഏറ്റവും കുറഞ്ഞ നിരക്ക് 500/- രൂപയിൽ നിന്നും 1000/- രൂപയായി വർദ്ധിപ്പിക്കണം. ആനുപാതികമായി കൂടിയ നിരക്കിലും വർദ്ധനവ് ആവശ്യമാണ്.

1.12) നിലവിലുള്ള വീട്ടുവാടക ബത്തയുടെ നിരക്കിൽ മാറ്റം വരുത്തേണ്ടതുണ്ടോ?

മാറ്റം വരുത്തണം.

1.13) ഇപ്പോൾ ലഭ്യമാകുന്ന കോമ്പൻസേറ്ററി അലവൻസ് പര്യാപ്തമാണെന്ന് കരുതുന്നുണ്ടോ?

കരുതുന്നില്ല.

1.14) യാത്രാബത്ത/ ദിനബത്ത, സ്ഥിരം യാത്രാ ബത്ത/ സ്ഥിരം വാഹനബത്ത തുടങ്ങിയവ അനുവദിക്കുന്നത് സംബന്ധിച്ച് താങ്കളുടെ അഭിപ്രായം എന്താണ്?

അനുവദിക്കേണ്ടതാണ്.

1.15) സ്പെഷ്യൽ അലവൻസ്, കോമ്പൻസേറ്ററി അലവൻസ്, റിസ്ക് അലവൻസ്, നോൺ പ്രാക്ടീസിംഗ് അലവൻസ്, യൂണിഫോം അലവൻസ് തുടങ്ങിയ ആനുകൂല്യങ്ങൾ ജീവനക്കാർക്ക് അനുവദിക്കുന്നുണ്ട്. ഇവയിൽ ഏതെങ്കിലും അലവൻസുകൾ അനുചിതമോ അപര്യാപ്തമോ ആണോ?

അലവൻസുകൾ ഉചിതമാണ്. എന്നാൽ നിലവിലെ നിരക്കുകൾ അപര്യാപ്തമാണ്.

1.16) കേന്ദ്ര സർക്കാർ ജീവനക്കാർക്ക് അനുവദിച്ചിരിക്കുന്ന ഏതെങ്കിലും ആനുകൂല്യങ്ങൾ സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്ക് കൂടി അനുവദിക്കണമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

കേന്ദ്ര സർക്കാർ ജീവനക്കാർക്ക് അനുവദിക്കുന്ന മെഡിയ്ക്കൽ അലവൻസ്, കുട്ടികളുടെ വിദ്യാഭ്യാസ

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അലവൻസ് എന്നിവ പോലുള്ള ആനുകൂല്യങ്ങൾ സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്കും അനുവദിക്കണം.

1.17) നിലവിലെ ശമ്പള നിർണ്ണയച്ചട്ടങ്ങളും നടപടി ക്രമങ്ങളും സങ്കീർണ്ണമാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ? ആണെങ്കിൽ പ്രസ്തുത പ്രവൃത്തികൾക്കായുള്ള ചെലവും സമയും മിതമാക്കണമെന്ന ഉദ്ദേശ്യത്തോടെ പ്രസ്തുത ചട്ടങ്ങൾ ലഘൂകരിക്കു ന്നതിനുള്ള മാർഗ്ഗങ്ങൾ നിർദ്ദേശിക്കുക.

സങ്കീർണ്ണമാണെന്ന് കരുതുന്നില്ല.

1.18) സ്പാർക്കിനെക്കുറിച്ചുള്ള താങ്കളുടെ അഭിപ്രായം എന്താണ്?

ജീവനക്കാരുടെ സേവന വ്യവസ്ഥകൾകൂടി ഉൾപ്പെടുത്തി സ്പാർക്ക് സംവിധാനം വിപുലീകരിക്കേണ്ടതുണ്ട്.

2. പ്രൊമോഷനും ബന്ധപ്പെട്ട വിഷയങ്ങളും

2.1) സംസ്ഥാന സർക്കാർ സർവ്വീസിലെ പ്രൊമോഷൻ സാധ്യത പര്യാപ്തമാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

പര്യാപ്തമല്ല.

2.2) പ്രൊമോഷൻ സാധ്യത മെച്ചപ്പെടുത്തേണ്ടതിന്റെ ആവശ്യകത ഉണ്ടെങ്കിൽ, സമയബന്ധിത ഹയർഗ്രേഡ്, നോൺ കേഡർ ഗ്രേഡ് പ്രൊമോഷൻ റേഷ്യോ അടിസ്ഥാന ഹയർ ഗ്രേഡുകൾ, വിവിധ വകുപ്പുകളിലെ സമാന കാറ്റഗറിയിൽ ഉൾപ്പെട്ട തസ്തികകളിലേയ്ക്കുള്ള പൊതുവായ സീനിയോറിറ്റി അടിസ്ഥാന പ്പെടുത്തിയ ഗ്രേഡുകൾ തുടങ്ങിയവയുടെ നേട്ടങ്ങളും കോട്ടങ്ങളും എന്തൊക്കെയാണ്?

സമയബന്ധിത ഹയർ ഗ്രേഡിന്റെ നിലവിലെ കാലദൈർഘ്യം കുറയ്ക്കണം. നോൺ കേഡർ ഗ്രേഡ് പ്രൊമോഷൻ, റേഷ്യോ അടിസ്ഥാന ഹയർ ഗ്രേഡുകൾ എന്നിവയിലെ നിലവിലെ ശതമാനം വർദ്ധിപ്പിക്കേണ്ടതാണ്.

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2.3) പ്രൊഫഷണൽ കാറ്റഗറികൾക്ക് അനുവദിച്ചിട്ടുള്ള കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം നോൺ പ്രൊഫഷണൽ കാറ്റഗറികൾക്ക് കൂടി അനുവദിക്കാവുന്നതാണോ?

അനുവദിക്കാവുന്നതാണ്.

2.4) സേവനത്തിലെ തുണ നിലവാരവും കാര്യക്ഷമതയും ഉറപ്പു വരുത്തണമെന്ന കാഴ്ചപ്പാടോടെ, നോൺ സെലക്ഷൻ തസ്തികകളിലേയ്ക്ക് പ്രൊമോഷൻ അനുവദിക്കുന്നതിനായി സീനിയോറിറ്റിയോടൊപ്പം യോഗ്യതയും പരിഗണിക്കേണ്ടതുണ്ടോ?

സീനിയോറിറ്റി മാത്രം പരിഗണിച്ചാൽ മതി.

2.5) നിശ്ചിത പ്രായപരിധിയിലുള്ള ജീവനക്കാരെ വകുപ്പുതല പരീക്ഷകൾ പാസാകുന്നതിൽ നിന്ന് ഒഴിവാക്കുന്നത് തുടരേണ്ടതുണ്ടോ?

തുടരണം.

2.6) കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷന്റെ ലിസ്റ്റിൽ ഉയർന്ന റാങ്ക് കരസ്ഥമാക്കി ഒരു വകുപ്പിൽ നിയമിതനായ വ്യക്തി പ്രൊമോഷൻ സ്റ്റാഗ്നേഷൻ അഭിമുഖീകരിക്കുമ്പോൾ അതേ ലിസ്റ്റിൽ താഴ്ന്ന റാങ്ക് ലഭിച്ചതും പ്രൊമോഷൻ സാധ്യത കൂടുതലുള്ള മറ്റൊരു വകുപ്പിൽ നിയമിതനായതുമായ വ്യക്തിക്ക് കൂടുതൽ പ്രൊമോഷനുകൾ ലഭിക്കുന്നു. ഇത് ഒരു അപാകതയായി കണക്കാക്കുന്നുവെങ്കിൽ അത് പരിഹരിക്കുന്നതിനുള്ള നിർദ്ദേശങ്ങൾ നൽകുക.

അപാകതയായി കാണുന്നുണ്ട്.

3. പെൻഷൻ

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3.1) പാർട്ട് III കെ.എസ്.ആർ പ്രകാരം നിലവിലുള്ള സ്റ്റാറ്റ്യൂട്ടറി പെൻഷൻ പദ്ധതി കൂടുതൽ മെച്ചപ്പെടുത്തുന്നതിനുള്ള എന്തെങ്കിലും നിർദ്ദേശം മുന്നോട്ട് വയ്ക്കാനുണ്ടോ?

ഇല്ല.

3.2) നിലവിൽ 30 വർഷ യോഗ്യതാ സേവനമുള്ളയാൾക്ക് പൂർണ്ണ പെൻഷൻ അനുവദിക്കുന്നു. ഈ നിബന്ധനയിൽ മാറ്റം വരുത്തേണ്ടതാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

പൂർണ്ണ പെൻഷനുള്ള യോഗ്യതാ സേവന കാലം 25 വർഷമായി പരിമിതപ്പെടുത്തണം.

3.3) പെൻഷന് പരിധി ഏർപ്പെടുത്തേണ്ടതുണ്ടോ?

ഉണ്ട്.

3.4) പെൻഷൻ കണക്കാക്കുന്ന രീതിയിൽ മാറ്റം വരുത്തേണ്ടതുണ്ടോ?

ഉണ്ട്.

3.5) നിലവിലുള്ള വൺ റാങ്ക് വൺ പെൻഷൻ പദ്ധതിയിൽ എന്തെങ്കിലും അപാകതകളുണ്ടോ?

നിർദ്ദേശങ്ങൾ ഇല്ല

3.6) നിലവിലെ അനുതാപബത്ത തുടരേണ്ടതുണ്ടോ?

ഉണ്ട്.

3.7) അനുതാപബത്ത ലഭിക്കുന്ന ഉദ്യോഗസ്ഥന്റെ കുടുംബത്തിന് കുടുംബ പെൻഷൻ അനുവദിക്കേണ്ട ആവശ്യമുണ്ടോ?

ഉണ്ട്.

3.8) വിരമിക്കൽ സമയത്തെ ആർജ്ജിതാവധി പണമാക്കുന്നത് സംബന്ധിച്ച നിലവിലെ ചട്ടങ്ങളിൽ താങ്കൾ തൃപ്തമാണോ?

നിലവിലെ ചട്ടങ്ങളിൽ തൃപ്തമാണ്

3.9) ഡി.സി.ആർ.ജിയുടെ നിലവിലെ ചട്ടങ്ങൾ സംബന്ധിച്ച താങ്കളുടെ അഭിപ്രായം എന്താണ്?

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നിലവിലെ ചട്ടങ്ങൾ തൃപ്തികരമാണ്.

3.10) ഡി.സി.ആർ.ജിയുടെ പരമാവധി തുക എത്ര വരെയാകാമെന്നാണ് താങ്കളുടെ അഭിപ്രായം?

ഡി.സി.ആർ.ജി. തുകയ്ക്ക് പരിധി നിശ്ചയിക്കേണ്ടതില്ല. അർഹതപ്പെട്ട പരമാവധി തുക നൽകാവുന്നതാണ്.

3.11) എക്സ്ഗ്രേഷ്യ പെൻഷൻ ചട്ടങ്ങൾക്ക് എന്തെങ്കിലും മാറ്റങ്ങൾ ആവശ്യമുണ്ടോ?

ആവശ്യമില്ല.

3.12) നിലവിലെ പെൻഷൻ ചട്ടങ്ങൾ നടപ്പിലാക്കുന്നതുമായി ബന്ധപ്പെട്ട് എന്തെങ്കിലും അപാകതകളോ അപര്യാപ്തതകളോ ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ? ഉണ്ടെങ്കിൽ ഉദാഹരണസഹിതം അത് പരിഹരിക്കുന്നതിനുള്ള മാർഗ്ഗങ്ങൾ വ്യക്തമാക്കുക.

ഇല്ല

3.13) പാർട്ട് III കെ.എസ്.ആർ. പ്രകാരമുള്ള സ്വയം വിരമിക്കൽ പദ്ധതിയിൽ എന്തെങ്കിലും മാറ്റങ്ങൾ നിർദ്ദേശിക്കുന്നുണ്ടോ?

ഇല്ല

3.14) 01.04.1964 മുതൽ നിലവിലുള്ളതും അതതുകാലം പരിഷ്കരിച്ചു വരുന്നതുമായ ലിബറലൈസ്ഡ് ഫാമിലി പെൻഷൻ പദ്ധതി പര്യാപ്തമാണോ?

അപര്യാപ്തമാണ്.

3.15) പെൻഷൻ കമ്മ്യൂട്ടേഷനും, 12 വർഷത്തിനു ശേഷം കമ്മ്യൂട്ട് ചെയ്ത് പെൻഷൻ പുന:സ്ഥാപിക്കുന്നതും സംബന്ധിച്ച ചട്ടങ്ങളെക്കുറിച്ചുള്ള അഭിപ്രായങ്ങൾ നൽകുക.

അഭിപ്രായം ഇല്ല

3.16) പെൻഷൻ കൈപ്പറ്റുന്നതിന് എന്തെങ്കിലും വിഷമതകൾ അനുഭവിക്കുന്നുണ്ടെങ്കിൽ അത് എന്തൊക്കെയാണ്,

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പെൻഷൻ വിതരണം മെച്ചപ്പെടുത്തുന്നതിനുള്ള എന്തെങ്കിലും നിർദ്ദേശങ്ങൾ വയ്ക്കാനുണ്ടോ?

അഭിപ്രായം ഇല്ല.

3.17) വിരമിക്കൽ പ്രായം മാറ്റേണ്ടതുണ്ടോ?

മാറ്റേണ്ടതില്ല

3.18) പെൻഷൻപ്രായം ഉയർത്തുന്നത് യുവാക്കളുടെ തൊഴിലവസരത്തെ ബാധിക്കുമെങ്കിൽ കൂടുതൽ തൊഴിലവസരങ്ങൾ സൃഷ്ടിക്കുന്നതിനു വേണ്ടി എന്തൊക്കെ പദ്ധതികൾ/ പരിപാടികൾ ആരംഭിക്കാനാകും.

ബാധകമല്ല.

4. സിവിൽ സർവ്വീസിന്റെ കാര്യക്ഷമത, സാമൂഹിക പ്രതിജ്ഞാബദ്ധത, ജനസൗഹൃദ സിവിൽ സർവ്വീസ്

4.1) സംസ്ഥാന സിവിൽ സർവ്വീസിന്റെ കാര്യക്ഷമത, പ്രതിജ്ഞാബദ്ധത, ജനസൗഹൃദ സിവിൽ സർവ്വീസ് ഇവയെ സംബന്ധിച്ച് നിങ്ങളുടെ വിലയിരുത്തൽ എന്താണ് ?

മെച്ചപ്പെടേണ്ടതുണ്ട്.

4.2) സർക്കാർ ജീവനക്കാരുടെ പൊതുജനങ്ങളോടുള്ള സമീപനം തൃപ്തികരമാണോ ? അല്ലെങ്കിൽ അതു മെച്ചപെപെടുത്താനുള്ള നിർദ്ദേശങ്ങൾ എന്താണ്?

പൊതുജനങ്ങളോടുള്ള സമീപനം കുറച്ചു കൂടി മെച്ചപ്പെടേണ്ടതുണ്ട്.

4.3) സാങ്കേതിക വിദ്യയുടെ സാധ്യതയുപയോഗിച്ച് സേവനം കൂടുതൽ വേഗത്തിലും ഗുണകരവുമാക്കുന്നതിന് സാധ്യതയുള്ള ഇടങ്ങൾ ഏതൊക്കെയാണ്? ഇത്തരം സാങ്കേതിക വിദ്യ ഉപയോഗിച്ചിട്ടുള്ള ഇടങ്ങളിൽ ശരിയായ

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പ്രക്രിയ നവീകരണം (Process reengineering) നടന്നിട്ടുള്ളതായി കരുതുന്നുണ്ടോ?

ഉണ്ട്.

4.4) സോഷ്യൽ ഓഡിറ്റിംഗിന് ഉചിതമായ സമ്പ്രദായം എന്താണ്?

നിർദ്ദേശങ്ങൾ ഇല്ല

4.5) സേവനാവകാശ നിയമം സേവനം പ്രദാനം ചെയ്യുന്നതിൽ പുരോഗതി വരുത്തിയിട്ടുണ്ടോ? ഇതിൻമേൽ എന്തൊക്കെ മാറ്റങ്ങളാണ് നിർദ്ദേശിക്കാനുള്ളത്.

ഉണ്ട്.

4.6) വകുപ്പുതല ഉദ്യോഗസ്ഥൻമാർക്കും തദ്ദേശ സർക്കാരുകൾക്കും കൂടുതൽ അധികാരം നൽകുന്നതിനും കൂടുതൽ പ്രവർത്തനങ്ങൾ വികേന്ദ്രീകരിച്ച് നൽകുന്നതിനും സാധ്യതയുണ്ടോ?

സാധ്യതയുണ്ട്

4.7) പൊതുജനങ്ങൾക്ക് ഗുണമില്ലാത്തതും, കാലഹരണപ്പെട്ടതും, ആവശ്യമില്ലാത്ത തുമായ ഏതെങ്കിലും സർക്കാർ പദ്ധതികൾ/ പ്രവൃത്തികൾ/ പരിപാടികൾ/ രീതികൾ നിലവിലുണ്ടോ?

നിലവിലില്ല

4.8) ഉദ്യോഗക്കയറ്റത്തിനും ലാറ്ററൽ എൻട്രിക്കും ഒരു സ്ഥിരം ഇടവേളകളിൽ യോഗ്യതാപരീക്ഷ ഏർപ്പെടുത്തുന്നതും, പ്രവർത്തനോന്മുഖ ആനുകൂല്യങ്ങൾ ഏർപ്പെടുത്തുന്നതും, ഇൻക്രിമെന്റിന് കാര്യക്ഷമതാ നിബന്ധന ഏർപ്പെടുത്തുന്നതും നിയമനരീതി പരിഷ്കരിക്കുന്നതും സിവിൽ സർവ്വീസിന്റെ ഗുണ നിലവാരം ഉയർത്തുമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

ഇല്ല

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4.9) നിലവിലുള്ള പ്രവൃത്തി ദിവസങ്ങൾ/ പ്രവർത്തി സമയം എന്നിവയിൽ മാറ്റം വരുത്തേണ്ടതുണ്ടെന്ന് നിങ്ങൾ കരുതുന്നുണ്ടോ?

കരുതുന്നുണ്ട്.

4.10) സർക്കാർ ഉദ്യോഗസ്ഥരുടെ പ്രവർത്തനക്ഷമതയെ ബാധിക്കുന്ന തരത്തിൽ ഓഫീസുകളിൽ അടിസ്ഥാന സൗകര്യങ്ങളുടേയും അനുബന്ധ സൗകര്യങ്ങളുടേയും അഭാവം ഉണ്ടെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

കരുതുന്നില്ല.

4.11) അഴിമതി തടയുന്നതിന് നിലവിലുള്ള നടപടികൾ സംബന്ധിച്ച താങ്കളുടെ അഭിപ്രായം എന്താണ്? ഈ നടപടികളിൽ എന്തൊക്കെ മെച്ചപ്പെടുത്തലുകൾ സാധ്യമാണ്?

ആഭ്യന്ത്ര പരിശോധനാ സംവിധാനം കുറച്ചു കൂടി ശക്തമാക്കേണ്ടതാണ്.

4.12) സ്വകാര്യ മേഖലയിൽ ഉള്ളതുപോലെ ഉന്നത നേട്ടങ്ങൾ കൈവരിക്കുന്നവർക്ക് സാമ്പത്തിക ഉപഹാരം നൽകുന്ന സമ്പ്രദായം സർക്കാർ സർവ്വീസിൽ ഏർപ്പെടുത്തിയാൽ കാര്യക്ഷമത വർദ്ധിക്കുമെന്ന് കരുതുന്നുണ്ടോ?

കരുതുന്നില്ല

4.13) ദീർഘനേരം ഇരുന്ന് ജോലി ചെയ്യുന്ന ഉദ്യോഗസ്ഥർക്കുണ്ടാകുന്ന ജീവതശൈലീ രോഗങ്ങളും അവയുടെ അനന്തര ഫലങ്ങളും ലഘൂകരിക്കുന്നതിനുള്ള എന്തെല്ലാം നടപടികളാണ് താങ്കൾക്ക് നിർദ്ദേശിക്കാനുള്ളത്.

പ്രവൃത്തി ദിനങ്ങൾ ആഴ്ചയിൽ 5 ആക്കുക

4.14) ഏതെങ്കിലും സർക്കാർ വകുപ്പിലോ, ഓഫീസിലോ അധിക ജീവനക്കാരോ നിഷ്ക്രിയ ജീവനക്കാരോ ഉള്ളതായി ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ? ഉണ്ടെങ്കിൽ അവ ഏതൊക്കെയാണ്?

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ശ്രദ്ധയിൽപ്പെട്ടിട്ടില്ല

4.15) ഏതെങ്കിലും സർക്കാർ വകുപ്പിലോ ഓഫീസിലോ ജീവനക്കാരുടെ കുറവ് ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ? ഉണ്ടെങ്കിൽ അവ ഏതൊക്കെയാണ്?

ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ട്.

4.16) സർക്കാർ സേവനം മെച്ചപ്പെടുത്തുന്നതിനാവശ്യമായ പുനർവിന്യാസ/പുനർ നൈപുണീകരണ നടപടികൾ ദയവായി നിർദ്ദേശിക്കുക.

കൂടുതൽ തസ്തികകൾ ഉള്ള സ്ഥാപനങ്ങൾ/ വകുപ്പുകളിൽ നിന്നും പുനർവിന്യാസം വഴി കുറച്ച് തസ്തികകൾ അനുവദിച്ചിട്ടുള്ള സ്ഥാപനങ്ങൾ/ വകുപ്പുകളിലേയ്ക്ക് ജീവനക്കാരെ പുനർ വിന്യസിക്കാവുന്നതാണ്.

4.17) വില്ലേജാഫീസുകൾ, താലൂക്കാഫീസുകൾ, ഗ്രാമ/ബ്ലോക്ക് പഞ്ചായത്തുകൾ, മുനിസിപ്പൽ ഓഫീസുകൾ, പോലീസ് സ്റ്റേഷനുകൾ, സബ് രജിസ്ട്രാർ ഓഫീസുകൾ, സർക്കാരാശുപത്രികൾ തുടങ്ങി മറ്റ് ഫീൽഡ് ഓഫീസുകളിൽ പൊതുജനങ്ങളു മായുള്ള ഇടപഴകലിനുള്ള സൗകര്യങ്ങളിലും സമ്പ്രദായങ്ങളിലും നിങ്ങളുടെ അനുഭവത്തിന്റെ വെളിച്ചത്തിൽ ഏതു തരം മാറ്റങ്ങളാണ് വരുത്തേണ്ടതായി നിർദ്ദേശിക്കാനുള്ളത്?

നിർദ്ദേശങ്ങൾ ഇല്ല.

5. ലിംഗാധിഷ്ഠിത വിഷയങ്ങൾ

5.1) സ്ത്രീ ജീവനക്കാർ അഭിമുഖീകരിക്കുന്ന ബഹുമുഖമായ പ്രശ്നങ്ങൾ എന്തൊക്കെയാണ്? അതു

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പരിഹരിക്കുന്നതിനുള്ള എന്ത് നടപടികളാണ് നിർദ്ദേശിക്കാനുള്ളത്?

മേൽ ആഫീസർമാരിൽ നിന്നും സമചിത്തതയില്ലാത്ത പെരുമാറ്റം കാരണം സ്ത്രീ ജീവനക്കാരിൽ മാനസിക പിരമുറക്കം ഉണ്ടാകുന്നുണ്ട്. ആയത് പരികഹരിക്കുന്നതിന് ആഫീസർമാർക്ക് കൗൺസിലിംഗ് നൽകേണ്ടതും ആഫീസുകൾ സ്ത്രീ സൗഹൃദം ആക്കേണ്ടതുമാണ്.

5.2) സർക്കാർ ഓഫീസുകൾ കൂടുതൽ ലിംഗസൗഹൃദ (Gender Sensitive) മാക്കുന്ന തിനായി ഏതൊക്കെ തരത്തിലുള്ള നയങ്ങൾ, പരിപാടികൾ, പദ്ധതികൾ, ചട്ടങ്ങൾ, നിയന്തണങ്ങൾ, സ്ഥാപന ഘടന തുടങ്ങിയവ വേണമെന്നാണ് താങ്കൾക്ക് നിർദ്ദേശിക്കാനുള്ളത്?

ലിംഗ വിവേചനം ഉണ്ടാകാത്ത വിധത്തിൽ സുരക്ഷിത സ്ഥലങ്ങൾ പ്രമോട്ട് ചെയ്യുവാനും സ്ത്രീകൾക്കെതിരായ സുരക്ഷിതമല്ലാത്ത തൊഴിൽ സാഹചര്യങ്ങളിലേക്ക് നയിക്കുന്നതിന് കാരണമാകുന്ന അടിസ്ഥാന വസ്തുതകൾ നീക്കം ചെയ്യുന്നതിനും ഉദ്ദേശിച്ചുകൊണ്ട് തൊഴിൽ സ്ഥലങ്ങളിലെ ലൈംഗിക പീഢനം നിരോധിക്കുന്നതിനും തടയുന്നതിനും പരിഹരിക്കുന്നതിനും വേണ്ടി ഒരു ആഭ്യന്തര നയം / പ്രമേയം രൂപം നൽകുകയും അതു വ്യാപകമായി പ്രചരിപ്പിക്കുകയും ഇന്റേണൽ കമ്മിറ്റി രൂപീകരിക്കുകയും അംഗങ്ങൾക്കായി ഓറിയന്റേഷൻ പ്രോഗ്രാമുകളും സെമിനാറുകളും നടത്തേണ്ടതാണ്.

5.3) സ്ത്രീ ജീവനക്കാർക്ക് നിലവിലുള്ള സൗകര്യങ്ങൾ പര്യാപ്തമാണോ? ഇല്ലെങ്കിൽ നിർദ്ദേശങ്ങൾ സമർപ്പിക്കാമോ?

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സ്ത്രീകൾക്ക് നിലവിലുള്ള സൗകര്യങ്ങൾ അപര്യപ്തമാണ്. തൊഴിൽ സ്ഥലത്ത് ആ തൊഴിൽ സ്ഥലവുമായി സമ്പർക്കത്തിൽ ഏർപ്പെടുന്ന വ്യക്തികളിൽ നിന്നുള്ള സംരക്ഷണം ഉൾപ്പെടെയുള്ള സുരക്ഷിതമായ ഒരു തൊഴിൽ സാഹചര്യം നൽകണം.

5.4) സർക്കാർ ഓഫീസുകളിൽ കൂടുതൽ ക്രഷുകൾ, വിശ്രമമുറികൾ, മുലയൂട്ടൽ സൗകര്യങ്ങൾ, ശൗചാലയങ്ങൾ ഇവ ലഭ്യമാക്കുന്നത് സാധ്യമാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?
കരുതുന്നുണ്ട്.

5.5) ലിംഗബോധമുള്ളതും കുടുംബ സൗഹൃദപരവുമായ തൊഴിൽ സംസ്കാരം നേടുന്നതിനുള്ള ഉപാധിയായി ജെൻഡർ ബജറ്റിനെ ഉപയോഗപ്പെടുത്തുന്നതിനുള്ള നടപടികൾ നിർദ്ദേശിക്കാമോ?
ലിംഗബോധമുള്ളതും കുടുംബ സൗഹൃദപരവുമായ തൊഴിൽ സംസ്കാരം നേടുന്നതിനുള്ള ഉപാധിയായി ജെൻഡർ ബജറ്റിനെ ഉപയോഗപ്പെടുത്തുന്നതിന് സർക്കാർ ഓഫീസുകളിൽ പ്രത്യേകഫണ്ട് അനുവദിക്കേണ്ടതാണ്.

5.6) ഏതെങ്കിലും ഒരു പ്രത്യേക സർവ്വീസിൽ സ്ത്രീകളുടെ പ്രാതിനിധ്യം ശരിയായ അനുപാതത്തിലല്ലെന്ന് നിങ്ങൾ കരുതുന്നുണ്ടോ? പ്രവേശന തലത്തിലും പ്രൊമോഷൻ തലത്തിലും സ്ത്രീ ജീവനക്കാരുടെ എണ്ണം വർദ്ധിപ്പിക്കുന്നതിന് ലിംഗ സംവരണം ഏർപ്പെടുത്തേണ്ടതുണ്ട് എന്ന് നിങ്ങൾ കരുതുന്നുണ്ടോ ?
ലിംഗ സംവരണം അത്യന്താപേക്ഷിതമാണ്.

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5.7) പ്രത്യേക പരിശീലന പരിപാടികൾ, ശിൽപ്പശാലകൾ, പരിചയം/മികവ് ലഭിക്കുന്നതിനുള്ള സന്ദർശന പരിപാടികൾ എന്നിവ വഴി സ്ത്രീകളുടെ തൊഴിൽ ഉന്നതി കൈവരിക്കുന്നതിനുള്ള മാർഗ്ഗങ്ങൾ ഉണ്ടെങ്കിൽ നിർദ്ദേശിക്കുക.

19-ാം വകുപ്പിലെ വ്യവസ്ഥകൾക്ക് വിധേയമായി ശില്പശാലകളും ബോധവൽക്കരണ പരിപാടികളും സംഘടിപ്പിക്കുന്നതിലേക്കായി സംസ്ഥാന ഗവൺമെന്റ് വികസിപ്പിച്ചിട്ടുള്ള മൊഡ്യൂളുകൾ ഉപയോഗിക്കുകയും ചെയ്യേണ്ടതാണ്.

5.8) സർക്കാർ ഓഫീസിലെ ലൈംഗികാതിക്രമങ്ങൾ കൈകാര്യം ചെയ്യുന്നതിനുള്ള നിലവിലെ സമ്പ്രദായം ഉചിതവും പര്യാപ്തവും ആണോ?

നിലവിലെ സമ്പ്രദായം ഉചിതവും പര്യാപ്തവും ആണ്.

6. കമ്മീഷന്റെ പരിഗണനാവിഷയങ്ങൾ പ്രകാരമുള്ള മറ്റു വിഷയങ്ങൾ എന്തെങ്കിലും ഉണ്ടെങ്കിൽ അവ രേഖപ്പെടുത്തുക

1) എൽ.ഡി സ്റ്റോർകീപ്പർമാരും യുഡി സ്റ്റോർ കീപ്പർമാരും

വ്യാവസായിക പരിശീലന വകുപ്പിന് കീഴിൽ പ്രവർത്തിക്കുന്ന സംസ്ഥാനത്തെ ഗവ.ഐ.ടി.ഐകളിൽ നിലവിൽ ആകെ 21 യു.ഡി. സ്റ്റോർ കീപ്പർമാരുടെ തസ്തികയും 70 ഓളം എൽ.ഡി. സ്റ്റോർ കീപ്പർമാരുടെ തസ്തികയുമാണ് അനുവദിച്ചിട്ടുള്ളത്. സമാന സ്വഭാവമുള്ള ഈ തസ്തികകളിൽ എൽ.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികയിൽ നിന്നുള്ള ഉദ്യോഗക്കയറ്റ തസ്തികയാണ് യു.ഡി. സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികയുടെ പ്രൊമോഷൻ തസ്തികയായ സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ തസ്തിക ഒന്ന്

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മാത്രമാണ് ഇപ്പോൾ വകുപ്പിൽ നിലവിലുള്ളത്. തൽഫലമായി 25 വർഷം സർവ്വീസ് പൂർത്തീകരിച്ചാലും പലരും എൽ.ഡി സ്റ്റോർ കീപ്പറായി തന്നെ സേവനത്തിൽ നിന്നും വിരമിക്കുന്ന സ്ഥിതി വിശേഷമാണ് നിലവിലുള്ളത്. ആയതിനാൽ എൽ.ഡി സ്റ്റോർ കീപ്പർ യു.ഡി. സ്റ്റോർ കീപ്പർ അനുപാദം 1:1 ആയി അനുവദിക്കുക. അതോടൊപ്പം യു.ഡി. സ്റ്റോർ കീപ്പർമാരിൽ 25% പേർക്ക് സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പറിന്റെ ശമ്പള സ്കെയിലിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുക. നിലവിലുള്ള എല്ലാ ഫസ്റ്റ് ഗ്രേഡ് ഐ.ടി.ഐകളിലും നിലവിലുള്ള യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തിക സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ തസ്തികയായി ഉയർത്തുക.

2) വർക് ഷോപ്പ് അറ്റൻഡർ

വ്യാവസായിക പരിശീലന വകുപ്പിന് കീഴിൽ പ്രവർത്തിക്കുന്ന സംസ്ഥാനത്തെ ഗവ.ഐ.ടി.ഐകളിലെ വർക് ഷോപ്പ് അറ്റൻഡർമാരുടെ തസ്തികയ്ക്ക് സമാനമായ ജോലി സ്വഭാവമുള്ള തസ്തികയാണ് സാങ്കേതിക വിദ്യാഭ്യാസ വകുപ്പിലെ ട്രേഡ്സ്മാൻ തസ്തിക. 2004 വരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകളിൽ ഐ.ടി.ഐകളിലെ വർക് ഷോപ്പ് അറ്റൻഡറുടേയും സാങ്കേതിക വിദ്യാഭ്യാസ വകുപ്പിലെ ട്രേഡ്സ്മാന്റേയും ശമ്പള സ്കെയിൽ ഒരുപോലെയായിരുന്നു. എന്നാൽ 2009 ലെ ശമ്പള പരിഷ്കരണം മുതൽ വർക് ഷോപ്പ് അറ്റൻഡറുടെ ശമ്പള സ്കെയിൽ ട്രേഡ്സ്മാന്റെ ശമ്പള നിരക്കിനേക്കാൾ കുറഞ്ഞ നിരക്കിലാണ് അനുവദിച്ചു വരുന്നത്. 2014 –ലെ ശമ്പള പരിഷ്കരണത്തിൽ വർക് ഷോപ്പ് അറ്റൻഡറുടെ ശമ്പള സ്കെയിൽ 18000 – 41500 ഉം ട്രേഡ്സ്മാന്റേത് 19000- 43600 എന്ന നിരക്കിലുമാണ് അനുവദിച്ചത്. സമാന യോഗ്യതയും സമാന ജോലി സ്വഭാവവുമുള്ള ഈ തസ്തികകളുടെ ശമ്പള സ്കെയിൽ ഏകീകരിക്കേണ്ടതുണ്ട്. ആയതിനാൽ വർക് ഷോപ്പ് അറ്റൻഡറുടെ

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നിലവിലെ ശമ്പള സ്കെയിൽ 19000- 43600 എന്ന നിരക്കിലേയ്ക്ക് മാറ്റുന്നതിനും അതിനു സമാനമായ ശമ്പള സ്കെയിൽ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അനുവദിക്കുന്നതിനും നടപടി സ്വീകരിക്കേണ്ടതാണ്.

3) ജൂനിയർ ഇൻസ്ട്രക്ടർ

ശമ്പള പരിഷ്കരണത്തിന്റെ ചരിത്രം പരിശോധിക്കുമ്പോൾ 1968 ലും 1973 ലും വകുപ്പിന് കീഴിലെ സർക്കാർ ഐ.ടി.ഐകളിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പള സ്കെയിൽ പൊതു വിദ്യാഭ്യാസ വകുപ്പിലെ ഹൈസ്കൂൾ അസിസ്റ്റന്റിന്റെ ശമ്പള സ്കെയിലിനേക്കാൾ കൂടിയ നിരക്കിലായിരുന്നു. എന്നാൽ പിൽക്കാലത്ത് 1978, 1983, 1988, 1992 വർഷങ്ങളിൽ ഉണ്ടായ ശമ്പള പരിഷ്കരണ ഉത്തരവുകളിൽ ഈ രണ്ട് തസ്തികകളുടേയും ശമ്പള നിരക്ക് തുല്യമാവുകയും 1997, 2004, 2009, 2014 വർഷങ്ങളിൽ ഉണ്ടായ ശമ്പള പരിഷ്കരണ ഉത്തരവുകളിൽ ജൂനിയർ ഇൻസ്ട്രക്ടർ -ടെ ശമ്പള സ്കെയിൽ ഹൈസ്കൂൾ അസിസ്റ്റന്റിന്റെ ശമ്പള സ്കെയിലിനേക്കാൾ വളരെ വ്യത്യാസപ്പെട്ടു. നിലവിൽ ഹൈസ്കൂൾ അസിസ്റ്റന്റിന്റെ ശമ്പള സ്കെയിൽ 29200 -62400 എന്നും ജൂനിയർ ഇൻസ്ട്രക്ടറുടെ ശമ്പള സ്കെയിൽ 26500 – 56700 എന്നുമാണ്. ഈ അന്തരം ഒഴിവാക്കി ഐ.ടി.ഐകളിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പള സ്കെയിൽ പൊതു വിദ്യാഭ്യാസ വകുപ്പിലെ ഹൈസ്കൂൾ അസിസ്റ്റന്റുമാരുടെ ശമ്പള സ്കെയിലിന് തുല്യമാക്കുന്നതിനും ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അതിന് സമാനമായ പുതിയ സ്കെയിൽ അനുവദിക്കുന്നതിനും നടപടി സ്വീകരിക്കേണ്ടതാണ്.

4) ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ

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നിലവിലുള്ള റേഷ്യോ പ്രൊമോഷന്റെ നിരക്ക് ആകെയുള്ള ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർമാരിൽ 30% പേർക്ക് ലഭിക്കുന്ന തരത്തിൽ പരിഷ്കരിക്കുന്ന കാര്യം പരിഗണിക്കേണ്ടതാണ്.

5) വൈസ് പ്രിൻസിപ്പാൾ/ പ്രിൻസിപ്പാൾ ഗ്രേഡ് II/ ട്രെയിനിംഗ് ഓഫീസർ തസ്തികയിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്നത് സംബന്ധിച്ച്

വ്യാവസായിക പരിശീലന വകുപ്പിൽ വൈസ് പ്രിൻസിപ്പാൾ/ പ്രിൻസിപ്പാൾ ഗ്രേഡ് II/ ട്രെയിനിംഗ് ഓഫീസർ തസ്തികകളിൽ 113 ഉദ്യോഗസ്ഥരാണ് നിലവിൽ ജോലി ചെയ്യുന്നത്. ടി തസ്തികയുടെ അടുത്ത പ്രൊമോഷൻ തസ്തിക പ്രിൻസിപ്പാൾ ക്ലാസ് I ആണ്. എന്നാൽ ആകെ 22 പ്രിൻസിപ്പാൾ ക്ലാസ് I തസ്തികകളെ വകുപ്പിൽ അനുവദിച്ചിട്ടുള്ളൂ. തൽഫലമായി പ്രിൻസിപ്പാൾ ക്ലാസ് II തസ്തികയിൽ നിയമിതരാകുന്ന ഉദ്യോഗസ്ഥർ 8 മുതൽ 10 വർഷം വരെ ആ തസ്തികയിൽ തുടർന്നാലും പ്രിൻസിപ്പാൾ ക്ലാസ് I തസ്തികയിൽ എത്താതെ വിരമിക്കുന്ന അവസ്ഥയാണ് നിലവിലുള്ളത്. ആയതിനാൽ പ്രിൻസിപ്പാൾ ഗ്രേഡ് II തസ്തികയിൽ സീനിയർ ആയ 30% പേർക്കെങ്കിലും പ്രിൻസിപ്പാൾ ക്ലാസ് I ന്റെ ശമ്പള സ്കെയിലിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്ന കാര്യം പരിഗണിക്കേണ്ടതാണ്.

6) പ്രിൻസിപ്പാൾ ക്ലാസ് – I

45800 – 89000 രൂപ ശമ്പള സ്കെയിലിൽ 22 പ്രിൻസിപ്പാൾ ക്ലാസ് I തസ്തികകളാണ് വകുപ്പിൽ നിലവിലുള്ളത്. മറ്റ് വകുപ്പുകളെ അപേക്ഷിച്ച് നിലവിലെ ശമ്പള സ്കെയിൽ ജോലി ഭാരം കണക്കിലെടുക്കുമ്പോൾ കുറവാണ്. ആയതിനാൽ നിലവിലുള്ള ശമ്പള സ്കെയിൽ 45800- 89000 എന്നത് ഉയർത്തി 55350- 101400

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ആക്കുന്നതിനും അതിനു സമാനമായ പുതിയ ശമ്പള സ്കെയിൽ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അനുവദിക്കുന്നതിനും താൽപര്യപ്പെടുന്നു.

7) ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്

വ്യാവസായിക പരിശീലന വകുപ്പിന് കീഴിൽ 5 ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികകളാണ് നിലവിലുള്ളത്. ഈ തസ്തികകളിൽ ചുമതല വഹിക്കുന്നവർ സർക്കാർ/സ്വകാര്യ ഐ.ടി.ഐകളിൽ പരിശോധന നടത്തി റിപ്പോർട്ട് നൽകുകയും ട്രെയിനികൾ, രക്ഷകർത്താക്കർ, ജീവനക്കാർ എന്നിവർ നടത്തുന്ന പരാതികളിൽ അന്വേഷണം നടത്തി റിപ്പോർട്ട് നൽകുകയും ചെയ്യുന്ന ചുമതലയാണ് പ്രധാനമായും വഹിക്കുന്നത്. 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയുടെ പ്രാധാന്യം മനസിലാക്കുകയും പരിശോധന കാര്യക്ഷമമാക്കുന്നതിനും എല്ലാ ജില്ലയിലും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തിക അനുവദിക്കണമെന്ന് നിർദ്ദേശിക്കുകയും ചെയ്തു. അധികാര വികേന്ദ്രീകരണം നടപ്പിലാക്കുന്നതിനും ഐ.ടി.ഐകളുടെ മോണിറ്ററിംഗ് ജില്ലാ തലത്തിൽ ഏകോപിപ്പിക്കുന്നതിനും 9 ജില്ലകളിൽ കൂടി ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തിക അനുവദിച്ച് ഓരോ ജില്ലയിലേയും ജില്ലാതല ഓഫീസർമാരാക്കി അധികാരപ്പെടുത്തുന്നതിനും അവർക്ക് സുഗമമായ പ്രവർത്തനങ്ങൾക്കു വേണ്ടി ആവശ്യമായ ഓഫീസ് സംവിധാനം ഏർപ്പെടുത്തുന്നതിനും 11-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശ്രദ്ധിക്കേണ്ടതാണ്.

നിലവിൽ പ്രിൻസിപ്പാൾ ക്ലാസ്- 1 തസ്തികയുടേയും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയുടേയും ശമ്പള സ്കെയിൽ ഒന്നു തന്നെയാണ്. അധികാരം, ജോലികൾ എന്നിവ പരിഗണിച്ചാൽ പ്രിൻസിപ്പാൾ ക്ലാസ്- 1 തസ്തികയും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്

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തസ്തികയും വ്യത്യസ്തമാണ്. ഈ വസ്തുത പരിഗണിച്ച് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയ്ക്ക് പ്രിൻസിപ്പാൾ ക്ലാസ്- 1 തസ്തികയുടെ ശമ്പള സ്കെയിലിലും ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിലിലും ഇടയിലുള്ള 60900 – 103600 ശമ്പള നിരക്കി ൽ നിലവിലെ ശമ്പള നിരക്ക് ഉയർത്തുന്നതിനും അതിനു തുല്യമായ ശമ്പള സ്കെയിൽ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അനുവദിക്കുന്നതിനും ശിപാർശ ചെയ്യുന്നു.

ടൂറിംഗ് ഓഫീസർമാരായ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് ഉദ്യോഗസ്ഥർക്ക് പെർമനന്റ് ട്രാവലിംഗ് അലവൻസിന് അർഹത യുള്ളവരാണ്. എന്നാൽ ഈ തസ്തികയിൽ ജോലി ചെയ്യുന്നവർക്ക് ഇതിന്റെ പ്രയോജനം ഇതുവരെ ലഭ്യമായിട്ടില്ല. ആയതിനാൽ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് ഉദ്യോഗസ്ഥർക്ക് പെർമനന്റ് ട്രാവലിംഗ് അലവൻസ് അനുവദിക്കുന്നതിന് ശിപാർശ ചെയ്യുന്നു.

8) ജൂനിയർ അപ്രന്റീസ്ഷിപ്പ് അഡ്വൈസർ (ജെ.എ.എ. കാറ്ററിംഗ്)

10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ, പ്രൊഫഷണൽ ബിരുദമുള്ളതും നേരിട്ട് നിയമനം ലഭിക്കുന്നതുമായ ഉദ്യോഗസ്ഥർക്ക് ഉദ്യോഗക്കയറ്റ സാധ്യത ഇല്ലാത്ത സാഹചര്യത്തിൽ കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം 8 വർഷവും 15 വർഷവും പൂർത്തീകരിക്കുമ്പോൾ അനുവദിച്ചിരുന്നു. അപ്രകാരം വിവിധ വകുപ്പുകളിലെ 18 തസ്തികകൾക്ക് ഈ സ്കീമിന്റെ ആനുകൂല്യം അനുവദിച്ചിരുന്നു. വ്യാവസായിക പരിശീലന വകുപ്പിന് കീഴിൽ ജൂനിയർ അപ്രന്റീസ്ഷിപ്പ് അഡ്വൈസർ (ജെ.എ.എ.കാറ്ററിംഗ്) എന്ന പേരിൽ 32300 -68700 എന്ന ശമ്പള നിരക്കിൽ വകുപ്പിന്റെ മുഖ്യ കാര്യാലയത്തിൽ ഒരു തസ്തിക അനുവദിച്ചിട്ടുണ്ട്. ടി തസ്തികയ്ക്ക് ഉദ്യോഗക്കയറ്റ തസ്തിക ഇല്ലാത്തതിനാൽ കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ജൂനിയർ അപ്രന്റീസ്ഷിപ്പ് അഡ്വൈസർ (ജെ.എ.എ.കാറ്ററിംഗ്) തസ്തികയ്ക്ക് കൂടി

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ഉൾപ്പെടുത്തുന്നതിനും സേവനം 8 വർഷം പൂർത്തിയാകുന്ന മുറയ്ക്കും 15 വർഷം പൂർത്തിയാകുന്ന മുറയ്ക്കും പുതിയ സ്കെയിലുകളിൽ സാമ്പത്തിക ആനുകൂല്യങ്ങൾ അനുവദിക്കുന്നതിനും ശിപാർശ ചെയ്യുന്നു.

9. **<u>അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-II/ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് / അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-I</u>**

വ്യാവസായിക പരിശീലന വകുപ്പിൽ 35 സീനിയർ സൂപ്രണ്ട് തസ്തികകളാണ് അനുവദിച്ചിട്ടുള്ളത്. നിലവിലെ ശമ്പള പരിഷ്കരണ ഉത്തരവിലെ വ്യവസ്ഥകൾ പ്രകാരം 35 സീനിയർ സൂപ്രണ്ടുമാരിൽ 9 പേർക്ക് (25%) 40500-85000 നിരക്കിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദനീയമാണ്. സീനിയർ സൂപ്രണ്ടിന്റെ പ്രൊമോഷൻ പോസ്റ്റ് ഈ വകുപ്പിലെ നിലവിലെ സ്പെഷ്യൽ റൂൾ പ്രകാരം അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-II, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-I എന്നിങ്ങനെയാണ്. പ്രത്യേകം പ്രത്യേകം വകുപ്പുതലപ്രൊമോഷൻ കമ്മിറ്റികൾ കൂടി തയ്യാറാക്കുന്ന സെലക്ട് ലിസ്റ്റുകളുടെ അടിസ്ഥാനത്തിലാണ് ഈ തസ്തികകളിലേക്ക് സ്ഥാനക്കയറ്റം നല്കി നിയമനം നൽകുന്നത്. നിലവിലുള്ള ശമ്പള സ്കെയിലുകൾ പ്രകാരം റേഷ്യോ പ്രൊമോഷൻ ലഭിച്ച സീനിയർ സൂപ്രണ്ടിന്റെയും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-II ന്റെയും ശമ്പള സ്കെയിൽ ഒന്നു തന്നെയാണ്. കോമൺ കാറ്റഗറിയിൽ ഉൾപ്പെട്ടിട്ടുള്ള അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയുടെ ശമ്പള സ്കെയിൽ 42500-87000 രൂപയാണ്. ഈ വകുപ്പിലെ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന്റെ ഉദ്യോഗക്കയറ്റ തസ്തികയാണ് അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-I. എന്നാൽ നിലവിലെ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-I ന്റെ ശമ്പള നിരക്ക് അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന്റെ ശമ്പള നിരക്കിനേക്കാൾ

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താഴെയായ 40500-85000 ആണ്. ശമ്പള പരിഷ്കരണ ഉത്തരവ് പുറത്തിറങ്ങിയ അവസരത്തിൽ തന്നെ ഈ അനോമിലി അനോമിലി സെല്ലിന്റെ ശ്രദ്ധയിൽപ്പെടുത്തിയെങ്കിലും പരിഹാരമായിട്ടില്ല. അടുത്ത ശമ്പള പരിഷ്കരണത്തിൽ പരിഗണിക്കാമെന്ന മറുപടിയാണ് ലഭിച്ചത്. ആയതിനാൽ പുതിയ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ സ്പെഷ്യൽ റൂൾ പ്രകാരമുള്ള അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-II, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്- I എന്നീ തസ്തികകൾ പ്രത്യേകം പ്രത്യേകമായി രേഖപ്പെടുത്തുന്നതിനും ഇവയ്ക്ക് ഓരോന്നിനും പ്രത്യേകം പ്രത്യേകം ശമ്പള സ്കെയിലുകൾ അനുവദിക്കുന്നതിനും ശിപാർശ ചെയ്യുന്നു.

10. മറ്റിനങ്ങൾ

1. ഐടിഐയിലെ പരീക്ഷാവിഭാഗം

കേരളത്തിലെ എല്ലാ വിദ്യാഭ്യാസ രംഗങ്ങളിലും (പൊതുവിദ്യാഭ്യാസം, സാങ്കേതിക വിദ്യാഭ്യാസം, ആരോഗ്യ വിദ്യാഭ്യാസം) പരീക്ഷാനടത്തിപ്പിനായി ഒരു പരീക്ഷാ വിഭാഗം പ്രവർത്തിക്കുന്നു. എന്നാൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഇതിനായി ഒരു പ്രത്യേക വിഭാഗം അനുവദിച്ചിട്ടില്ല. കേരളത്തിൽ 28 സർക്കാർ ഐടിഐകൾ മാത്രം പ്രവർത്തിച്ചിരുന്ന കാലത്ത് ഒരു സ്റ്റാഫ് ഘടനയിലാണ് ഇപ്പോഴും സംസ്ഥാനതലത്തിലും അഖിലേന്ത്യാതലത്തിലും ട്രേഡ് ടെസ്റ്റ് നടത്തിവരുന്നത്. ഇപ്പോൾ സർക്കാർ തലത്തിൽ 100 ഐടിഐകൾ, 9 ആർ ഐ സെന്ററുകളും, ആർ.ഐ സെന്ററുകൾ അനുവദിച്ചിട്ടില്ലാത്ത ജില്ലകളിൽ നോഡൽ ഐടിഐകളോട് ചേർന്ന് അപ്രന്റിസ് ട്രെയിനിംഗും നടത്തിവരുന്നു. ആയതിനാൽ എസ്.സി.വി.ടി, എൻ.സി.വി.ടി ട്രേഡ് ടെസ്റ്റ്, അപ്രന്റിസ് ട്രേഡ് ടെസ്റ്റ്, അവയുടെ സർട്ടിഫിക്കറ്റുകൾ വിതരണം ചെയ്യൽ എന്നിവ സുഗമമാക്കുന്നതിന് ഒരു പരീക്ഷാ കൺട്രോളർ

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തസ്തികയും അനുബന്ധ തസ്തികളും അനുവദിച്ച് ഒരു പരീക്ഷാ വിഭാഗം അനുവദിക്കുന്നതിന് ശിപാർശ ചെയ്യുന്നു.

2. 2010 മുതൽ അനുവദിച്ച ഐടിഐകളിൽ സൂപ്രവൈസറി തസ്തികൾ (ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ) അനുവദിച്ചിട്ടില്ല. കല്പറ്റയിലും കുഴൽമന്ദത്തിലും പ്രവർത്തിക്കുന്ന ഐടിഐകളിൽ മിനിസ്റ്റീരിയൽ ലെവലിൽ സൂപ്രവൈസറി തസ്തികകൾ അനുവദിച്ചിട്ടില്ല. 2011 മുതൽ അനുവദിച്ച പള്ളിപ്പാട്, വർക്കല, മയ്യനാട് തുടങ്ങിയ ഐടിഐകളിൽ സുപ്രവൈസറി തസ്തികൾ ഒന്നും തന്നെ അനുവദിച്ചിട്ടില്ല. സംസ്ഥാനത്ത് പ്രവർത്തിക്കുന്ന മുഴുവൻ ഐടിഐകളിലും ജൂനിയർ സൂപ്രണ്ട്, ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തികകൾ അനുവദിക്കുന്നതിന് ശിപാർശ ചെയ്യുന്നു.

അഖിലേന്ത്യ ട്രേഡ് ടെസ്റ്റ് ഡ്യൂട്ടികൾക്കായി ജീവനക്കാർക്ക് ചില മാസങ്ങളിൽ കൂടുതൽ യാത്രകൾ നടത്തേണ്ടി വരും. നിലവിലെ പ്രതിമാസ/ ത്രൈമാസ ടി.എ സീലിംഗ് നിലനിൽക്കുന്നതിനാൽ ഉദ്യോഗസ്ഥർക്ക് പലപ്പോഴും അർഹമായ സാമ്പത്തികാനുകൂല്യങ്ങൾ നിഷേധിക്കപ്പെടുന്നു. അതു പോലെ തന്നെ ആഭ്യന്തര പരിശോധന കാര്യക്ഷമമാക്കുന്നതിന്റെ ഭാഗമായി ഉദ്യോഗസ്ഥർക്ക് ഒരു മാസത്തിൽ തന്നെ ഒന്നിലേറെ ജില്ലകളിൽ യാത്ര ചെയ്യേണ്ടി വരുന്നു. അങ്ങനെയുള്ള ജീവനക്കാരും ടി.എ സീലിംഗിന്റെ നിയന്ത്രണം ഉള്ളതിനാൽ കാര്യനിർവ്വഹണത്തിൽ താല്പര്യക്കുറവ് കാണിക്കാറുണ്ട്. ആയതിനാൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ പരീക്ഷാ ജോലികൾക്കും ആഭ്യന്തര പരിശോധന ജോലികൾക്കും നിയോഗിക്കപ്പെടുന്ന ജീവനക്കാരെ ടി.എ. സീലിംഗിൽ നിന്നും ഒഴിവാക്കുന്നതിനും ശിപാർശ ചെയ്യുന്നു.

ഡി..16.03.20

Nehas MS,
IT. Thiruvananthapuram.

Sajeevan. P.C
AO - I

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A-sec
Please provide
necessary details
for attending the
Video conference
2/7/2020

SSCA)/A2
2/7/2020



D.O Letter No.105/A1/2020/XI PRC Dated 22.06.2020

Dear Sir,

Government have constituted the XI Pay Revision Commission by G.O(Ms)No.414/2019/Fin dated 06.11.2019 to study and make recommendations on the revision of pay and allowances of State Government employees and teachers based on the terms of reference fixed by the Government, with Shri. K. Mohandas, IAS (Retd.) as Chairman and Prof. M. K Sukumaran Nair and Adv. Ashok Mamen Cherian as Members. The Commission will be looking into the revision of pay scales and related matters, improvement of governance, gender issues and other matters included in the terms of reference. As you know, the Commission has already published an elaborate questionnaire for eliciting the views of all stake holders. Accordingly, all the Heads of Departments have been requested to furnish their response to the Questionnaire, filled up proforma presenting details of posts along with special rules and other relevant matters. You are requested to ensure that the details sought have been furnished. You may visit the Commission on www.prc.kerala.gov.in.

2/7/2020

The Commission is now having discussions with the Heads of Departments. The tentative topics for discussion are indicated in the statement appended. Although the statement mentions essential statistical details also, the focus will be on the qualitative aspects, especially with reference to (i) the interface between the Government and the public (ii) the need for reduction in administrative expenses and (iii) systemic improvements, including the adoption of technology. In view of the restrictions in the wake of Covid-19 epidemic, the meetings will be held through Video Conferencing. The link for Video Conferencing will be sent by email later. The Commission needs to interact with the Heads of Departments personally, and so you may kindly keep the time slot free for the purpose. In

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case the Head of Department desires the participation of any other officer(s) additionally, they can also be allowed to join. The Commission has arranged to hold the virtual meeting with you on 15-07-2020 (Wednesday) from 12:00 Noon to 01:00 PM. Kindly make it convenient to attend the meeting.

Yours Sincerely,

G. ASOK KUMAR

Shri. Chandrasekhar S. IAS
Director of Training
Industrial Training Department
Thiruvananthapuram-33

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Topics for Discussion

1. Number of sanctioned posts and employees at each category.
2. Promotion channels as per Special Rules.
3. Details of categories for whom no Special Rules are available.
4. Ground difficulties being faced by the employees while doing their official duties/ Deficiencies in infrastructure facilities and lack of other facilities to be pointed out.
5. Details of Categories of employees covered by ratio promotion scheme.
6. Status of special officer/ posts created for projects and other short term needs.
7. Details of redundant posts in the department in the view point of HoD.
8. Excess employees and their re-deployment/ reskilling
9. Details of Contract and Daily wages employees existing in the department and the necessity of continuing this system of man power.
10. Average service span of employees in each category.
11. System in place to deal with complaints of harassment faced by women employees and its effectiveness.
12. Gender ratio in all categories
13. Digital Solutions in force for service delivery and plans for expansion of digitalisation.
14. The scope for revamping the existing hierarchical structure, greater delegation of financial and administrative powers to lower levels to ensure quick response to the needs of the public
15. How far the existing procedures can be simplified to ensure hassle free service delivery
16. The facilities available to the public visiting offices for various services.
17. Suggestions to enhance the overall efficiency of staff.
18. Internal measures available to prevent corruption and harassment to public.

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"ഭരണഭാഷ - മാതൃഭാഷ"
വ്യാവസായിക പരിശീലനവകുപ്പ്
(കേരളസംസ്ഥാനം)

തൊഴിൽ ഭവൻ,
തിരുവനന്തപുരം

നമ്പർ:DT/1136/2020-A7 തീയതി: 27/02/2020

ചുറ്ററിയിപ്പ്

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് -ടെയിനിംഗ് ഡയറക്ടറേറ്റ് - ജീവനക്കാര്യം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ 2019-ചോദ്യാവലി മറുപടി നൽകുന്നത് സംബ :-

സൂചന:- 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ സെക്രട്ടറിയുടെ 17.05.2020 ലെ 1105/A1/2020/XI PRC നമ്പർ കത്ത്

സർക്കാർ ജീവനക്കാരുടെയും അദ്ധ്യാപകരുടെയും പതിനൊന്നാം ശമ്പളപരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വകുപ്പിൽ നിന്നുള്ള അഭിപ്രായങ്ങളും നിർദേശങ്ങളും ആരാഞ്ഞുകൊണ്ടുള്ള ചോദ്യാവലി സൂചന പ്രകാരം സർക്കാരിൽ നിന്ന് ലഭ്യമായിട്ടുണ്ട് .ആയത് സർക്കാരിന്റെ ഒദ്യോഗിക വെബ് സൈറ്റിൽ (www.prc.kerala.gov.in)പ്രസിദ്ധീകരിച്ചിട്ടുണ്ട്. ഇത് സംബന്ധിച്ചുള്ള അഭിപ്രായങ്ങളും നിർദേശങ്ങളും, ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്തിട്ടുള്ള മാതൃകാ ഫോറത്തിൽ ആവശ്യപ്പെട്ടിട്ടുള്ള വിവരങ്ങളും 05.03.2020 നു 3 മണിക്ക് മുൻപായി dtestablishment@gmail.com എന്ന ഇ -മെയിൽ വിലാസത്തിൽ നൽകേണ്ടതാണ്.സമയപരിധി പാലിക്കുന്നുണ്ടെന്ന് ബന്ധപ്പെട്ട സ്ഥാപനമേധാവി ഉറപ്പുവരുത്തേണ്ടതാണ്.

ടെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

സ്വീകർത്താവ്
എല്ലാ സ്ഥാപനമേധാവികൾക്കും
പകർപ്പ്
സംഭരണ ഫയൽ (A7)

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ഭരണഭാഷ മാതൃഭാഷ
വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ടെയിനിംഗ്ഡയറക്ടറേറ്റ്
തൊഴിൽ ഭവൻ
നം.DT/1136/2020-A7 തിരുവനന്തപുരം.33
തീയതി :01/03/2020

യു.ഓ.നോട്ട്

വിഷയം: വ്യാവസായിക പരിശീലന വകുപ്പ്-ടെയിനിംഗ് ഡയറക്ടറേറ്റ്-ജീവനക്കാര്യം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2019-ചോദ്യാവലിയുടെ മറുപടി നൽകുന്നത് സംബന്ധിച്ച് :-

സൂചന:- 2019 ശമ്പളപരിഷ്കരണ കമ്മീഷൻ സെക്രട്ടറിയുടെ 1105/A1/2020/ PRC നമ്പർ കത്ത്

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സർക്കാർ ജീവനക്കാരുടെയും അധ്യാപകരുടെയും പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വകുപ്പിൽ നിന്നുള്ള അഭിപ്രായങ്ങളും നിർദേശങ്ങളും ആരാഞ്ഞുകൊണ്ടുള്ള ചോദ്യാവലി സൂചന പ്രകാരം ലഭ്യമായിട്ടുണ്ട് .ആയത് വകുപ്പിന്റെ വെബ് സൈറ്റിൽ പ്രസിദ്ധീകരിച്ചിട്ടുണ്ട് .ചോദ്യാവലി സംബന്ധിച്ച ജീവനക്കാരുടെ അഭിപ്രായങ്ങളും നിർദേശങ്ങളും 08.03.2020 ന് അഞ്ച് മണിക്ക് മുൻപായി എസ്റ്റാബ്ലിഷ്മെൻറ് സെക്ഷനിൽ നൽകേണ്ടതാണ് .

ടെയിനിംഗ് ഡയറക്ടർക്ക് വേണ്ടി

സ്വീകർത്താവ്:-എല്ലാ ജീവനക്കാർക്കും

പകർപ്പ്:-സംഭരണ ഫയൽ (A7)/നോട്ടീസ് ബോർഡ്

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"ഭരണഭാഷ – മാതൃഭാഷ"
വ്യാവസായിക പരിശീലനവകുപ്പ്
(കേരളസംസ്ഥാനം)

അഡീഷണൽ ഡയറക്ടറുടെ നടപടിക്രമം
(നിലവിൽ: പി.കെ മാധവൻ)

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ്-ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്-ജീവനക്കാര്യം പതിനൊന്നാം ശമ്പളപരിഷ്കരണക്കമ്മീഷൻ 2019 -ചോദ്യാവലിക്കുള്ള മറുപടി നൽകുന്നത് സംബ :-

പരാമർശം:- 105/A1/2020/XI PRC നമ്പർ സർക്കാർ കത്ത്

ഉത്തരവ് നമ്പർ: DT/1136 /2020 –A7 തീയതി: 10/03/2020

പതിനൊന്നാം ശമ്പളപരിഷ്കരണക്കമ്മീഷൻ –2019, സൂചന പ്രകാരം നൽകിയിട്ടുള്ള ചോദ്യാവലിക്ക് വകുപ്പിലെ ജീവനക്കാരിൽ നിന്നും സ്ഥാപന മേധാവികളിൽ നിന്നുമുള്ള അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും പരിശോധിച്ച് ആയതിന്റെ അടിസ്ഥാനത്തിൽ സമയബന്ധിതമായി മറുപടി നൽകുന്നതിനായി നോഡൽ ഓഫീസറായി ശ്രീ.സബിൻ ജോസ് , അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസറെയും കമ്മിറ്റി അംഗങ്ങളായി താഴെപ്പറയുന്ന ജീവനക്കാരെയും നിയോഗിച്ച് ഉത്തരവാകുന്നു
1)ശ്രീ .നഹാസ് . എം .എസ് , ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്, ആർ .ഐ .സെന്റർ .ചാക്ക
2)ശ്രീ. സതീശൻ.പി.സി , അക്കൌണ്ട്സ് ഓഫീസർ, ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്
3)ശ്രീ .ഉണ്ണികൃഷ്ണപിള്ള .ബി ,സീനിയർ സൂപ്രണ്ട് ,ഐ.ടി.ഐ .(വനിത)കൊല്ലം
4)ശ്രീ .ജയപ്രകാശ് .എസ്, സീനിയർ ക്ലാർക്ക് ,ഐ.ടി.ഐ .കായംകുളം
5)ശ്രീമതി .രമണി .ബി , സെലക്ഷൻ ഗ്രേഡ് ടൈപ്പിസ്റ്റ്
6)ശ്രീമതി .അജിത .പി , വർക്ക് ഷോപ്പ് അറ്റൻഡർ, ഐ.ടി.ഐ .ചാക്ക
ഇത് സംബന്ധമായ റിപ്പോർട്ട് ഈ മാസം പതിനഞ്ചാം തീയതിക്ക് മുൻപായി സമർപ്പിക്കേണ്ടതാണ്.

(ഒപ്പ്)
അഡീഷണൽ ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്

സ്വീകർത്താവ്

ബന്ധപ്പെട്ട ജീവനക്കാർ

പകർപ്പ്
പ്രിൻസിപ്പൽ , ഐ.ടി.ഐ (വനിത), കൊല്ലം
പ്രിൻസിപ്പൽ , ഐ.ടി. ഐ.കായംകുളം

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സീനിയർ സൂപ്രണ്ട്

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"ഭരണഭാഷ – മാതൃഭാഷ"
വ്യാവസായിക പരിശീലനവകുപ്പ്
(കേരളസംസ്ഥാനം)

നമ്പർ:DT/1136/2020

ടെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൊഴിൽ ഭവൻ, തിരുവനന്തപുരം
തീയതി: 10/06/2020

പ്രേഷിതൻ

ടെയിനിംഗ് ഡയറക്ടർ

സ്വീകർത്താവ്

സെക്രട്ടറി,
പതിനൊന്നാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ ഓഫീസ്
വഴുതക്കാട് തിരുവനന്തപുരം

സർ,

വിഷയം:– വ്യാവസായിക പരിശീലന വകുപ്പ് – ടെയിനിംഗ് ഡയറക്ടറേറ്റ്– ജീവനക്കാര്യം –പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ചോദ്യാവലിയുടെ മറുപടി സംബന്ധിച്ച് :–

സൂചനയിലേയ്ക്ക് സാദരം ശ്രദ്ധ ക്ഷണിയ്ക്കുന്നു. സൂചന പ്രകാരം ആവശ്യപ്പെട്ട ചോദ്യാവലിയുടെ മറുപടിയും ജീവനക്കാരുടെ തസ്തികൾ ഉൾപ്പെട്ട പ്രൊഫോർമയും ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

ടെയിനിംഗ് ഡയറക്ടർ

ഉള്ളടക്കം: മേൽപ്രകാരം

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ഭരണ ഭാഷ – മാതൃഭാഷ

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

പതിനൊന്നാം ശമ്പളപരിഷ്കരണം – ചോദ്യാവലി

1. ശമ്പളത്തിന്റെയും ബത്തകളുടെയും ഘടന

1.1) കേന്ദ്ര സർക്കാർ /പൊതുമേഖല/സ്വകാര്യ മേഖല എന്നിവയുമായുള്ള തുല്യതയുടെ അടിസ്ഥാനത്തിലോ വിവിധ വകുപ്പുകളിൽ നിർവ്വഹിക്കപ്പെടുന്ന ജോലി സ്വഭാവത്തിന്റെ അടിസ്ഥാനത്തിലോ നിലവിലെ ശമ്പള ഘടനയിൽ പരിഷ്കരണത്തിന്റെ ആവശ്യമുണ്ടോ?

- പരിഷ്കരണത്തിന്റെ ആവശ്യമുണ്ട്.

1.2) കേന്ദ്ര സർക്കാർ ജീവനക്കാരുടെയും നിരവധി സംസ്ഥാനങ്ങളിലെ സർക്കാർ ജീവനക്കാരുടെയും ശമ്പളവും അലവൻസുകളും എല്ലാ പത്തുവർഷവും പരിഷ്കരിക്കുന്നു. എന്നാൽ കേരള സർക്കാർ ജീവനക്കാരുടെ ശമ്പളം എല്ലാ 5 വർഷവുമാണ് പരിഷ്കരിക്കുന്നത്. താങ്കളുടെ വീക്ഷണത്തിൽ ഏതാണ് ശരിയായ സമീപനം?

- അഞ്ചു വർഷത്തിലൊരിക്കൽ പരിഷ്കരിക്കുന്നതാണ് ശരിയായ സമീപനം.

1.3) ശമ്പളത്തിനും പെൻഷനും വേണ്ടി ചെലവാകുന്ന തുക സംസ്ഥാന വരുമാനത്തിന്റെ ഒരു പ്രത്യേക ശതമാനത്തിൽ അധികമാകരുതെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ? അങ്ങനെയെങ്കിൽ എത്ര ശതമാനം വരെയാകാം?

- കരുതുന്നില്ല.

1.4) അനുയോജ്യരായ പ്രതിഭകളെ ആകർഷിക്കാത്ത തരത്തിൽ നിലവിൽ സാലറി പാക്കേജുളള ഏതെങ്കിലും സേവനമേഖലയുണ്ടോ?

- ഈ വകുപ്പിൽ ഇല്ല.

1.5) പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 27 ശമ്പള സ്കെയിലുകൾ നിർദ്ദേശിച്ചിരുന്നു. പ്രസ്തുത ശമ്പള സ്കെയിലുകൾ തൃപ്തികരമാണെന്ന് കരുതുന്നുണ്ടോ?

- തൃപ്തികരമാണെന്ന് കരുതുന്നു

1.6) ഏഴാം കേന്ദ്ര ശമ്പള കമ്മീഷൻ 'പേ മെട്രിക്സ് ' എന്ന സംവിധാനം നടപ്പിലാക്കിയിട്ടുണ്ട്. പ്രസ്തുത സംവിധാനം സംസ്ഥാന സർക്കാരിന് അനുയോജ്യമാണെന്ന് കരുതുന്നുണ്ടോ?

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- അനുയോജ്യമാണെന്ന് കരുതുന്നില്ല.

1.7) നിലവിലെ സംവിധാനമായ മാസ്റ്റർ ശമ്പള സ്കെയിൽ ജീവനക്കാർക്ക് പ്രയോജനപ്രദമാണോ?

- പ്രയോജനപ്രദമാണ്.

1.8) ഒരു സംസ്ഥാന സർക്കാർ ജീവനക്കാരന്റെ 01.07.2018 -ലെ ഏറ്റവും കുറഞ്ഞ മാസ വേതനം 19,800/- രൂപയാണ് {അടിസ്ഥാന ശമ്പളം + ക്ഷാമബത്ത (16500 + 16500 ന്റെ 20%)} . ഇത് 01.01.2019, 01.07.2019 തീയതികളിൽ യഥാക്രമം 3%, 5% നിരക്കുകളിൽ രണ്ട് ഗഡു ക്ഷാമബത്ത അനുവദിച്ചാൽ, 01.07.2019-ൽ 21,120/- രൂപയാകും. കേന്ദ്ര സർക്കാരിലെ അതിന് ആനുപാതിക വേതനം 21,060/- രൂപയാണ് (18000 + 17% ക്ഷാമബത്ത). സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ 01.07.2018 -ലെ ഏറ്റവും കൂടിയ വേതനം 1,44,000/- രൂപയാണ്. {അടിസ്ഥാന ശമ്പളം + ക്ഷാമബത്ത (1,20,000 + 1,20,000 ന്റെ 20%)}. ആയത് 01.01.2019, 01.07.2019 തീയതികളിൽ യഥാക്രമം 3 %, 5% നിരക്കുകളിൽ രണ്ട് ഗഡു ക്ഷാമബത്ത അനുവദിച്ചാൽ, 01.07.2019- ൽ 1,53,600/- രൂപയാകും. സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ഏറ്റവും കുറഞ്ഞതും ഏറ്റവും കൂടിയതുമായ വേതനം സംബന്ധിച്ച് താങ്കളുടെ കാഴ്ചപ്പാട് എന്താണ് ?

- സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ഏറ്റവും കുറഞ്ഞ വേതനം പ്രതിദിന കണക്കിലെടുത്താൽ 704/- രൂപയാണ്. ഇതു പ്രതിദിനം 1500/- രൂപയെങ്കിലും ആയി ഉയർത്തണമെന്നും, കുറഞ്ഞ ശമ്പളവും കൂടിയ ശമ്പളവും തമ്മിലുള്ള അന്തരം ആനുപാതികമായി പരിഗണിക്കണം.

1.9) സംസ്ഥാനത്തിന്റെ പ്രതിശീർഷ വരുമാനം , മറ്റ് മേഖലകളിലെ (വ്യവസായം, കൃഷി തുടങ്ങിയ) ഏറ്റവും കുറഞ്ഞ വേതനം , ആവശ്യകത അടിസ്ഥാനമാക്കിയ ഏറ്റവും കുറഞ്ഞ വേതനം , ജീവത ചെലവ്, മറ്റ് ഘടകങ്ങൾ എന്നിവയുമായി ബന്ധപ്പെട്ടതാകണം സംസ്ഥാന സർക്കാരിലെ ഏറ്റവും കുറഞ്ഞ ശമ്പളം എന്ന് കരുതുന്നുണ്ടോ?

- കരുതുന്നുണ്ട്.

1.10) നിലവിൽ ഒരു ശമ്പള സ്കെയിലിൽ പല നിരക്കിലുള്ള ഇൻക്രിമെന്റുകളുണ്ട്. എന്നാൽ ശമ്പള സ്കെയിലിൽ ഉടനീളം ഏകീകൃത നിരക്കിലുള്ള ഇൻക്രിമെന്റിലേക്ക് മാറുന്നത് അഭികാമ്യമാണോ?

- നിലവിലുള്ള സ്ഥിരത തുടരുന്നതാണ് അഭികാമ്യം.

1.11) നിലവിൽ ഏറ്റവും കുറഞ്ഞ ഇൻക്രമെന്റ് നിരക്ക് 500/- രൂപയും ഏറ്റവും കൂടിയ നിരക്ക് 2400/- രൂപയുമാണ്. താങ്കളുടെ വീക്ഷണത്തിൽ ഏതാണ് യുക്തമായ നിരക്ക്?

- ഏറ്റവും കുറഞ്ഞ നിരക്ക് 500/- രൂപയിൽ നിന്നും 1000/- രൂപയായി വർദ്ധിപ്പിക്കണം. ആനുപാതികമായി കൂടിയ നിരക്കിലും വർദ്ധനവ് ആവശ്യമാണ്.

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1.12) നിലവിലുള്ള വീട്ടുവാടക ബത്തയുടെ നിരക്കിൽ മാറ്റം വരുത്തേണ്ടതുണ്ടോ?

മാറ്റം വരുത്തണം.

1.13) ഇപ്പോൾ ലഭ്യമാകുന്ന കോമ്പൻസേറ്ററി അലവൻസ് പര്യാപ്തമാണെന്ന് കരുതുന്നുണ്ടോ?

കരുതുന്നില്ല.

1.14) യാത്രാബത്ത/ ദിനബത്ത, സ്ഥിരം യാത്രാ ബത്ത/ സ്ഥിരം വാഹനബത്ത തുടങ്ങിയവ അനുവദിക്കുന്നത് സംബന്ധിച്ച് താങ്കളുടെ അഭിപ്രായം എന്താണ്?

അനുവദിക്കേണ്ടതാണ്.

1.15) സ്പെഷ്യൽ അലവൻസ്, കോമ്പൻസേറ്ററി അലവൻസ്, റിസ്ക് അലവൻസ്, നോൺ പ്രാക്ടീസിംഗ് അലവൻസ്, യൂണിഫോം അലവൻസ് തുടങ്ങിയ ആനുകൂല്യങ്ങൾ ജീവനക്കാർക്ക് അനുവദിക്കുന്നുണ്ട്. ഇവയിൽ ഏതെങ്കിലും അലവൻസുകൾ അനുചിതമോ അപര്യാപ്തമോ ആണോ?

അലവൻസുകൾ ഉചിതമാണ്. എന്നാൽ നിലവിലെ നിരക്കുകൾ അപര്യാപ്തമാണ്.

1.16) കേന്ദ്ര സർക്കാർ ജീവനക്കാർക്ക് അനുവദിച്ചിരിക്കുന്ന ഏതെങ്കിലും ആനുകൂല്യങ്ങൾ സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്ക് കൂടി അനുവദിക്കണമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

കേന്ദ്ര സർക്കാർ ജീവനക്കാർക്ക് അനുവദിക്കുന്ന മെഡിയ്ക്കൽ അലവൻസ്, കുട്ടികളുടെ വിദ്യാഭ്യാസ അലവൻസ് എന്നിവ പോലുള്ള ആനുകൂല്യങ്ങൾ സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്കും അനുവദിക്കണം.

1.17) നിലവിലെ ശമ്പള നിർണ്ണയച്ചട്ടങ്ങളും നടപടി ക്രമങ്ങളും സങ്കീർണ്ണമാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ? ആണെങ്കിൽ പ്രസ്തുത പ്രവൃത്തികൾക്കായുള്ള ചെലവും സമയും മിതമാക്കണമെന്ന ഉദ്ദേശ്യത്തോടെ പ്രസ്തുത ചട്ടങ്ങൾ ലഘൂകരിക്കു ന്നതിനുള്ള മാർഗ്ഗങ്ങൾ നിർദ്ദേശിക്കുക.

സങ്കീർണ്ണമാണെന്ന് കരുതുന്നില്ല.

1.18) സ്പാർക്കിനെക്കുറിച്ചുള്ള താങ്കളുടെ അഭിപ്രായം എന്താണ്?

ജീവനക്കാരുടെ സേവന വ്യവസ്ഥകൾകൂടി ഉൾപ്പെടുത്തി സ്പാർക്ക് സംവിധാനം വിപുലീകരിക്കേണ്ടതുണ്ട്.

2. <u>പ്രൊമോഷനും ബന്ധപ്പെട്ട വിഷയങ്ങളും</u>

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2.1) സംസ്ഥാന സർക്കാർ സർവ്വീസിലെ പ്രൊമോഷൻ സാധ്യത പര്യാപ്തമാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

പര്യാപ്തമല്ല.

2.2) പ്രൊമോഷൻ സാധ്യത മെച്ചപ്പെടുത്തേണ്ടതിന്റെ ആവശ്യകത ഉണ്ടെങ്കിൽ, സമയബന്ധിത ഹയർഗ്രേഡ്, നോൺ കേഡർ ഗ്രേഡ് പ്രൊമോഷൻ റോഷ്യോ അടിസ്ഥാന ഹയർ ഗ്രേഡുകൾ, വിവിധ വകുപ്പുകളിലെ സമാന കാറ്റഗറിയിൽ ഉൾപ്പെട്ട തസ്തികകളിലേയ്ക്കുള്ള പൊതുവായ സീനിയോറിറ്റി അടിസ്ഥാന പ്പെടുത്തിയ ഗ്രേഡുകൾ തുടങ്ങിയവയുടെ നേട്ടങ്ങളും കോട്ടങ്ങളും എന്തൊക്കെയാണ്?

സമയബന്ധിത ഹയർ ഗ്രേഡിന്റെ നിലവിലെ കാലദൈർഘ്യം കുറയ്ക്കണം. നോൺ കേഡർ ഗ്രേഡ് പ്രൊമോഷൻ, റേഷ്യോ അടിസ്ഥാന ഹയർ ഗ്രേഡുകൾ എന്നിവയിലെ നിലവിലെ ശതമാനം വർദ്ധിപ്പിക്കേണ്ടതാണ്.

2.3) പ്രൊഫഷണൽ കാറ്റഗറികൾക്ക് അനുവദിച്ചിട്ടുള്ള കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം നോൺ പ്രൊഫഷണൽ കാറ്റഗറികൾക്ക് കൂടി അനുവദിക്കാവുന്നതാണോ?

അനുവദിക്കാവുന്നതാണ്.

2.4) സേവനത്തിലെ ഗുണ നിലവാരവും കാര്യക്ഷമതയും ഉറപ്പു വരുത്തണമെന്ന കാഴ്ച്ചപ്പാടോടെ , നോൺ സെലക്ഷൻ തസ്തികകളിലേയ്ക്ക് പ്രൊമോഷൻ അനുവദിക്കുന്നതിനായി സീനിയോറിറ്റിയോടൊപ്പം യോഗ്യതയും പരിഗണിക്കേണ്ടതുണ്ടോ?

സീനിയോറിറ്റി മാത്രം പരിഗണിച്ചാൽ മതി.

2.5) നിശ്ചിത പ്രായപരിധിയിലുള്ള ജീവനക്കാരെ വകുപ്പുതല പരീക്ഷകൾ പാസാകുന്നതിൽ നിന്ന് ഒഴിവാക്കുന്നത് തുടരേണ്ടതുണ്ടോ?

തുടരണം.

2.6) കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷന്റെ ലിസ്റ്റിൽ ഉയർന്ന റാങ്ക് കരസ്ഥമാക്കി ഒരു വകുപ്പിൽ നിയമിതനായ വ്യക്തി പ്രൊമോഷൻ സ്റ്റാഗ്നേഷൻ അഭിമുഖീകരിക്കുമ്പോൾ അതേ ലിസ്റ്റിൽ താഴ്ന്ന റാങ്ക് ലഭിച്ചതും പ്രൊമോഷൻ സാധ്യത കൂടുതലുള്ള മറ്റൊരു വകുപ്പിൽ നിയമിതനായതുമായ വ്യക്തിക്ക് കൂടുതൽ പ്രൊമോഷനുകൾ ലഭിക്കുന്നു. ഇത് ഒരു അപാകതയായി കണക്കാക്കുന്നുവെങ്കിൽ അത് പരിഹരിക്കുന്നതിനുള്ള നിർദ്ദേശങ്ങൾ നൽകുക.

അപാകതയായി കാണുന്നുണ്ട്.

3. <u>പെൻഷൻ</u>

3.1) പാർട്ട് III കെ.എസ്.ആർ പ്രകാരം നിലവിലുള്ള സ്റ്റാറ്റ്യൂട്ടറി പെൻഷൻ പദ്ധതി കൂടുതൽ മെച്ചപ്പെടുത്തുന്നതിനുള്ള എന്തെങ്കിലും നിർദ്ദേശം

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മുന്നോട്ട് വയ്ക്കാനുണ്ടോ?

ഇല്ല.

3.2) നിലവിൽ 30 വർഷ യോഗ്യതാ സേവനമുള്ളയാൾക്ക് പൂർണ്ണ പെൻഷൻ അനുവദിക്കുന്നു. ഈ നിബന്ധനയിൽ മാറ്റം വരുത്തേണ്ടതാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

പൂർണ്ണ പെൻഷനുള്ള യോഗ്യതാ സേവന കാലം 25 വർഷമായി പരിമിതപ്പെടുത്തണം.

3.3) പെൻഷന് പരിധി ഏർപ്പെടുത്തേണ്ടതുണ്ടോ?

ഉണ്ട്.

3.4) പെൻഷൻ കണക്കാക്കുന്ന രീതിയിൽ മാറ്റം വരുത്തേണ്ടതുണ്ടോ?

ഉണ്ട്.

3.5) നിലവിലുള്ള വൺ റാങ്ക് വൺ പെൻഷൻ പദ്ധതിയിൽ എന്തെങ്കിലും അപാകതകളുണ്ടോ?

നിർദ്ദേശങ്ങൾ ഇല്ല

3.6) നിലവിലെ അനുതാപബത്ത തുടരേണ്ടതുണ്ടോ?

ഉണ്ട്.

3.7) അനുതാപബത്ത ലഭിക്കുന്ന ഉദ്യോഗസ്ഥന്റെ കുടുംബത്തിന് കുടുംബ പെൻഷൻ അനുവദിക്കേണ്ട ആവശ്യമുണ്ടോ?

ഉണ്ട്.

3.8) വിരമിക്കൽ സമയത്തെ ആർജ്ജിതാവധി പണമാക്കുന്നത് സംബന്ധിച്ച നിലവിലെ ചട്ടങ്ങളിൽ താങ്കൾ തൃപ്തമാണോ?

നിലവിലെ ചട്ടങ്ങളിൽ തൃപ്തമാണ്

3.9) ഡി.സി.ആർ.ജിയുടെ നിലവിലെ ചട്ടങ്ങൾ സംബന്ധിച്ച താങ്കളുടെ അഭിപ്രായം എന്താണ്?

നിലവിലെ ചട്ടങ്ങൾ തൃപ്തികരമാണ്.

3.10) ഡി.സി.ആർ.ജിയുടെ പരമാവധി തുക എത്ര വരെയാകാമെന്നാണ് താങ്കളുടെ അഭിപ്രായം?

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ഡി.സി.ആർ.ജി. തുകയ്ക്ക് പരിധി നിശ്ചയിക്കേണ്ടതില്ല. അർഹതപ്പെട്ട പരമാവധി തുക നൽകാവുന്നതാണ്.

3.11) എക്സ്ഗ്രേഷ്യ പെൻഷൻ ചട്ടങ്ങൾക്ക് എന്തെങ്കിലും മാറ്റങ്ങൾ ആവശ്യമുണ്ടോ?

ആവശ്യമില്ല.

3.12) നിലവിലെ പെൻഷൻ ചട്ടങ്ങൾ നടപ്പിലാക്കുന്നതുമായി ബന്ധപ്പെട്ട് എന്തെങ്കിലും അപാകതകളോ അപര്യാപ്തതകളോ ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ? ഉണ്ടെങ്കിൽ ഉദാഹരണസഹിതം അത് പരിഹരിക്കുന്നതിനുള്ള മാർഗ്ഗങ്ങൾ വ്യക്തമാക്കുക.

ഇല്ല

3.13) പാർട്ട് III കെ.എസ്.ആർ. പ്രകാരമുള്ള സ്വയം വിരമിക്കൽ പദ്ധതിയിൽ എന്തെങ്കിലും മാറ്റങ്ങൾ നിർദ്ദേശിക്കുന്നുണ്ടോ?

ഇല്ല

3.14) 01.04.1964 മുതൽ നിലവിലുള്ളതും അതതുകാലം പരിഷ്കരിച്ചു വരുന്നതുമായ ലിബറലൈസ്ഡ് ഫാമിലി പെൻഷൻ പദ്ധതി പര്യാപ്തമാണോ?

അപര്യാപ്തമാണ്.

3.15) പെൻഷൻ കമ്മ്യൂട്ടേഷനും, 12 വർഷത്തിനു ശേഷം കമ്മ്യൂട്ട് ചെയ്ത് പെൻഷൻ പുനഃസ്ഥാപിക്കുന്നതും സംബന്ധിച്ച ചട്ടങ്ങളെക്കുറിച്ചുള്ള അഭിപ്രായങ്ങൾ നൽകുക.

അഭിപ്രായം ഇല്ല

3.16) പെൻഷൻ കൈപ്പറ്റുന്നതിന് എന്തെങ്കിലും വിഷമതകൾ അനുഭവിക്കുന്നുണ്ടെങ്കിൽ അത് എന്തൊക്കെയാണ്, പെൻഷൻ വിതരണം മെച്ചപ്പെടുത്തുന്നതിനുള്ള എന്തെങ്കിലും നിർദ്ദേശങ്ങൾ വയ്ക്കാനുണ്ടോ?

അഭിപ്രായം ഇല്ല.

3.17) വിരമിക്കൽ പ്രായം മാറ്റേണ്ടതുണ്ടോ?

മാറ്റേണ്ടതില്ല

3.18) പെൻഷൻപ്രായം ഉയർത്തുന്നത് യുവാക്കളുടെ തൊഴിലവസരത്തെ ബാധിക്കുമെങ്കിൽ കൂടുതൽ തൊഴിലവസരങ്ങൾ സൃഷ്ടിക്കുന്നതിനു വേണ്ടി എന്തൊക്കെ പദ്ധതികൾ/ പരിപാടികൾ ആരംഭിക്കാനാകും.

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ബാധകമല്ല.

4. <u>സിവിൽ സർവ്വീസിന്റെ കാര്യക്ഷമത , സാമൂഹിക പ്രതിജ്ഞാബദ്ധത, ജനസൗഹൃദ സിവിൽ സർവ്വീസ്</u>

4.1) സംസ്ഥാന സിവിൽ സർവ്വീസിന്റെ കാര്യക്ഷമത , പ്രതിജ്ഞാബദ്ധത, ജനസൗഹൃദ സിവിൽ സർവ്വീസ് ഇവയെ സംബന്ധിച്ച് നിങ്ങളുടെ വിലയിരുത്തൽ എന്താണ് ?

മെച്ചപ്പെടേണ്ടതുണ്ട്.

4.2) സർക്കാർ ജീവനക്കാരുടെ പൊതുജനങ്ങളോടുള്ള സമീപനം തൃപ്തികരമാണോ ? അല്ലെങ്കിൽ അതു മെച്ചപെപെടുത്താനുള്ള നിർദ്ദേശങ്ങൾ എന്താണ്?

പൊതുജനങ്ങളോടുള്ള സമീപനം കുറച്ചു കൂടി മെച്ചപ്പെടേണ്ടതുണ്ട്.

4.3) സാങ്കേതിക വിദ്യയുടെ സാധ്യതയുപയോഗിച്ച് സേവനം കൂടുതൽ വേഗത്തിലും ഗുണകരവുമാക്കുന്നതിന് സാധ്യതയുള്ള ഇടങ്ങൾ ഏതൊക്കെയാണ്? ഇത്തരം സാങ്കേതിക വിദ്യ ഉപയോഗിച്ചിട്ടുള്ള ഇടങ്ങളിൽ ശരിയായ പ്രക്രിയ നവീകരണം (Process reengineering) നടന്നിട്ടുള്ളതായി കരുതുന്നുണ്ടോ?

ഉണ്ട്.

4.4) സോഷ്യൽ ഓഡിറ്റിംഗിന് ഉചിതമായ സമ്പ്രദായം എന്താണ്?

നിർദ്ദേശങ്ങൾ ഇല്ല

4.5) സേവനാവകാശ നിയമം സേവനം പ്രദാനം ചെയ്യുന്നതിൽ പുരോഗതി വരുത്തിയിട്ടുണ്ടോ? ഇതിൻമേൽ എന്തൊക്കെ മാറ്റങ്ങളാണ് നിർദ്ദേശിക്കാനുള്ളത്.

ഉണ്ട്.

4.6) വകുപ്പുതല ഉദ്യോഗസ്ഥൻമാർക്കും തദ്ദേശ സർക്കാരുകൾക്കും കൂടുതൽ അധികാരം നൽകുന്നതിനും കൂടുതൽ പ്രവർത്തനങ്ങൾ വികേന്ദ്രീകരിച്ച് നൽകുന്നതിനും സാധ്യതയുണ്ടോ?

സാധ്യതയുണ്ട്

4.7) പൊതുജനങ്ങൾക്ക് ഗുണമില്ലാത്തതും, കാലഹരണപ്പെട്ടതും, ആവശ്യമില്ലാത്ത തുമായ ഏതെങ്കിലും സർക്കാർ പദ്ധതികൾ / പ്രവൃത്തികൾ/ പരിപാടികൾ/ രീതികൾ നിലവിലുണ്ടോ?

നിലവിലില്ല

4.8) ഉദ്യോഗക്കയറ്റത്തിനും ലാറ്ററൽ എൻട്രിക്കും ഒരു സ്ഥിരം ഇടവേളകളിൽ യോഗ്യതാപരീക്ഷ ഏർപ്പെടുത്തുന്നതും , പ്രവർത്തനോന്മുഖ ആനുകൂല്യങ്ങൾ ഏർപ്പെടുത്തുന്നതും, ഇൻക്രിമെന്റിന് കാര്യക്ഷമതാ നിബന്ധന ഏർപ്പെടുത്തുന്നതും നിയമനരീതി പരിഷ്കരിക്കുന്നതും സിവിൽ സർവ്വീസിന്റെ ഗുണ നിലവാരം ഉയർത്തുമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

ഇല്ല

4.9) നിലവിലുള്ള പ്രവൃത്തി ദിവസങ്ങൾ/ പ്രവർത്തി സമയം എന്നിവയിൽ മാറ്റം വരുത്തേണ്ടതുണ്ടെന്ന് നിങ്ങൾ കരുതുന്നുണ്ടോ?

കരുതുന്നുണ്ട്.

4.10) സർക്കാർ ഉദ്യോഗസ്ഥരുടെ പ്രവർത്തനക്ഷമതയെ ബാധിക്കുന്ന തരത്തിൽ ഓഫീസുകളിൽ അടിസ്ഥാന സൗകര്യങ്ങളുടേയും അനുബന്ധ സൗകര്യങ്ങളുടേയും അഭാവം ഉണ്ടെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

കരുതുന്നില്ല.

4.11) അഴിമതി തടയുന്നതിന് നിലവിലുള്ള നടപടികൾ സംബന്ധിച്ച താങ്കളുടെ അഭിപ്രായം എന്താണ് ? ഈ നടപടികളിൽ എന്തൊക്കെ മെച്ചപ്പെടുത്തലുകൾ സാധ്യമാണ്?

ആഭ്യന്തര പരിശോധനാ സംവിധാനം കുറച്ചു കൂടി ശക്തമാക്കേണ്ടതാണ്.

4.12) സ്വകാര്യ മേഖലയിൽ ഉള്ളതുപോലെ ഉന്നത നേട്ടങ്ങൾ കൈവരിക്കുന്നവർക്ക് സാമ്പത്തിക ഉപഹാരം നൽകുന്ന സമ്പ്രദായം സർക്കാർ സർവ്വീസിൽ ഏർപ്പെടുത്തിയാൽ കാര്യക്ഷമത വർദ്ധിക്കുമെന്ന് കരുതുന്നുണ്ടോ?

കരുതുന്നില്ല

4.13) ദീർഘനേരം ഇരുന്ന് ജോലി ചെയ്യുന്ന ഉദ്യോഗസ്ഥർക്കുണ്ടാകുന്ന ജീവതശൈലീ രോഗങ്ങളും അവയുടെ അനന്തര ഫലങ്ങളും ലഘൂകരിക്കുന്നതിനുള്ള എന്തെല്ലാം നടപടികളാണ് താങ്കൾക്ക് നിർദ്ദേശിക്കാനുള്ളത്.

പ്രവൃത്തി ദിനങ്ങൾ ആഴ്ചയിൽ 5 ആക്കുക

4.14) ഏതെങ്കിലും സർക്കാർ വകുപ്പിലോ, ഓഫീസിലോ അധിക ജീവനക്കാരോ നിഷ്ക്രിയ ജീവനക്കാരോ ഉള്ളതായി ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ? ഉണ്ടെങ്കിൽ അവ ഏതൊക്കെയാണ്?

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ശ്രദ്ധയിൽപ്പെട്ടിട്ടില്ല

4.15) ഏതെങ്കിലും സർക്കാർ വകുപ്പിലോ ഓഫീസിലോ ജീവനക്കാരുടെ കുറവ് ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ? ഉണ്ടെങ്കിൽ അവ ഏതൊക്കെയാണ്?

ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ട്.

4.16) സർക്കാർ സേവനം മെച്ചപ്പെടുത്തുന്നതിനാവശ്യമായ പുനർവിന്യാസ/പുനർ നൈപുണീകരണ നടപടികൾ ദയവായി നിർദ്ദേശിക്കുക.

കൂടുതൽ തസ്തികകൾ ഉള്ള സ്ഥാപനങ്ങൾ/ വകുപ്പുകളിൽ നിന്നും പുനർവിന്യാസം വഴി കുറച്ച് തസ്തികകൾ അനുവദിച്ചിട്ടുള്ള സ്ഥാപനങ്ങൾ/ വകുപ്പുകളിലേയ്ക്ക് ജീവനക്കാരെ പുനർ വിന്യസിക്കാവുന്നതാണ്.

4.17) വില്ലേജാഫീസുകൾ, താലൂക്കാഫീസുകൾ, ഗ്രാമ/ബ്ലോക്ക് പഞ്ചായത്തുകൾ, മുനിസിപ്പൽ ഓഫീസുകൾ, പോലീസ് സ്റ്റേഷനുകൾ, സബ് രജിസ്ട്രാർ ഓഫീസുകൾ, സർക്കാരാശുപത്രികൾ തുടങ്ങി മറ്റ് ഫീൽഡ് ഓഫീസുകളിൽ പൊതുജനങ്ങളു മായുള്ള ഇടപഴകലിനുള്ള സൗകര്യങ്ങളിലും സമ്പ്രദായങ്ങളിലും നിങ്ങളുടെ അനുഭവത്തിന്റെ വെളിച്ചത്തിൽ ഏതു തരം മാറ്റങ്ങളാണ് വരുത്തേണ്ടതായി നിർദ്ദേശിക്കാനുള്ളത്?

നിർദ്ദേശങ്ങൾ ഇല്ല.

5. <u>ലിംഗാധിഷ്ഠിത വിഷയങ്ങൾ</u>

5.1) സ്ത്രീ ജീവനക്കാർ അഭിമുഖീകരിക്കുന്ന ബഹുമുഖമായ പ്രശ്നങ്ങൾ എന്തൊക്കെയാണ്? അതു പരിഹരിക്കുന്നതിനുള്ള എന്ത് നടപടികളാണ് നിർദ്ദേശിക്കാനുള്ളത്?

ഈ വകുപ്പിൽ സ്ത്രീ ജീവനക്കാർ അഭിമുഖീകരിക്കുന്ന പ്രശ്നങ്ങൾ ശ്രദ്ധയിൽപ്പെട്ടിട്ടില്ല.

5.2) സർക്കാർ ഓഫീസുകൾ കൂടുതൽ ലിംഗസൗഹൃദ (Gender Sensitive) മാക്കുന്ന തിനായി ഏതൊക്കെ തരത്തിലുള്ള നയങ്ങൾ , പരിപാടികൾ, പദ്ധതികൾ, ചട്ടങ്ങൾ, നിയന്ത്രണങ്ങൾ, സ്ഥാപന ഘടന തുടങ്ങിയവ വേണമെന്നാണ് താങ്കൾക്ക് നിർദ്ദേശിക്കാനുള്ളത്?

ലിംഗ വിവേചനം ഉണ്ടാകാത്ത വിധത്തിൽ സുരക്ഷിത സ്ഥലങ്ങൾ പ്രമോട്ട് ചെയ്യുവാനും സ്ത്രീകൾക്കെതിരായ സുരക്ഷിതമല്ലാത്ത തൊഴിൽ സാഹചര്യങ്ങളിലേക്ക് നയിക്കുന്നതിന് കാരണമാകുന്ന അടിസ്ഥാന വസ്തുതകൾ നീക്കം ചെയ്യുന്നതിനും ഉദ്ദേശിച്ചുകൊണ്ട് തൊഴിൽ സ്ഥലങ്ങളിലെ ലൈംഗിക പീഡനം നിരോധിക്കുന്നതിനും തടയുന്നതിനും പരിഹരിക്കുന്നതിനും വേണ്ടി ഒരു ആഭ്യന്തര നയം / പ്രമേയം രൂപം നൽകുകയും അതു വ്യാപകമായി പ്രചരിപ്പിക്കുകയും ഇന്റേണൽ കമ്മിറ്റി രൂപീകരിക്കുകയും അംഗങ്ങൾക്കായി ഓറിയന്റേഷൻ പ്രോഗ്രാമുകളും സെമിനാറുകളും നടത്തേണ്ടതാണ്.

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5.3) സ്ത്രീ ജീവനക്കാർക്ക് നിലവിലുള്ള സൗകര്യങ്ങൾ പര്യാപ്തമാണോ? ഇല്ലെങ്കിൽ നിർദ്ദേശങ്ങൾ സമർപ്പിക്കാമോ?

സ്ത്രീകൾക്ക് നിലവിലുള്ള സൗകര്യങ്ങൾ അപര്യപ്തമാണ് . തൊഴിൽ സ്ഥലത്ത് ആ തൊഴിൽ സ്ഥലവുമായി സമ്പർക്കത്തിൽ ഏർപ്പെടുന്ന വ്യക്തികളിൽ നിന്നുള്ള സംരക്ഷണം ഉൾപ്പെടെയുള്ള സുരക്ഷിതമായ ഒരു തൊഴിൽ സാഹചര്യം നൽകണം.

5.4) സർക്കാർ ഓഫീസുകളിൽ കൂടുതൽ ക്രഷുകൾ, വിശ്രമമുറികൾ, മുലയൂട്ടൽ സൗകര്യങ്ങൾ, ശൗചാലയങ്ങൾ ഇവ ലഭ്യമാക്കുന്നത് സാധ്യമാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

കരുതുന്നുണ്ട്.

5.5) ലിംഗബോധമുള്ളതും കുടുംബ സൗഹൃദപരവുമായ തൊഴിൽ സംസ്കാരം നേടുന്നതിനുള്ള ഉപാധിയായി ജെൻഡർ ബജറ്റിനെ ഉപയോഗപ്പെടുത്തുന്നതിനുള്ള നടപടികൾ നിർദ്ദേശിക്കാമോ?

ലിംഗബോധമുള്ളതും കുടുംബ സൗഹൃദപരവുമായ തൊഴിൽ സംസ്കാരം നേടുന്നതിനുള്ള ഉപാധിയായി ജെൻഡർ ബജറ്റിനെ ഉപയോഗപ്പെടുത്തുന്നതിന് സർക്കാർ ഓഫീസുകളിൽ പ്രത്യേകഫണ്ട് അനുവദിക്കേണ്ടതാണ്.

5.6) ഏതെങ്കിലും ഒരു പ്രത്യേക സർവ്വീസിൽ സ്ത്രീകളുടെ പ്രാതിനിധ്യം ശരിയായ അനുപാതത്തിലല്ലെന്ന് നിങ്ങൾ കരുതുന്നുണ്ടോ? പ്രവേശന തലത്തിലും പ്രൊമോഷൻ തലത്തിലും സ്ത്രീ ജീവനക്കാരുടെ എണ്ണം വർദ്ധിപ്പിക്കുന്നതിന് ലിംഗ സംവരണം ഏർപ്പെടുത്തേണ്ടതുണ്ട് എന്ന് നിങ്ങൾ കരുതുന്നുണ്ടോ ?

ലിംഗ സംവരണം ഏർപ്പെടുത്തേണ്ടതില്ല.

5.7) പ്രത്യേക പരിശീലന പരിപാടികൾ, ശിൽപ്പശാലകൾ, പരിചയം/മികവ് ലഭിക്കുന്നതിനുള്ള സന്ദർശന പരിപാടികൾ എന്നിവ വഴി സ്ത്രീകളുടെ തൊഴിൽ ഉന്നതി കൈവരിക്കുന്നതിനുള്ള മാർഗ്ഗങ്ങൾ ഉണ്ടെങ്കിൽ നിർദ്ദേശിക്കുക.

19-ാം വകുപ്പിലെ വ്യവസ്ഥകൾക്ക് വിധേയമായി ശില്പശാലകളും ബോധവൽക്കരണ പരിപാടികളും സംഘടിപ്പിക്കുന്നതിലേക്കായി സംസ്ഥാന ഗവൺമെന്റ് വികസിപ്പിച്ചിട്ടുള്ള മൊഡ്യൂളുകൾ ഉപയോഗിക്കുകയും ചെയ്യേണ്ടതാണ്.

5.8) സർക്കാർ ഓഫീസിലെ ലൈംഗികാതിക്രമങ്ങൾ കൈകാര്യം ചെയ്യുന്നതിനുള്ള നിലവിലെ സമ്പ്രദായം ഉചിതവും പര്യാപ്തവും ആണോ?

നിലവിലെ സമ്പ്രദായം ഉചിതവും പര്യാപ്തവും ആണ്.

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6. **കമ്മീഷന്റെ പരിഗണനാവിഷയങ്ങൾ പ്രകാരമുള്ള മറ്റു വിഷയങ്ങൾ എന്തെങ്കിലും ഉണ്ടെങ്കിൽ അവ രേഖപ്പെടുത്തുക**
7. **എൽ.ഡി സ്റ്റോർകീപ്പർമാരും യുഡി സ്റ്റോർ കീപ്പർമാരും**

വ്യാവസായിക പരിശീലന വകുപ്പിന് കീഴിൽ പ്രവർത്തിക്കുന്ന സംസ്ഥാനത്തെ ഗവ.ഐ.ടി.ഐകളിൽ നിലവിൽ ആകെ 21 യു.ഡി. സ്റ്റോർ കീപ്പർമാരുടെ തസ്തികയും 70 ഓളം എൽ.ഡി. സ്റ്റോർ കീപ്പർമാരുടെ തസ്തികയുമാണ് അനുവദിച്ചിട്ടുള്ളത് . സമാന സ്വഭാവമുള്ള ഈ തസ്തികകളിൽ എൽ.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികയിൽ നിന്നുള്ള ഉദ്യോഗക്കയറ്റ തസ്തികയാണ് യു .ഡി. സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികയുടെ പ്രൊമോഷൻ തസ്തികയായ സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ തസ്തിക ഒന്ന് മാത്രമാണ് ഇപ്പോൾ വകുപ്പിൽ നിലവിലുള്ളത്. തൽഫലമായി 25 വർഷം സർവ്വീസ് പൂർത്തീകരിച്ചാലും പലരും എൽ.ഡി സ്റ്റോർ കീപ്പറായി തന്നെ സേവനത്തിൽ നിന്നും വിരമിക്കുന്ന സ്ഥിതി വിശേഷമാണ് നിലവിലുള്ളത്. ആയതിനാൽ എൽ.ഡി സ്റ്റോർ കീപ്പർ യു.ഡി. സ്റ്റോർ കീപ്പർ അനുപാദം 1:1 ആയി അനുവദിക്കുക. അതോടൊപ്പം യു.ഡി. സ്റ്റോർ കീപ്പർമാരിൽ 25% പേർക്ക് സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പറിന്റെ ശമ്പള സ്കെയിലിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുക. നിലവിലുള്ള എല്ലാ ഫസ്റ്റ് ഗ്രേഡ് ഐ.ടി.ഐകളിലും നിലവിലുള്ള യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തിക സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ തസ്തികയായി ഉയർത്തുക.

2. **വർക് ഷോപ്പ് അറ്റൻഡർ**

വ്യാവസായിക പരിശീലന വകുപ്പിന് കീഴിൽ പ്രവർത്തിക്കുന്ന സംസ്ഥാനത്തെ ഗവ.ഐ.ടി.ഐകളിലെ വർക് ഷോപ്പ് അറ്റൻഡർമാരുടെ തസ്തികയ്ക്ക് സമാനമായ ജോലി സ്വഭാവമുള്ള തസ്തികയാണ് സാങ്കേതിക വിദ്യാഭ്യാസ വകുപ്പിലെ ട്രേഡ്സ്മാൻ തസ്തിക. 2004 വരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകളിൽ ഐ.ടി.ഐകളിലെ വർക് ഷോപ്പ് അറ്റൻഡറുടേയും സാങ്കേതിക വിദ്യാഭ്യാസ വകുപ്പിലെ ട്രേഡ്സ്മാന്റേയും ശമ്പള സ്കെയിൽ ഒരുപോലെയായിരുന്നു. എന്നാൽ 2009 ലെ ശമ്പള പരിഷ്കരണം മുതൽ വർക് ഷോപ്പ് അറ്റൻഡറുടെ ശമ്പള സ്കെയിൽ ട്രേഡ്സ്മാന്റെ ശമ്പള നിരക്കിനേക്കാൾ കുറഞ്ഞ നിരക്കിലാണ് അനുവദിച്ചു വരുന്നത്. 2014 -ലെ ശമ്പള പരിഷ്കരണത്തിൽ വർക് ഷോപ്പ് അറ്റൻഡറുടെ ശമ്പള സ്കെയിൽ 18000 - 41500 ഉം ട്രേഡ്സ്മാന്റേത് 19000- 43600 എന്ന നിരക്കിലുമാണ് അനുവദിച്ചത്. സമാന യോഗ്യതയും സമാന ജോലി സ്വഭാവവുമുള്ള ഈ തസ്തികകളുടെ ശമ്പള സ്കെയിൽ ഏകീകരിക്കേണ്ടതുണ്ട്. ആയതിനാൽ വർക് ഷോപ്പ് അറ്റൻഡറുടെ നിലവിലെ ശമ്പള സ്കെയിൽ 19000- 43600 എന്ന നിരക്കിലേയ്ക്ക് മാറ്റുന്നതിനും അതിനു സമാനമായ ശമ്പള സ്കെയിൽ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അനുവദിക്കുന്നതിനും നടപടി സ്വീകരിക്കേണ്ടതാണ്.

3. **ജൂനിയർ ഇൻസ്ട്രക്ടർ**

ശമ്പള പരിഷ്കരണത്തിന്റെ ചരിത്രം പരിശോധിക്കുമ്പോൾ 1968 ലും 1973 ലും വകുപ്പിന് കീഴിലെ സർക്കാർ ഐ .ടി.ഐകളിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പള സ്കെയിൽ പൊതു വിദ്യാഭ്യാസ വകുപ്പിലെ ഹൈസ്കൂൾ അസിസ്റ്റന്റിന്റെ ശമ്പള സ്കെയിലിനേക്കാൾ കൂടിയ നിരക്കിലായിരുന്നു. എന്നാൽ പിൽക്കാലത്ത് 1978, 1983, 1988, 1992 വർഷങ്ങളിൽ ഉണ്ടായ ശമ്പള പരിഷ്കരണ ഉത്തരവുകളിൽ ഈ രണ്ട്

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തസ്തികകളുടേയും ശമ്പള നിരക്ക് തുല്യമാവുകയും 1997, 2004, 2009, 2014 വർഷങ്ങളിൽ ഉണ്ടായ ശമ്പള പരിഷ്കരണ ഉത്തരവുകളിൽ ജൂനിയർ ഇൻസ്ട്രക്ടർ -ടെ ശമ്പള സ്കെയിൽ ഹൈസ്കൂൾ അസിസ്റ്റന്റിന്റെ ശമ്പള സ്കെയിലിനേക്കാൾ വളരെ വ്യത്യാസപ്പെട്ടു. നിലവിൽ ഹൈസ്കൂൾ അസിസ്റ്റന്റിന്റെ ശമ്പള സ്കെയിൽ 29200 -62400 എന്നും ജൂനിയർ ഇൻസ്ട്രക്ടറുടെ ശമ്പള സ്കെയിൽ 26500 - 56700 എന്നുമാണ്. ഈ അന്തരം ഒഴിവാക്കി ഐ.ടി.ഐകളിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പള സ്കെയിൽ പൊതു വിദ്യാഭ്യാസ വകുപ്പിലെ ഹൈസ്കൂൾ അസിസ്റ്റന്റുമാരുടെ ശമ്പള സ്കെയിലിന് തുല്യമാക്കുന്നതിനും ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അതിന് സമാനമായ പുതിയ സ്കെയിൽ അനുവദിക്കുന്നതിനും നടപടി സ്വീകരിക്കേണ്ടതാണ്.

4. **<u>ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ</u>**

നിലവിലുള്ള റേഷ്യോ പ്രൊമോഷന്റെ നിരക്ക് ആകെയുള്ള ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർമാരിൽ 30% പേർക്ക് ലഭിക്കുന്ന തരത്തിൽ പരിഷ്കരിക്കുന്ന കാര്യം പരിഗണിക്കേണ്ടതാണ്.

5. **<u>വൈസ് പ്രിൻസിപ്പാൾ/ പ്രിൻസിപ്പാൾ ഗ്രേഡ് II/ ട്രെയിനിംഗ് ഓഫീസർ തസ്തികയിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്നത് സംബന്ധിച്ച്</u>**

വ്യാവസായിക പരിശീലന വകുപ്പിൽ വൈസ് പ്രിൻസിപ്പാൾ/ പ്രിൻസിപ്പാൾ ഗ്രേഡ് II/ ട്രെയിനിംഗ് ഓഫീസർ തസ്തികകളിൽ 113 ഉദ്യോഗസ്ഥരാണ് നിലവിൽ ജോലി ചെയ്യുന്നത്. ടി തസ്തികയുടെ അടുത്ത പ്രൊമോഷൻ തസ്തിക പ്രിൻസിപ്പാൾ ക്ലാസ് I ആണ്. എന്നാൽ ആകെ 22 പ്രിൻസിപ്പാൾ ക്ലാസ് I തസ്തികകളെ വകുപ്പിൽ അനുവദിച്ചിട്ടുള്ളൂ. തൽഫലമായി പ്രിൻസിപ്പാൾ ക്ലാസ് II തസ്തികയിൽ നിയമിതരാകുന്ന ഉദ്യോഗസ്ഥർ 8 മുതൽ 10 വർഷം വരെ ആ തസ്തികയിൽ തുടർന്നാലും പ്രിൻസിപ്പാൾ ക്ലാസ് I തസ്തികയിൽ എത്താതെ വിരമിക്കുന്ന അവസ്ഥയാണ് നിലവിലുള്ളത് . ആയതിനാൽ പ്രിൻസിപ്പാൾ ഗ്രേഡ് II തസ്തികയിൽ സീനിയർ ആയ 30% പേർക്കെങ്കിലും പ്രിൻസിപ്പാൾ ക്ലാസ് I ന്റെ ശമ്പള സ്കെയിലിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്ന കാര്യം പരിഗണിക്കേണ്ടതാണ്.

6. **<u>പ്രിൻസിപ്പാൾ ക്ലാസ് - I</u>**

45800 - 89000 രൂപ ശമ്പള സ്കെയിലിൽ 22 പ്രിൻസിപ്പാൾ ക്ലാസ് I തസ്തികകളാണ് വകുപ്പിൽ നിലവിലുള്ളത്. മറ്റ് വകുപ്പുകളെ അപേക്ഷിച്ച് നിലവിലെ ശമ്പള സ്കെയിൽ ജോലി ഭാരം കണക്കിലെടുക്കുമ്പോൾ കുറവാണ്. ആയതിനാൽ നിലവിലുള്ള ശമ്പള സ്കെയിൽ 45800- 89000 എന്നത് ഉയർത്തി 55350- 101400 ആക്കുന്നതിനും അതിനു സമാനമായ പുതിയ ശമ്പള സ്കെയിൽ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അനുവദിക്കുന്നതിനും താൽപര്യപ്പെടുന്നു.

7. **<u>ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്</u>**

വ്യാവസായിക പരിശീലന വകുപ്പിന് കീഴിൽ 5 ഇൻസ്പെക്ടർ ഓഫ്

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ടെയിനിംഗ് തസ്തികകളാണ് നിലവിലുളളത്. ഈ തസ്തികകളിൽ ചുമതല വഹിക്കുന്നവർ സർക്കാർ/സ്വകാര്യ ഐ .ടി.ഐകളിൽ പരിശോധന നടത്തി റിപ്പോർട്ട് നൽകുകയും ടെയിനികൾ, രക്ഷകർത്താക്കർ, ജീവനക്കാർ എന്നിവർ നടത്തുന്ന പരാതികളിൽ അന്വേഷണം നടത്തി റിപ്പോർട്ട് നൽകുകയും ചെയ്യുന്ന ചുമതലയാണ് പ്രധാനമായും വഹിക്കുന്നത്. 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയുടെ പ്രാധാന്യം മനസിലാക്കുകയും പരിശോധന കാര്യക്ഷമമാക്കുന്നതിനും എല്ലാ ജില്ലയിലും ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തിക അനുവദിക്കണമെന്ന് നിർദ്ദേശിക്കുകയും ചെയ്തു. അധികാര വികേന്ദ്രീകരണം നടപ്പിലാക്കുന്നതിനും ഐ.ടി.ഐകളുടെ മോണിറ്ററിംഗ് ജില്ലാ തലത്തിൽ ഏകോപിപ്പിക്കുന്നതിനും 9 ജില്ലകളിൽ കൂടി ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തിക അനുവദിച്ച് ഓരോ ജില്ലയിലേയും ജില്ലാതല ഓഫീസർമാരാക്കി അധികാരപ്പെടുത്തുന്നതിനും അവർക്ക് സുഗമമായ പ്രവർത്തനങ്ങൾക്കു വേണ്ടി ആവശ്യമായ ഓഫീസ് സംവിധാനം ഏർപ്പെടുത്തുന്നതിനും 11-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശ്രദ്ധിക്കേണ്ടതാണ്.

നിലവിൽ പ്രിൻസിപ്പാൾ ക്ലാസ്- 1 തസ്തികയുടേയും ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയുടേയും ശമ്പള സ്കെയിൽ ഒന്നു തന്നെയാണ് . അധികാരം, ജോലികൾ എന്നിവ പരിഗണിച്ചാൽ പ്രിൻസിപ്പാൾ ക്ലാസ്- 1 തസ്തികയും ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയും വ്യത്യസ്തമാണ്. ഈ വസ്തുത പരിഗണിച്ച് ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയ്ക്ക് പ്രിൻസിപ്പാൾ ക്ലാസ്- 1 തസ്തികയുടെ ശമ്പള സ്കെയിലിലും ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിലിലും ഇടയിലുളള 60900 - 103600 ശമ്പള നിരക്കിൽ നിലവിലെ ശമ്പള നിരക്ക് ഉയർത്തുന്നതിനും അതിനു തുല്യമായ ശമ്പള സ്കെയിൽ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അനുവദിക്കുന്നതിനും ശിപാർശ ചെയ്യുന്നു.

ട്രെയിനിംഗ് ഓഫീസർമാരായ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് ഉദ്യോഗസ്ഥർക്ക് പെർമനന്റ് ട്രാവലിംഗ് അലവൻസിന് അർഹത യുളളവരാണ്. എന്നാൽ ഈ തസ്തികയിൽ ജോലി ചെയ്യുന്നവർക്ക് ഇതിന്റെ പ്രയോജനം ഇതുവരെ ലഭ്യമായിട്ടില്ല . ആയതിനാൽ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് ഉദ്യോഗസ്ഥർക്ക് പെർമനന്റ് ട്രാവലിംഗ് അലവൻസ് അനുവദിക്കുന്നതിന് ശിപാർശ ചെയ്യുന്നു.

8. **<u>ജൂനിയർ അപ്രന്റീസ്ഷിപ്പ് അഡ്വൈസർ (ജെ.എ.എ. കാറ്ററിംഗ്</u>**)

10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ, പ്രൊഫഷണൽ ബിരുദമുളളതും നേരിട്ട് നിയമനം ലഭിക്കുന്നതുമായ ഉദ്യോഗസ്ഥർക്ക് ഉദ്യോഗക്കയറ്റ സാധ്യത ഇല്ലാത്ത സാഹചര്യത്തിൽ കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം 8 വർഷവും 15 വർഷവും പൂർത്തീകരിക്കുമ്പോൾ അനുവദിച്ചിരുന്നു. അപ്രകാരം വിവിധ വകുപ്പുകളിലെ 18 തസ്തികകൾക്ക് ഈ സ്കീമിന്റെ ആനുകൂല്യം അനുവദിച്ചിരുന്നു. വ്യാവസായിക പരിശീലന വകുപ്പിന് കീഴിൽ ജൂനിയർ അപ്രന്റീസ്ഷിപ്പ് അഡ്വൈസർ (ജെ.എ.എ.കാറ്ററിംഗ്) എന്ന പേരിൽ 32300 -68700 എന്ന ശമ്പള നിരക്കിൽ വകുപ്പിന്റെ മുഖ്യ കാര്യാലയത്തിൽ ഒരു തസ്തിക അനുവദിച്ചിട്ടുണ്ട്. ടി തസ്തികയ്ക്ക് ഉദ്യോഗക്കയറ്റ തസ്തിക ഇല്ലാത്തതിനാൽ കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ജൂനിയർ അപ്രന്റീസ്ഷിപ്പ് അഡ്വൈസർ (ജെ.എ.എ.കാറ്ററിംഗ്) തസ്തികയ്ക്ക് കൂടി ഉൾപ്പെടുത്തുന്നതിനും സേവനം 8 വർഷം പൂർത്തിയാകുന്ന മുറയ്ക്കും 15 വർഷം

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പൂർത്തിയാകുന്ന മുറയ്ക്കും പുതിയ സ്കെയിലുകളിൽ സാമ്പത്തിക ആനുകൂല്യങ്ങൾ അനുവദിക്കുന്നതിനും ശിപാർശ ചെയ്യുന്നു.

9. **<u>അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-II/ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് / അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്- I</u>**

വ്യാവസായിക പരിശീലന വകുപ്പിൽ 35 സീനിയർ സൂപ്രണ്ട് തസ്തികകളാണ് അനുവദിച്ചിട്ടുള്ളത്. നിലവിലെ ശമ്പള പരിഷ്കരണ ഉത്തരവിലെ വ്യവസ്ഥകൾ പ്രകാരം 35 സീനിയർ സൂപ്രണ്ടുമാരിൽ 9 പേർക്ക് (25%) 40500-85000 നിരക്കിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദനീയമാണ്. സീനിയർ സൂപ്രണ്ടിന്റെ പ്രൊമോഷൻ പോസ്റ്റ് ഈ വകുപ്പിലെ നിലവിലെ സ്പെഷ്യൽ റൂൾ പ്രകാരം അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് -II, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-I എന്നിങ്ങനെയാണ്. പ്രത്യേകം പ്രത്യേകം വകുപ്പുതലപ്രൊമോഷൻ കമ്മിറ്റികൾ കൂടി തയ്യാറാക്കുന്ന സെലക്ട് ലിസ്റ്റുകളുടെ അടിസ്ഥാനത്തിലാണ് ഈ തസ്തികകളിലേക്ക് സ്ഥാനക്കയറ്റം നല്കി നിയമനം നൽകുന്നത്. നിലവിലുള്ള ശമ്പള സ്കെയിലുകൾ പ്രകാരം റേഷ്യോ പ്രൊമോഷൻ ലഭിച്ച സീനിയർ സൂപ്രണ്ടിന്റെയും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് -II ന്റെയും ശമ്പള സ്കെയിൽ ഒന്നു തന്നെയാണ്. കോമൺ കാറ്റഗറിയിൽ ഉൾപ്പെട്ടിട്ടുള്ള അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയുടെ ശമ്പള സ്കെയിൽ 42500-87000 രൂപയാണ്. ഈ വകുപ്പിലെ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന്റെ ഉദ്യോഗക്കയറ്റ തസ്തികയാണ് അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-I. എന്നാൽ നിലവിലെ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-I ന്റെ ശമ്പള നിരക്ക് അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന്റെ ശമ്പള നിരക്കിനേക്കാൾ താഴെയായ 40500-85000 ആണ്. ശമ്പള പരിഷ്കരണ ഉത്തരവ് പുറത്തിറങ്ങിയ അവസരത്തിൽ തന്നെ ഈ അനോമിലി അനോമിലി സെല്ലിന്റെ ശ്രദ്ധയിൽപ്പെടുത്തിയെങ്കിലും പരിഹാരമായിട്ടില്ല. അടുത്ത ശമ്പള പരിഷ്കരണത്തിൽ പരിഗണിക്കാമെന്ന മറുപടിയാണ് ലഭിച്ചത്. ആയതിനാൽ പുതിയ ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ സ്പെഷ്യൽ റൂൾ പ്രകാരമുള്ള അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-II, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്- I എന്നീ തസ്തികകൾ പ്രത്യേകം പ്രത്യേകമായി രേഖപ്പെടുത്തുന്നതിനും ഇവയ്ക്ക് ഓരോന്നിനും പ്രത്യേകം പ്രത്യേകം ശമ്പള സ്കെയിലുകൾ അനുവദിക്കുന്നതിനും ശിപാർശ ചെയ്യുന്നു.

<u>10. മറ്റിനങ്ങൾ</u>

1. <u>ഐടിഐയിലെ പരീക്ഷാവിഭാഗം</u>

കേരളത്തിലെ എല്ലാ വിദ്യാഭ്യാസ രംഗങ്ങളിലും (പൊതുവിദ്യാഭ്യാസം, സാങ്കേതിക വിദ്യാഭ്യാസം, ആരോഗ്യ വിദ്യാഭ്യാസം) പരീക്ഷാനടത്തിപ്പിനായി ഒരു പരീക്ഷാ വിഭാഗം പ്രവർത്തിക്കുന്നു. എന്നാൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഇതിനായി ഒരു പ്രത്യേക വിഭാഗം അനുവദിച്ചിട്ടില്ല . കേരളത്തിൽ 28 സർക്കാർ ഐടിഐകൾ മാത്രം പ്രവർത്തിച്ചിരുന്ന കാലത്ത് ഒരു സ്റ്റാഫ് ഘടനയിലാണ് ഇപ്പോഴും സംസ്ഥാനതലത്തിലും അഖിലേന്ത്യാതലത്തിലും ട്രേഡ് ടെസ്റ്റ് നടത്തിവരുന്നത്. ഇപ്പോൾ സർക്കാർ തലത്തിൽ 100 ഐടിഐകൾ, 9 ആർ ഐ സെന്ററുകളും, ആർ.ഐ സെന്ററുകൾ അനുവദിച്ചിട്ടില്ലാത്ത ജില്ലകളിൽ നോഡൽ ഐടിഐകളോട് ചേർന്ന്

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അപ്രന്റിസ് ടെയിനിംഗ്രം നടത്തിവരുന്നു. ആയതിനാൽ എസ്.സി.വി.ടി, എൻ.സി.വി.ടി ട്രേഡ് ടെസ്റ്റ്, അപ്രന്റിസ് ട്രേഡ് ടെസ്റ്റ്, അവയുടെ സർട്ടിഫിക്കറ്റുകൾ വിതരണം ചെയ്യൽ എന്നിവ സുഗമമാക്കുന്നതിന് ഒരു പരീക്ഷാ കൺട്രോളർ തസ്തികയും അനുബന്ധ തസ്തികളും അനുവദിച്ച് ഒരു പരീക്ഷാ വിഭാഗം അനുവദിക്കുന്നതിന് ശിപാർശ ചെയ്യുന്നു.

2. 2010 മുതൽ അനുവദിച്ച ഐടിഐകളിൽ സൂപ്രവൈസറി തസ്തികൾ (ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ) അനുവദിച്ചിട്ടില്ല. കല്പറ്റയിലും കുഴൽമന്ദത്തിലും പ്രവർത്തിക്കുന്ന ഐടിഐകളിൽ മിനിസ്റ്റീരിയൽ ലെവലിൽ സൂപ്രവൈസറി തസ്തികകൾ അനുവദിച്ചിട്ടില്ല. 2011 മുതൽ അനുവദിച്ച പള്ളിപ്പാട്, വർക്കല, മയ്യനാട് തുടങ്ങിയ ഐടിഐകളിൽ സുപ്രവൈസറി തസ്തികൾ ഒന്നും തന്നെ അനുവദിച്ചിട്ടില്ല. സംസ്ഥാനത്ത് പ്രവർത്തിക്കുന്ന മുഴുവൻ ഐടിഐകളിലും ജൂനിയർ സൂപ്രണ്ട്, ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തികകൾ അനുവദിക്കുന്നതിന് ശിപാർശ ചെയ്യുന്നു.

അഖിലേന്ത്യ ട്രേഡ് ടെസ്റ്റ് ഡ്യൂട്ടികൾക്കായി ജീവനക്കാർക്ക് ചില മാസങ്ങളിൽ കൂടുതൽ യാത്രകൾ നടത്തേണ്ടി വരും. നിലവിലെ പ്രതിമാസ/ ത്രൈമാസ ടി.എ സീലിംഗ് നിലനിൽക്കുന്നതിനാൽ ഉദ്യോഗസ്ഥർക്ക് പലപ്പോഴും അർഹമായ സാമ്പത്തികാനുകൂല്യങ്ങൾ നിഷേധിക്കപ്പെടുന്നു. അതു പോലെ തന്നെ ആഭ്യന്തര പരിശോധന കാര്യക്ഷമമാക്കുന്നതിന്റെ ഭാഗമായി ഉദ്യോഗസ്ഥർക്ക് ഒരു മാസത്തിൽ തന്നെ ഒന്നിലേറെ ജില്ലകളിൽ യാത്ര ചെയ്യേണ്ടി വരുന്നു. അങ്ങനെയുള്ള ജീവനക്കാരും ടി.എ സീലിംഗിന്റെ നിയന്ത്രണം ഉള്ളതിനാൽ കാര്യനിർവ്വഹണത്തിൽ താല്പര്യക്കുറവ് കാണിക്കാറുണ്ട്. ആയതിനാൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ പരീക്ഷാ ജോലികൾക്കും ആഭ്യന്തര പരിശോധന ജോലികൾക്കും നിയോഗിക്കപ്പെടുന്ന ജീവനക്കാരെ ടി.എ. സീലിംഗിൽ നിന്നും ഒഴിവാക്കുന്നതിനും ശിപാർശ ചെയ്യുന്നു.

ടെയിനിംഗ് ഡയറക്ടർ

10/06/2020

File No. DT/1136/2020-A7 (Computer No. 65937)

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"ഭരണ ഭാഷ – മാതൃഭാഷ"
വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നം:DT/1136/2020–A7

ടെയിനിംഗ് ഡയറക്ടറേറ്റ് ,
തൊഴിൽ ഭവൻ
വികാസ് ഭവൻ പി.ഒ
തിരുവനന്തപുരം–33
തീയതി: 07/10/2020

ടെയിനിംഗ് ഡയറക്ടർ

സെക്രട്ടറി
പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ
പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ഓഫീസ്
വഴുതക്കാട് തിരുവനന്തപുരം

വിഷയം :– വ്യാവസായിക പരിശീലന വകുപ്പ് ടെയിനിംഗ് ഡയറക്ടറേറ്റ് – ജീവനക്കാര്യം പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ പ്രോഫോർമ അപാകത പരിഹരിച്ച് അയക്കുന്നത് സംബന്ധിച്ച്.

സൂചന:– 1)ഈ ഓഫീസിൽ നിന്നുള്ള 10.06.2020 ലെ ഇതേ നമ്പർ കത്ത്
2)താങ്കളുടെ ഓഫീസിൽ നിന്നുള്ള ടെലെഫോൺ സന്ദേശം

സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. ഈ വകുപ്പിലെ ജീവനക്കാരുടെ തസ്തികകൾ ഉൾപ്പെട്ട പ്രോഫോർമ സൂചന (1) പ്രകാരം അയച്ചിരുന്നു .എന്നാൽ സമാന തസ്തികകളിൽ 01.07.2014 മുതൽ അനുവദിച്ച തസ്തികകൾ ഒരുമിച്ചാണ് നൽകിയിരുന്നത് .ആയത് പ്രത്യേകമായി അയക്കാൻ സൂചന (2) പ്രാകാരം അറിയിച്ചതനുസരിച്ച് അപാകത പരിഹരിച്ച പ്രോഫോർമ ഇതോടൊപ്പം അയക്കുന്നു

വിശ്വസ്തതയോടെ

ടെയിനിംഗ് ഡയറക്ടർക്ക് വേണ്ടി

ഉള്ളടക്കം

മേൽ പ്രകാരം

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14 AUG 2020

From,

Junior Instructors
Govt ITI (W) Kazhakuttom
Thiruvananthapuram

To,

The Hon.chairman / Director
11 th Pay Commission
Govt of Kerala

Sub :- Pay revision anomaly regarding
Ref :- Pay revision order - X th , IX th and VIII th

Sir,

We the undersigned are Junior Instructors of various trades of Industrial Training Department, working at Govt Women's ITI Kazhakuttom. In VIII th and IX th Pay revision order, it is seen that our basic pay were equalent to the High School Assistant In General Education Department. Now in the latest pay revision order (Go(p) No.7/2016/FN dated 20/01/2016) it seen that the pay of Junior Instructor Rs 26,500 are below the pay of H.S.A. our basic qualification insisted in the notification is

1. Degree (4 year duration)
2. Degree (3 year duration)
3. Three year diploma
4. NTC/NAC passed with three year post qualification experience

Our trainees basic qualication for ITI is 10 th pass, most of the trainees are plus two and graduation qualified. The syllabus in NCVT approved which is to be learned in English and most of us are degree/diploma qualified with 2-3 year experience which is required. Our working time is 7 hrs.10min per day. The working hours & work load with practical are admittedly time consuming. The working days are from Monday to Saturday from 10 AM to 5 PM. And we have no 2 months summer vacation too. We in ITI mould,the trainees pass out from schools whom are going to be builder of ~~future in~~ Nation.

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Hence it is requested to review our pay structure & may be allowed a higher scale than HSA or otherwise we may allow pay parity with HSA inconsideration with our qualification and work load. It is also required to undergo an One year All India Institutional Training all over India which is also essential to obtain promotion as Senior Instructor & Group Instructor. It may be noted that their is no chance to get further promotion to us in this department. we may kindly accord a time for representation our grievances before the commission

Hence we humbly request that this anomaly may be rectified and pay scale in the coming pay revision order may be uplifted. So as to safe guard our official status and reputation. We may kindly heard. Our represtation may be favourable condisered and recommitted to XI Paycammission Chairman.

14/8/2020
Trivandrum

yours sincerely

sindhu k

Sunitha.s.nair

Lakshmi sree AR

Viji KC

Lekshmi G

Vijayalekshmi

Saranya JR

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GOVERNMENT OF KERALA

No. 2562/B3/2020/XI PRC

XI PAY REVISION COMMISSION,
Trans Towers, Upper Ground Floor,
Vazhuthacaud, Thycaud P.O.,
Thiruvananthapuram-695014
Telephone: 0471-2335655
Email: office.prc@kerala.gov.in
secretary.prc@kerala.gov.in
Website: www.prc.kerla.gov.in
Date: 13/11/2020

The Secretary

The Director of Training
Labour Bhavan
Thiruvananthapuram -33.

Sir/ Madam,

Sub: - XIth Pay Revision Commission – Department of Industrial Training – Proposal - Reg.
Ref: - Your Letter No. DT/1136/2020-A7 Dated, 10/06/2020

Inviting attention to the reference cited I am directed to inform you that the Chairman, XIth Pay Revision Commission desires to hold an online meeting with you on 19/11/2020 at 10.30 AM. The Commission shall discuss the proposals for pay revision along with the following matters:

i. The present structure of the examination wing and proposal for modification
ii. Student strength in the ITIs.
iii. Strength of ministerial staff in the ITIs.
iv. The arrangement for identifying new courses and for designing the curriculum.

Kindly make it convenient to attend the meeting using the Google meeting link/code **https://meet.google.com/jns-zpkr-rji** (through web address https://meet.google.com or Google Meet mobile app).

Yours faithfully,
G.ASOK KUMAR
SECRETARY

Approved for Issue

Section Officer

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Endt on DT/1136/2020-A7 **17/11/2020**

Copy communicated to the concerned sections with instructions to furnish the details today itself.

Sd/
JUSTINRAJ B, ADT DTTVPM,
O/O ADT DTTVPM

To :Senior Superintendent (A, G & I section)
Junior Superintendent (C section) & Stock file (A7)

//Forwarded by//

Junior Superintendent

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Endt No DT/1136/2020-A7 **18/11/2020**
Please attend the meeting on time...

JUSTINRAJ B, ADT DTTVPM,
O/O ADT DTTVPM

To.

JD, ADO, DD(P), DD(T), TTO, SS (A) & A2 Seat clerk

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17 AUG 2020

GOVERNMENT OF KERALA

No.2750/A1/XI PRC/2020

Office of the XI Pay Revision Commission
Trans Towers, Vazhuthacaud
Thiruvananthapuram Mob:8281373059
Phone: 0471-2335655
Email: office.prc@kerala.gov.in
Dated: 05.08.2020

From
The Secretary

To
The Director
Industrial Training
TVPM

Sir,

Sub:- XI Pay Revision Commission – Details of appointments made under Compassionate Employment Scheme and through Kerala Public Service Commission – reg

17/8/2020

I am to request you to furnish the following details of appointments made under the Compassionate Employment Scheme (CES) and through Kerala Public Service Commission during the years 2017-2018, 2018-2019 and 2019-2020.

Sl No	Details	CES	KPSC
1	Category-wise number of appointments		
2	Prescribed qualification for each category		
3	Additional qualifications the appointees possess		
4	Category-wise details of Supernumerary appointments under CES pending regularization as on 31.03.2020		

The details may be furnished by email and post before **20th August 2020.**

Yours Faithfully,

G. ASOK KUMAR
SECRETARY

Approved for Issue

Accounts Officer

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മാധവൻ പി കെ ,
സ്പെഷ്യൽ ഓഫീസർ ,
സ്കൂട്ട്-കേരള, കഴക്കൂട്ടം.

ടെയിനിംഗ് ഡയറക്ടർ,
വ്യാവസായിക പരിശീലന വകുപ്പ്
തൊഴിൽ ഭവൻ, തിരുവനന്തപുരം-33.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

****

പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത പരിഹരിക്കുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കുന്നതിന് ബഹുമാനപ്പെട്ട ധനകാര്യ വകുപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറിക്ക് (പി.ആർ.സി) നൽകുന്നതിനുള്ള അപേക്ഷ ഇതോടൊപ്പം ചേർക്കുന്നു. ആയതിന്മേൽ തുടർനടപടികൾ സ്വീകരിച്ചാലും.

A

26/3/21

26/3/2021

വിശ്വസ്തതയോടെ,

മാധവൻ പി കെ
സ്പെഷ്യൽ ഓഫീസർ/അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: മേൽപ്പറഞ്ഞവ

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മാധവൻ പി കെ
സ്പെഷ്യൽ ഓഫീസർ,
സ്കൂട്ട് -കേരള, കഴക്കൂട്ടം

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പി.ആർ.സി),
ധനകാര്യ വകുപ്പ്,
ഗവണ്മെന്റ് സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

സൂചന:- 1. 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന.
2. 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന.
3. 26.02.2011-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന.
4. 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ.

****

സൂചനയിലെ ഒന്നുമുതൽ മൂന്നുവരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകൾ, സൂചന നാലിലെ (പകർപ്പ് ചേർക്കുന്നു) ഉദ്യോഗക്കയറ്റ ഉത്തരവ് എന്നിവ കണ്ടാലും. സൂചന നാല് പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒഴിവുണ്ടായിരുന്ന രണ്ടു അഡീഷണൽ ഡയറക്ടർ തസ്തികകളിലേക്ക് എനിക്കും ശ്രീ.ധർമ്മരാജൻ കെ എസ്-നും ഉദ്യോഗക്കയറ്റം നൽകി 14.09.2011-ൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിക്കുകയുണ്ടായി. സൂചന മൂന്നിലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന, തീയതി 26.02.2011 പ്രകാരം രൂപ.44640-58640 ശമ്പള സ്കെയിലിലാണ് അന്ന് ഞങ്ങളുടെ ശമ്പളം തിട്ടപ്പെടുത്തിയത്. പിന്നീട് 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന പ്രകാരം 2016-ൽ നിലവിൽ വന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ രൂപ .81000-117600 എന്ന സ്കെയിലിൽ നിജപ്പെടുത്തിയെങ്കിലും "The present incumbent(s) will be allowed personal scale of pay of Rs.85000-117600" എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നതിന്റെ ഭാഗമായി 2011 മുതൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വന്നിരുന്ന ഞങ്ങൾ രണ്ടുപേർക്കും അനുവദനീയമായ രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. എന്നാൽ 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന പ്രകാരം നിലവിൽ വന്ന പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകൾക്ക് രൂപ.81000-117600 തത്തുല്യമായ രൂപ.112800-163400 എന്ന ശമ്പള സ്കെയിൽ മാത്രമേ അനുവദിച്ചിട്ടുള്ളൂ. മുൻപ് രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി ലഭ്യമായ ഞങ്ങൾക്ക് ആയതിനു തുല്യമായ രൂപ.118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു കിട്ടുന്നതിനു അർഹതയുണ്ട്. എന്നാൽ ഇത് സംബന്ധിച്ച് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പരാമർശങ്ങൾ ഒന്നുമില്ല.

ഈ സാഹചര്യത്തിൽ, സൂചന ഒന്നിലെ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി 2016-നു മുൻപ് വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ

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സേവനമനുഷ്ഠിച്ചു വരുന്ന ജീവനക്കാർക്ക് രൂപ .85000-117600 നു തുല്യമായ രൂപ .118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു നൽകുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

മാധവൻ പി കെ,
സ്പെഷ്യൽ ഓഫീസർ /അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ നമ്പരായ ഉദ്യോഗക്കയറ്റ ഉത്തരവ്

പകർപ്പ് : ടെയിനിംഗ് ഡയറക്ടർ (ആമുഖ കത്ത് സഹിതം)

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GOVERNMENT OF KERALA

Abstract

Industrial Training Department – Establishment - Promotion and posting to the post of Additional Director - Orders issued.

Labour and Rehabilitation (C) Department

G.O. (Rt) No. 1346 /2011/LBR. Dated, Thiruvananthapuram 14/09/2011

Read:- 1) G O (P) No: 129/11/LBR dated 20.08.2011
2) Letter No.A6/2184/11/ dated 20.08.2011 from the Director of Training, Thiruvananthapuram.

ORDER

1. Shri.P.K.Madhavan, Joint Director, Industrial Training Department on Rs.40,640-5 ,440 is promoted to the cadre of Additional Director of Training on Rs.44,640-5 ,640 in tune with Special Rules for the Kerala Craftsmen Training Service (Amendment) Rules 1989 against category-1 under Sub Rule (ii) of Rule 2 contained in G.O (P) No 60/89/LBR dated 22nd July 1989 and in the wake of Rule 28 of the KS and SSRs Part II 1958 and posted as Special Officer, Staff Training Institute at Kazhakuttom against the existing vacancy.

2. Shri.Dharmarajan K.S.Joint Director Industrial Training Department on Rs.40,640-5 ,440 is promoted to the cadre of Additional Director of Training on Rs.44,640-5 ,640 in tune with the Special Rules for the Kerala Craftsmen Training Service (Amendment) Rules 1989 against category-1 under Sub Rule (ii) of Rule 2 contained in GO (P) No:60/89/LBR dated 22nd July 1989 and in the wake of Rule 28 of the KS and SSRs Part II 1958 and posted as Additional State Project Director (SPIU) Thiruvananthapuram against the existing vacancy.

(By Order of the Governor)
BABU.B
Additional Secretary to Government

To

The Director of Training, Thiruvananthapuram
Sri P.K.Madhavan, Joint Director, Directorate of Training Thiruvananthapuram (through D.T)
Sri K.S. Dharmarajan, Joint Director, Directorate of Training Thiruvananthapuram (Through D.T)
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
The Accountant General (A&E)/(D.B. Cell), Kerala, Thiruvananthapuram.
Stock File/ Office Copy.

Endt. on A6/2184/11 Dt. 15.9.2011.

Forwarded/By Order
Directorate of Training, Trycaud, Thiruvananthapuram 14.
Section Officer.

Copy communicated to the officials concerned.
Copy to: CA to DT, ADT, JDT, DDT, SF (A6)

ADDITIONAL DIRECTOR OF TRAINING

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GO(P) No. 7/2016/Fin dt, 20/1/2016

40 INDUSTRIAL TRAINING DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Training	IAS	IAS
a	Additional Director of Training/Special Officer STI	44640-58640	81000-117600
	Joint Director	40640-57440	77400-115200
	Deputy Director	36140-49740	68700-110400
	Deputy State Apprenticeship Advisor	36140-49740	68700-110400
	Inspector of Training	24040-38840	45800-89000
	Principal Class I	24040-38840	45800-89000
	Vice Principal/ Principal Class II	22360-37940	42500-87000
	Training Officer	22360-37940	42500-87000
	Trade Test Officer	22360-37940	42500-87000
	Accounts Officer	21240-37040	40500-85000
	Group Instructor(HG)	18740-33680	35700-75600
b	Group Instructor	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Tech)	16980-31360	32300-68700
	Technical Assistant	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Catering)	16980-31360	32300-68700
	AVTS Instructor	16180-29180	30700-65400
	Post ITI Special Instructor	16180-29180	30700-65400

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	Designation	Existing Scale of Pay	Revised Scale of pay
	Senior Instructor/ACD Instructor	14620-25280	27800-59400
	Junior Instructor/ACD Instructor	13900-24040	26500-56700
	Special Grade Store Keeper	14620-25280	27800-59400
	Officer In-charge of Training cum Orientation	14620-25280	27800-59400
	Workshop Attender	9190-15780	18000-41500
	Trade Assistant	9190-15780	18000-41500
	Junior Apprenticeship Advisor (Non-Technical)	16180-29180	30700-65400
	Assistant Hostel Superintendent	13210-22360	25200-54000
	Store Attender	8730-13540	17000-37500
	Dresser	8730-13540	17000-37500
	Painter	8960-14260	17500-39500
	Part Time Scavenger	8500-13210	16500-35700
	Water Carrier	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Social Studies Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD

a. The present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600

b. Ratio will be 2:1

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GO(P)No. 27/2021/Fin dt, 10/2/21

38. INDUSTRIAL TRAINING

A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Training	IAS	IAS
	Additional Director of Training/ Special Officer STI	81000-117600	112800-163400
	Joint Director	77400-115200	107800-160000
	Deputy Director	68700-110400	95600-153200
	Deputy State Apprenticeship Advisor	68700-110400	95600-153200
	Inspector of Training	45800-89000	63700-123700
	Principal Class I	45800-89000	63700-123700
	Vice Principal/ Principal Class II	42500-87000	59300-120900
	Training Officer	42500-87000	59300-120900
	Trade Test Officer	42500-87000	59300-120900
	Accounts Officer	40500-85000	56500-118100
a	Group Instructor (HG)	35700-75600	50200-105300
	Group Instructor	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Tech)	32300-68700	45600-95600
	Technical Assistant	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Catering)	32300-68700	45600-95600
	AVTS Instructor	30700-65400	43400-91200
	Post ITI Special Instructor	30700-65400	43400-91200
	Junior Apprenticeship Advisor (Non-Technical)	30700-65400	43400-91200
	Special Grade Store Keeper	27800-59400	39300-83000
	Senior Instructor	27800-59400	39300-83000
	Junior Instructor/ ACD Instructor	26500-56700	37400-79000
	Employability Skill Instructor	-	37400-79000
	Assistant Hostel Superintendent	25200-54000	35600-75400
	Workshop Attender	18000-41500	25100-57900
	Trade Assistant	18000-41500	25100-57900
	Motor Driver in Mechanic Motor Vehicle Trade	-	25100-57900

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	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Painter	17500-39500	24400-55200
	Store Attender	17000-37500	23700-52600
	Dresser	17000-37500	23700-52600

a Existing ratio of 2:1 will continue

Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Pharmacist	As in PD	As in PD

B. ALLOWANCES

(1) Special Allowance

Category	Rate per Month (₹)
Staff attached to the examination wing of the Directorate	
Pay Range of ₹ 26500/- and above	280
Pay Range between ₹ 25100/- and ₹ 26499/-	220
Pay Range between ₹ 23700/- and ₹ 25099/-	190
Pay Range below ₹ 23700/-	170

(2) Compensatory Allowance

Category	Rate per Month (₹)
Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)	330
Part Time Medical Officer, I.T.I.	280
Assistant Hostel Superintendent (PT), ITI, Kozhikode	140
Group Instructor (Foreman ITI, Kalamasserry)	140

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മാധവൻ പി കെ
സ്പെഷ്യൽ ഓഫീസർ,
സ്കൂട്ട് -കേരള, കഴക്കൂട്ടം

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പി.ആർ.സി),
ധനകാര്യ വകുപ്പ്,
ഗവണ്മെന്റ് സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

സൂചന:- 1. 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന.
2. 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന.
3. 26.02.2011-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന.
4. 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ.

****

സൂചനയിലെ ഒന്നുമുതൽ മൂന്നുവരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകൾ, സൂചന നാലിലെ (പകർപ്പ് ചേർക്കുന്നു) ഉദ്യോഗക്കയറ്റ ഉത്തരവ് എന്നിവ കണ്ടാലും. സൂചന നാല് പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒഴിവുണ്ടായിരുന്ന രണ്ട് അഡീഷണൽ ഡയറക്ടർ തസ്തികകളിലേക്ക് എനിക്കും ശ്രീ.ധർമ്മരാജൻ കെ എസ്-നും ഉദ്യോഗക്കയറ്റം നൽകി 14.09.2011-ൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിക്കുകയുണ്ടായി. സൂചന മൂന്നിലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന, തീയതി 26.02.2011 പ്രകാരം രൂപ.44640-58640 ശമ്പള സ്കെയിലിലാണ് അന്ന് ഞങ്ങളുടെ ശമ്പളം തിട്ടപ്പെടുത്തിയത്. പിന്നീട് 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന പ്രകാരം 2016-ൽ നിലവിൽ വന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ രൂപ .81000-117600 എന്ന സ്കെയിലിൽ നിജപ്പെടുത്തിയെങ്കിലും "The present incumbent(s) will be allowed personal scale of pay of Rs.85000-117600" എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നതിന്റെ ഭാഗമായി 2011 മുതൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വന്നിരുന്ന ഞങ്ങൾ രണ്ടുപേർക്കും അനുവദനീയമായ രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. എന്നാൽ 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന പ്രകാരം നിലവിൽ വന്ന പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകൾക്ക് രൂപ.81000-117600 തത്തുല്യമായ രൂപ.112800-163400 എന്ന ശമ്പള സ്കെയിൽ മാത്രമേ അനുവദിച്ചിട്ടുള്ളൂ. മുൻപ് രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി ലഭ്യമായ ഞങ്ങൾക്ക് ആയതിനു തുല്യമായ രൂപ.118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു കിട്ടുന്നതിനു അർഹതയുണ്ട്. എന്നാൽ ഇത് സംബന്ധിച്ച് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പരാമർശങ്ങൾ ഒന്നുമില്ല.

ഈ സാഹചര്യത്തിൽ, സൂചന ഒന്നിലെ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി 2016-നു മുൻപ് വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ

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സേവനമനുഷ്ഠിച്ചു വരുന്ന ജീവനക്കാർക്ക് രൂപ .85000-117600 നു തുല്യമായ രൂപ .118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു നൽകുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

മാധവൻ പി കെ,
സ്പെഷ്യൽ ഓഫീസർ /അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ നമ്പരായ ഉദ്യോഗക്കയറ്റ ഉത്തരവ്

പകർപ്പ് : ട്രെയിനിംഗ് ഡയറക്ടർ (ആമുഖ കത്ത് സഹിതം)

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GOVERNMENT OF KERALA

Abstract

Industrial Training Department – Establishment - Promotion and posting to the cadre of Additional Director - Orders issued.

Labour and Rehabilitation (C) Department

G.O. (Rt) No. 1346 /2011/LBR. Dated, Thiruvananthapuram 14/09/2011

Read:- 1) G.O (P) No: 129/11/LBR dated 20.08.2011
2) Letter No.A6/2184/11/ dated 20.08.2011 from the Director of Training, Thiruvananthapuram.

ORDER

1. Shri.P.K.Madhavan, Joint Director, Industrial Training Department in Rs.40,640-57,440 is promoted to the cadre of Additional Director of Training in Rs.44,640-58,640 in tune with Special Rules for the Kerala Craftsmen Training Service (Amendment) Rules 1989 against category-1 under Sub Rule (ii) of Rule 2 of the said Rules contained in G.O (P) No.60/89/LBR dated 22nd July 1989 and in the wake of Rule 28 of the KS and SSRs Part II 1958 and posted as Special Officer, Staff Training Institute at Kakkanad against the existing vacancy.

2. Shri.Dharmarajan K.S.Joint Director Industrial Training Department in Rs.40,640-57,440 is promoted to the cadre of Additional Director of Training in Rs.44,640-58,640 in tune with the Special Rules for the Kerala Craftsmen Training Service (Amendment) Rules 1989 against category-1 under Sub Rule (ii) of Rule 2 contained in GO (P) No.60/89/LBR dated 22nd July 1989 and in the wake of Rule 28 of the KS and SSRs Part II 1958 and posted as Additional State Project Director, Thiruvananthapuram against the existing vacancy.

(By Order of the Governor)
B.ABU JI
Additional Secretary to Government

To
1) The Director of Training, Thiruvananthapuram
2) Sri.P.K.Madhavan, Joint Director, Directorate of Training, Thiruvananthapuram (through DTI)
3) Sri.K.S. Dharmarajan, Joint Director, Directorate of Training, Thiruvananthapuram (through DTI)
4) The Principal Accountant General (Audit), Kerala, Thiruvananthapuram
5) The Accountant General (A&E), (I&S), Cell, Kerala, Thiruvananthapuram
6) Stock File/Office Copy

Endt. on A6/2184/11 Dt. 15.9.2011. Directorate of Training, Kakkanad, Thiruvananthapuram

Copy communicated to the officials concerned.
Copy to: C A to DT, ADT, JDT, DDT, SE (A6)

Section Officer

ADDITIONAL DIRECTOR OF TRAINING

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GO (P) No. 7/2016/Fin dt, 20/1/2016

40 INDUSTRIAL TRAINING DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Training	IAS	IAS
a	Additional Director of Training/Special Officer STI	44640-58640	81000-117600
	Joint Director	40640-57440	77400-115200
	Deputy Director	36140-49740	68700-110400
	Deputy State Apprenticeship Advisor	36140-49740	68700-110400
	Inspector of Training	24040-38840	45800-89000
	Principal Class I	24040-38840	45800-89000
	Vice Principal/ Principal Class II	22360-37940	42500-87000
	Training Officer	22360-37940	42500-87000
	Trade Test Officer	22360-37940	42500-87000
	Accounts Officer	21240-37040	40500-85000
	Group Instructor(HG)	18740-33680	35700-75600
b	Group Instructor	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Tech)	16980-31360	32300-68700
	Technical Assistant	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Catering)	16980-31360	32300-68700
	AVTS Instructor	16180-29180	30700-65400
	Post ITI Special Instructor	16180-29180	30700-65400

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	Designation	Existing Scale of Pay	Revised Scale of pay
	Senior Instructor/ACD Instructor	14620-25280	27800-59400
	Junior Instructor/ACD Instructor	13900-24040	26500-56700
	Special Grade Store Keeper	14620-25280	27800-59400
	Officer In-charge of Training cum Orientation	14620-25280	27800-59400
	Workshop Attender	9190-15780	18000-41500
	Trade Assistant	9190-15780	18000-41500
	Junior Apprenticeship Advisor (Non-Technical)	16180-29180	30700-65400
	Assistant Hostel Superintendent	13210-22360	25200-54000
	Store Attender	8730-13540	17000-37500
	Dresser	8730-13540	17000-37500
	Painter	8960-14260	17500-39500
	Part Time Scavenger	8500-13210	16500-35700
	Water Carrier	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Social Studies Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD

a. The present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600

b. Ratio will be 2:1

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GO(P) No. 27/2021 /Fin dt, 10/2/21

38. INDUSTRIAL TRAINING

A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Training	IAS	IAS
	Additional Director of Training/ Special Officer STI	81000-117600	112800-163400
	Joint Director	77400-115200	107800-160000
	Deputy Director	68700-110400	95600-153200
	Deputy State Apprenticeship Advisor	68700-110400	95600-153200
	Inspector of Training	45800-89000	63700-123700
	Principal Class I	45800-89000	63700-123700
	Vice Principal/ Principal Class II	42500-87000	59300-120900
	Training Officer	42500-87000	59300-120900
	Trade Test Officer	42500-87000	59300-120900
	Accounts Officer	40500-85000	56500-118100
a	Group Instructor (HG)	35700-75600	50200-105300
	Group Instructor	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Tech)	32300-68700	45600-95600
	Technical Assistant	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Catering)	32300-68700	45600-95600
	AVTS Instructor	30700-65400	43400-91200
	Post ITI Special Instructor	30700-65400	43400-91200
	Junior Apprenticeship Advisor (Non-Technical)	30700-65400	43400-91200
	Special Grade Store Keeper	27800-59400	39300-83000
	Senior Instructor	27800-59400	39300-83000
	Junior Instructor/ ACD Instructor	26500-56700	37400-79000
	Employability Skill Instructor	-	37400-79000
	Assistant Hostel Superintendent	25200-54000	35600-75400
	Workshop Attender	18000-41500	25100-57900
	Trade Assistant	18000-41500	25100-57900
	Motor Driver in Mechanic Motor Vehicle Trade	-	25100-57900

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	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Painter	17500-39500	24400-55200
	Store Attender	17000-37500	23700-52600
	Dresser	17000-37500	23700-52600

a Existing ratio of 2:1 will continue

Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Pharmacist	As in PD	As in PD

B. ALLOWANCES

(1) Special Allowance

Category	Rate per Month (₹)
Staff attached to the examination wing of the Directorate	
Pay Range of ₹ 26500/- and above	280
Pay Range between ₹ 25100/- and ₹ 26499/-	220
Pay Range between ₹ 23700/- and ₹ 25099/-	190
Pay Range below ₹ 23700/-	170

(2) Compensatory Allowance

Category	Rate per Month (₹)
Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)	330
Part Time Medical Officer, I.T.I.	280
Assistant Hostel Superintendent (PT), ITI, Kozhikode	140
Group Instructor (Foreman ITI, Kalamasserry)	140

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ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ,
സ്റ്റേറ്റ് പ്രൊജക്ട് ഇംപ്ലിമെന്റേഷൻ യൂണിറ്റ്, വ്യാവസായിക പരിശീലന വകുപ്പ്.

ട്രെയിനിംഗ് ഡയറക്ടർ,
വ്യാവസായിക പരിശീലന വകുപ്പ്
തൊഴിൽ ഭവൻ, തിരുവനന്തപുരം-33.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

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പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത പരിഹരിക്കുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കുന്നതിന് ബഹുമാനപ്പെട്ട ധനകാര്യ വകുപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറിക്ക് (പി.ആർ.സി) നൽകുന്നതിനുള്ള അപേക്ഷ ഇതോടൊപ്പം ചേർക്കുന്നു. ആയതിന്മേൽ തുടർനടപടികൾ സ്വീകരിച്ചാലും.

A

26/3/21

26/3/2021

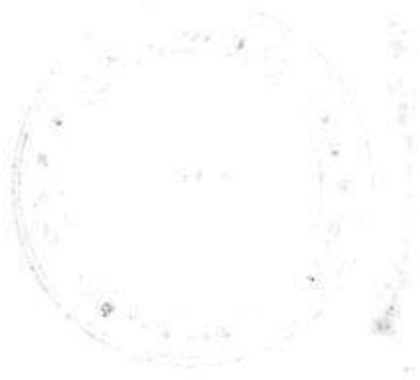
വിശ്വസ്തതയോടെ,

ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ/അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: മേൽപ്പറഞ്ഞവ

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ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ,
സ്റ്റേറ്റ് പ്രൊജക്ട് ഇംപ്ലിമെന്റേഷൻ യൂണിറ്റ്, വ്യാവസായിക പരിശീലന വകുപ്പ്.

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പി.ആർ.സി),
ധനകാര്യ വകുപ്പ്,
ഗവണ്മെന്റ് സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

സൂചന:- 1. 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന.
2. 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന.
3. 26.02.2011-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന.
4. 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ.

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സൂചനയിലെ ഒന്നുമുതൽ മൂന്നുവരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകൾ, സൂചന നാലിലെ (പകർപ്പ് ചേർക്കുന്നു) ഉദ്യോഗക്കയറ്റ ഉത്തരവ് എന്നിവ കണ്ടാലും. സൂചന നാല് പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒഴിവുണ്ടായിരുന്ന രണ്ടു അഡീഷണൽ ഡയറക്ടർ തസ്തികകളിലേക്ക് എനിക്കും ശ്രീ.മാധവൻ പി കെ-ക്കും ഉദ്യോഗക്കയറ്റം നൽകി 14.09.2011-ൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിക്കുകയുണ്ടായി. സൂചന മൂന്നിലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന, തീയതി 26.02.2011 പ്രകാരം രൂപ.44640-58640 ശമ്പള സ്കെയിലിലാണ് അന്ന് ഞങ്ങളുടെ ശമ്പളം തിട്ടപ്പെടുത്തിയത്. പിന്നീട് 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന പ്രകാരം 2016-ൽ നിലവിൽ വന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ രൂപ .81000-117600 എന്ന സ്കെയിലിൽ നിജപ്പെടുത്തിയെങ്കിലും "The present incumbent(s) will be allowed personal scale of pay of Rs.85000-117600" എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നതിന്റെ ഭാഗമായി 2011 മുതൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വന്നിരുന്ന ഞങ്ങൾ രണ്ടുപേർക്കും അനുവദനീയമായ രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. എന്നാൽ 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന പ്രകാരം നിലവിൽ വന്ന പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകൾക്ക് രൂപ.81000-117600 തത്തുല്യമായ രൂപ.112800-163400 എന്ന ശമ്പള സ്കെയിൽ മാത്രമേ അനുവദിച്ചിട്ടുള്ളൂ. മുൻപ് രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി ലഭ്യമായ ഞങ്ങൾക്ക് ആയതിനു തുല്യമായ രൂപ.118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു കിട്ടുന്നതിനു അർഹതയുണ്ട്. എന്നാൽ ഇത് സംബന്ധിച്ച് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പരാമർശങ്ങൾ ഒന്നുമില്ല.

ഈ സാഹചര്യത്തിൽ, സൂചന ഒന്നിലെ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി 2016-നു മുൻപ് വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വരുന്ന ജീവനക്കാർക്ക് രൂപ .85000-117600 നു തുല്യമായ രൂപ .118100-

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163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു നൽകുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ/അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ നമ്പരായ ഉദ്യോഗക്കയറ്റ ഉത്തരവ്

പകർപ്പ്: ട്രെയിനിംഗ് ഡയറക്ടർ (ആമുഖ കത്ത് സഹിതം)

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GOVERNMENT OF KERALA

Abstract

Industrial Training Department – Establishment - Promotion and posting to the post of Additional Director - Orders issued.

Labour and Rehabilitation (C) Department

G.O. (Rt) No. 1346 /2011/LBR. Dated, Thiruvananthapuram 14/09/2011

Read:- 1) G.O (P) No: 129/11/LBR dated 20.08.2011
2) Letter No.A6/2184/11/ dated 20.08.2011 from the Director of Training Thiruvananthapuram.

ORDER

1. Shri.P.K.Madhavan, Joint Director, Industrial Training Department on Rs.40,640-57,440 is promoted to the cadre of Additional Director of Training on Rs.44,640-58,640 in tune with Special Rules for the Kerala Craftsmen Training Service (Amendment) Rules 1989 against category-1 under Sub Rule (ii) of Rule 2 contained in G.O (P) No.60/89/LBR dated 22nd July 1989 and in the wake of Rule 28 of the KS and SSRs Part II 1958 and posted as Special Officer, Staff Training Institute at Kazhakuttom against the existing vacancy.

2. Shri.Dharmarajan K.S.Joint Director Industrial Training Department on Rs.40,640-57,440 is promoted to the cadre of Additional Director of Training on Rs.44,640-58,640 in tune with the Special Rules for the Kerala Craftsmen Training Service (Amendment) Rules 1989 against category-1 under Sub Rule (ii) of Rule 2 contained in GO (P) No:60/89/LBR dated 22nd July 1989 and in the wake of Rule 28 of the KS and SSRs Part II 1958 and posted as Additional State Project Director (SPIU) Thiruvananthapuram against the existing vacancy.

(By Order of the Governor)
BABU.B
Additional Secretary to Government.

To

The Director of Training, Thiruvananthapuram
Sri.P.K.Madhavan, Joint Director, Directorate of Training Thiruvananthapuram (through D.T)
Sri.K.S. Dharmarajan, Joint Director, Directorate of Training Thiruvananthapuram (Through D.T)
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
The Accountant General (A&E)/(D.B. Cell), Kerala, Thiruvananthapuram.
Stock File/ Office Copy.

Endt. on A6/2184/11 Dt. 15.9.2011.

Forwarded/By Order,
Directorate of Training, Thycaud, Thiruvananthapuram-14.
Section Officer

Copy communicated to the officials concerned.
Copy to: CA to DT, ADT, JDT, DDT, SF (A6)

ADDITIONAL DIRECTOR OF TRAINING

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GO (P) No. 7/2016/Fin dt. 20/1/2016

40 INDUSTRIAL TRAINING DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Training	IAS	IAS
a	Additional Director of Training/Special Officer STI	44640-58640	81000-117600
	Joint Director	40640-57440	77400-115200
	Deputy Director	36140-49740	68700-110400
	Deputy State Apprenticeship Advisor	36140-49740	68700-110400
	Inspector of Training	24040-38840	45800-89000
	Principal Class I	24040-38840	45800-89000
	Vice Principal/ Principal Class II	22360-37940	42500-87000
	Training Officer	22360-37940	42500-87000
	Trade Test Officer	22360-37940	42500-87000
	Accounts Officer	21240-37040	40500-85000
	Group Instructor(HG)	18740-33680	35700-75600
b	Group Instructor	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Tech)	16980-31360	32300-68700
	Technical Assistant	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Catering)	16980-31360	32300-68700
	AVTS Instructor	16180-29180	30700-65400
	Post ITI Special Instructor	16180-29180	30700-65400

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	Designation	Existing Scale of Pay	Revised Scale of pay
	Senior Instructor/ACD Instructor	14620-25280	27800-59400
	Junior Instructor/ACD Instructor	13900-24040	26500-56700
	Special Grade Store Keeper	14620-25280	27800-59400
	Officer In-charge of Training cum Orientation	14620-25280	27800-59400
	Workshop Attender	9190-15780	18000-41500
	Trade Assistant	9190-15780	18000-41500
	Junior Apprenticeship Advisor (Non-Technical)	16180-29180	30700-65400
	Assistant Hostel Superintendent	13210-22360	25200-54000
	Store Attender	8730-13540	17000-37500
	Dresser	8730-13540	17000-37500
	Painter	8960-14260	17500-39500
	Part Time Scavenger	8500-13210	16500-35700
	Water Carrier	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Social Studies Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD

a. The present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600

b. Ratio will be 2:1

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GO(P) No. 27/2021/Fin dt, 10/2/21

38. INDUSTRIAL TRAINING

A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Training	IAS	IAS
	Additional Director of Training/ Special Officer STI	81000-117600	112800-163400
	Joint Director	77400-115200	107800-160000
	Deputy Director	68700-110400	95600-153200
	Deputy State Apprenticeship Advisor	68700-110400	95600-153200
	Inspector of Training	45800-89000	63700-123700
	Principal Class I	45800-89000	63700-123700
	Vice Principal/ Principal Class II	42500-87000	59300-120900
	Training Officer	42500-87000	59300-120900
	Trade Test Officer	42500-87000	59300-120900
	Accounts Officer	40500-85000	56500-118100
a	Group Instructor (HG)	35700-75600	50200-105300
	Group Instructor	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Tech)	32300-68700	45600-95600
	Technical Assistant	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Catering)	32300-68700	45600-95600
	AVTS Instructor	30700-65400	43400-91200
	Post ITI Special Instructor	30700-65400	43400-91200
	Junior Apprenticeship Advisor (Non-Technical)	30700-65400	43400-91200
	Special Grade Store Keeper	27800-59400	39300-83000
	Senior Instructor	27800-59400	39300-83000
	Junior Instructor/ ACD Instructor	26500-56700	37400-79000
	Employability Skill Instructor	-	37400-79000
	Assistant Hostel Superintendent	25200-54000	35600-75400
	Workshop Attender	18000-41500	25100-57900
	Trade Assistant	18000-41500	25100-57900
	Motor Driver in Mechanic Motor Vehicle Trade	-	25100-57900

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	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Painter	17500-39500	24400-55200
	Store Attender	17000-37500	23700-52600
	Dresser	17000-37500	23700-52600

a Existing ratio of 2:1 will continue

Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Pharmacist	As in PD	As in PD

B. ALLOWANCES

(1) Special Allowance

Category	Rate per Month (₹)
Staff attached to the examination wing of the Directorate	
Pay Range of ₹ 26500/- and above	280
Pay Range between ₹ 25100/- and ₹ 26499/-	220
Pay Range between ₹ 23700/- and ₹ 25099/-	190
Pay Range below ₹ 23700/-	170

(2) Compensatory Allowance

Category	Rate per Month (₹)
Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)	330
Part Time Medical Officer, I.T.I.	280
Assistant Hostel Superintendent (PT), ITI, Kozhikode	140
Group Instructor (Foreman ITI, Kalamasserry)	140

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ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ,
സ്റ്റേറ്റ് പ്രൊജക്ട് ഇംപ്ലിമേന്റേഷൻ യൂണിറ്റ്, വ്യാവസായിക പരിശീലന വകുപ്പ്.

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പി.ആർ.സി),
ധനകാര്യ വകുപ്പ്,
ഗവണ്മെന്റ് സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

സൂചന:- 1. 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന.
2. 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന.
3. 26.02.2011-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന.
4. 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ.

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സൂചനയിലെ ഒന്നുമുതൽ മൂന്നുവരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകൾ, സൂചന നാലിലെ (പകർപ്പ് ചേർക്കുന്നു) ഉദ്യോഗക്കയറ്റ ഉത്തരവ് എന്നിവ കണ്ടാലും. സൂചന നാല് പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒഴിവുണ്ടായിരുന്ന രണ്ട് അഡീഷണൽ ഡയറക്ടർ തസ്തികകളിലേക്ക് എനിക്കും ശ്രീ.മാധവൻ പി കെ-ക്കും ഉദ്യോഗക്കയറ്റം നൽകി 14.09.2011-ൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിക്കുകയുണ്ടായി. സൂചന മൂന്നിലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന, തീയതി 26.02.2011 പ്രകാരം രൂപ.44640-58640 ശമ്പള സ്കെയിലിലാണ് അന്ന് ഞങ്ങളുടെ ശമ്പളം തിട്ടപ്പെടുത്തിയത്. പിന്നീട് 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന പ്രകാരം 2016-ൽ നിലവിൽ വന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ രൂപ .81000-117600 എന്ന സ്കെയിലിൽ നിജപ്പെടുത്തിയെങ്കിലും "The present incumbent(s) will be allowed personal scale of pay of Rs.85000-117600" എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നതിന്റെ ഭാഗമായി 2011 മുതൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ച് വന്നിരുന്ന ഞങ്ങൾ രണ്ടുപേർക്കും അനുവദനീയമായ രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. എന്നാൽ 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന പ്രകാരം നിലവിൽ വന്ന പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകൾക്ക് രൂപ.81000-117600 തത്തുല്യമായ രൂപ.112800-163400 എന്ന ശമ്പള സ്കെയിൽ മാത്രമേ അനുവദിച്ചിട്ടുള്ളൂ. മുൻപ് രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി ലഭ്യമായ ഞങ്ങൾക്ക് ആയതിനു തുല്യമായ രൂപ.118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു കിട്ടുന്നതിനു അർഹതയുണ്ട്. എന്നാൽ ഇത് സംബന്ധിച്ച് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പരാമർശങ്ങൾ ഒന്നുമില്ല.

ഈ സാഹചര്യത്തിൽ, സൂചന ഒന്നിലെ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി 2016-നു മുൻപ് വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വരുന്ന ജീവനക്കാർക്ക് രൂപ .85000-117600 നു തുല്യമായ രൂപ .118100-

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163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു നൽകുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ/അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ നമ്പരായ ഉദ്യോഗക്കയറ്റ ഉത്തരവ്

പകർപ്പ് : ട്രെയിനിംഗ് ഡയറക്ടർ (ആമുഖ കത്ത് സഹിതം)

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GOVERNMENT OF KERALA

Abstract

Industrial Training Department – Establishment - Promotion and posting to the post of Additional Director - Orders issued.

Labour and Rehabilitation (C) Department

G.O. (Rt) No. 1346 /2011/LBR. Dated, Thiruvananthapuram 14/09/2011

Read:- 1) G.O (P) No: 129/11/LBR dated 20.08.2011
2) Letter No.A6/2184/11/ dated 20.08.2011 from the Director of Training Thiruvananthapuram.

ORDER

1. Shri.P.K.Madhavan, Joint Director, Industrial Training Department on Rs.40,640-57,440 is promoted to the cadre of Additional Director of Training on Rs.44,640-58,640 in tune with Special Rules for the Kerala Craftsmen Training Service (Amendment) Rules 1989 against category-1 under Sub Rule (ii) of Rule 2 contained in G.O (P) No 60/89/LBR dated 22nd July 1989 and in the wake of Rule 28 of the KS and SSRs Part II 1958 and posted as Special Officer, Staff Training Institute at Kazhakuttom against the existing vacancy.

2. Shri.Dharmarajan K.S.Joint Director Industrial Training Department on Rs.40,640-57,440 is promoted to the cadre of Additional Director of Training on Rs.44,640-58,640 in tune with the Special Rules for the Kerala Craftsmen Training Service (Amendment) Rules 1989 against category-1 under Sub Rule (ii) of Rule 2 contained in GO (P) No:60/89/LBR dated 22nd July 1989 and in the wake of Rule 28 of the KS and SSRs Part II 1958 and posted as Additional State Project Director (SPIU) Thiruvananthapuram against the existing vacancy.

(By Order of the Governor)
BABU.B
Additional Secretary to Government.

To
The Director of Training, Thiruvananthapuram
Sri.P.K.Madhavan, Joint Director, Directorate of Training Thiruvananthapuram (through D.T)
Sri.K.S. Dharmarajan, Joint Director, Directorate of Training Thiruvananthapuram (Through D.T)
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram
The Accountant General (A&E)/(D.B. Cell), Kerala, Thiruvananthapuram.
Stock File/ Office Copy.

Endt. on A6/2184/11 Dt. 15.9.2011.

Forwarded/By Order
Directorate of Training, Thycaud, Thiruvananthapuram-14.
Section Officer.

Copy communicated to the officials concerned.
Copy to: CA to DT, ADT, JDT, DDT, SF (A6)

ADDITIONAL DIRECTOR OF TRAINING

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GO(P) No. 7/2016/Fin dd. 20/1/2016

40 INDUSTRIAL TRAINING DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Training	IAS	IAS
a	Additional Director of Training/Special Officer STI	44640-58640	81000-117600
	Joint Director	40640-57440	77400-115200
	Deputy Director	36140-49740	68700-110400
	Deputy State Apprenticeship Advisor	36140-49740	68700-110400
	Inspector of Training	24040-38840	45800-89000
	Principal Class I	24040-38840	45800-89000
	Vice Principal/ Principal Class II	22360-37940	42500-87000
	Training Officer	22360-37940	42500-87000
	Trade Test Officer	22360-37940	42500-87000
	Accounts Officer	21240-37040	40500-85000
	Group Instructor(HG)	18740-33680	35700-75600
b	Group Instructor	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Tech)	16980-31360	32300-68700
	Technical Assistant	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Catering)	16980-31360	32300-68700
	AVTS Instructor	16180-29180	30700-65400
	Post ITI Special Instructor	16180-29180	30700-65400

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	Designation	Existing Scale of Pay	Revised Scale of pay
	Senior Instructor/ACD Instructor	14620-25280	27800-59400
	Junior Instructor/ACD Instructor	13900-24040	26500-56700
	Special Grade Store Keeper	14620-25280	27800-59400
	Officer In-charge of Training cum Orientation	14620-25280	27800-59400
	Workshop Attender	9190-15780	18000-41500
	Trade Assistant	9190-15780	18000-41500
	Junior Apprenticeship Advisor (Non-Technical)	16180-29180	30700-65400
	Assistant Hostel Superintendent	13210-22360	25200-54000
	Store Attender	8730-13540	17000-37500
	Dresser	8730-13540	17000-37500
	Painter	8960-14260	17500-39500
	Part Time Scavenger	8500-13210	16500-35700
	Water Carrier	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Social Studies Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD

a. The present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600

b. Ratio will be 2:1

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GO (P) No. 27/2021/Fin dt. 10/2/21

38. INDUSTRIAL TRAINING

A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Training	IAS	IAS
	Additional Director of Training/ Special Officer STI	81000-117600	112800-163400
	Joint Director	77400-115200	107800-160000
	Deputy Director	68700-110400	95600-153200
	Deputy State Apprenticeship Advisor	68700-110400	95600-153200
	Inspector of Training	45800-89000	63700-123700
	Principal Class I	45800-89000	63700-123700
	Vice Principal/ Principal Class II	42500-87000	59300-120900
	Training Officer	42500-87000	59300-120900
	Trade Test Officer	42500-87000	59300-120900
	Accounts Officer	40500-85000	56500-118100
a	Group Instructor (HG)	35700-75600	50200-105300
	Group Instructor	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Tech)	32300-68700	45600-95600
	Technical Assistant	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Catering)	32300-68700	45600-95600
	AVTS Instructor	30700-65400	43400-91200
	Post ITI Special Instructor	30700-65400	43400-91200
	Junior Apprenticeship Advisor (Non-Technical)	30700-65400	43400-91200
	Special Grade Store Keeper	27800-59400	39300-83000
	Senior Instructor	27800-59400	39300-83000
	Junior Instructor/ ACD Instructor	26500-56700	37400-79000
	Employability Skill Instructor	-	37400-79000
	Assistant Hostel Superintendent	25200-54000	35600-75400
	Workshop Attender	18000-41500	25100-57900
	Trade Assistant	18000-41500	25100-57900
	Motor Driver in Mechanic Motor Vehicle Trade	-	25100-57900

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	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Painter	17500-39500	24400-55200
	Store Attender	17000-37500	23700-52600
	Dresser	17000-37500	23700-52600

a **Existing ratio of 2:1 will continue**

Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Pharmacist	As in PD	As in PD

B. ALLOWANCES

(1) Special Allowance

Category	Rate per Month (₹)
Staff attached to the examination wing of the Directorate	
Pay Range of ₹ 26500/- and above	280
Pay Range between ₹ 25100/- and ₹ 26499/-	220
Pay Range between ₹ 23700/- and ₹ 25099/-	190
Pay Range below ₹ 23700/-	170

(2) Compensatory Allowance

Category	Rate per Month (₹)
Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)	330
Part Time Medical Officer, I.T.I.	280
Assistant Hostel Superintendent (PT), ITI, Kozhikode	140
Group Instructor (Foreman ITI, Kalamasserry)	140

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263595/2021/A DTTVPM

A. CATEGORY OF POSTS WITH THE EXISTING AND PROPOSED SCALES OF PAY

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay
	1	Director of Training	1	IAS	IAS
	2	Additional Director of Training/ Special Officer STI	2	81000-117600	112800-163400
	3	Joint Director	3	77400-115200	107800-160000
	4	Deputy Director	2	68700-110400	95600-153200
	5	Deputy State Apprenticeship Advisor	1	68700-110400	95600-153200
	6	Inspector of Training	5	45800-89000	77200-140500
	7	Principal Class I	22	45800-89000	63700-123700
	8	Vice Principal/ Principal Class II	120	42500-87000	59300-120900
	9	Training Officer	9	42500-87000	59300-120900
	10	Trade Test Officer	1	42500-87000	59300-120900
	11	Accounts Officer	2	40500-85000	59300-120900
a	12	Group Instructor (HG)	127	35700-75600	50200-105300
	13	Group Instructor		32300-68700	45600-95600
	14	Junior Apprenticeship Advisor (Tech)	14	32300-68700	45600-95600
	15	Technical Assistant	1	32300-68700	45600-95600
	16	Junior Apprenticeship Advisor (Catering)	1	32300-68700	45600-95600
	17	AVTS Instructor	9	30700-65400	43400-91200
	18	Post ITI Special Instructor	8	30700-65400	43400-91200
	19	Junior Apprenticeship Advisor (Non-Technical)	9	30700-65400	43400-91200
	20	Special Grade Store Keeper	1	27800-59400	39300-83000

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I/5178714/2022

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ

24-02-2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- 1) 24.09.2021-ലെ 85/2021/ധന നമ്പർ സർക്കുലർ.
2) 18.01.2022-ലെ ഇതേ നമ്പർ സർക്കാർ കത്ത്.
3) ധനകാര്യ (എ.ആർ.സി) വകുപ്പിന്റെ 16.02.2022-ലെ 1920952/എ.ആർ.സി-3/24/2021-ധന നമ്പർ അനൗദ്യോഗിക കുറിപ്പ്.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വ്യാവസായിക പരിശീലന വകുപ്പിലെ വിവിധ തസ്തികകളിലെ ശമ്പള സ്കെയിലുകളിൽ വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കണമെന്ന് അഭ്യർത്ഥിച്ചുകൊണ്ട് വ്യാവസായിക പരിശീലന വകുപ്പ് അഡീഷണൽ ഡയറക്ടർ സമർപ്പിച്ച അപേക്ഷ സൂചന 1 സർക്കുലറിന് വിധേയമായി ലഭ്യമാക്കുന്നതിലേയ്ക്കായി ഇതോടൊപ്പം അയയ്ക്കുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signed by Bindumol Thomas
Date: 26-02-2022 11:34:23
സെക്ഷൻ ഓഫീസർ.

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ARC

ഭരണഭാഷ - മാതൃഭാഷ
വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

SCANNED BY
FIN (RMU) DEPT-2
06 JAN 2022

നം.DT/1136/2020-A7

ടെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൊഴിൽ ഭവൻ,
തിരുവനന്തപുരം.33
തീയതി :02/01/2022

ടെയിനിംഗ് ഡയറക്ടർ

E-5789435/2022/FIN(OS)

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പിആർസി)
ധനകാര്യ വകുപ്പ്,
ഗവ. സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം: വ്യാവസായിക പരിശീലന വകുപ്പ് - ടെയിനിംഗ് ഡയറക്ടറേറ്റ് - ജീവനക്കാര്യം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - വിവിധ തസ്തികകളിലെ ശമ്പള സ്കെയിലുകളിലെ അപാകത പരിഹരിക്കുന്നത് - സംബന്ധിച്ച്.

ARL-2
10/1

സൂചന:- ശ്രീ.മാധവൻ.പി.കെ, സ്പെഷ്യൽ ഓഫീസർ, (CRid) ശ്രീ.ധർമരാജൻ.കെ.എസ്, അഡീഷണൽ സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ, (CRid) എന്നിവരുടെ അപേക്ഷ

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GO (P) No.7/2016/Fin dated, 20.01.2016 നമ്പർ പത്താം ശമ്പള പരിഷ്കരണ ഉത്തരവ് (പേജ് നമ്പർ 236) പ്രകാരം ഈ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ / സ്പെഷ്യൽ ഓഫീസർ / അഡീഷണൽ സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ തസ്തികയിലുള്ള ജീവനക്കാരുടെ ശമ്പള സ്കെയിൽ 81000-117600 ആയി നിജപ്പെടുത്തിയിരുന്നു എങ്കിലും The present incumbents will be allowed personal scale of pay of 85000-117600 എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തി 85000-117600 ശമ്പള സ്കെയിൽ തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. GO (P) No.27/2021/Fin dated, 10.02.2021 നമ്പർ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവ് പ്രകാരം (പേജ് നമ്പർ 191) 81000-117600 നു തുല്യമായ സ്കെയിൽ ആണ് അനുവദിച്ചിട്ടുള്ളത്. 85000-117600 ശമ്പള സ്കെയിലിനു തുല്യമായ സ്കെയിൽ ആയ 118100-163400 അനുവദിച്ചു ലഭിക്കുന്നതിനായി ശ്രീ.മാധവൻ.പി.കെ, സ്പെഷ്യൽ ഓഫീസർ, ശ്രീ.ധർമരാജൻ.കെ.എസ്, അഡീഷണൽ സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ, എന്നിവർ സമർപ്പിച്ചിട്ടുള്ള അപേക്ഷയും അനുബന്ധ രേഖകളും ഇതോടൊപ്പം അയയ്ക്കുന്നു. ശമ്പള സ്കെയിലിൽ നിലനിൽക്കുന്ന അപാകത പരിഹരിക്കണമെന്ന് അപേക്ഷിക്കുന്നു. (അനുബന്ധം 1)

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ഈ വകുപ്പിലെ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗിന്റെ ശമ്പളം 55350-101400 എന്ന സ്കെയിലിന് അനുസൃതമായ പരിഷ്കരണം (77200-140500) എന്നാണ് പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശുപാർശ ചെയ്തിരുന്നത്. എന്നാൽ GO (P) No. 27/2021/Fin തീയതി 10.02.2021 ൽ ഇത് പരിഗണിക്കാതെ നിലവിലുണ്ടായിരുന്ന സ്കെയിലിനു (പ്രിൻസിപ്പാൾ ക്ലാസ് I സമാനമായ) അനുസൃതമായാണ് ശമ്പള പരിഷ്കരണം നടത്തിയിട്ടുള്ളത്. വ്യാവസായിക പരിശീലന വകുപ്പിന് കീഴിൽ 5 ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികകളാണ് നിലവിലുള്ളത്. ഈ തസ്തികയിൽ ചുമതല വഹിക്കുന്നവർ സർക്കാർ സ്വകാര്യ പ്രെ ടിപ്രെ കളിൽ ട്രെയിനിംഗ് സംബന്ധമായ പ്രവർത്തനങ്ങളുടെ മികവ സംബന്ധിച്ച് പരിശോധന നടത്തുകയും മെച്ചപ്പെട്ട പ്രവർത്തനങ്ങൾക്കായി റിപ്പോർട്ട് നൽകുകയും, ട്രെയിനികൾ, ജീവനക്കാർ, രക്ഷകർത്താക്കൾ എന്നിവർ നൽകുന്ന പരാതിയിൽ അന്വേഷണം നടത്തി റിപ്പോർട്ട് നൽകുന്ന ചുമതലയാണ് പ്രധാനമായും നിർവഹിക്കുന്നത്. നിലവിൽ പ്രിൻസിപ്പാൾ ക്ലാസ് I തസ്തികയുടെയും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയുടെയും സ്കെയിൽ (63700-123700) ഒന്ന് തന്നെയാണ്. അധികാരം, ജോലികൾ എന്നിവ പരിഗണിച്ചാൽ പ്രിൻസിപ്പാൾ ക്ലാസ് I തസ്തികയും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയും വ്യത്യസ്തമാണ്. ജില്ലാ ഓഫീസർമാരായ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിലുള്ള ഉദ്യോഗസ്ഥർക്ക് സ്ഥാപന മേധാവിയായ പ്രിൻസിപ്പാൾമാരുടെ ശമ്പള സ്കയിൽ അനുവദിക്കുന്നത് അനോമലിയാണ്. ആയതിനാൽ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശുപാർശ ചെയ്ത പ്രകാരം ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗിനു (77200-140500) സ്കെയിൽ അനുവദിച്ചു നൽകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. സ്പെഷ്യൽ റൂളിൻറെ പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു. (അനുബന്ധം 2)

വ്യാവസായിക പരിശീലന വകുപ്പിൽ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് II തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റിവ് അസിസ്റ്റന്റ് തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് I തസ്തികയിലേക്കും സ്ഥാനക്കയറ്റം നടത്തുന്നതിനാണ് നിലവിലെ ചട്ടങ്ങൾ വ്യവസ്ഥ ചെയ്യുന്നത്. ടി തസ്തികകൾ ഓരോന്ന് വീതമാണ് വകുപ്പിൽ അനുവദിച്ചിട്ടുള്ളത്. എന്നാൽ പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് I, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് II തസ്തികകൾ മെർജ് ചെയ്യുകയും ടി തസ്തികകളുടെ ശമ്പളം 40500-85000 ആയും അഡ്മിനിസ്ട്രേറ്റിവ് അസിസ്റ്റന്റ്റ്റെ ശമ്പളം 42500-87000 ആയും നിശ്ചയിച്ചു. ആയതു മൂലം ഫീഡർ കാറ്റഗറിയായ അഡ്മിനിസ്ട്രേറ്റിവ് അസിസ്റ്റന്റ്റെ ശമ്പളം പ്രൊമോഷൻ തസ്തികയായ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് I റ്റെ ശമ്പളത്തേക്കാൾ മുകളിൽ ആകുകയും സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാർക്ക് ശമ്പളനഷ്ടം ഉണ്ടാകുന്ന സാഹചര്യം ഉണ്ടായി. ടി വിഷയം അനോമലി ആയി അറിയിച്ചിരുന്നുവെങ്കിലും അടുത്ത ശമ്പള കമ്മീഷൻ മുൻപാകെ വിഷയം ധരിപ്പിക്കാനാണ് സർക്കാർ നിർദ്ദേശം നൽകിയിരുന്നത്. നിലവിലെ ശമ്പള പരിഷ്കരണ ഉത്തരവിലും തൽ സ്ഥിതി തുടരുകയാണ്. അക്കൗണ്ട്സ് ഓഫീസർ തസ്തിക 2014 ശമ്പള പരിഷ്കരണത്തിന് മുൻപ് ഉണ്ടായിരുന്ന സ്ഥിതി

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തുടരുന്നതിനും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് I, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് II തസ്തികകൾക്ക് വെവ്വേറെ സ്കെയിൽ അനുവദിക്കണമെന്നും അഭ്യർത്ഥിക്കുന്നു. ടി തസ്തികകളുടെ സ്പെഷ്യൽ റൂൾസ് ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

വിശ്വസ്തതയോടെ

NEHAS M S, ADT DTTVPM, O/O
ADT DTTVPM

ഉള്ളടക്കം : മേൽപ്രകാരം

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മാധവൻ പി കെ
സ്പെഷ്യൽ ഓഫീസർ,
സ്കൂട്ട് -കേരള, കഴക്കൂട്ടം

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പി.ആർ.സി),
ധനകാര്യ വകുപ്പ്,
ഗവണ്മെന്റ് സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

സൂചന:- 1. 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന.
2. 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന.
3. 26.02.2011-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന.
4. 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ.

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സൂചനയിലെ ഒന്നുമുതൽ മൂന്നുവരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകൾ, സൂചന നാലിലെ (പകർപ്പ് ചേർക്കുന്നു) ഉദ്യോഗക്കയറ്റ ഉത്തരവ് എന്നിവ കണ്ടാലും. സൂചന നാല് പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒഴിവുണ്ടായിരുന്ന രണ്ടു അഡീഷണൽ ഡയറക്ടർ തസ്തികകളിലേക്ക് എനിക്കും ശ്രീ.ധർമ്മരാജൻ കെ എസ്-നും ഉദ്യോഗക്കയറ്റം നൽകി 14.09.2011-ൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിക്കുകയുണ്ടായി. സൂചന മൂന്നിലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന, തീയതി 26.02.2011 പ്രകാരം രൂപ.44640-58640 ശമ്പള സ്കെയിലിലാണ് അന്ന് ഞങ്ങളുടെ ശമ്പളം തിട്ടപ്പെടുത്തിയത്. പിന്നീട് 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന പ്രകാരം 2016-ൽ നിലവിൽ വന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ രൂപ .81000-117600 എന്ന സ്കെയിലിൽ നിജപ്പെടുത്തിയെങ്കിലും "The present incumbent(s) will be allowed personal scale of pay of Rs.85000-117600" എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നതിന്റെ ഭാഗമായി 2011 മുതൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വന്നിരുന്ന ഞങ്ങൾ രണ്ടുപേർക്കും അനുവദനീയമായ രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. എന്നാൽ 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന പ്രകാരം നിലവിൽ വന്ന പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകൾക്ക് രൂപ.81000-117600 തത്തുല്യമായ രൂപ.112800-163400 എന്ന ശമ്പള സ്കെയിൽ മാത്രമേ അനുവദിച്ചിട്ടുള്ളൂ. മുൻപ് രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി ലഭ്യമായ ഞങ്ങൾക്ക് ആയതിനു തുല്യമായ രൂപ.118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു കിട്ടുന്നതിനു അർഹതയുണ്ട്. എന്നാൽ ഇത് സംബന്ധിച്ച് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പരാമർശങ്ങൾ ഒന്നുമില്ല.

ഈ സാഹചര്യത്തിൽ, സൂചന ഒന്നിലെ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി 2016-നു മുൻപ് വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ

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സേവനമനുഷ്ഠിച്ചു വരുന്ന ജീവനക്കാർക്ക് രൂപ .85000-117600 നു തുല്യമായ രൂപ .118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു നൽകുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

മാധവൻ പി കെ,

സ്പെഷ്യൽ ഓഫീസർ /അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ നമ്പരായ ഉദ്യോഗക്കയറ്റ ഉത്തരവ്

പകർപ്പ് : ട്രെയിനിംഗ് ഡയറക്ടർ (ആമുഖ കത്ത് സഹിതം)

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ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ,
സ്റ്റേറ്റ് പ്രോജക്ട് ഇംപ്ലിമെന്റേഷൻ യൂണിറ്റ്, വ്യാവസായിക പരിശീലന വകുപ്പ്.

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പി.ആർ.സി),
ധനകാര്യ വകുപ്പ്,
ഗവണ്മെന്റ് സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

സൂചന:- 1. 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന.
2. 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന.
3. 26.02.2011-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന.
4. 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.ടി) നം. 1346/2011/തൊഴിൽ.

****

സൂചനയിലെ ഒന്നുമുതൽ മൂന്നുവരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകൾ, സൂചന നാലിലെ (പകർപ്പ് ചേർക്കുന്നു) ഉദ്യോഗക്കയറ്റ ഉത്തരവ് എന്നിവ കണ്ടാലും. സൂചന നാല് പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒഴിവുണ്ടായിരുന്ന രണ്ട് അഡീഷണൽ ഡയറക്ടർ തസ്തികകളിലേക്ക് എനിക്കും ശ്രീ.മാധവൻ പി കെ-ക്കും ഉദ്യോഗക്കയറ്റം നൽകി 14.09.2011-ൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിക്കുകയുണ്ടായി. സൂചന മൂന്നിലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന, തീയതി 26.02.2011 പ്രകാരം രൂപ.44640-58640 ശമ്പള സ്കെയിലിലാണ് അന്ന് ഞങ്ങളുടെ ശമ്പളം തിട്ടപ്പെടുത്തിയത്. പിന്നീട് 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന പ്രകാരം 2016-ൽ നിലവിൽ വന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ രൂപ.81000-117600 എന്ന സ്കെയിലിൽ നിജപ്പെടുത്തിയെങ്കിലും "The present incumbent(s) will be allowed personal scale of pay of Rs.85000-117600" എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നതിന്റെ ഭാഗമായി 2011 മുതൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വന്നിരുന്ന ഞങ്ങൾ രണ്ടുപേർക്കും അനുവദനീയമായ രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. എന്നാൽ 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന പ്രകാരം നിലവിൽ വന്ന പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകൾക്ക് രൂപ.81000-117600 തത്തുല്യമായ രൂപ.112800-163400 എന്ന ശമ്പള സ്കെയിൽ മാത്രമേ അനുവദിച്ചിട്ടുള്ളൂ. മുൻപ് രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി ലഭ്യമായ ഞങ്ങൾക്ക് ആയതിനു തുല്യമായ രൂപ.118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു കിട്ടുന്നതിനു അർഹതയുണ്ട്. എന്നാൽ ഇത് സംബന്ധിച്ച് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പരാമർശങ്ങൾ ഒന്നുമില്ല.

ഈ സാഹചര്യത്തിൽ, സൂചന ഒന്നിലെ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി 2016-നു മുൻപ് വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വരുന്ന ജീവനക്കാർക്ക് രൂപ.85000-117600 നു തുല്യമായ രൂപ.118100-

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163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു നൽകുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ധർമ്മരാജൻ കെ എസ്,
അഡീഷണൽ സ്റ്റേറ്റ് പ്രൊജക്ട് ഡയറക്ടർ/അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ നമ്പരായ ഉദ്യോഗക്കയറ്റ ഉത്തരവ്

പകർപ്പ്: ടെയിനിംഗ് ഡയറക്ടർ (ആമുഖ കത്ത് സഹിതം)

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5.

GOVERNMENT OF KERALA

Abstract

Industrial Training Department – Establishment - Promotion and posting to the post of Additional Director - Orders issued.

Labour and Rehabilitation (C) Department

G.O. (Rt) No. 1346 /2011/LBR. Dated, Thiruvananthapuram 14/09/2011

Read:- 1) G.O (P) No: 129/11/LBR dated 20.08.2011
2) Letter No.A6/2184/11/ dated 20.08.2011 from the Director of Training, Thiruvananthapuram.

ORDER

1. Shri.P.K.Madhavan, Joint Director, Industrial Training Department on Rs.40,640-57,440 is promoted to the cadre of Additional Director of Training on Rs.44,640-58,640 in tune with Special Rules for the Kerala Craftsmen Training Service (Amendment) Rules 1989 against category-1 under Sub Rule (ii) of Rule 2 contained in G.O (P) No.60/89/LBR dated 22nd July 1989 and in the wake of Rule 28 of the KS and SSRs Part II 1958 and posted as Special Officer, Staff Training Institute at Kazhakuttom against the existing vacancy.

2. Shri.Dharmarajan K.S.Joint Director Industrial Training Department on Rs.40,640-57,440 is promoted to the cadre of Additional Director of Training on Rs.44,640-58,640 in tune with the Special Rules for the Kerala Craftsmen Training Service (Amendment) Rules 1989 against category-1 under Sub Rule (ii) of Rule 2 contained in GO (P) No.60/89/LBR dated 22nd July 1989 and in the wake of Rule 28 of the KS and SSRs Part II 1958 and posted as Additional State Project Director (SPIU) Thiruvananthapuram against the existing vacancy.

(By Order of the Governor)
BABU.B
Additional Secretary to Government.

To

The Director of Training, Thiruvananthapuram
Sri.P.K.Madhavan, Joint Director, Directorate of Training Thiruvananthapuram (through D.T)
Sri.K.S. Dharmarajan, Joint Director, Directorate of Training Thiruvananthapuram (Through D.T)
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
The Accountant General (A&E)/(D.B. Cell), Kerala, Thiruvananthapuram.
Stock File/ Office Copy.

Endt. on A6/2184/11 Dt. 15.9.2011.

Forwarded/By Order
Directorate of Training, Trivandrum
Thiruvananthapuram-14.
Section Officer

Copy communicated to the officials concerned.
Copy to: CA to DT, ADT, JDT, DDT, SF (A6)

ADDITIONAL DIRECTOR OF TRAINING

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GO(P) No. 7/2016/Fin dt, 20/1/2016

40 INDUSTRIAL TRAINING DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Training	IAS	IAS
a	Additional Director of Training/Special Officer STI	44640-58640	81000-117600
	Joint Director	40640-57440	77400-115200
	Deputy Director	36140-49740	68700-110400
	Deputy State Apprenticeship Advisor	36140-49740	68700-110400
	Inspector of Training	24040-38840	45800-89000
	Principal Class I	24040-38840	45800-89000
	Vice Principal/ Principal Class II	22360-37940	42500-87000
	Training Officer	22360-37940	42500-87000
	Trade Test Officer	22360-37940	42500-87000
	Accounts Officer	21240-37040	40500-85000
	Group Instructor(HG)	18740-33680	35700-75600
b	Group Instructor	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Tech)	16980-31360	32300-68700
	Technical Assistant	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Catering)	16980-31360	32300-68700
	AVTS Instructor	16180-29180	30700-65400
	Post ITI Special Instructor	16180-29180	30700-65400

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	Designation	Existing Scale of Pay	Revised Scale of pay
	Senior Instructor/ACD Instructor	14620-25280	27800-59400
	Junior Instructor/ACD Instructor	13900-24040	26500-56700
	Special Grade Store Keeper	14620-25280	27800-59400
	Officer In-charge of Training cum Orientation	14620-25280	27800-59400
	Workshop Attender	9190-15780	18000-41500
	Trade Assistant	9190-15780	18000-41500
	Junior Apprenticeship Advisor (Non-Technical)	16180-29180	30700-65400
	Assistant Hostel Superintendent	13210-22360	25200-54000
	Store Attender	8730-13540	17000-37500
	Dresser	8730-13540	17000-37500
	Painter	8960-14260	17500-39500
	Part Time Scavenger	8500-13210	16500-35700
	Water Carrier	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Social Studies Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD

a. The present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600

b. Ratio will be 2:1

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9.

GO(P) No. 27/2021/Fin dt, 10/2/21

38. INDUSTRIAL TRAINING

A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Training	IAS	IAS
	Additional Director of Training/ Special Officer STI	81000-117600	112800-163400
	Joint Director	77400-115200	107800-160000
	Deputy Director	68700-110400	95600-153200
	Deputy State Apprenticeship Advisor	68700-110400	95600-153200
	Inspector of Training	45800-89000	63700-123700
	Principal Class I	45800-89000	63700-123700
	Vice Principal/ Principal Class II	42500-87000	59300-120900
	Training Officer	42500-87000	59300-120900
	Trade Test Officer	42500-87000	59300-120900
	Accounts Officer	40500-85000	56500-118100
a	Group Instructor (HG)	35700-75600	50200-105300
	Group Instructor	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Tech)	32300-68700	45600-95600
	Technical Assistant	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Catering)	32300-68700	45600-95600
	AVTS Instructor	30700-65400	43400-91200
	Post ITI Special Instructor	30700-65400	43400-91200
	Junior Apprenticeship Advisor (Non-Technical)	30700-65400	43400-91200
	Special Grade Store Keeper	27800-59400	39300-83000
	Senior Instructor	27800-59400	39300-83000
	Junior Instructor/ ACD Instructor	26500-56700	37400-79000
	Employability Skill Instructor	-	37400-79000
	Assistant Hostel Superintendent	25200-54000	35600-75400
	Workshop Attender	18000-41500	25100-57900
	Trade Assistant	18000-41500	25100-57900
	Motor Driver in Mechanic Motor Vehicle Trade	-	25100-57900

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	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Painter	17500-39500	24400-55200
	Store Attender	17000-37500	23700-52600
	Dresser	17000-37500	23700-52600

a Existing ratio of 2:1 will continue

Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Pharmacist	As in PD	As in PD

B. ALLOWANCES

(1) Special Allowance

Category	Rate per Month (₹)
Staff attached to the examination wing of the Directorate	
Pay Range of ₹ 26500/- and above	280
Pay Range between ₹ 25100/- and ₹ 26499/-	220
Pay Range between ₹ 23700/- and ₹ 25099/-	190
Pay Range below ₹ 23700/-	170

(2) Compensatory Allowance

Category	Rate per Month (₹)
Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)	330
Part Time Medical Officer, I.T.I.	280
Assistant Hostel Superintendent (PT), ITI, Kozhikode	140
Group Instructor (Foreman ITI, Kalamasserry)	140

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443686/2022/FC DTTVPM

11/7/21
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ANNEXURE - III

GOVERNMENT OF KERALA

Abstract

Public Services – Kerala Craftsmen Training Service – Special Rules – Issued

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PUBLIC (RULES) Department

G.O.(P) No.214

Dated, Trivandrum, 30th May 1966.

NOTIFICATION

In exercise of the powers conferred by the proviso to Articles 309 of the Constitution of India and of all other powers here unto enabling and in supersession of all existing rules and orders on the subject, the Governor of Kerala hereby makes the following Special Rules for the Kerala Craftsmen Training Service.

Rules

1. CONSTITUTION :-The service shall consist of the following categories of officers, namely.

Category 1. Deputy Director of Training / Deputy Apprenticeship Adviser

Category 2. Inspector of Training.

Category 3 Principal Class I.

Category 4. Principal Class I / Vice Principal.

2. APPOINTMENT (a) Appointment to the various categories shall be made as follows:-

Category	Method of appointment
1. Deputy Director of Training / Deputy Apprenticeship Adviser	1. By appointment from the category of Inspector of Training or of Principal Class I OR 2 In the absence of qualified candidates for appointment from the category of Inspector of Training or of Principal Class I, by transfer from any other service. OR 3 In the absence of qualified candidates for appointment from the category of Inspector of Training or of Principal Class I or for transfer, by direct recruitment.

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2. Inspector of Training	1. By promotion from the category of Principal, class II / Vice Principal. OR 2. In the absence of qualified candidates for promotion, by transfer from any other service. OR 3. In the absence of qualified candidates for promotion transfer by direct recruitment.
3. Principal Class I	1. By promotion from the category of Principal Class II / Vice Principal. OR 2. In the absence of qualified candidates for promotion, by transfer from an other service. OR 3. In the absence of qualified candidates for promotion or transfer, by direct recruitment.
4. Principal Class II/ Vice Principal	1. By transfer from among Foreman Instructors in the Department. 2. In the absence of qualified candidates for transfer from among Foreman Instructors, by transfer from any other service. 3. In the absence of qualified candidates for transfer, by direct recruitment.

(B) Promotions to categories 2 and 3 and appointments by transfers from among Foreman Instructors to category 4 shall be made on ground of merit and ability are approximately equal. *Persons included in a select list shall be ranked in the order of their seniority.*

3. RESERVATION OF APPOINTMENTS: The rules relating to reservation of appointments (General Rules 14-17) shall apply to appointments by direct recruitment.

(a) QUALIFICATION REGARDING AGE: No person shall be eligible for appointment to the service by direct recruitment if he has not completed or will not complete the age of 30 years or is

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he has or will complete the age of 40 years on the first day of July of the year in which applications are invited.

(5) OTHER QUALIFICATIONS : No person shall be eligible for appointment to the category specified in column (1) of the table below unless he possesses the qualifications specified in the corresponding entry in column (2) thereof.

TABLE

CATEGORY	QUALIFICATIONS
1. Deputy Director of Training/ Deputy Apprenticeship Adviser.	For appointment from the category of Inspector of Training or of Principal Class I. 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Five years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organizing and administrative experience in Engineering and allied matters. For Transfer and Direct Recruitment 1. A degree in Mechanical Engineering of a recognized university or equivalent qualification. 2. Five years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organizing and administrative experience in Engineering and allied matters. Desirable : Teaching experience in a recognized Institute.
2. Inspector of Training	For Promotion 1. A degree in Mechanical Engineering of a recognized university or an equivalent qualification. 2. Three years experience subsequently to graduation in a supervisory capacity in workshop. 3. Organizing and administrative experience in Engineering and allied matters.

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3. Principal Class I	<u>For transfer and direct recruitment</u> 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Three years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organising and administrative experience in Engineering and allied matters. <u>Desirable</u> : Teaching experience in a recognized Institute. <u>For Promotion</u> 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Three years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organising and administrative experience in Engineering and allied matters. OR 1. Diploma in Mechanical or Electrical Engineering awarded after a 3 years course of study from a recognized University or Institution or equivalent qualification. 2. Ten years experience subsequent to obtaining the Diploma in a supervisory capacity in workshops. 3. Organizing and administrative experience in engineering and allied matters. <u>For transfer and direct recruitment</u> 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Three years experience subsequent to graduation in a supervisory capacity in the workshops. 3. Organising and administrative experience in Engineering and allied matters.

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	Desirable : Teaching experience in a recognized Institute. OR 1. Diploma in Mechanical or Electrical Engineering awarded after 3 year course of study from a recognized University, or institution or equivalent qualification. 2. Ten years experience subsequent to obtaining the diploma in supervisory capacity in workshops. 3. Organizing and administrative experience in Engineering and allied matters.
4.Principal Class II / Vice Principal	Desirable : Teaching experience in a recognized Institute. 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Two years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organizing and administrative experience in Engineering and allied matters.
	Desirable : Teaching experience in a recognized Institute. OR 1. A diploma in Mechanical or Electrical Engineering awarded after a three year course of study from a recognized University or Institution or equivalent qualification. 2. Six years experience subsequent to obtaining the Diploma in a supervisory capacity in workshops. 3. Organizing and administrative experience in engineering and allied matters.
	Desirable : Teaching experience in a recognized Institute.

Note : In the case of persons who entered service prior to 1955, the supervisory experience (item 2 of the qualifications for all the categories) acquired before or after taking the degree or the Diploma

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will be counted as experience for promotion and transfer to the categories of Principal Class I, Principal Class II and Vice Principal.

5 PROBATION :- Every person appointed to any of the categories shall from the date on which he joins duty be on probation.

(i) If recruited direct or by transfer from any other service, for a total period of two years on duty within a continuous period of three years; and

(ii) If appointed by promotion, for a total period of one year on duty within a continuous period of two years.

6 Test :- Every person appointed to any of the categories shall, within the period of probation, pass the Account Test for Executive Officers if he has not already passed it.

By order of the Governor,
N.M.PATNAIK
Chief Secretary.

To

The Director of Training

(true copy)

for Director of Training

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Kerala Gazette No. 22 dated 29th May 1979
Part I Section iv

GOVERNMENT OF KERALA

Labour and Housing (C) Department

NOTIFICATION

G.O.(P) No. 31/79/L & H Dated, Trivandrum, 4th May 1979.

S.R.O. No 563/79 --- In exercise of the powers conferred by subsection (1) of section 2 of the Kerala Public Services Act, 1968 (19 of 1968) read with section 3 thereof, the Government of Kerala hereby make the following further amendments to the Special Rules for the Kerala Craftsmen Training Service issued in Notification No. G.O (P) 214/66/PD dated the 30th May, 1966. published in part 1 of the Kerala Gazette No. 24 dated the 14th June, 1966, namely :-

1. *Short title and commencement* :- *(a)* These rules may be called the Special Rules for the Kerala Craftsman Training Service (Amendment) Rules, 1979.

(b). These shall come into force at once.

2. *Amendments* :- In the Special Rules for the Kerala Craftsmen Training Service,

(i) In rule 1, for "Category 1, Deputy Director of Training / Deputy Apprenticeship Adviser" the following categories shall be substituted, namely:-

"Category 1. Joint Director of Training.

Category 1A. Deputy Apprenticeship Advisor".

(ii) in sub rule (a) of rule 2,-

(a) Category 1 shall be renumbered as category 1A and in category 1A as so renumbered,

(i) the words "Deputy Director of Training" occurring under the heading 'category' shall be omitted;

(ii) the words "or in the absence of qualified candidates for appointment from the category of Inspector of Training or of Principal Class I, by transfer from any other service" occurring as item 2 under the heading "method of appointment" shall be omitted.

(iii) In item 3 under the heading "method of appointment", the words "or by transfer" shall be omitted.

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(b) *before category* 1A as so renumbered and the entries against it under the heading "Method of Appointment", the following category and entries thereto shall be inserted, namely:-

"1. ***Joint Director of Training***	1. By promotion from the category of Deputy Apprenticeship Adviser. *Or* 2. In the absence of qualified candidates under item (1) above, by promotion from the category of Inspector of Training. Or 3. In the absence of qualified candidates under items (1) and (2) above, by direct recruitment.

(c)In category "2 – Inspector of Training" :

(i) the words " or in the absence of qualified candidates for promotion by transfer from any other service" occurring as item 2 under the heading "Method of appointment" shall be omitted.

(ii) the words "or transfer" occurring in item 3 under the heading "Method of appointment" shall be omitted.

(iii) After item 3 under the heading "Method of appointment" the following note shall be added, namely:-

"Note :-Promotion to the category of Inspector of Training shall be made in the ratio 2:1 between Degree holders and Diploma holders in the category of Principal Class II / Vice Principal, subject to the condition that no Senior Degree Holder will be superseded by a Junior Diploma Holder."

(d) In category "3 – Principal Class I" :

(i) the words " or in the absence of qualified candidates for promotion, by transfer from any other service" occurring as item 2 under the heading "Method of appointment" shall be omitted.

(ii) The words "or transfer" occurring in item 3 under the heading "Method of appointment" shall be omitted.

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(e) In category "4- Principal Class II/ Vice Principal", the words "or in the absence of qualified candidates for transfer from among Foreman Instructors, by transfer from any other service" occurring as item 2 under the heading "Method of appointment" shall be omitted.

(ii) In the Table under sub-rule (b) of rule 4, for the existing entries under columns (1) and (2) thereof the following shall be substituted, namely:-

(1)	(2)
1. Joint Director of Training	*Essential*:- 1. A Degree in any branch of Engineering of a recognized University or equivalent qualification. 2. Seven years experience subsequent to obtaining degree or equivalent qualification in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry. *Preferential* :-Organising and Administrative experience in Engineering and allied matters in "any Engineering Industry or Institution".
1A. Deputy Apprenticeship Adviser	*Essential* - 1. A Degree in any branch of Engineering of a recognized University of a equivalent qualification. 2. Five years experience subsequent to graduation in Teaching /Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry. *Preferential* - Organising and Administrative experience in Engineering and allied matters in any Engineering Industry or Institution
2. Inspector of Training	*Essential* - 1. A degree in any branch of Engineering of a recognized University or

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equivalent qualification.

2. Three years experience subsequent to graduation in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry.

Or

1. A diploma in any branch of Engineering awarded after a three years course of study from a recognized University, or Institution or obtained after attending part-time diploma course or equivalent qualification.

2. Ten years experience subsequent to acquiring the diploma in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in Engineering Institutions or Industries, of which three years shall be as Principal Class II.

Preferential : Organising and administrative experience in Engineering and allied matters in an Engineering Industry or Institution (Common to Degree holders and Diploma holders)

5. Principal Class I-

Essential : 1. A degree in any branch of Engineering of a recognized University or equivalent qualification.

2. Three years experience subsequent to graduation in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry.

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Or

1. A diploma in any branch of Engineering awarded after a 3 years course of study from a recognized university or equivalent qualification.
2. Ten years experience subsequent to obtaining Diploma in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in any Engineering Institution or Industry.

Preferential : Organizing and administrative experience in Engineering and allied matters in any Engineering Industry or Institution.

4. Principal Class II / Vice Principal

Essential : 1. A degree in any branch of Engineering of a recognized university or equivalent qualification.

3. Two years experience subsequent to graduation in Teaching / Administrative capacity in a supervisory post or equivalent in an Engineering Institution or Industry.

Or

1. A diploma in any branch of Engineering awarded after a 3 years course of study from a recognized university or institution or equivalent qualification.
2. Seven years experience subsequent to obtaining diploma in Teaching /Administrative capacity in Supervisory post or equivalent n an Engineering Institution or Industry.

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Preferential : Organizing and ,nistrative experience in an Engineering dustry or Institution.

By order of the Gevnor,

C.P.Nayar

Special Secesary.

Explanatory Note

(This does not form part of the notification but is intended to ae its general purport).

In G.O. (P) 214/66/PD dated 30.05.1966 Orders h en issued fixing the qualifications and methods of appointment to the v categories of posts coming under the Kerala Craftsmen Training Servic

In view of the diversification ae Training Scheme in has been necessary to revise the qualifications fix or various posts. Besides, post in the category of Joint Director of Training has been created in G.O.MS. No. 25/76/LBR dated 10.03.1976. The qualification and method of appointment to this post has also to be prescribed. The Special Rules for the Kerala Craftsman Training Service have to be amended for these purposes. The above notification is intended to achieve these objects.

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KERALA GAZETTE

SUPPLEMENTS

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Kerala Gazette No. 42 dated 24th October 1972.
PART I Section iv

GOVERNMENT OF KERALA

Public (Rules) Department

NOTIFICATION

G. O. (P) No. 372/72/PD. *Dated, Trivandrum, 26th September* 1972.

S. R. O. No. 532/72.—In exercise of the powers conferred by sub-section (1) of section 2 of the Kerala Public Services Act, 1968 (19 of 1968) the Government of Kerala hereby make the following amendments to the Special Rules published under G. O. (P) No. 464/Public (Rules) Department dated the 28th November 1966 in Part I of the Kerala Gazette No. 49 dated the 13th December 1966, as subsequently amended, namely:—

AMENDMENTS

In the said Rules—

(1) in rule 1,

(a) in category 1 A., after the item "Accounts Officer, Medical College, Trivandrum", the following items shall be inserted, namely:—

"Accounts Officer, Office of the Chief Engineer, General, Buildings and Roads.
Senior Accountant, State Family Planning Bureau, Health Services Department."

(b) in category 2, after the item "Accounts Officer/Chief Accountant in the Animal Husbandry Department" the following items shall be inserted, namely:—

"Accounts Officer, Office of the Inspector General of Prisons
Accounts Officer, Office of the Director of Harijan Welfare."

(c) in category 5, after the item "Accounts Officer, Office of the Director of Fisheries" the following item shall be inserted, namely:—

"Accounts Officer, Office of the Superintendent of Government Presses".

(2) in sub rule (a) of rule 2,

(a) after the item "Accounts Officer, Medical College, Trivandrum" under category 1A and the entries against it under the heading "Method of appointment" the following items and entries shall be inserted namely:—

"Accounts Officer, Office of the Chief Engineer, General Buildings & Roads	By promotion from among Senior Superintendents in the Department
Senior Accountant, State Family Planning Bureau, Health Services Department	By promotion from Senior Superintendents/Lay Secretaries/Chief Accountant in the Health Services Department in the scale of Rs. 310–600."

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Superintendent
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(b) after the item "Accounts Officer/Chief Accountant in the Animal Husbandry Department" under category 2 and the entries against it under the heading "Method of appointment" the following items and entries shall be inserted, namely:—

"Accounts Officer, Office of the Inspector General of Prisons	(1) By transfer from Junior Superintendents in the Jails Department; Or (2) If qualified hands are not available under item (1) above, by transfer from Chief Accountant, Stock Verifier and Office Manager to Chief Probation Superintendent in the Jails Department; Or (3) In the absence of suitable hands under items (1) and (2) above, by transfer from U. D. Clerks in the Jails Department.
Accounts Officer, Office of the Director of Harijan Welfare	(1) By transfer from Junior Superintendents/Taluk Welfare Inspectors in the Harijan Welfare Department; Or (2) If no qualified candidate is available under item (1) above, by transfer from the category of Managers in the Offices of the District Welfare Officers] in the Harijan Welfare Department."

(c) in category 5, after the item "Accounts Officer, Office of the Director of Fisheries" and the entries against it under the heading "Method of appointment" the following item and entries against it shall be inserted, namely:—

"Accounts Officer, Office of the Superintendent of Government Presses	(1) By transfer from the category of Junior Superintendents in the Printing Department/Supervisor, Stamp Manufactory; Or (2) In the absence of suitable candidates under item (1) above, by transfer from Head Clerks and Chief Accountant in the Printing Department."

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(3) in the table under rule 5,

(a) for the qualifications under column (3) against category 1 "Accounts Officer, Office of the Inspector General of Police" in column (1) the following shall be substituted, namely:—

"(1) Account Test (Higher). In the case of allotted Officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).

(2) A minimum service of 10 years in the Department.

(3) Must have at least 5 years' experience in Accounts and Finance matters of the Government."

(b) for the entries under category 1A in column (1) and the entries against it in columns (2) and (3) the following shall be substituted, namely:—

"Accounts Officer, Office of the Director of Collegiate Education	By promotion or transfer	(1) Account Test (Higher). In the case of allotted Officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher) (2) A minimum service of 10 years in the Department (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Accounts Officer, Office of the Director of Training	By promotion or transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher). (2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.

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Accounts Officer, Office of the Director of Agriculture	By promotion or transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher). (2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Accounts Officer, Office of the Director of Technical Education	By promotion or transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher). (2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Accounts Officer, Medical College, Trivandrum	By promotion	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher). (2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Accounts Officer, Office of the Chief Engineer, General, Buildings and Roads	By promotion	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).

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		(2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Senior Accountant, State Family Planning Bureau, Health Services Department	By promotion	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher). (2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government."

(c) in category 2 under column (1),

(i) in the second item the words "and Accounts Officers, Medical Colleges," shall be deleted.

(ii) for the item "Accounts Officer/Chief Accountant in the Animal Husbandry Department" and the entries against it in columns (2) and (3) the following shall be substituted, namely:—

"Accounts Officers, Medical Colleges	By transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher). (2) A minimum service of 10 years in the Department. (3) Must have at least 5 years' experience in Accounts and Finance matters of the Government.
Accounts Officer/ Chief Accountant in the Animal Husbandry Department	By transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).

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		(2) A minimum service of ten years in the Department.
		(3) Must have at least five years' experience in Accounts and Finance matters of the Government.
Accounts Officer, Office of the Inspector-General of Prisons.	By transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).
		(2) A minimum service of ten years in the Department.
		(3) Must have at least five years experience in Accounts and Finance matters of the Government.
Accounts Officer, Office of the Director of Harijan Welfare	By transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).
		(2) A minimum service of ten years in the Department ;
		(3) Must have at least five years' experience in Accounts and Finance matters of the Government.

(d) for the qualifications under column (3) against category 3 "Accounts Officer, Office of the Director of Fisheries" under column (1) the following shall be substituted, namely :—

"(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).

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(2) A minimum service of two years in the Department;

(3) Must have at least five years' experience in Account and Finance matters of the Government.".

(c) in category 5, after the item "Accounts Officer, Office of the Director of Fisheries" in column (1) and the entries against it in columns (2) and (3) the following item and entries shall be inserted, namely:-

"Accounts Officer, Office of the Superintendent of Government Presses	By transfer	(1) Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I (Madras) shall be accepted as sufficient qualification in lieu of Account Test (Higher).
		(2) A minimum service of two years in the Department.
		(3) Must have at least five years' experience in Account and Finance matters of the Government.

By order of the Governor,
G. BHASKARAN NAIR
Special Secretary.

Explanatory Note

(This note is not part of the amendment but is intended to indicate its general purport).

It has been brought to the notice of Government that there is no uniformity in the qualifications prescribed for the posts of Accounts Officers, Senior Accountants and Financial Assistants in the various Departments even though the duties and responsibilities attached to these posts are more or less the same. Government have therefore decided to prescribe uniform qualifications for these posts by amending the Special Rules for the Kerala General Service issued in G. O. (P) No. 464/PD. dated 28-12-1956. This notification is intended to achieve the above object.

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To

All Heads of Departments and Offices
All Departments of the Secretariat (all Sections)
The Secretary, Kerala Public Service Commission, Trivandrum (with C.L.)
The Registrar, University of Kerala, Trivandrum (,,)
The Registrar, University of Cochin, Cochin (,,)
The Registrar, University of Calicut, Calicut (,,)
The Registrar, Kerala Agricultural University, Trichur (,,)
The Registrar, High Court, Ernakulam (,,)
The General Manager, Kerala State Road Transport Corporation (with C.L.)
The Secretary, Kerala State Electricity Board, Trivandrum (with C.L.)
The Accountant General
The Secretary to Governor
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government
The Private Secretaries to the Chief Minister and other Ministers.
The Public (SC) Department ;
The Public (Services B) Department
The Stenographer to the Chief Secretary and Additional Chief Secretary.

21/8/17

Administrative Assistant
State Central Library
Department of Higher Education
Thiruvananthapuram
Kerala

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Annexure XII
Annexure IX

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CE C1148/17 dated 19/8/11

Kerala Gazette No. 49 dated 13th December 1966
PART I





GOVERNMENT OF KERALA

Abstract

PUBLIC SERVICES—KERALA GENERAL SERVICE—POSTS OF ACCOUNTS OFFICERS, SENIOR SUPERINTENDENTS, MANAGERS, ETC.—SPECIAL RULES—ISSUED—

PUBLIC (RULES) DEPARTMENT

G. O. (P) No 464. Dated, Trivandrum, 28th November 1966.

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and of all powers hereunto enabling and in supersession of all the existing rules and orders on the subject, the Governor of Kerala hereby makes the following Special Rules:—

RULES

1. *Constitution.*—The posts mentioned below shall constitute a separate class in the Kerala General Service.

Category 1.—

Accounts Officer, Office of the Director of Collegiate Education.
Accounts Officers, Offices of Directors of Agriculture and Training.
Accounts Officer, Office of the Director of Technical Education.
Accounts Officer, Medical College, Trivandrum.
Administrative Assistants in the Offices of the Chief Engineer (General & Irrigation) and Chief Engineer (Buildings and Roads).

Category 2.—

Managers, (Other than in the Offices of the Advocate General, Inspector General of Police and Excise Branch of the Board of Revenue) Superintendent, Office of the Director of Public Relations, Senior Superintendents (other than in the Land Revenue, Agriculture Income-tax and Sales tax, Civil Supplies and Excise Branches of the Board of Revenue, Stamp Manufactory Department, Hindu religious and Charitable Endowment Department, Weights and Measures Department, Harijan Welfare Department, Health Services Department, Stationery Department and Registration Department).

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Senior Superintendent, Stationery Department.

Senior Superintendents, Chief Accountant, General Medical Stores and Lay Secretary and Treasurer of the Health Services Department.

Accounts Officers in Medical Colleges.
Personal Assistant to the Director of Tourist Department.
Personal Assistant to the Special Officer, Coir.
Personal Assistant to the Principal Veterinary College.
Administrative Assistant to the Director of Indigenous Medicine.
Office Manager/Publication Assistant in the Printing Department.

Category 3.—
Divisional Accountants.

Category 4.—
Cost Accountant, P. W. D. Engineering Workshops.

Category 5.—
Accounts Officer, Office of the Director of Fisheries.

2. *Appointment*:—(a) Appointment to the several categories shall be made as specified below:

Category	*Method of appointment*
Accounts Officer, Office of the Director of Collegiate Education	1. By promotion from the category of Senior Superintendent in the Office of the Director of Collegiate Education. *Or* 2. In the absence of qualified candidates for promotion, recruitment by transfer from the category of Junior Superintendents in the Office of the Director of Collegiate Education.
Accounts Officers, Offices of the Directors of Agriculture and Training	1. By promotion from the category of Senior Superintendents in the Departments concerned. *Or* 2. In the absence of qualified candidates for promotion, recruitment by transfer from the category of Junior Superintendents in the Departments concerned.
Accounts Officer, Office of the Director of Technical Education	1. By promotion from the category of Senior Superintendents in the Department. *Or* 2. In the absence of qualified candidates for promotion, by transfer from among Junior Superintendents in the Department.

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Category	Method of appointment
Accounts Officer, Medical College, Trivandrum	By promotion from the category of Senior Superintendents/Accounts Officers in Medical Colleges.
Administrative Assistants in the Offices of the Chief Engineer (General and Irrigation) and Chief Engineer (Buildings and Roads)	By promotion from among senior Superintendents in the Department.
2. Superintendent, Office of the Director of Public Relations	By transfer from the category of U. D. Clerks in the Kerala Ministerial Subordinate Service employed in the Public Relations Department.
Accounts Officers in the Medical Colleges Managers and Senior Superintendents Personal Assistant to the Director, Tourist Department	1. Recruitment by transfer from among Junior Superintendents, Head Clerks or Chief Accountants in Kerala Ministerial Subordinate Service employed in the Departmental Unit: *Or* 2. If no qualified candidate is available for such transfer recruitment by transfer from the category of U. D. Clerks employed in the Departmental Unit.
Personal Assistant to Special Officer, Coir Personal Assistant to Principal, Veterinary College Administrative Assistant to the Director of Indigenous Medicine	
Senior Superintendent, Stationery Department	By transfer from:— (i) Category of Junior Superintendents in the Stationery Department: *Or* (ii) Category of Store-keeper (on Rs. 190-300) in the Stationery Department; *Or* (iii) Category of Inspectors of Stationery in the Kerala Stationery Subordinate Service.

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Senior Superintendent, Chief Accountant General Medical Stores and Lay Secretary and Treasurer of Health Services Department	By transfer from the category of Junior Superintendents, Head Accountants and U. D. Clerks in the Health Services Department.
Office Manager/ Publication Assistant in the Printing Department	Recruitment by transfer from the category of Junior Superintendents in the Printing Department/Supervisor, Stamp Manufactory *Or* If no qualified candidate is available for such transfer, recruitment by transfer from Head Clerks and Chief Accountants in the Printing Department.
Divisional Accountant	(i) By absorption of Emergency Divisional Accountants (1/3 of the vacancies) (ii) By direct recruitment (1/3 of the vacancies) (iii) By transfer from among U. D. Clerks of all Departments (including Assistants Grade I of the Administrative Secretariat and the Finance Secretariat and U. D. Auditors of the Local Fund Audit Department) and those above U. D. Clerks in the Non-Gazetted cadre (1/3 of the vacancies).
Cost Accountant P. W. D. Engineering Workshops	By transfer from U. D. Clerks and Accountants in the Kerala Ministerial Subordinate Service employed in the Departmental unit.
Accounts Officer Office of the Director of fisheries	1. By transfer from Junior Superintendents in the Fisheries Department *Or* 2. If no qualified candidate is available among Junior Superintendents, by transfer from Head Clerks in the Fisheries Department 3. In the absence of suitable candidates for transfer as in item 1 or item 2, by transfer from U. D. Clerks in the Fisheries Department.

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(b) Promotion and appointment by transfer in/from the Departmental Unit shall be made from select lists prepared from among eligible officers on the basis of merit and ability, seniority being considered only where merit and ability are approximately equal. Persons included in the select list shall be ranked in the order of their seniority.

3. *Reservation of appointment.*—The rules relating to reservation of appointments (General Rules 16–17) shall apply to appointments by direct recruitment.

4. *Appointing Authority.*—The appointing authority in respect of category 1 shall be the Government, category 3 shall be the Finance Secretary to Government and categories 2, 4 and 5 shall be the Head of the Department concerned.

5. *Qualifications.*—No person shall be eligible for appointment to the categories in column (1) by the method specified in column (2) of the table below unless he possesses the qualifications specified in the corresponding entry in column (3) thereof:—

Table

Category.	*Method.*	*Qualifications.*
(1)	(2)	(3)
Accounts Officer, Office of the Director of Collegiate Education	By promotion or transfer	1. Must have passed Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I will be accepted as sufficient qualification in lieu of Account Test (Higher) 2. A minimum service of 10 years in the Department 3. A minimum period o 5 years experience in dealing with Accounts and Finance matters of Government.
Accounts Officers, Office of the Director of Agriculture and Training	By promotion or transfer	i. Graduation ii. Service in a Supervisory post for a minimum period of three years. iii. Experience in Accounts and Audit for at least three years.

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(1)	(2)	(3)
Accounts Officer, Office of the Director of Technical Education	By promotion or transfer	1. Account Test (Higher). In the case of allotted Officers from Madras, Account Test for Subordinate Officers Part I will be accepted as sufficient qualification in lieu of Account Test (Higher). 2. A minimum service of 10 years in the Department. 3. A minimum period of 5 years experience in dealing with Accounts and Finance matters of Government.
Accounts Officer, Medical College, Trivandrum	By promotion	Five years' service as Senior Superintendent and / or Accounts Officers in Medical Colleges.
2. Senior Superintendent, Stationery Department	By transfer	Should have served in the Department for a minimum period of 10 years.
Senior Superintendents and Accounts Officers, Medical Colleges	do.	10 years service in the Ministerial Cadre of which not less than 3 years should be in and/or above of the rank of U. D. Clerks.
Administrative Assistant to the Director of Indigenous Medicine	do.	1. Minimum general educational qualification of the S. S. L. C. Standard. 2. Office experience for not less than 10 years.
3. Divisional Accountant	By direct recruitment	1. A University Degree with at least a Second Class. 2. Must not have completed 25 years of age on the 1st day of July of the year in which applications for appointment are invited.

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(1)	(2)	(3)
Divisional Accountant	By transfer from the category of Junior Superintendents of the P. W. D. and P. H. Engineering Department	Must have passed Account Test (Higher) and P. W. D. Test or Corresponding Departmental Tests.
	By transfer from among U. D. Clerks of all Departments etc.	1. Must have passed the Account Test (Higher) 2. Must have put in not less than 5 years' total service of which one year should be in the upper division and/or in the higher grade.
5. Accounts Officer, Office of the Director of Fisheries	By transfer	An aggregate of 5 years' service in the posts of Junior Superintendents, Head Clerk or U. D. Clerk in the Fisheries Department. *Note.*—Preference will be given to persons possessing Account Test (Higher)

6. *Tests.*—(a) No person shall be eligible for appointment to categories 1, 2, 4 and 5 unless he has passed the Account Test (Lower)

(b) Every person appointed to category 3 shall within the prescribed period of training pass the Divisional Accountant's test examination.

Provided that the Emergency Divisional Accountants absorbed in the regular cadre shall be exempted from the operation of sub rule (b)

(c) Every person appointed to the post of Senior Superintendent in the Motor Vehicles Department shall within the prescribed period of probation pass the departmental tests which may be prescribed by Government.

7. *Probation.*—(a) Every person appointed to any of the posts in categories 1, 2, 4, and 5 shall from the date on which he joins duty be on probation;

(i) if recruited by transfer from any other service for a total period of two years on duty within a continuous period of three years; and

(ii) if appointed by promotion for a total period of one year on duty within a continuous period of two years.

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(b) Every person appointed to category 3 shall from the date on which he joins duty be on probation for a total period of three years on duty (two years for training and one year for trial as Divisional Accountant). During the period he shall draw allowance as shall be prescribed by Government from time to time:

Provided that no probation is required in the case of Emergency Divisional Accountants who have put in three years service as Emergency Divisional Accountant:

Provided further that a person placed in independent charge of the Accounts of a division after passing the Divisional test examination shall during the period draw pay in the regular scale of pay of Divisional Accountants.

8. *Unit of appointment.*—The unit of application of the General Rules governing recruitment, discharge and reappointment of probationers and approved probationers and appointment of full members shall be the jurisdiction of each of the authorities which, according to Rule 4 are competent to make appointments.

9. *Security.*—Where the State Government have by General or Special Order directed that the holder of any specified post or category of posts shall deposit security for the due and faithful performance of his duties, appointment to such posts or categories of posts shall be made from among candidates who are able and willing to deposit such security.

10. *Training.*—Every person other than the Emergency Divisional Accountants appointed to category 3 shall, during the period of probation undergo practical training for a period of 2 years.

By order of the Governor,

N. M. PATNAIK,
Chief Secretary.

To

All Heads of Departments and Offices.
All Departments of the Secretariat.
The Secretary, Public Service Commission (with C. L.).
The Registrar, University of Kerala (with C. L.).
The Registrar, High Court of Kerala (with C. L.).
The Secretary, Vigilance Commission (with C. L.).
The General Manager, Kerala State Road Transport Corporation (with C. L.).
The Secretary, Kerala State Electricity Board (with C. L.).
The Accountant General.
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Assistant Secretaries to Government.
The Secretary to Governor.
The Private Secretaries to Advisers.
The Stenographer to the Chief Secretary.

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2003

Reg. No. രജി. നമ്പർ
KL/TV(N)/12/2003-2005

KERALA GAZETTE
കേരള ഗസറ്റ്

EXTRAORDINARY
അസാധാരണം

PUBLISHED BY AUTHORITY
ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്

Vol. XLVIII
വാല്യം 48

Thiruvananthapuram, Friday
തിരുവനന്തപുരം, വെള്ളി

22nd August 2003
2003 ആഗസ്റ്റ് 22
31st Sravana 1925
1925 ശ്രാവണം 31

No. 1578
നമ്പർ

GOVERNMENT OF KERALA

Personnel and Administrative Reforms (Rules) Department

NOTIFICATION

G. O. (P) No. 22/2003/P&ARD. *Dated, Thiruvananthapuram, 7th August, 2003.*

S. R. O. No. 793/2003.—In exercise of the powers conferred by sub-section (1) of section 2 of the Kerala Public Services Act, 1968 (19 of 1968), read with section 3 thereof, the Government of Kerala hereby make the following rules further to amend the Special Rules for the Kerala General Service, published under notification G. O. (P) No. 464/66/Public/(Rules) Department dated the 28th November, 1966, in Part I of the Kerala Gazette No. 49 dated the 13th December, 1966, namely:—

33/3989/2003/DTP.

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RULES

1. *Short title and commencement.*—(1) These rules may be called the Kerala General Service (Amendment) Special Rules, 2003.

(2) They shall come into force at once.

2. *Amendment of the rules.*—In the Special Rules for the Kerala General Service,

(1) In rule 1, under category 1A, after the item "Administrative Assistants in various Departments" the following item shall be inserted, namely:—

"Administrative Assistant, Office of the Director of Training".

(2) In rule 2, 'Appointments', under sub-rule (a)—

(1) for category 'Accounts Officer, Office of the Director of Training' in column (1) and the entries against it, in column (2) the following entries shall be substituted, namely:—

"Accounts Officer Grade I, Office of the Director of Training	(i) By promotion from the category of Administrative Assistant in the Department.
	(ii) In the absence of qualified hands under item (i) above, by promotion from the category of Accounts Officer Grade II in the Department.
	(iii) In the absence of qualified hands under item (i) and (ii) above, by promotion from the category of Senior Superintendents in the Department".

(ii) after the category Administrative Assistant in various Departments in column (1) and the entries against in column (2), the following entries shall be inserted, namely:—

"Administrative Assistant, Office of the Director of Training	(i) By promotion from the category of Accounts Officer Grade II, in the Department in accordance with their seniority in the category of Senior Superintendent.

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(ii) In the absence of qualified hands under item (i) above, by promotion from the category of Senior Superintendent in the Department".

By order of the Governor,

C. RAMACHANDRAN,
Principal Secretary to Government.

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

One post of Administrative Assistant was created in the Industrial Training Department in the Scale of Pay of Rs. 7200–11400. Government have decided to include the post in the Special Rules for the Kerala General Service issued in G. O. (P) No. 464/PD dated 28th November, 1966, as the post have different feeder category posts than that of Administrative Assistant in the various Departments. Besides, the post of Administrative Assistant also has to be included as a feeder category to the post of Accounts Officer Grade I.

This notification is intended to achieve the above object.

To

All Heads of Departments and Offices.
All Departments (All Sections) of the Secretariat.
The Secretary, Kerala Legislative Assembly, Thiruvananthapuram.
The Secretary, Kerala Public Service Commission.
The Registrar, University of Kerala, Thiruvananthapuram.
The Registrar, University of Cochin, Kochi.
The Registrar, Mahatma Gandhi University, Kottayam.
The Registrar, University of Calicut, Kozhikode.

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The Registrar, Kerala Agricultural University, Thrissur.
The Registrar, High Court of Kerala, Ernakulam.
The Accountant General, Kerala, Thiruvananthapuram.
The Secretary, Kerala State Electricity Board, Thiruvananthapuram.
The General Manager, Kerala State Road Transport Corporation, Thiruvananthapuram.
The Secretary to Governor.
All Commissioners and Secretaries, Secretaries, Special Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
The Private Secretaries to the Chief Minister and other Ministers, Leader of Opposition and Government Chief Whip.
The Additional Secretary to the Chief Secretary.
All Recognized Service Associations.

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"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ

18/01/2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം -പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച്

സൂചന:- 1) 24.09.2021-ലെ 85/2021/ധന നമ്പർ സർക്കുലർ.
2) ധനകാര്യ(എ.ആർ.സി) വകുപ്പിന്റെ 18.11.2021-ലെ 1920952/എ.ആർ.സി-3/24/2021-ധന നമ്പർ അനൗദ്യോഗിക കുറിപ്പ്.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കണമെന്ന് അഭ്യർത്ഥിച്ചുകൊണ്ട് ശ്രീ.പി.കെ.മാധവൻ, സ്പെഷ്യൽ ഓഫീസർ, സ്യൂട്ട് സമർപ്പിച്ച അപേക്ഷ, സൂചന 1 സർക്കുലറിന് വിധേയമായി ലഭ്യമാക്കുന്നതിലേയ്ക്കായി ഇതോടൊപ്പം അയയ്ക്കുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signed by Bindumol Thomas
Date: 18-01-2022 10:59:15
Reason: Approved
തൊഴിൽ സെക്രട്ടറി.

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ധനകാര്യ (എ.ആർ.സി) വകുപ്പ്
തിരുവനന്തപുരം
തീയതി: 18/11/2021

അനൗദ്യോഗിക കുറിപ്പ്

വിഷയം:- പതിനൊന്നാം ശമ്പളപരിഷ്കരണം അനോമലി - ലഭ്യമാക്കിയ നിവേദനങ്ങൾ സർക്കുലറിന് വിധേയമായി സമർപ്പിക്കുന്നതിനായി ഭരണവകുപ്പുകൾക്ക് തിരികെ നൽകുന്നത് - സംബന്ധിച്ച്.

സൂചന :- സർക്കുലർ നമ്പർ.85/2021/ധന തീയതി 24/09/2021.

സൂചനയിലേയ്ക്ക് ഭരണവകുപ്പിന്റെ ശ്രദ്ധ ക്ഷണിക്കാവുന്നതും പതിനൊന്നാം ശമ്പളപരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നതിന് അനോമലി റെക്ടിഫിക്കേഷൻ സെല്ലിന് നിവേദനങ്ങൾ സമർപ്പിക്കുന്നതിന്റെ വിശദമായ മാർഗ്ഗരേഖ വ്യക്തമാക്കിക്കൊണ്ട് സർക്കാർ 24.09.2021-ലെ നമ്പർ 85/2021/ധന. സർക്കുലർ പുറപ്പെടുവിച്ചിട്ടുള്ള സാഹചര്യത്തിൽ, അനോമലികൾ പരിഹരിക്കണമെന്നഭ്യർത്ഥിച്ച് വ്യക്തികളും വിവിധ സംഘടനകളും നാളിതു വരെ സർക്കാരിന് സമർപ്പിച്ചിട്ടുള്ള അപേക്ഷകൾ (പട്ടിക അനുബന്ധമായി ചേർക്കുന്നു) ടി സർക്കുലറിന് വിധേയമായി ലഭ്യമാക്കുന്നതിനായി ഭരണവകുപ്പിന് തിരികെ നൽകാവുന്നതുമാണ്.

കെ.സോഫിയ
ജോയിന്റ് സെക്രട്ടറി (ധനകാര്യം)

തൊഴിലും നൈപുണ്യവും വകുപ്പ്

ഉത്തരവിൻപ്രകാരം

സെക്ഷൻ ഓഫീസർ

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5730526(1)/2021/OS-Labour

Sl. No	Tapal No	Received from	
1	E-4953638	Group of Deputy Labour Commissioners	
2	E-5092349	Madhavan P.K, Special Officer Suit Kerala	

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5730526(1)/2021/OS-Labour

E-5092349

മാധവൻ പി കെ
സ്പെഷ്യൽ ഓഫീസർ,
സ്യൂട്ട് -കേരള, കഴക്കൂട്ടം

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പി.ആർ.സി),
ധനകാര്യ വകുപ്പ്,
ഗവണ്മെന്റ് സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം: പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - അഡീഷണൽ ഡയറക്ടർ/ സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ശമ്പള സ്കെയിലുകൾ നിശ്ചയിച്ചതിലെ അപാകത - സംബന്ധിച്ച്.

സൂചന:- 1. 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന.
2. 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന.
3. 26.02.2011-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന.
4. 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ.

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സൂചനയിലെ ഒന്നുമുതൽ മൂന്നുവരെയുള്ള ശമ്പള പരിഷ്കരണ ഉത്തരവുകൾ, സൂചന നാലിലെ (പകർപ്പ് ചേർക്കുന്നു) ഉദ്യോഗക്കയറ്റ ഉത്തരവ് എന്നിവ കണ്ടാലും. സൂചന നാല് പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒഴിവുണ്ടായിരുന്ന രണ്ടു അഡീഷണൽ ഡയറക്ടർ തസ്തികകളിലേക്ക് എനിക്കും ശ്രീ.ധർമ്മരാജൻ കെ എസ്-നും ഉദ്യോഗക്കയറ്റം നൽകി 14.09.2011-ൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിക്കുകയുണ്ടായി. സൂചന മൂന്നിലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 85/2011/ധന, തീയതി 26.02.2011 പ്രകാരം രൂപ.44640-58640 ശമ്പള സ്കെയിലിലാണ് അന്ന് ഞങ്ങളുടെ ശമ്പളം തിട്ടപ്പെടുത്തിയത്. പിന്നീട് 20.01.2016-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 07/2016/ധന പ്രകാരം 2016-ൽ നിലവിൽ വന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ രൂപ .81000-117600 എന്ന സ്കെയിലിൽ നിജപ്പെടുത്തിയെങ്കിലും "The present incumbent(s) will be allowed personal scale of pay of Rs.85000-117600" എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നതിന്റെ ഭാഗമായി 2011 മുതൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ സേവനമനുഷ്ഠിച്ചു വന്നിരുന്ന ഞങ്ങൾ രണ്ടുപേർക്കും അനുവദനീയമായ രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. എന്നാൽ 10.02.2021-ലെ സർക്കാർ ഉത്തരവ് (അച്ചടി) നം. 21/2021/ധന പ്രകാരം നിലവിൽ വന്ന പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകൾക്ക് രൂപ.81000-117600 തത്തുല്യമായ രൂപ.112800-163400 എന്ന ശമ്പള സ്കെയിൽ മാത്രമേ അനുവദിച്ചിട്ടുള്ളൂ. മുൻപ് രൂപ.85000-117600 എന്ന ശമ്പള സ്കെയിലിൽ ശമ്പളം തിട്ടപ്പെടുത്തി ലഭ്യമായ ഞങ്ങൾക്ക് ആയതിനു തുല്യമായ രൂപ.118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു കിട്ടുന്നതിനു അർഹതയുണ്ട്. എന്നാൽ ഇത് സംബന്ധിച്ച് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പരാമർശങ്ങൾ ഒന്നുമില്ല.

ഈ സാഹചര്യത്തിൽ, സൂചന ഒന്നിലെ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ആവശ്യമായ ഭേദഗതി വരുത്തി 2016-നു മുൻപ് വ്യാവസായിക പരിശീലന വകുപ്പിൽ അഡീഷണൽ ഡയറക്ടർ/സ്പെഷ്യൽ ഓഫീസർ തസ്തികകളിൽ

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സേവനമനുഷ്ഠിച്ചു വരുന്ന ജീവനക്കാർക്ക് രൂപ .85000-117600 നു തുല്യമായ രൂപ .118100-163400 ശമ്പള സ്കെയിലിൽ ശമ്പളം അനുവദിച്ചു നൽകുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

മാധവൻ പി കെ,
സ്പെഷ്യൽ ഓഫീസർ /അഡീഷണൽ ഡയറക്ടർ,

ഉള്ളടക്കം: 14.09.2011-ലെ സർക്കാർ ഉത്തരവ് (ആർ.റ്റി) നം. 1346/2011/തൊഴിൽ നമ്പരായ ഉദ്യോഗക്കയറ്റ ഉത്തരവ്

പകർപ്പ്: ട്രെയിനിംഗ് ഡയറക്ടർ (ആമുഖ കത്ത് സഹിതം)

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I/5239108/2022

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/65/2022-തൊഴിൽ 12-04-2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

ട്രെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
29 APR 2022
ഗവർമെന്റ് പ്രസ്, വികാസ് ഭവൻ, തിരുവനന്തപുരം

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്.

സൂചന:- 1) 21.03.2022-ലെ ഇതേ നമ്പർ സർക്കാർ കത്ത്.
2) ശ്രീ.ബിനോജ് പോൾ സമർപ്പിച്ച 08.03.2022 തീയതിയിലെ നിവേദനം.

സൂചന നിവേദനത്തിന്റെ പകർപ്പ് അടിയന്തിര നടപടികൾക്കും റിപ്പോർട്ടിനുമായി ഇതോടൊപ്പം അയയ്ക്കുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by Aswathi K S
Date: 27-04-2022 15:29:17
സെക്ഷൻ ഓഫീസർ.

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5973036/2022/MIN/(LBRD)

പ്രേഷിതൻ

, No. M(G.Edn & L)/...../.....

ബിനോജ് പോൾ
എൽ.ഡി. സ്റ്റോർ കീപ്പർ
കെ.എം.എം. ഗവ. ഐ.ടി.ഐ കൽപ്പറ്റ.

സ്വീകർത്താവ്

ബഹു: ഒ.ആർ. കേളു എം.എൽ.എ
മാനന്തവാടി നിയോജക മണ്ഡലം

സർ,

വിഷയം:- **എൽ.ഡി., യു.ഡി സ്റ്റോർകീപ്പർമാരുടെ 1 : 1 റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്.**

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ഞാൻ കെ.എം.എം. ഗവ. ഐ.ടി.ഐ കൽപ്പറ്റയിൽ എൽ.ഡി സ്റ്റോർ കീപ്പർ ആയി ജോലി ചെയ്ത് വരുന്നു. എന്റെ അറിവിൽ വകുപ്പിൽ എൽ.ഡി. സ്റ്റോർ കീപ്പർ 74 എണ്ണം, യു.ഡി. സ്റ്റോർ കീപ്പർ 21 എണ്ണം, സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ 1 എണ്ണം എന്ന നിലയിൽ തസ്തികകൾ നിലവിലുണ്ട്. എൽ.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികയിൽ 10 വർഷം കഴിഞ്ഞവർക്ക് പോലും യു.ഡി. സ്റ്റോർ കീപ്പർ ആയി പ്രൊമോഷൻ ലഭിക്കുന്നില്ല. പലരും അതേ തസ്തികയിൽ തന്നെ വിരമിക്കുന്നു. മറ്റ് തസ്തികകളിൽ ഹയർ ഗ്രേഡ് ഉൾപ്പെടെയുള്ള പല ആനുകൂല്യങ്ങൾ ലഭിക്കുമ്പോഴും സ്റ്റോർ ജീവനക്കാർക്ക് അതും ലഭിക്കുന്നില്ല. ഒമ്പതാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ റിപ്പോർട്ട് (2009), പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ റിപ്പോർട്ട് (2014) പ്രകാരം എൽ.ഡി., യു.ഡി. സ്റ്റോർ കീപ്പർമാരുടെ 1 : 1 റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കാമെന്ന് ശിപാർശ ചെയ്തിട്ടുണ്ടായിരുന്നു. തുടർന്ന് ഈ വിഷയവുമായി ബന്ധപ്പെട്ട് ലേബർ സെക്രട്ടറിയേറ്റിൽ ഫയൽ രൂപീകരിക്കുകയും (ഫയൽ നം. സി1/204/2017/തൊഴിൽ) തുടർ പ്രവർത്തനം നടന്ന് വരികയും ചെയ്തിരുന്നു. പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ (2019) പ്രാബല്യത്തിൽ വന്നതിനെ തുടർന്ന് 2020 മുതൽ തുടർനടപടികൾ ഉണ്ടായിട്ടില്ല.

ആയതിനാൽ 1 : 1 റേഷ്യോ പ്രൊമോഷൻ നടപ്പിലാക്കുന്നതിന് വേണ്ടി ബഹുമാനപ്പെട്ട തൊഴിലും നൈപുണ്യവും വകുപ്പ് മന്ത്രിയുടെ ശ്രദ്ധയിൽപ്പെടുത്താൻ വേണ്ട നടപടി സ്വീകരിക്കണമെന്ന് വിനീതമായി അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ബിനോജ് പോൾ

08/03/2022

ഉള്ളടക്കം:-

1. 9-ാം ശമ്പള കമ്മീഷൻ റിപ്പോർട്ട് 2009 ന്റെ പകർപ്പ്
2. 10-ാം ശമ്പള കമ്മീഷൻ റിപ്പോർട്ട് 2014 ന്റെ പകർപ്പ്
3. തൊഴിലും നൈപുണ്യവും വകുപ്പ് (സി) വകുപ്പ് നമ്പർ സി1/204/2017/തൊഴിൽ കത്തിന്റെ പകർപ്പ്.

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PAY REVISION – 2009

7.37.3. The Commission held discussion with the Head of the Department and Service Organisations, makes the following recommendations:

(i) The Additional Director and the Joint Director of Training may be placed in the scales of pay corresponding to Rs.25400-33100 and Rs.23200-31150 respectively.

(ii) The Deputy State Apprenticeship Advisor and the Deputy Director may be placed in the scale of pay corresponding to Rs.20700-26600.

(iii) The Accounts Officer may be placed in the scale of pay corresponding to Rs.12930-20250.

(iv) The proposal of the Head of the Department for creation of 9 posts of Inspector of Training in addition to the existing 5 posts in order to cover all the 14 Districts may be considered by Govt.

(v) The post of Group Instructor may be placed in the scale of pay corresponding to Rs.9590-16650 in view of the higher qualifications prescribed for promotion to the post from Senior Instructor. 20% higher grade in the scale of pay of Rs.10790-18000 to the Group Instructor and the Interchangeable posts now existing, may continue.

(vi) The demand for equating the scale of pay of the post of Junior Instructor/ Arithmetic-cum-Drawing Instructor with the scale of pay of HSA is not recommended as the qualification of HSA cannot be treated as equal to that of the Junior Instructor.

(vii) 1:1 ratio between LD Store Keeper and UD Store Keeper may be allowed.

7.37.4. Normal revision is recommended to all other categories.

7.37.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remark
Director of Training	1	IAS		
Additional Director of Training	3	23200-31150	44640-56340	
Joint Director	3	20700-26600	40640-54140	
Deputy Director	4	16550-23200	36140-46640	
Deputy State Apprenticeship Advisor	1	16550-23200	36140-46640	
Assistant Director of Training	2	13610-20700	24040-36140	
Inspector of Training	5	13610-20700	24040-36140	
Principal Class-I	22	13610-20700	24040-36140	
Vice Principal/ Principal Class II	67	12930-20250	22360-35320	

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Pay Revision Commission - 2017

...IAL TRAINING DEPARTMENT

...Training Department (ITD) is responsible for implementing ... Scheme, Apprenticeship Training Scheme, evening class ... intensive training scheme for the ITI trained personnel, ... programme and training scheme for most backward tribes. ... programme is controlled by National Council for ... (NCVT), an advisory body to the Government of India ... functions.

The Department functions under the control of the Director of Employment and Training, an IAS Officer. The units under this department are ITIs, RI ... Training Centre, AVIS etc. Now 77 Government ITIs are functioning under this department.

After consideration of the matter in consultation with Service Organizations and the Head of the Department, the Commission recommends that:

i) Post of Additional Director of Training/ Special Officer STI/ Addl.State Project Director SPU (Temporary) may be placed in the revised scale corresponding to ` 42640-58640. It is seen that there is no justification for the higher scale now being enjoyed in excess of the scale of pay allowed to Additional Directors in major departments like Agriculture, Animal Husbandry etc. However, the present incumbents(s) will be allowed the scale corresponding to existing one as personal to them.

ii) 1/3rd of the post of Assistant Hostel Superintendent is allowed a Higher Grade in the revised scale of pay of ` 16180-29180

iii) Ratio between LD Storekeeper and UD Storekeeper may be improved as 1:1

iv) Ratio for Higher Grade promotion for the post of Group Instructor is enhanced from existing 1:4 to 1:2

v) The post of Additional State Project Director(which is temporary) may be discontinued after expiry of the present term.

vi) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

Sl. No.	Designation	No. of posts	Existing scale of pay	Revised scale of pay
1	Director of Training	1	IAS	IAS

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'കേരളത്തിനൊപ്പം'

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും വകുപ്പ്

നമ്പർ സി.ഡി.എം.-2022/ തൊഴിൽ

തീയതി: 20/01/2022

ഡെപ്യൂട്ടി കമ്മീഷണർ,

എറണാകുളം.

സർ,

വിഷയം - തൊഴിലും നൈപുണ്യവും വകുപ്പ് - ഐ.ടി.ഐ. വിദ്യാർത്ഥികൾക്ക് - എസ്.ബി.ഐ. യുവ മെട്രോയിലൂടെ തൊഴിൽ പരിശീലനം - പ്രതിമാസ വേതനത്തിന്റെ നൈപുണ്യത്തിലൂടെ ഉദ്യോഗാർത്ഥികൾ

സൂചന:- 1) താങ്കളുടെ LBRD-C1/65/2022-LBRD നമ്പർ കത്ത്

2) സർക്കാരിന്റെ ഉത്തരവ്

സൂചനയിലുള്ള താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. സൂചന 2 ഉത്തരവ് പ്രകാരം പരിശീലനം ശേഷം പരിശീലന കാലയളവിൽ നൈപുണ്യത്തിലൂടെ സാമ്പത്തിക പരിശീലന സഹായിക്കുന്നതിനുള്ള സ്റ്റൈപ്പന്റ് എസ്.ബി.ഐ. യുവ മെട്രോയിലൂടെ തൊഴിൽ പരിശീലനം നേടുന്ന ഐ.ടി.ഐ. വിദ്യാർത്ഥികൾക്ക് പ്രതിമാസ വേതനത്തിന്റെ 50% തുക പരമാവധി 5000 രൂപ വരെ സ്റ്റൈപ്പന്റായി നൽകുന്നതിനുള്ള ഉത്തരവാണ് 2 എന്ന കത്തിലൂടെ താങ്കൾ അഭ്യർത്ഥിച്ചിരിക്കുന്നത്. ഇതിൽ പ്രകാരം പരിശീലനത്തിന്റെ ശേഷം പരിശീലന കാലയളവിൽ 50% തുക പരമാവധി 5000 രൂപ വരെ സ്റ്റൈപ്പന്റായി നൽകുന്നതിനുള്ള ഉത്തരവാണ് 2 എന്ന കത്തിലൂടെ താങ്കൾ അഭ്യർത്ഥിച്ചിരിക്കുന്നത്. ഇതിൽ പ്രകാരം പരിശീലനത്തിന്റെ ശേഷം പരിശീലന കാലയളവിൽ

വിശ്വസ്തതയോടെ,

കെ. എസ്. രാജു

അണ്ടർ സെക്രട്ടറി

ഡെപ്യൂട്ടി കമ്മീഷണർ

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I/5210060/2022

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/65/2022-തൊഴിൽ

21-03-2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

ടെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം തൊഴിൽ ഭവൻ, വികാസ് ഭവൻ, തിരുവനന്തപുരം
22 MAR 2022

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്.

സൂചന:- ശ്രീ.അനിൽ കുമാർ.എം., ശ്രീ.ജയപ്രകാശ്.എസ് എന്നിവർ സമർപ്പിച്ച 28.02.2022 തീയതിയിലെ നിവേദനങ്ങൾ.

സൂചന നിവേദനങ്ങളുടെ പകർപ്പ് അടിയന്തിര നടപടികൾക്കും റിപ്പോർട്ടിനുമായി ഇതോടൊപ്പം അയച്ച് തരുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signed by Bindumol Thomas
Date: 21-03-2022 12:27:25
സെക്ഷൻ ഓഫീസർ.

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No. M(G.Edn & L)/0184/2022

Secretary, Labour

Examine.

4/03/2022

വി. ശിവൻകുട്ടി
പൊതുവിദ്യാഭ്യാസവും
തൊഴിലും വകുപ്പു മന്ത്രി

പ്രേക്ഷിതൻ,

അനിൽ കുമാർ എം,

യു ഡി സ്റ്റോർ കീപ്പർ

ഗവ: ഐ ടി ഐ ആറ്റിങ്ങൽ,

സ്വീകർത്താവ്,

ബഹുമാനപ്പെട്ട വിദ്യാഭ്യാസം,

തൊഴിലും നൈപുണ്യവും വകുപ്പ് മന്ത്രി

സെക്രട്ടേറിയറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം :- എൽ ഡി ,യു ഡി സ്റ്റോർകീപ്പർമാരുടെ 1:1 റേഷ്യോ പ്രൊമോഷൻ- സംബന്ധിച്ച്.

ഞാൻ ആറ്റിങ്ങൽ ഐ ടി ഐ യിൽ യു ഡി സ്റ്റോർ കീപ്പർ ആയി ജോലി നോക്കുകയാണ് .എന്റെ അറിവിൽ വകുപ്പിൽ എൽ ഡി സ്റ്റോർ കീപ്പർ 74 എണ്ണം യു ഡി സ്റ്റോർ കീപ്പർ 21 എണ്ണം സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ 1 എണ്ണം എന്നീ തസ്തികകൾ നിലവിൽ ഉണ്ട് ,.എൽ ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിൽ പത്തു വർഷം കഴിഞ്ഞവർക്ക് പോലും യു ഡി സ്റ്റോർ കീപ്പർ ആയി പ്രൊമോഷൻ ലഭിക്കുന്നില്ല പലരും ഇതേ തസ്തികയിൽ തന്നെ വിരമിക്കുന്നു. മറ്റു തസ്തികകളിൽ ഹയർ ഗ്രേഡ് ഉൾപ്പെടെയുള്ള പല ആനുകൂല്യങ്ങൾ ലഭിക്കുമ്പോഴും സ്റ്റോർ ജീവനക്കാർക്ക് അതും ലഭിക്കുന്നില്ല. **ഒമ്പതാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ റിപ്പോർട്ട്(2009), പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ റിപ്പോർട്ട് (2014)** പ്രകാരം എൽ ഡി യു ഡി സ്റ്റോർ കീപ്പർമാരുടെ 1:1 റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കാമെന്ന് ശിപാർശ ചെയ്തിട്ടുണ്ടായിരുന്നു. തുടർന്ന് ഈ വിഷയവുമായി ബന്ധപ്പെട്ട് ലേബർ സെക്രട്ടറിയേറ്റിൽ ഫയൽ രൂപീകരിക്കുകയും **(ഫയൽ നമ്പർ : സി1/ 204/2017/തൊഴിൽ)** തുടർപ്രവർത്തനം നടന്നു വരികയും ചെയ്തിരുന്നു.പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ (2019) പ്രാബല്യത്തിൽ വന്നതിനെ തുടർന്ന് 2020 മുതൽ തുടർ നടപടികൾ ഉണ്ടായിട്ടില്ല.

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എൽ ഡി ക്ലാർക്ക് - യു ഡി ക്ലാർക്ക് ,എൽ ഡി ടൈപ്പിസ്റ്റ് - യു ഡി ടൈപ്പിസ്റ്റ്, ജൂനിയർ ഇൻസ്ട്രക്ടർ-സീനിയർ ഇൻസ്ട്രക്ടർ എന്നീ തസ്തികകൾക്ക് 1:1 അനുപാതം അനുവദിച്ചിട്ടുണ്ട് . നിലവിൽ കടുത്ത വിവേചനമാണ് ഈ വിഷയത്തിൽ എൽ ഡി സ്റ്റോർ കീപ്പർമാർ അനുഭവിക്കുന്നത് . പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ റിപ്പോർട്ട് (2019) ബഹുമാനപ്പെട്ട കേരള സർക്കാരിന് സമർപ്പിച്ചിട്ടുള്ളതിനാൽ അങ്ങയിൽ ദയവുണ്ടായി നാൽപ്പത് വർഷങ്ങളായി കാത്തിരിക്കുന്ന എൽ ഡി , യു ഡി സ്റ്റോർ കീപ്പർമാരുടെ 1:1 റേഷ്യോ പ്രൊമോഷൻ യാഥാർത്ഥ്യമാക്കുന്നതിന് വേണ്ട നടപടികൾ സ്വീകരിക്കണമെന്ന് താഴ്മയായി അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

തീയതി:28/02/2022

അനിൽ കുമാർ എം

ഉള്ളടക്കം :

1. ഒൻപതാം ശമ്പള കമ്മീഷൻ റിപ്പോർട്ട് 2009 ന്റെ പകർപ്പ്
2. പത്താം ശമ്പള കമ്മീഷൻ റിപ്പോർട്ട് 2014ന്റെ പകർപ്പ്
3. തൊഴിലും നൈപുണ്യവും വകുപ്പ് (സി)വകുപ്പ് നമ്പർ : സി 1 / 204/2017/തൊഴിൽ കത്തിന്റെ പകർപ്പ്

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PAY REVISION – 2009

7.37.3. The Commission held discussion with the Head of the Department and Service Organisations, makes the following recommendations:

(i) The Additional Director and the Joint Director of Training may be placed in the scales of pay corresponding to Rs.25400-33100 and Rs.23200-31150 respectively.

(ii) The Deputy State Apprenticeship Advisor and the Deputy Director may be placed in the scale of pay corresponding to Rs.20700-26600.

(iii) The Accounts Officer may be placed in the scale of pay corresponding to Rs.12930-20250.

(iv) The proposal of the Head of the Department for creation of 9 posts of Inspector of Training in addition to the existing 5 posts in order to cover all the 14 Districts may be considered by Govt.

(v) The post of Group Instructor may be placed in the scale of pay corresponding to Rs.9590-16650 in view of the higher qualifications prescribed for promotion to the post from Senior Instructor. 20% higher grade in the scale of pay of Rs.10790-18000 to the Group Instructor and the interchangeable posts now existing, may continue.

(vi) The demand for equating the scale of pay of the post of Junior Instructor/ Arithmetic-cum-Drawing Instructor with the scale of pay of HSA is not recommended as the qualification of HSA cannot be treated as equal to that of the Junior Instructor.

(vii) 1:1 ratio between LD Store Keeper and UD Store Keeper may be allowed.

7.37.4. Normal revision is recommended to all other categories.

7.37.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remark
Director of Training	1	IAS		
Additional Director of Training	3	23200-31150	44640-56340	
Joint Director	3	20700-26600	40640-54140	
Deputy Director	4	16650-23200	36140-46640	
Deputy State Apprenticeship Advisor	1	16650-23200	36140-46640	
Assistant Director of Training	2	13610-20700	24040-36140	
Inspector of Training	5	13610-20700	24040-36140	
Principal Class-I	22	13610-20700	24040-36140	
Vice Principal/ Principal Class II	67	12930-20250	22360-35320	

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Pay Revision Commission - 2014

5.42 **INDUSTRIAL TRAINING DEPARTMENT**

The Industrial Training Department (ITD) is responsible for implementing Craftsman Training Scheme, Apprenticeship Training Scheme, evening class for industrial workers, intensive training scheme for the ITI trained personnel, labour welfare fund scheme and training scheme for most backward tribes. The entire training programme is controlled by National Council for Vocational Training (NCVT), an advisory body to the Government of India for implementing the schemes.

The Department functions under the control of the Director of Employment and Training, an IAS Officer. The units under this department are ITIs, RI centers, Basic Training Centre, AVTS etc. Now 77 Government ITIs are functioning under this department.

After consideration of the matter in consultation with Service Organizations and the Head of the Department, the Commission recommends that:

i) Post of Additional Director of Training/ Special Officer STI/ Addl.State Project Director SPU (Temporary) may be placed in the revised scale corresponding to ` 42640-58640. It is seen that there is no justification for the higher scale now being enjoyed in excess of the scale of pay allowed to Additional Directors in major departments like Agriculture, Animal Husbandry etc. However, the present incumbents(s) will be allowed the scale corresponding to existing one as personal to them.

ii) 1/3rd of the post of Assistant Hostel Superintendent is allowed a Higher Grade in the revised scale of pay of ` 16180-29180

iii) Ratio between LD Storekeeper and UD Storekeeper may be improved as 1:1

iv) Ratio for Higher Grade promotion for the post of Group Instructor is enhanced from existing 1:4 to 1:2

v) The post of Additional State Project Director(which is temporary) may be discontinued after expiry of the present term.

vi) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

	Sl. No.	Designation	No. of posts	Existing scale of pay	Revised scale of pay
	1.	Director of Training	1	IAS	IAS

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File No.LBRD-C1/204/2017-LBRD

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ. സി1/204/2017/തൊഴിൽ 20/01/2020,തിരുവനന്തപുരം

ഗവ. അഡിഷണൽ ചീഫ് സെക്രട്ടറി.

ട്രെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർ. തസ്തികകൾ . ശമ്പളപരിഷ്കരണ ഉത്തരവിലെ, വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്തുന്നത് സംബന്ധിച്ച്.

സൂചന:- 1) താങ്കളുടെ 18.10.2019-ലെ ഡി.ടി/208/19-എ9 നമ്പർ കത്ത്.
2) സ.ഉ(കൈ)നം.414/2019/ധന, തീയതി,06.11.2019

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. സൂചന 2 ഉത്തരവ് പ്രകാരം പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷനെ നിയമിച്ച സാഹചര്യത്തിൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർ തസ്തികകൾ ശമ്പളപരിഷ്കരണ ഉത്തരവിലെ വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്തണമെന്നും ടി തസ്തികകളുടെ അനുപാതം 1:1 എന്ന ക്രമത്തിലും യു.ഡി. സ്റ്റോർകീപ്പർമാർക്ക് ഹെഡ്സ്റ്റോർക്കീപ്പറുടെ ശമ്പള നിരക്കിൽ 25% റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കണമെന്നുമുള്ള ശിപാർശ പ്രസ്തുത കമ്മീഷന്റെ പരിഗണനയ്ക്ക് സമർപ്പിക്കേണ്ടതാണെന്ന വിവരം താങ്കളെ അറിയിക്കുന്നു.

വിശ്വസ്തതയോടെ,
ആർ എസ് ഷാജി
അണ്ടർ സെക്രട്ടറി
അഡിഷണൽ ചീഫ് സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signature valid
Digitally signed by BINDHUJA THOMAS
Date: 2020.01.20 17:50:15 IST
Reason: Approved

സെക്ഷൻ ഓഫീസർ.

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LBRD-C1/65/2022-LBRD

5941636/2022/MIN (LBRD)

. No. M(G.Edn & L)/0183/2022

359/22

Secretary, Labour.
Examine.
4/03/2022
വി. ശിവൻകുട്ടി
പൊതുവിദ്യാഭ്യാസവും
തൊഴിലും വകുപ്പു മന്ത്രി

പ്രേക്ഷിതൻ,

ജയപ്രകാശ് എസ്,

എൽ ഡി സ്റ്റോർ കീപ്പർ

ഗവഃ ഐ ടി ഐ വർക്കല.

സ്വീകർത്താവ്,

ബഹുമാനപ്പെട്ട വിദ്യാഭ്യാസം,

തൊഴിലും നൈപുണ്യവും വകുപ്പ് മന്ത്രി

സെക്രട്ടേറിയറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം :- എൽ ഡി ,യു ഡി സ്റ്റോർകീപ്പർമാരുടെ 1:1 റേഷ്യോ പ്രൊമോഷൻ- സംബന്ധിച്ച്.

ഞാൻ വർക്കല ഐ ടി ഐ യിൽ എൽ ഡി സ്റ്റോർ കീപ്പർ ആയി ജോലി നോക്കുകയാണ് .എന്റെ അറിവിൽ വകുപ്പിൽ എൽ ഡി സ്റ്റോർ കീപ്പർ 74 എണ്ണം യു ഡി സ്റ്റോർ കീപ്പർ 21 എണ്ണം സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ 1 എണ്ണം എന്നീ തസ്തികകൾ നിലവിൽ ഉണ്ട് ,.എൽ ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിൽ പത്തു വർഷം കഴിഞ്ഞവർക്ക് പോലും യു ഡി സ്റ്റോർ കീപ്പർ ആയി പ്രൊമോഷൻ ലഭിക്കുന്നില്ല പലരും ഇതേ തസ്തികയിൽ തന്നെ വിരമിക്കുന്നു. മറ്റു തസ്തികകളിൽ ഹയർ ഗ്രേഡ് ഉൾപ്പെടെയുള്ള പല ആനുകൂല്യങ്ങൾ ലഭിക്കുമ്പോഴും സ്റ്റോർ ജീവനക്കാർക്ക് അതും ലഭിക്കുന്നില്ല. **ഒമ്പതാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ റിപ്പോർട്ട്(2009), പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ റിപ്പോർട്ട് (2014)** പ്രകാരം എൽ ഡി യു ഡി സ്റ്റോർ കീപ്പർമാരുടെ 1:1 റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കാമെന്ന് ശിപാർശ ചെയ്തിട്ടുണ്ടായിരുന്നു. തുടർന്ന് ഈ വിഷയവുമായി ബന്ധപ്പെട്ട് ലേബർ സെക്രട്ടറിയേറ്റിൽ ഫയൽ രൂപീകരിക്കുകയും **(ഫയൽ നമ്പർ : സി1/ 204/2017/തൊഴിൽ)** തുടർപ്രവർത്തനം നടന്നു വരികയും ചെയ്തിരുന്നു.പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ (2019) പ്രാബല്യത്തിൽ വന്നതിനെ തുടർന്ന് 2020 മുതൽ തുടർ നടപടികൾ ഉണ്ടായിട്ടില്ല.

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എൽ ഡി ക്ലാർക്ക് - യു ഡി ക്ലാർക്ക് ,എൽ ഡി ടൈപ്പിസ്റ്റ് - യു ഡി ടൈപ്പിസ്റ്റ്, ജൂനിയർ ഇൻസ്ട്രക്ടർ-സീനിയർ ഇൻസ്ട്രക്ടർ എന്നീ തസ്തികകൾക്ക് 1:1 അനുപാതം അനുവദിച്ചിട്ടുണ്ട് . നിലവിൽ കടുത്ത വിവേചനമാണ് ഈ വിഷയത്തിൽ എൽ ഡി സ്റ്റോർ കീപ്പർമാർ അനുഭവിക്കുന്നത് . പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ റിപ്പോർട്ട് (2019) ബഹുമാനപ്പെട്ട കേരള സർക്കാരിന് സമർപ്പിച്ചിട്ടുള്ളതിനാൽ അങ്ങയിൽ ദയവുണ്ടായി നാൽപ്പത് വർഷങ്ങളായി കാത്തിരിക്കുന്ന എൽ ഡി , യു ഡി സ്റ്റോർ കീപ്പർമാരുടെ 1:1 റേഷ്യോ പ്രൊമോഷൻ യാഥാർത്ഥ്യമാക്കുന്നതിന് വേണ്ട നടപടികൾ സ്വീകരിക്കണമെന്ന് താഴ്മയായി അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

തീയതി:28/02/2022

ജയപ്രകാശ് . എസ്

ഉള്ളടക്കം :

1. ഒൻപതാം ശമ്പള കമ്മീഷൻ റിപ്പോർട്ട് 2009 ന്റെ പകർപ്പ്
2. പത്താം ശമ്പള കമ്മീഷൻ റിപ്പോർട്ട് 2014ന്റെ പകർപ്പ്
3. തൊഴിലും നൈപുണ്യവും വകുപ്പ് (സി)വകുപ്പ്

നമ്പർ : സി 1 / 204/2017/തൊഴിൽ കത്തിന്റെ പകർപ്പ്

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PAY REVISION – 2009

7.37.3. The Commission held discussion with the Head of the Department and Service Organisations, makes the following recommendations:

(i) The Additional Director and the Joint Director of Training may be placed in the scales of pay corresponding to Rs.25400-33100 and Rs.23200-31150 respectively.

(ii) The Deputy State Apprenticeship Advisor and the Deputy Director may be placed in the scale of pay corresponding to Rs.20700-26600.

(iii) The Accounts Officer may be placed in the scale of pay corresponding to Rs.12930-20250.

(iv) The proposal of the Head of the Department for creation of 9 posts of Inspector of Training in addition to the existing 5 posts in order to cover all the 14 Districts may be considered by Govt.

(v) The post of Group Instructor may be placed in the scale of pay corresponding to Rs.9590-16650 in view of the higher qualifications prescribed for promotion to the post from Senior Instructor. 20% higher grade in the scale of pay of Rs.10790-18000 to the Group Instructor and the interchangeable posts now existing, may continue.

(vi) The demand for equating the scale of pay of the post of Junior Instructor/ Arithmetic-cum-Drawing Instructor with the scale of pay of HSA is not recommended as the qualification of HSA cannot be treated as equal to that of the Junior Instructor.

(vii) 1:1 ratio between LD Store Keeper and UD Store Keeper may be allowed.

7.37.4. Normal revision is recommended to all other categories.

7.37.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remark
Director of Training	1	IAS		
Additional Director of Training	3	23200-31150	44640-56340	
Joint Director	3	20700-26600	40640-54140	
Deputy Director	4	16650-23200	36140-46640	
Deputy State Apprenticeship Advisor	1	16650-23200	36140-46640	
Assistant Director of Training	2	13610-20700	24040-36140	
Inspector of Training	5	13610-20700	24040-36140	
Principal Class-I	22	13610-20700	24040-36140	
Vice Principal/ Principal Class II	67	12930-20250	22360-35320	

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Pay Revision Commission - 2014

5.42 INDUSTRIAL TRAINING DEPARTMENT

The Industrial Training Department (ITD) is responsible for implementing Craftsman Training Scheme, Apprenticeship Training Scheme, evening class for industrial workers, intensive training scheme for the ITI trained personnel, labour welfare fund scheme and training scheme for most backward tribes. The entire training programme is controlled by National Council for Vocational Training (NCVT), an advisory body to the Government of India for implementing the schemes.

The Department functions under the control of the Director of Employment and Training, an IAS Officer. The units under this department are ITIs, RI centers, Basic Training Centre, AVTS etc. Now 77 Government ITIs are functioning under this department.

After consideration of the matter in consultation with Service Organizations and the Head of the Department, the Commission recommends that:

i) Post of Additional Director of Training/Special Officer STI/Addl.State Project Director SPU (Temporary) may be placed in the revised scale corresponding to ` 42640-58640. It is seen that there is no justification for the higher scale now being enjoyed in excess of the scale of pay allowed to Additional Directors in major departments like Agriculture, Animal Husbandry etc. However, the present incumbents(s) will be allowed the scale corresponding to existing one as personal to them.

ii) 1/3rd of the post of Assistant Hostel Superintendent is allowed a Higher Grade in the revised scale of pay of ` 16180-29180

iii) Ratio between LD Storekeeper and UD Storekeeper may be improved as 1:1

iv) Ratio for Higher Grade promotion for the post of Group Instructor is enhanced from existing 1:4 to 1:2

v) The post of Additional State Project Director(which is temporary) may be discontinued after expiry of the present term.

vi) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

	Sl. No.	Designation	No. of posts	Existing scale of pay	Revised scale of pay
	1.	Director of Training	1	IAS	IAS

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File No.LBRD-C1/204/2017-LBRD

"ഭരണഭാഷ- മാതൃഭാഷ"

150 YEARS OF CELEBRATING THE MAHATMA

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ. സി1/204/2017/തൊഴിൽ

20/01/2020,തിരുവനന്തപുരം

ഗവ. അഡീഷണൽ ചീഫ് സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർ. തസ്തികകൾ . ശമ്പളപരിഷ്കരണ ഉത്തരവിലെ, വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്തുന്നത് സംബന്ധിച്ച്.

സൂചന:- 1) താങ്കളുടെ 18.10.2019-ലെ ഡി.ടി/208/19-എ9 നമ്പർ കത്ത്.
2) സ.ഉ(കൈ)നം.414/2019/ധന, തീയതി,06.11.2019

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. സൂചന 2 ഉത്തരവ് പ്രകാരം പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷനെ നിയമിച്ച സാഹചര്യത്തിൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർ തസ്തികകൾ ശമ്പളപരിഷ്കരണ ഉത്തരവിലെ വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്തണമെന്നും ടി തസ്തികകളുടെ അനുപാതം 1:1 എന്ന ക്രമത്തിലും യു.ഡി. സ്റ്റോർകീപ്പർമാർക്ക് ഹെഡ്സ്റ്റോർക്കിന്റെ ശമ്പള നിരക്കിൽ 25% റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കണമെന്നുമുള്ള ശിപാർശ പ്രസ്തുത കമ്മീഷന്റെ പരിഗണനയ്ക്ക് സമർപ്പിക്കേണ്ടതാണെന്ന വിവരം താങ്കളെ അറിയിക്കുന്നു.

വിശ്വസ്തതയോടെ,
ആർ എസ് ശശി
അണ്ടർ സെക്രട്ടറി
അഡീഷണൽ ചീഫ് സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signature valid
Digitally signed by BINDUMOL THOMAS
Date: 20/01/2020 [illegible] 56:51
Reason: Approved

സെക്ഷൻ ഓഫീസർ.

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I/5311616/2022

ട്രെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം തൊഴിൽ ഭവൻ, വികാസ് ഭവൻ, തിരുവനന്തപുരം
18 JUN 2022

"ഉണരാം ഒരുമിച്ച്"

കേരള സർക്കാർ

15 YEARS OF CELEBRATING THE MAHATMA

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/65/2022-തൊഴിൽ 14-06-2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ട്രെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്.

സൂചന:- 1) 21.03.2022, 12.04.2022 തീയതികളിലെ ഇതേ നമ്പർ സർക്കാർ കത്തുകൾ.
2) ശ്രീ.സതീഷ്.സി സമർപ്പിച്ച തീയതി രേഖപ്പെടുത്താത്ത നിവേദനം.

A
17/06/22

സൂചന നിവേദനത്തിന്റെ പകർപ്പ് അടിയന്തിര നടപടികൾക്കും റിപ്പോർട്ടിനുമായി ഇതോടൊപ്പം അയയ്ക്കുന്നു.

A
17/6/22

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

18/6/22

സെക്ഷൻ ഓഫീസർ.

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പ്രേഷിതൻ,

സതീഷ്.സി
എൽ.ഡി.സ്റ്റോർ കീപ്പർ.
ഗവ:ഐ.ടി.ഐ, നെന്മാറ.

സ്വീകർത്താവ്,

ശ്രീ.കെ.കൃഷ്ണൻകുട്ടി
ബഹു:വൈദ്യുതി വകുപ്പ് മന്ത്രി

സർ,

വിഷയം:- എൽ.ഡി, യു.ഡി സ്റ്റോർ കീപ്പർമാരുടെ 1:1 റെഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്

ഞാൻ ഗവ:ഐ.ടി.ഐ, നെന്മാറ. എൽ.ഡി സ്റ്റോർ കീപ്പറായി ജോലി ചെയ്തു വരുന്നു. എന്റ അറിവിൽ വകുപ്പിൽ എൽ.ഡി സ്റ്റോർ കീപ്പർ -74 എണ്ണം, യു.ഡി.സ്റ്റോർ കീപ്പർ 21 എണ്ണം സ്പെഷ്യൽ ഗ്രേഡ് സറ്റോർ കീപ്പർ 1 എണ്ണം എന്ന നിലയിൽ തസ്തികകൾ നിലവിലുണ്ട്. എൽ.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികയിൽ 10 വർഷം കഴിഞ്ഞവർക്ക് പോലും, യു.ഡി.സ്റ്റോർ കീപ്പറായി പ്രൊമോഷൻ ലഭിക്കുന്നില്ല. പലരും അതേ തസ്തികയിൽ തന്നെ വിരമിക്കുന്നു. മറ്റ് തസ്തികകളിൽ ഹയർ ഗ്രേഡ് ഉൾപ്പെടെയുള്ള പല ആനുകൂല്യങ്ങൾ ലഭിക്കുമ്പോഴും സ്റ്റോർ ജീവനക്കാർക്ക് അതും ലഭിക്കുന്നില്ല. ഒമ്പതാം ശമ്പള പരിഷ്ക്കരണ റിപ്പോർട്ട് (2009), പത്താം ശമ്പള പരിഷ്ക്കരണ റിപ്പോർട്ട് (2014) പ്രകാരം എൽ.ഡി.യുഡി സ്റ്റോർ കീപ്പർമാരുടെ 1:1 റെഷ്യോ പ്രൊമോഷൻ അനുവദിക്കാമെന്ന് ശുപാർശ ചെയ്തിട്ടുണ്ടായിരുന്നു. തുടർന്ന് ഈ വിഷയവുമായി ബന്ധപ്പെട്ട് ലേബർ സെക്രട്ടറിയേറ്റിൽ ഫയൽ രൂപീകരിക്കുകയും (ഫയൽ നം.സി1/204/2017/തൊഴിൽ) തുടർ പ്രവർത്തനം നടന്ന് വരികയും ചെയ്തിരുന്നു. പതിനൊന്നാം ശമ്പള പരിഷ്ക്കരണ കമ്മിഷൻ(2019) പ്രാബല്യത്തിൽ വന്നതിനെത്തുടർന്ന് 2020 മുതൽ തുടർനടപടികൾ ഉണ്ടായിട്ടില്ല.

ആയതിനാൽ 1:1 റേഷ്യോപ്രൊമോഷൻ നടപ്പിലാക്കുന്നതിന് വേണ്ടി ബഹുമാനപ്പെട്ട തൊഴിലും നൈപുണ്യവും വകുപ്പ് മന്ത്രിയുടെ ശ്രദ്ധയിൽപ്പെടുത്താൻ വേണ്ട നടപടി സ്വീകരിക്കണമെന്ന് വിനീതമായി അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ

സതീഷ്.സി
Satheesh. CO

ഉള്ളടക്കം:-

1. ഒമ്പതാം ശമ്പള പരിഷ്ക്കരണ റിപ്പോർട്ട് (2009) പകർപ്പ്
2. പത്താം ശമ്പള പരിഷ്ക്കരണ റിപ്പോർട്ട് (2014) പകർപ്പ്
3. തൊഴിലും, നൈപുണ്യവും വകുപ്പ് (സി) വകുപ്പ് നമ്പർ സി1/204/2017/തൊഴിൽ കത്തിന്റെ പകർപ്പ്.

DT/1136/2020-A7 (Computer No. 65937)
ted from eOffice by SAINA S, A 7 DTTVPM., A7 DTTVPM, INDUSTRIAL TRAINING DEPARTMENT on 24/06/2026 11:19 AM

Pay Revision Commission - 2014

5.42 **INDUSTRIAL TRAINING DEPARTMENT**

The Industrial Training Department (ITD) is responsible for implementing Craftsman Training Scheme, Apprenticeship Training Scheme, evening class for industrial workers, intensive training scheme for the ITI trained personnel, labour welfare fund scheme and training scheme for most backward tribes. The entire training programme is controlled by National Council for Vocational Training (NCVT), an advisory body to the Government of India for implementing the schemes.

The Department functions under the control of the Director of Employment and Training, an IAS Officer. The units under this department are ITIs, RI centers, Basic Training Centre, AVTS etc. Now 77 Government ITIs are functioning under this department.

After consideration of the matter in consultation with Service Organizations and the Head of the Department, the Commission recommends that:

i) Post of Additional Director of Training/ Special Officer STI/ Addl.State Project Director SPU (Temporary) may be placed in the revised scale corresponding to ` 42640-58640. It is seen that there is no justification for the higher scale now being enjoyed in excess of the scale of pay allowed to Additional Directors in major departments like Agriculture, Animal Husbandry etc. However, the present incumbents(s) will be allowed the scale corresponding to existing one as personal to them.

ii) 1/3rd of the post of Assistant Hostel Superintendent is allowed a Higher Grade in the revised scale of pay of ` 16180-29180

iii) Ratio between LD Storekeeper and UD Storekeeper may be improved as 1:1

iv) Ratio for Higher Grade promotion for the post of Group Instructor is enhanced from existing 1:4 to 1:2

v) The post of Additional State Project Director(which is temporary) may be discontinued after expiry of the present term.

vi) Normal revision be allowed to all other categories.

The categories of posts with the existing and proposed scales of pay are given below:

	Sl. No.	Designation	No. of posts	Existing scale of pay	Revised scale of pay
	1.	Director of Training	1	IAS	IAS

020-A7 (Computer No. 65937)

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PAY REVISION – 2009

7.37.3. The Commission held discussion with the Head of the Department and Service Organisations, makes the following recommendations:

(i) The Additional Director and the Joint Director of Training may be placed in the scales of pay corresponding to Rs.25400-33100 and Rs.23200-31150 respectively.

(ii) The Deputy State Apprenticeship Advisor and the Deputy Director may be placed in the scale of pay corresponding to Rs.20700-26600.

(iii) The Accounts Officer may be placed in the scale of pay corresponding to Rs.12930-20250.

(iv) The proposal of the Head of the Department for creation of 9 posts of Inspector of Training in addition to the existing 5 posts in order to cover all the 14 Districts may be considered by Govt.

(v) The post of Group Instructor may be placed in the scale of pay corresponding to Rs.9590-16650 in view of the higher qualifications prescribed for promotion to the post from Senior Instructor. 20% higher grade in the scale of pay of Rs.10790-18000 to the Group Instructor and the Interchangeable posts now existing, may continue.

(vi) The demand for equating the scale of pay of the post of Junior Instructor/ Arithmetic-cum-Drawing Instructor with the scale of pay of HSA is not recommended as the qualification of HSA cannot be treated as equal to that of the Junior Instructor.

(vii) 1:1 ratio between LD Store Keeper and UD Store Keeper may be allowed.

7.37.4. Normal revision is recommended to all other categories.

7.37.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remark
Director of Training	1	IAS		
Additional Director of Training	3	23200-31150	44640-56340	
Joint Director	3	20700-26600	40640-54140	
Deputy Director	4	16650-23200	36140-46640	
Deputy State Apprenticeship Advisor	1	16650-23200	36140-46640	
Assistant Director of Training	2	13610-20700	24040-36140	
Inspector of Training	5	13610-20700	24040-36140	
Principal Class-I	22	13610-20700	24040-36140	
Vice Principal/ Principal Class II	67	12930-20250	22360-35320	

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File No.LBRD-C1/204/2017-LBRD

ഭരണഭാഷ- മാതൃഭാഷ

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

20/07/2020,തിരുവനന്തപുരം

നമ്പർ. സി1/204/2017/തൊഴിൽ

ഗവ. അഡിഷണൽ ചീഫ് സെക്രട്ടറി,

ടെക്നിക്കൽ വിദ്യാഭ്യാസം,

തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എസ്.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർ തസ്തികകൾ ശമ്പളപരിഷ്കരണ ഉത്തരവിലെ വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്തുന്നത് സംബന്ധിച്ച്

സൂചന:- 1) താങ്കളുടെ 13.10.2019-ലെ ഡി.ടി/2381/19-എ3 നമ്പർ കത്ത്.

2) സ.ഉ(കൈ)നം.414/2019/ധന, തീയതി,06.11.2019

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. സൂചന 2 ഉത്തരവ് പ്രകാരം പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മിഷനെ നിയമിച്ച സാഹചര്യത്തിൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ എസ്.ഡി/യു.ഡി സ്റ്റോർകീപ്പർ തസ്തികകൾ ശമ്പളപരിഷ്കരണ ഉത്തരവിലെ വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്തണമെന്നും 5) തസ്തികകളുടെ അനുപാതം 1:1 എന്ന ക്രമത്തിലും യു.ഡി. സ്റ്റോർകീപ്പർമാർക്ക് ഹെഡ്ക്വാർട്ടേഴ്സിന്റെ ശമ്പള സ്കെയിലിൽ 25% നേരിട്ടും പ്രൊമോഷനായി ജനറൽ ഡിപ്പാർട്ട്മെന്റിലെ ശമ്പള സ്കെയിലിന്റെ പകുതിയിലും നിയമനം നടത്തണമെന്നുമുള്ള സർവീസ് അസോസിയേഷന്റെ അഭ്യർത്ഥന, വിഷയം താങ്കളെ അറിയിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ആർ എസ് ഡി

ഡയറക്ടർ

അഡിഷണൽ ചീഫ് സെക്രട്ടറിയ്ക്കുവേണ്ടി

അധികാരത്തോടെ

സെക്ഷൻ ഓഫീസർ.

0-A7 (Computer No. 65937)

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I/5501269/2022

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ

19-11-2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,

തിരുവനന്തപുരം.

ടെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
23 NOV 2022

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- 1) 24.09.2021-ലെ 85/2021/ധന നമ്പർ സർക്കുലർ.

2) താങ്കളുടെ 02.11.2022 തീയതിയിലെ ഡി.ടി/1136/2020-എ7 നമ്പർ കത്ത്.

A

22/11/22

23/11/22

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. മേൽ വിഷയം പരിശോധിക്കുന്നതിലേയ്ക്കായി സൂചന 1 സർക്കുലറിലെ 6-ാം പിരിവിൽ വ്യവസ്ഥ ചെയ്തിരിക്കുന്ന പ്രകാരം അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തിക്കൊണ്ടുള്ള സ്റ്റേറ്റ്മെന്റ് കൂടി അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by Usharani L
Date: 22-11-2022 12:57:43
സെക്ഷൻ ഓഫീസർ.

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I/5501269/2022

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ

19-11-2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

ട്രെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം ★ 24 NOV 2022 ★ വിക്കാസ് ഭവൻ, തിരുവനന്തപുരം

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

A7

സൂചന:- 1) 24.09.2021-ലെ 85/2021/ധന നമ്പർ സർക്കുലർ.
2) താങ്കളുടെ 02.11.2022 തീയതിയിലെ ഡി.ടി/1136/2020-എ7 നമ്പർ കത്ത്.

24/11/22

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. മേൽ വിഷയം പരിശോധിക്കുന്നതിലേയ്ക്കായി സൂചന 1 സർക്കുലറിലെ 6-ാം പിരിവിൽ വ്യവസ്ഥ ചെയ്തിരിക്കുന്ന പ്രകാരം അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തിക്കൊണ്ടുള്ള സ്റ്റേറ്റ്മെന്റ് കൂടി അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

24/11/22

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by Usharani L
Date: 22-11-2022 12:57:43
സെക്ഷൻ ഓഫീസർ.

File No. DT/1136/2020-A7 (Computer No. 65937)

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I/5468044/2022

ഓർമ്മക്കുറിപ്പ്

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/65/2022-തൊഴിൽ

26-10-2022,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

ടെയിനിംഗ് ഡയറക്ടറേറ്റ് കാര്യാലയം തിരുവനന്തപുരം
28 OCT 2022

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്.

സൂചന:- 21.03.22, 12.04.2022, 14.06.2022 തീയതികളിലെ ഇതേ നമ്പർ സർക്കാർ കത്തുകൾ.

സൂചന കത്തുകൾ പ്രകാരം ആവശ്യപ്പെട്ടിരുന്ന റിപ്പോർട്ട് അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കണമെന്ന് താല്പര്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signed by Usharani L
Date: 27-10-2022 11:41:15
സെക്ഷൻ ഓഫീസർ.

File No. DT/1136/2020-A7 (Computer No. 65937)
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/5785484/2023

ടെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
03 JUL 2023
തിരുവനന്തപുരം

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/165/2022-തൊഴിൽ

01-07-2023,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്നത് സംബന്ധിച്ച്.

സൂചന:- താങ്കളുടെ 17.02.2023-ലെ ഡിടി/1136/2020-എ7 നമ്പർ കത്ത്.

A7
03.07.2023

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. മേൽ വിഷയം പരിശോധിക്കുന്നതിലേയ്ക്കായി വ്യാവസായിക പരിശീലന വകുപ്പിൽ എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ സൃഷ്ടിക്കപ്പെട്ട ഉത്തരവ്, ടി തസ്തികകളുടെ നിയമന യോഗ്യത, തുടർ പ്രൊമോഷൻ തസ്തികകൾ എന്നിവ പ്രതിപാദിക്കുന്ന സ്പെഷ്യൽ റൂൾസ് എന്നിവ കൂടി അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

4/7/23

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by
Usharani L
സെക്ഷൻ ഓഫീസർ
Date: 03-07-2023 10:47:48

File No. DT/1136/2020-A7 (Computer No. 65937)

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/5645457/2023

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ

10-03-2023,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

15 MAR 2023

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- താങ്കളുടെ 02.02.2023-ലെ ഡിടി/1136/2020-എ7 (1) നമ്പർ കത്ത്.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയുടെ അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തിക്കൊണ്ടുള്ള റിപ്പോർട്ട് കൂടി അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signed by
Usharani L
സെക്ഷൻ ഓഫീസർ
Date: 13-03-2023 11:19:02

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[INDUSTRIAL TRAINING DEPARTMENT]

RELATED INSTRUCTION CENTRE KOTTAYAM
4TH Floor, Mini Civil Station, Thirunakkara.PO
KOTTAYAM (DIST), KERALA (STATE)
PIN -686001 ☎ / PH - 0481-2561803
E-mail- ricentrekottayam@gmail.com

ITI/KTYM/73/2023/B

തീയതി – 14/02/2023

ട്രയിനിംഗ് ഓഫീസർ

ട്രയിനിംഗ് ഡയറക്ടർ
ഡയറക്ടറേറ്റ് ഓഫ് ട്രയിനിംഗ്
തിരുവന്തപുരം

സർ,

വിഷയം :- ആർ.ഐ.സെന്റർ കോട്ടയം ശംബള പരിഷ്കരണം
അപാകത പരിഹരിക്കുന്നത് സംബന്ധിച്ച്
സൂചന : ട്രയിനിംഗ് ഇൻസ്പെക്ടറുടെ കത്ത് നം.
IT/KTYM/73/2023 dt: 13/04/2022

മേൽ സൂചനയിൽ ആവശ്യപ്പെട്ട പ്രകാരം ശംബള പരിഷ്കരണ അപാകത സംബന്ധിച്ച് ഐ.ടി സമർപ്പിച്ച പേ- സ്ളിപ്പുകൾ ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു

വിശ്വസ്തതയോടെ

ട്രയിനിംഗ് ഓഫീസർ

Training Officer
Related Instruction Centre
Kottayam - 686 001

ഉള്ളടക്കം- മേൽ പ്രസ്താവിച്ചവ

Industrial Training Department
Related Instruction Centre
Kottayam, Kerala - Pin 686 001
Government of Kerala

File No. DT/1136/2020-A7 (Computer No. 65937)
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ITI-KTYM/73/2023-B

I/277464/2023

ആർ ഐ സെന്റർ
കോട്ടയം

No : IT-KTYM/73/2023

തിയതി:13/04/2022

പ്രേഷിതൻ

ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്.

കോട്ടയം

സ്വീകർത്താവ്

ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്,
തിരുവനന്തപുരം.

സർ

വിഷയം: ശമ്പള പരിഷ്കരണം അപാകത- സാലറി സ്ലിപ്പ് അയക്കുന്നത്: സംബന്ധിച്ച്

സൂചന :- Letter No DT/1136/2020-A7 dt 05/02/2023

സൂചന കത്ത് പ്രകാരം പ്രകാരമുള്ള 3 സാലറി സ്ലിപ്പുകളും ഉള്ളടക്കം ചെയ്ത് അയക്കുന്നു.

വിശ്വസ്തതയോടെ

ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്.
കോട്ടയം

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ITI-KTYM/73/2023-B

Government of Kerala, Industrial Training
Salary Slip For December 2019

I/277460/2023

Permanent Employee No.: 418490
Name : Samraj M F
Designation : Inspector of Training
Scale of Pay : State-63700-123700 / Pre.Scale : 45800 - 89000
Place of Posting : RI CENTRE-KOTTAYAM
Bill Name : SD Bill
Acquittance :

Earnings	Amount	Deductions	Amount
Basic Pay	60900	GPF - Monthly Sub.(701) LAB7692	10000
DA	12180	Group Insurance Scheme(324) 120140100529	500
HRA	1500	Income tax(311) AAMPF3872H	10000
CCA	0	LIC Premium(303) 791895440	275
		State Life Insurance-sub(129) 783582906	3605
		State Life Insurance-sub(129) 350800808	350
		State Life Insurance-sub(129) 350068045	150
		(__/__)	3000
Total	**74580**		**27880**

Net Pay 46700 (Forty Six Thousand Seven Hundred Only)

Bill Gross : 215820 **Bill Netpay :** 173149 **Date of Encashment :** 04/01/2020

Service and Payroll Administrative Repository For Kerala (SPARK) *This is issued for the information of the employee.*

ITI-KTYM/73/2023-B

Government of Kerala, Industrial Training
Salary Slip For June 2021

I/277458/2023

Permanent Employee No.: 418490
Name : Samraj M F
Designation : Inspector of Training
Scale of Pay : State-63700-123700 / Pre.Scale : 45800 - 89000
Place of Posting : RI CENTRE-KOTTAYAM
Bill Name : IT SDO BILL
Acquittance :

Earnings	Amount	Deductions	Amount
Basic Pay	67050	GPF - Monthly Sub.(701) LAB7692	10000
DA	24138	Group Insurance Scheme(324) 120140100529	500
HRA	1500	Income tax(311) AAMPF3872H	13000
CCA	0	State Life Insurance-sub(129) 783582906	3605
		State Life Insurance-sub(129) 350068045	150
		State Life Insurance-sub(129) 350800808	350
Total	**92688**		**27605**

Net Pay 65083 (Sixty Five Thousand Eighty Three Only)

Bill Gross : 92688 **Bill Netpay :** 65083 **Date of Encashment :** 05/07/2021

Service and Payroll Administrative Repository For Kerala (SPARK) *This is issued for the information of the employee.*

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ITI-KTYM/73/2023-B

Government of Kerala, Industrial Training
Salary Slip For July 2021

I/277459/2023

Permanent Employee No.: 418490
Name : Samraj M F
Designation : Inspector of Training
Scale of Pay : State-63700-123700 / Pre.Scale : 45800 - 89000
Place of Posting : RI CENTRE-KOTTAYAM
Bill Name : SDO 2
Acquittance :

Earnings	Amount	Deductions	Amount
Basic Pay	93400	GPF - Monthly Sub.(701) LAB7692	10000
DA	6538	Group Insurance Scheme(324) 120140100529	500
HRA	5664	Income tax(311) AAMPF3872H	13000
CCA	0	State Life Insurance-sub(129) 783582906	3605
		State Life Insurance-sub(129) 350068045	150
		State Life Insurance-sub(129) 350800808	350
Total	**105602**		**27605**

Net Pay 77997 (Seventy Seven Thousand Nine Hundred And Ninety Seven Only)

Bill Gross : 105602 **Bill Netpay :** 77997 **Date of Encashment :** 05/08/2021

Service and Payroll Administrative Repository For Kerala (SPARK) *This is issued for the information of the employee.*

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ആർ.ഐ.സെന്റ, കോഴിക്കോട്

File No: IT/RIC/ 164 /2023

തീയതി 16-05-2023

പ്രേഷിതൻ

ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ്
കോഴിക്കോട്.

സ്വീകർത്താവ്

ടെയിനിംഗ് ഡയറക്ടർ
തിരുവനന്തപുരം.

സർ

വിഷയം:- IT/ആർ.ഐ.സെന്റർ, കോഴിക്കോട്--പേസ്ലിപ്പ് അയക്കുന്നത്--
സംബന്ധിച്ച്.

ഈ സ്ഥാപനത്തിലെ ടെയിനിംഗ് ഇൻസ്പെക്ടറായ ശ്രീ. വാസുദേവൻ.പി യുടെ പേസ്ലിപ്പ് തുടർനടപടികൾക്കായി ഇതോടൊപ്പം അയക്കുന്നു.

RELATED INSTRUCTION CENTRE
GOVT. OF KERALA
KOZHIKODE-10.

വിശ്വസ്തതയോടെ

ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ്

INSPECTOR OF TRAINING
(Northern Region)
Related Instruction Centre
KOZHIKODE-673010

File No. DT/1136/2020-A7 (Computer No. 65937)

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OFFICE OF THE ACCOUNTANT GENERAL (A&E) KERALA
THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI/V24/.....
Date. 08-02-2023

Entt.No. 1016346
ESlip No. 20220100093841
ESlip Date. 08-02-2023 15:37:40

Sri./Smt./Dr. ,P VASUDEVAN
INSPECTOR OF TRAINING
RELATED INSTRUCTION CENTRE

is informed that he/she is entitled to draw pay /leave salary and allowance at the monthly rates shown below from the dates specified(less amount already drawn)

Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
PAY	14-10-2022	97800	0	0	0	0	0	0	6846	9560	0		114206
PAY	01-11-2022	97800	0	0	0	0	0	0	6846	9780	0		114426
PAY	01-12-2022	100300	0	0	0	0	0	0	7021	10000	0		117321

This is an intimation regarding rates of pay and allowances which has been forwarded to SPARK with digital signature by designated authority

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OFFICE OF THE ACCOUNTANT GENERAL (A&E) KERALA
THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI/V24/.....
Date. 25-03-2021

Entt.No. 1016346
ESlip No. 20210100032287
ESlip Date. 25-03-2021 14:15:12

Sri./Smt./Dr. ,P VASUDEVAN
PRINCIPAL CLASS I
GOVT ITI
GOVT ITI
AREACODE
MALAPPURAM

is informed that he/she is entitled to draw pay /leave salary and allowance at the monthly rates shown below from the dates specified(less amount already drawn)

Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
PR	01-07-2019	85000	0	0	0	0	0	0	0	1500	0		86500
PAY	09-08-2019	89000	0	0	0	0	0	0	0	1500	0		90500
PAY	01-12-2019	91200	0	0	0	0	0	0	0	0	0		91200
SEL(30)	15-01-2020	91200	0	0	0	0	0	0	3648	0	0		94848
PAY	01-12-2020	93400	0	0	0	0	0	0	6538	0	0		99938
PAY	01-03-2021	93400	0	0	0	0	0	0	6538	0	0		99938

Earned Leave as on 15-01-2020 = 194
Half Pay Leave as on 25-03-2018 = 102

This is an intimation regarding rates of pay and allowances which has been forwarded to SPARK with digital signature by designated authority

File No. DT/1136/2020-A7 (Computer No. 65937)

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/5750909/2023

ഓർമ്മക്കുറിപ്പ്

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ

06-06-2023,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ട്രെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

08 JUN 2023

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- 1) താങ്കളുടെ 02.02.2023-ലെ ഡിടി/1136/2020-എ7(1) നമ്പർ കത്ത്.
2) 10.03.2023-ലെ ഇതേ നമ്പർ സർക്കാർ കത്ത്.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. സൂചന 2-ലെ കത്ത് പ്രകാരം ആവശ്യപ്പെട്ടിരുന്ന റിപ്പോർട്ട് അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by
Usharani L
സെക്ഷൻ ഓഫീസർ
Date: 07-06-2023 11:17:01

File No. DT/1136/2020-A7 (Computer No. 65937)
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SMB 9-12

GOVERNMENT OF KERALA
Abstract

Industrial Training Department - Qualification and method of appointment to the post of Assistant Store Keeper - Fixing of - orders issued.

LABOUR (C) DEPARTMENT

G.O.(MS)124/80/LBR Dated, Trivandrum, 14.11.1980

Read: Correspondence resting with letter No.A3/20707/78 dated 17.5.1980 from the Director of Training.

2.Letter No.AII (2)9053/79/GW dated 25.9.1980 from the Secretary, Kerala Public Service Commission.

ORDER

Pending finalisation of the Special Rules for Kerala Ministerial Subordinate Service Government are pleased to prescribe the following qualification and method of appointment to the post of Assistant Store Keeper in the Industrial Training Department.

Qualification: S.S.L.C. or equivalent.

Method of appointment (a) By promotion from the category of Store Attenders

Or

(b) In their absence by promotion from the category of Workshop Attenders in the I.T.Department.

(By Order of the Governor)

Jacob Sebastian,
Under Secretary.

To

The Director of Training.
The Secretary, Kerala Public Service Commission (with C/L).
The Accountant General.
The General Administration(Rules)Department - Vide U.O.No.68396/Rules-1/78/GAD dated 9.8.78.

Forwarded/By Order
Sd/-
Section Officer.

.....

Endt.on A3/29354/80

Directorate of Training,
Thycaud, Trivandrum-14
Dated: 3.12.1980

Copy communicated to the Principals of all I.T.Is. and A.V.T.S., Training Officer of all R.I.Cs. for information.

Copy to: A3(SF),SS, A.O. (1) & (II)

Sd/-
Administrative Officer
for Director of Training.

Forwarded/By Order

Superintendent.

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File No.LBRD-C1/2/2018-LBRD

"ഭരണഭാഷ- മാതൃഭാഷ"

ടെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
11 NOV 2020
വികാസ് ഭവൻ, തിരുവനന്തപുരം

15 YEARS OF CELEBRATING THE MAHATMA

കേരള സർക്കാർ

സംഗ്രഹം

തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - സ്റ്റോർ അറ്റൻഡർ, യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളിലേക്ക് പട്ടികജാതി / പട്ടികവർഗ്ഗ ഉദ്യോഗാർത്ഥികളിൽ നിന്നും സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് നടത്തുന്നതിനായി നിയമനരീതി, യോഗ്യത എന്നിവ നിശ്ചയിച്ച് - ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സ.ഉ.(അച്ചടി) നം.85/2020/തൊഴിൽ തീയതി,തിരുവനന്തപുരം, 10/11/2020

പരാമർശം:- 1) പൊതുഭരണ (എംപ്ലോയ്മെന്റ് സെൽ - എ) വകുപ്പിന്റെ 16/09/1990 ലെ 52250/ഇ.സി - എ 2/90/പൊ.ഭ.വ നമ്പർ സർക്കുലർ.

2) സ.ഉ (സാധാ) നം. 245/2015/പൊ.ഭ.വ, തീയതി, 30.09.2015

3) കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ സെക്രട്ടറിയുടെ 21.12.2017, 23.03.2018, 13.03.2019, എന്നീ തീയതികളിലെ എ VIII (2) 7207/2016/ജി.ഡബ്ലൂ നമ്പർ കത്തുകൾ

4) ടെയിനിംഗ് ഡയറക്ടറുടെ 27.08.2020 ലെ ഡിടി/1493/ 2020-എ9 നമ്പർ കത്ത്.

ഉത്തരവ്

വ്യാവസായിക പരിശീലന വകുപ്പിൽ 01.01.2013 അടിസ്ഥാനമാക്കി പട്ടികജാതി / പട്ടികവർഗ്ഗ വിഭാഗത്തിന്റെ പ്രാതിനിധ്യം അവലോകനം നടത്തിയതിൽ നോൺ ഗസറ്റഡ്, ലാസ്റ്റ്ഗ്രേഡ് കാറ്റഗറികളിൽ ടി വിഭാഗത്തിന് മതിയായ പ്രാതിനിധ്യം ഇല്ല എന്ന് കണ്ടെത്തിയിരുന്നു. തുടർന്ന് നോൺ ഗസറ്റഡ് തസ്തികയിൽ പട്ടികജാതി / പട്ടികവർഗ്ഗത്തിന് മതിയായ പ്രാതിനിധ്യം ലഭിക്കുന്നതിനായി 81 തസ്തികകൾ റിസർവ്വ് ചെയ്ത് പ്രത്യേക നിയമനത്തിനായി പരാമർശം - 2 പ്രകാരം ഉത്തരവ് പുറപ്പെടുവിച്ചിരുന്നു. ടി ഉത്തരവിൽ യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിൽ ഒരു ഒഴിവും സ്റ്റോർ അറ്റൻഡർ തസ്തികയിൽ 3 ഒഴിവുകളും റിസർവ്വ് ചെയ്തിരുന്നു. ടി ഒഴിവുകൾ പട്ടിക ജാതി / പട്ടിക വർഗ്ഗ വിഭാഗങ്ങളിൽപ്പെട്ട ഉദ്യോഗാർത്ഥികളിൽ നിന്നും നികത്തുന്നതിനുള്ള വിജ്ഞാപനം പുറപ്പെടുവിക്കുന്നതിനായി മേൽപ്രതിപാദിച്ച രണ്ടു തസ്തികകളുടേയും സ്പെഷ്യൽ റൂൾസ് / എക്സിക്യൂട്ടീവ് ഓർഡർ ലഭ്യമാക്കണമെന്ന് പരാമർശം- 3 ലെ കത്ത് പ്രകാരം കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ സെക്രട്ടറി സർക്കാരിനോട് അഭ്യർത്ഥിച്ചിരുന്നു.

2) വ്യാവസായിക പരിശീലന വകുപ്പിനു കീഴിലെ ഐ.ടി.ഐ.കളിൽ സ്റ്റോറുകളുടെ മേൽനോട്ട ചുമതല വഹിക്കുന്ന ജീവനക്കാരുടെ നിയമന രീതി, സേവനവ്യവസ്ഥകൾ എന്നിവ സംബന്ധിച്ച് വ്യക്തവും വിശദവുമായ ചട്ടങ്ങളോ, ഉത്തരവുകളോ നിലവിൽ ലഭ്യമല്ല എന്നും 1958, 1963, 1980 എന്നീ വർഷങ്ങളിൽ പുറപ്പെടുവിച്ച ഉത്തരവുകളിലെ വ്യവസ്ഥകൾ പാലിച്ചാണ് സ്റ്റോർ അറ്റൻഡർ, എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ, സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകളിൽ നിയമനം നടത്തി വരുന്നത് എന്നും ടി ഉത്തരവിലെ നിയമന വ്യവസ്ഥകളെ കാലോചിതമായി പരിഷ്കരിക്കേണ്ടത് അനിവാര്യമായതിനാൽ ടി തസ്തികകളിലെ നിയമന വ്യവസ്ഥകൾ പരിഷ്കരിക്കണമെന്നും പരാമർശം 4

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ലെ കത്ത് പ്രകാരം ടെയിനിംഗ് ഡയറക്ടർ സർക്കാരിനോട് അഭ്യർത്ഥിച്ചു.

3) സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ചു. നിലവിലെ ആവശ്യം വ്യാവസായിക പരിശീലന വകുപ്പിലെ യു.ഡി.സ്റ്റോർകീപ്പർ, സ്റ്റോർ അറ്റൻഡർ തസ്തികകളിലേക്ക് സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് മുഖേന ഉദ്യോഗാർത്ഥികളെ നിയമിക്കുക എന്നതാണ്. കേരള സ്റ്റേറ്റ് & സബോർഡിനേറ്റ് സർവ്വീസ് ചട്ടങ്ങളിലെ ചട്ടം 17 (എ) പ്രകാരമാണ് ടി തസ്തികകളിലെ ഒഴിവുകൾ സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റിനായി റിസർവ്വ് ചെയ്തത്. ടി തസ്തികകളിലെ നിയമനത്തിന് ആവശ്യമായ യോഗ്യത, നിയമന രീതി എന്നിവ പ്രതിപാദിക്കുന്ന സ്പെഷ്യൽ റൂൾ നിലവിലില്ല. ടി സാഹചര്യത്തിൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ സ്റ്റോർ അറ്റൻഡർ, യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളിലേക്ക് പട്ടികജാതി / പട്ടികവർഗ്ഗ ഉദ്യോഗാർത്ഥികളിൽ നിന്നും സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് നടത്തുന്നതിനായി പരാമർശം - 1 ലെ സർക്കുലറിലെ വ്യവസ്ഥകൾ പ്രകാരം പ്രസ്തുത തസ്തികകളിലേയ്ക്കുള്ള നിയമനരീതി, യോഗ്യത എന്നിവ ചുവടെ ചേർക്കും പ്രകാരം നിശ്ചയിച്ച് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തസ്തിക	യോഗ്യത	നിയമന രീതി
യു.ഡി.സ്റ്റോർ കീപ്പർ	(1) S.S.L.C അല്ലെങ്കിൽ തത്തുല്യ യോഗ്യത (2) സർക്കാർ / അർദ്ധ സർക്കാർ സ്ഥാപനങ്ങളിൽ സ്റ്റോറിൽ സേവനമനുഷ്ഠിച്ച് 2 വർഷത്തിൽ കുറയാത്ത പ്രവർത്തി പരിചയം	നേരിട്ടുള്ള നിയമനം എസ്.സി / എസ്.റ്റി വിഭാഗത്തിൽ നിന്നും സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് മുഖേന
സ്റ്റോർ അറ്റൻഡർ	VII -ാം ക്ലാസ് അല്ലെങ്കിൽ തത്തുല്യ യോഗ്യത	നേരിട്ടുള്ള നിയമനം എസ്.സി / എസ്.റ്റി വിഭാഗത്തിൽ നിന്നും സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് മുഖേന

4) മേൽ നിയമന രീതികൾ നിഷ്കർഷിച്ചു കൊണ്ട് പുതിയ വിശേഷാൽ ചട്ടങ്ങൾ താമസംവിനാ പുറപ്പെടുവിക്കുന്നതാണ്.

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)
സത്യജിത് രാജൻ
അഡീഷണൽ ചീഫ് സെക്രട്ടറി

ടെയിനിംഗ് ഡയറക്ടർ, തിരുവനന്തപുരം.
സെക്രട്ടറി, കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ, പട്ടം, തിരുവനന്തപുരം. (ആമുഖ കത്ത് സഹിതം)
പൊതു ഭരണ (എംപ്ലോയ്മെന്റ് സെൽ-എ) വകുപ്പ്. (27.10.2020 ലെ ECA1/50/2019/ പൊ.ഭ.വ പ്രകാരം)
ഉദ്യോഗസ്ഥ ഭരണപരിഷ്കാര (ഉപദേശ-ബി) വകുപ്പ്. (03.06.2019 ലെ ഉപദേശ ബി2/ 84/2019/ഉ.ഭ.പ.വ പ്രകാരം)
ധനകാര്യ (തൊഴിൽ) വകുപ്പ് (14.08.2019 ലെ 1167658/LBR1/67/2019/ധന പ്രകാരം)
വിവര പൊതുജന സമ്പർക്ക (വെബ് & ന്യൂ മീഡിയ) വകുപ്പ്. (ഗവ. വെബ് സൈറ്റിൽ പ്രസിദ്ധീകരിക്കുന്നതിനായി)
കരുതൽ ഫയൽ / ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം
Signature valid
Digitally signed by BINDUMOL THOMAS
Date: 2020.11.[illegible] 10:34:19 IST
Reason: Approved
സെക്ഷൻ ഓഫീസർ

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ടൈനിംഗ് സ്ഥാപനങ്ങളുടെ കാര്യാലയം
12 MAR 2021
"ഭരണഭാഷ - മാതൃഭാഷ"

File No.LBRD-C1/2/2018-LBRD

കേരള സർക്കാർ

സംഗ്രഹം

തൊഴിലും നൈപുണ്യവും വകപ്പ് - വ്യാവസായിക പരിശീലനം - സ്റ്റോർ അറ്റൻഡർ, യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളിലേയ്ക്കുള്ള നിയമനരീതി, യോഗ്യത എന്നിവ വ്യക്തമാക്കി പുറപ്പെടുവിച്ച ഉത്തരവ് - ഭേദഗതി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകപ്പ്

സ.ഉ.(അച്ചടി) നം.37/2021/തൊഴിൽ തീയതി,തിരുവനന്തപുരം, 08/03/2021

പരാമർശം:- 1) 10.11.2020-ലെ സ.ഉ(പി) നം.85/2020/തൊഴിൽ

2) കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ സെക്രട്ടറിയുടെ 09.12.2020-ലെ AVIII(2) 7207/16/GW നമ്പർ കത്ത്.

3) ടെയിനിംഗ് ഡയറക്ടറുടെ 24.02.2021-ലെ ഡി.ടി/1493/2020-എ9 നമ്പർ കത്ത്.

ഉത്തരവ്

വ്യാവസായിക പരിശീലന വകപ്പിൽ സ്റ്റോർ അറ്റൻഡർ, യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളിലേക്ക് പട്ടികജാതി / പട്ടികവർഗ്ഗ വിഭാഗത്തിൽപ്പെട്ട ഉദ്യോഗാർത്ഥികളിൽ നിന്നും സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് നടത്തുന്നതിനായി പ്രസ്തുത തസ്തികകളിലേയ്ക്കുള്ള നിയമനരീതി, യോഗ്യത എന്നിവ വ്യക്തമാക്കി പരാമർശം (1) പ്രകാരം സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിച്ചിരുന്നു. പരാമർശം - 1 ലെ ഉത്തരവിൽ പ്രായപരിധി, നിയമനാധികാരി എന്നിവ സംബന്ധിച്ച് പരാമർശിച്ചിട്ടില്ല എന്നും ടി തസ്തികകളിലേയ്ക്ക് തെരഞ്ഞെടുപ്പ് സംബന്ധിച്ച തുടർ നടപടികൾക്ക് ടി വിവരങ്ങൾ അത്യന്താപേക്ഷിതമായതിനാൽ ആയത് കൂടി ഉൾപ്പെടുത്തി പുതുക്കിയ ഉത്തരവ് പുറപ്പെടുവിക്കണമെന്നും പരാമർശം 2 ലെ കത്ത് പ്രകാരം കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ സെക്രട്ടറി സർക്കാരിനോട് അഭ്യർത്ഥിച്ചിരുന്നു.

2) സ്റ്റോർ അറ്റൻഡർ, യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളിലേക്ക് പി.എസ്.സി മുഖേനയുള്ള നിയമനങ്ങളുടെ നിയമനാധികാരിയായി അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസറേയും, ടി തസ്തികയിൽ നേരിട്ടുള്ള നിയമനങ്ങൾക്കുള്ള പ്രായപരിധി 18 നും 41 നും ഇടയിലായും നിശ്ചിക്കാവുന്നതാണെന്ന് പരാമർശം - 3 ലെ കത്ത് പ്രകാരം ടെയിനിംഗ് ഡയറക്ടർ സർക്കാരിൽ റിപ്പോർട്ട് ചെയ്തിരുന്നു.

3) സർക്കാർ ഇക്കാര്യം പരിശോധിച്ചു. പരാമർശം (1) ഉത്തരവിലെ ഖണ്ഡിക - 3 ലെ പട്ടിക ചുവടെ ചേർക്കും പ്രകാരം ഭേദഗതി വരുത്തി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തസ്തിക	യോഗ്യത	നിയമന രീതി	പ്രായപരിധി	നിയമനാധികാരി

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യു.ഡി. സ്റ്റോർ കീപ്പർ	1. S.S.L.C അല്ലെങ്കിൽ തത്തുല്യ യോഗ്യത 2. സർക്കാർ / അർദ്ധ സർക്കാർ സ്ഥാപനങ്ങളിൽ സ്റ്റോറിൽ സേവനമനുഷ്ഠിച്ച് 2 വർഷത്തിൽ കുറയാത്ത പ്രവർത്തി പരിചയം	നേരിട്ടുള്ള നിയമനം. എസ്.സി / എസ്.റ്റി വിഭാഗത്തിൽ നിന്നും സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് മുഖേന	18-41	അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ
സ്റ്റോർ അറ്റൻഡർ	ഏഴാം ക്ലാസ് അല്ലെങ്കിൽ തത്തുല്യ യോഗ്യത	നേരിട്ടുള്ള നിയമനം എസ്.സി / എസ്.റ്റി വിഭാഗത്തിൽ നിന്നും സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് മുഖേന	18-41	അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ

4) പരാമർശം (1) ഉത്തരവ് മേൽ പ്രതിപാദിച്ച ഭേദഗതികളോടെ നിലനിൽക്കുന്നതാണ്.

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)
സത്യജിത് രാജൻ
അഡീഷണൽ ചീഫ് സെക്രട്ടറി

ഡെയിനിംഗ് ഡയറക്ടർ, വ്യാവസായിക പരിശീലന വകുപ്പ്, തിരുവനന്തപുരം
സെക്രട്ടറി, കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ, പട്ടം, തിരുവനന്തപുരം (ആമുഖ കത്ത് സഹിതം).
പൊതു ഭരണ (എംപ്ലോയ്മെന്റ് സെൽ-എ) വകുപ്പ്. (27.10.2020-ലെ ഇ.സി.എ1/50/2019/പൊ.ഭ.വ പ്രകാരം)
ഉദ്യോഗസ്ഥ ഭരണപരിഷ്കാര (ഉപദേശ -ബി) വകുപ്പ്. (03.06.2019-ലെ ഉപദേശ ബി2/84/2019/ ഉ.ഭ.പ.വ പ്രകാരം)
ധനകാര്യ (തൊഴിൽ) വകുപ്പ് (14.08.2019-ലെ 1167658/തൊഴിൽ 1/67/2019 പ്രകാരം)
വിവര പൊതുജന സമ്പർക്ക (വെബ് & ന്യൂ മീഡിയ) വകുപ്പ്. (ഗവ. വെബ്സൈറ്റിൽ പ്രസിദ്ധീകരിക്കുന്നതിനായി).
കരുതൽ ഫയൽ / ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം
Signature valid
Digitally signed by BINDUMOL THOMAS
Date: 2021.03.05 10:44:03 IST
Reason: Approved
സെക്ഷൻ ഓഫീസർ

പകർപ്പ് - ബഹു.തൊഴിലും നൈപുണ്യവും വകുപ്പ് മന്ത്രിയുടെ പ്രൈവറ്റ് സെക്രട്ടറിക്ക്.

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"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/65/2022-തൊഴിൽ

23-01-2024,തിരുവനന്തപുരം

ടെയിനിംഗ് ഡയറക്ടറുടെ കാര്യാലയം
27 JAN 2024
തപാൽ വഴി, വികാസ് ഭവൻ, തിരുവനന്തപുരം.

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - എൽ.ഡി/യു.ഡി. സ്റ്റോർകീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച്.

സൂചന:- താങ്കളുടെ 05.02.2023, 17.02.2023, 16.09.2023 തീയതികളിലെ ഡിടി/1136/2020-എ7 നമ്പർ കത്തുകൾ.

A

25/01/24

25.01.24

24/1/24

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. നിലവിൽ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ കോമൺ കാറ്റഗറിക്കു കീഴിൽ യഥാക്രമം 26500-60700, 35600-75400 എന്ന സ്കെയിലുകളിൽ സ്റ്റോർ കീപ്പർ, സീനിയർ സ്റ്റോർ കീപ്പർ എന്ന തസ്തികകൾ ഉണ്ട്. കൂടാതെ വകുപ്പിലെ യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് സ്ഥാനകയറ്റം ലഭിക്കുന്ന അവസരത്തിൽ സീനിയർ സ്റ്റോർ കീപ്പർ തസ്തികയുടെ ശമ്പള സ്കെയിലായ 35600-75400 ആണ് അനുവദിക്കുന്നത് എന്ന് താങ്കൾ തന്നെ വ്യക്തമാക്കിയിട്ടുള്ള സാഹചര്യത്തിൽ നിലവിൽ ടി രണ്ടു തസ്തികകളിലുമുള്ള ജീവനക്കാർക്കും ശമ്പളം പ്രോസസ് ചെയ്യാൻ തടസ്സമുള്ളതായി കാണുന്നില്ല. എൽ.ഡി. സ്റ്റോർകീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകളുടെ തത്തുല്യ ശമ്പളനിരക്കിൽ കോമൺ കാറ്റഗറിയിൽ സ്റ്റോർകീപ്പർ, സീനിയർ സ്റ്റോർകീപ്പർ എന്നീ തസ്തികകൾ നിലവിലുള്ളതിനാലും വകുപ്പിൽ ടി തസ്തികകളെ സംബന്ധിക്കുന്ന സ്പെഷ്യൽ റൂളോ തസ്തിക സൃഷ്ടിച്ച ഉത്തരവുകളോ നിലവിലില്ല എന്നു ബോധ്യപ്പെട്ടതിനാലും വകുപ്പ് തലവൻ ആവശ്യപ്പെട്ടിരിക്കുന്ന പ്രകാരം എൽ.ഡി. സ്റ്റോർകീപ്പർ, യു.ഡി. സ്റ്റോർകീപ്പർ തസ്തികകളെ വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്താൻ നിർവ്വാഹമില്ല എന്ന് അറിയിക്കുന്നതോടൊപ്പം സംസ്ഥാനത്തെ നിലവിലുള്ള സാമ്പത്തിക സ്ഥിതിയിൽ പുതിയതായി ഒരാനുകൂല്യവും അനുവദിക്കാത്തതിനാൽ എൽ.ഡി/യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകൾ തമ്മിൽ 1:1 എന്ന അനുപാതത്തിൽ പുതുതായി റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കണമെന്ന ആവശ്യവും പരിഗണിക്കാനാകില്ല എന്നുമുള്ള വിവരം അറിയിക്കുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

Signed by
Usharani L
Date: 24-01-2024 12:38:30

File No. DT/1136/2020-A7 (Computer No. 65937)

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/6112630/2024

ഓർമ്മക്കുറിപ്പ്-2

"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ 13-03-2024,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- 1) താങ്കളുടെ 02.02.2023-ലെ ഡിടി/1136/2020-എ7(1) നമ്പർ കത്ത്.
2) 10.03.2023-ലെ ഇതേ നമ്പർ സർക്കാർ കത്തും തുടർന്നുള്ള 06.06.2023-ലെ ഓർമ്മക്കുറിപ്പും.

സൂചന 2-ലെ കത്ത് പ്രകാരം ആവശ്യപ്പെട്ടിരുന്ന റിപ്പോർട്ട് അടിയന്തിരമായി സർക്കാരിലേയ്ക്ക് ലഭ്യമാക്കുവാൻ താല്പര്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ
Signed by
Usharani L
സെക്ഷൻ ഓഫീസർ
Date: 15-03-2024 12:45:38

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"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നമ്പർ.സി1/13/2022-തൊഴിൽ **19-04-2025**,തിരുവനന്തപുരം

ഗവ. സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലനം - പതിനൊന്നാം ശമ്പള പരിഷ്ക്കരണവുമായി ബന്ധപ്പെട്ട് വന്നിട്ടുള്ള അനോമലികൾ പരിഹരിക്കുന്നത് സംബന്ധിച്ച് .

സൂചന:- താങ്കളുടെ **02.11.2022, 02.02.2023, 28.06.2024** തീയതികളിലെ ഡിടി/**1136/2020-എ7** നമ്പർ കത്തുകൾ.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. മേൽ വിഷയവുമായി ബന്ധപ്പെട്ട് ചുവടെ പറയുന്ന വിവരങ്ങൾ താങ്കളെ അറിയിക്കുന്നു.

1. പത്താം ശമ്പളപരിഷ്കരണ കമ്മീഷന്റെ ശിപാർശയുടെ അടിസ്ഥാനത്തിലാണ് പത്താം ശമ്പളപരിഷ്കരണ ഉത്തരവിൽ അഡീഷണൽ ഡയറക്ടർ / സ്പെഷ്യൽ ഓഫീസർ തസ്തികയ്ക്ക് **42640-58640** ശമ്പളസ്കെയിലിന് ആനുപാതികമായ **81000-117600** ശമ്പളസ്കെയിൽ അനുവദിക്കപ്പെട്ടതും **The present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600** എന്ന നിബന്ധന വകുപ്പിന്റെ ഷെഡ്യൂളിനു കീഴിൽ രേഖപ്പെടുത്തിയതും. പതിനൊന്നാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ ടി തസ്തികയ്ക്ക് പേഴ്സണൽ സ്കെയിൽ അനുവദിക്കുന്നതിന് ശിപാർശ ചെയ്തിട്ടില്ലാത്തതിനാൽ പതിനൊന്നാം ശമ്പളപരിഷ്കരണ ഉത്തരവിൽ ടി തസ്തികയ്ക്ക് പേഴ്സണൽ സ്കെയിൽ അനുവദിച്ചിട്ടില്ല. ആയതിനാൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ / സ്പെഷ്യൽ ഓഫീസർ തസ്തികയിലെ ജീവനക്കാർക്ക് **85000-117600** ശമ്പളസ്കെയിലിന് ആനുപാതികമായ **118100-163400** എന്ന ശമ്പളസ്കെയിൽ പേഴ്സണൽ സ്കെയിൽ ആയി അനുവദിക്കണമെന്ന ആവശ്യം പരിഗണിക്കാൻ കഴിയില്ല.

2. പതിനൊന്നാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ ശിപാർശയ്ക്ക് അനുസൃതമായ **77200-140500** എന്ന ഉയർന്ന ശമ്പളസ്കെയിൽ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയ്ക്ക് അനുവദിക്കാൻ കഴിയില്ല.

3. കോമൺ കാറ്റഗറിയിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയുമായി ശമ്പളത്തുല്യത വേണമെന്ന ആവശ്യം പരിഗണനാർഹമല്ല.

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വിശ്വസ്തതയോടെ,
അനിൽ കുമാർ എസ്
അണ്ടർ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ

സെക്ഷൻ ഓഫീസർ.

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Draft List

Draft No.	Subject	Status	Approved By	Last Updated On
DFA/978414	Ltr to Govt	APPROVED	MINI MATHEW, O/O ADT DTTVPM	21/06/2024 02:55 PM
DFA/673015	ltr to AG	SIGNED	Retheesan.C, O/O JD DTTVPM	17/12/2023 05:09 PM
DFA/520820	Ltr to govt	APPROVED	JASMINE B KAS, O/O ADO DTTVPM	08/09/2023 05:29 AM
DFA/313662	ltr to govt	APPROVED	SIVASANKARAN K P, O/O ADT DTTVPM	17/02/2023 12:27 PM
DFA/302810	(2) Ltr to govt(LD/UD Store keeper)	APPROVED	SIVASANKARAN K P, O/O ADT DTTVPM	02/02/2023 10:39 AM
DFA/302981	Ltr to inspector of trainings	APPROVED	SIVASANKARAN K P, O/O ADT DTTVPM	01/02/2023 03:03 PM
DFA/293248	(1) Ltr to Govt	APPROVED	SIVASANKARAN K P, O/O ADT DTTVPM	10/01/2023 04:46 PM
DFA/262243	Ltr to Govt	APPROVED	SIVASANKARAN K P, O/O ADT DTTVPM	02/11/2022 11:05 AM
DFA/93145	Letter to Principal Secretary Finance(ADT Scale issue)	SIGNED	NEHAS M S,O/O ADT DTTVPM	30/12/2021 01:46 PM

"ഭരണ ഭാഷ - മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

നമ്പർ.DT/1136/2020-A7

ടെയിനിംഗ് ഡയറക്ടറേറ്റ് ,
തൊഴിൽ ഭവൻ
4th & 5th ഫ്ലോർ,
വികാസ് ഭവൻ പി.ഒ
തിരുവനന്തപുരം-33
തീയതി: 28-06-2024

ടെയിനിംഗ് ഡയറക്ടർ

സെക്രട്ടറി
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്,
ഗവ: സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.
സർ

വിഷയം :- വ്യാവസായിക പരിശീലന വകുപ്പ് - ടെയിനിംഗ് ഡയറക്ടറേറ്റ് - ജീവനക്കാര്യം - 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവ് - വിവിധ തസ്തികകളുടെ ശമ്പളനിരക്കിലെ അപാകതകൾ പരിഹരിക്കുന്നത് - സംബന്ധിച്ച്.

സൂചന:- 1) ഈ ഓഫീസിൽ നിന്നുള്ള 02.02.2023-ലെ DT/1136/2020-A7(1) നമ്പർ കത്ത്
2) സർക്കാർ കത്ത് നമ്പർ. സി1/13/2022-തൊഴിൽ, തീയതി: 10.03.2023

സൂചനകളിലേയ്ക്ക് സാദരം ശ്രദ്ധക്ഷണിക്കുന്നു. 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ അടിസ്ഥാനത്തിൽ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ ഓഫ് ടെയിനിംഗ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികകളുടെ ശമ്പളനിരക്കിലെ അനോമലികൾ പരിഹരിക്കുന്നതിന് ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത സ്റ്റേറ്റ്മെന്റ് സൂചന (1) പ്രകാരം അറിയിച്ചിരുന്നു. ആയതുപോലെ സൂചന (2) നിർദ്ദേശ പ്രകാരം ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയുടെ ശമ്പളനിരക്കിലെ അനോമലി പരിഹരിക്കുന്നതിന് ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത സ്റ്റേറ്റ്മെന്റ് ചുവടെച്ചേർക്കുന്നു.

1. <u>ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ്</u>

വകുപ്പിൽ ആകെ 5 ടെയിനിംഗ് ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികകളാണ്

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നിലവിലുള്ളത്. Kerala Craftsmen Training Service Special Rules അനുസരിച്ച് പ്രിൻസിപ്പാൾ ക്ലാസ്സ്- 1 തസ്തികയിൽ നിന്നുമാണ് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിലേയ്ക്ക് 'by promotion' നൽകുന്നത്. ടി തസ്തികകളുടെ നിലവിലുള്ള ശമ്പള നിരക്ക് ചുവടെച്ചേർക്കുന്നു.

ക്രമ നമ്പർ	തസ്തികയുടെ പേര്	ആകെ എണ്ണം	2019 പേ റിവിഷൻ പ്രകാരം ശമ്പള നിരക്ക്
1	Inspector of Training	5	63700-123700
2	Principal Class-1	21	63700-123700

പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയിൽ നിന്നും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് നിലവിൽ 2019 പേ റിവിഷൻ ഉത്തരവ് ഖണ്ഡിക. 39 അനുസരിച്ച് ഒരു അഡ്വാൻസ് ഇൻക്രിമെന്റ് ലഭിക്കും.

ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികകയ്ക്ക് 2019 പേ റിവിഷൻ കമ്മീഷൻ ശിപാർശ (*Page No. 354*) ചെയ്ത ശമ്പള നിരക്ക് (77200-140500) അനുവദിച്ചാൽ KSRs Part-1, Rule. 28(A) അനുസരിച്ച് രണ്ട് ഇൻക്രിമെന്റുകൾ മാത്രമേ ലഭിക്കൂ. കാരണം പ്രിൻസിപ്പാൾ ക്ലാസ്സ്- 1 തസ്തികയിൽ നിന്നും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന്റെ ടി തീയതിയിലെ അടിസ്ഥാന ശമ്പളം, പേ റിവിഷൻ കമ്മീഷൻ ശിപാർ ശ ചെയ്ത ശമ്പള നിരക്കിന്റെ മിനിമത്തിനും മുകളിലായിരിക്കും.

ആയത് എപ്രകാരമാണെന്ന് 01.05.2024-ൽ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിലുള്ള ജീവനക്കാരുടെ ശമ്പളത്തിന്റെ അടിസ്ഥാനത്തിൽ ചുവടെ വിശദമാക്കുന്നു.

ക്രമ നമ്പർ	ജീവനക്കാരുടെ പേര്	ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിൽ ജോയിൻ ചെയ്ത തീയതി	ജോയിൻ ചെയ്ത തീയതിയിൽ പ്രിൻസിപ്പാൾ ക്ലാസ്-1 തസ്തികയിലെ അടിസ്ഥാന ശമ്പള നിരക്ക്	ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയിൽ ലഭിച്ച അടിസ്ഥാന ശമ്പള നിരക്ക്	2019 പേ റിവിഷൻ കമ്മീഷൻ ശിപാർശ ചെയ്ത ശമ്പള നിരക്ക് അനുവദിച്ചാൽ അധികം ലഭിക്കുന്ന ഇൻക്രിമെന്റ്
1	ശ്രീ. എം.എഫ്. സാം രാജ്	27.08.2020	89000	91200	2200
2	ശ്രീ. എ. ഷമ്മി ബേക്ക്	17.10.2022	95600	97800	2500

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	കർ				
3	ശ്രീമതി. ആനീസ് സ് റ്റെല്ല ഐസക്ക്	25.10.2022	105300	107800	2500
4	ശ്രീ. ആർ. സുധാശങ്കർ	04.07.2023	93400	95600	2200
5	ശ്രീ. ടി. മനോജ് കുമാർ	29.01.2024	93400	95600	2200
	ആകെ തുക				**11600**

ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികകയ്ക്ക് 2019 പേ റിവിഷൻ കമ്മീഷൻ ശിപാർശ ചെയ്ത ശമ്പള നിരക്ക് (77200-140500) അനുവദിച്ചാൽ, പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയിൽ നിന്നും ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുമ്പോൾ ഒരു അധിക ഇൻക്രിമെന്റിന്റെ സാമ്പത്തിക ബാധ്യത മാത്രമേ ഉണ്ടാകുകയുള്ളൂ. അതായത് ഒരു വർഷം ആകെ **1,39,200/-** (11600*12) രൂപയുടെ സാമ്പത്തിക ബാധ്യത മാത്രമേ ഉണ്ടാകുകയുള്ളൂ. അല്ലാതെ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗിന്റെ നിലവിലുള്ള ശമ്പള നിരക്കിന്റെ മിനിമത്തിന്റെയും, ശിപാർശ ചെയ്ത ശമ്പള നിരക്കിന്റെ മിനിമത്തിന്റെയും അന്തരമായ (13500*12 = 1,62,000*5 = **8,10,000**/-) തുകയുടെ സാമ്പത്തിക ബാധ്യത ഉണ്ടാകുകയില്ലായെന്നും അറിയിക്കുന്നു.

ടി സാഹചര്യത്തിൽ 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ അടിസ്ഥാനത്തിൽ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ ഓഫ് ടെയിനിംഗ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2, ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് എന്നീ തസ്തികകളുടെ ശമ്പളനിരക്കിലെ അനോമലികൾ പരിഹരിച്ച് ഉത്തരവാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

വിശ്വസ്തതയോടെ

അഡീഷണൽ ഡയറക്ടർ ഓഫ് ടെയിനിംഗ്

ഉള്ളടക്കം :- മേൽ ജീവനക്കാരുടെ പേ സ്ലിപ്പുകൾ

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I/605248/2023

"ഭരണ ഭാഷ - മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

നമ്പർ. DT/1136/2020-A7

ടെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൊഴിൽ ഭവൻ,
4th & 5th ഫ്ലോർ,
വികാസ് ഭവൻ പി.ഒ,
തിരുവനന്തപുരം-33.
തീയതി: 19-12-2023

ടെയിനിംഗ് ഡയറക്ടർ

അക്കൗണ്ടന്റ് ജനറൽ (എ & ഇ) കേരള
തിരുവനന്തപുരം

സർ

വിഷയം :- വ്യാവസായിക പരിശീലന വകുപ്പ് - ടെയിനിംഗ് ഡയറക്ടറേറ്റ് - ജീവനകാര്യം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട അനോമലി - പേ റിവിഷൻ സ്റ്റേറ്റ്മെന്റ് ലഭ്യമാക്കുന്നത് - സംബന്ധിച്ച്

പതിനൊന്നാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട അനോമലി പരിഹരിക്കുന്നതിനായി സർക്കാരിലേക്ക് ശുപാർശ സമർപ്പിക്കുന്നതിന്, 01-9 -2019 ൽ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയിൽ സേവനം അനുഷ്ഠിച്ചിരുന്ന ചുവടെ പറയുന്ന ജീവനക്കാരുടെ 2019 പേ റിവിഷൻ ഫിക്സേഷൻ സ്റ്റേറ്റ്മെന്റ് ലഭ്യമാക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

Sri.Ravikumar. C (PEN. 417595)

Smt.Bindu. J.S (PEN. 408734)

Sri.Samraj. MF (PEN. 418490)

Sri.Hareshkumar. B (PEN. 417902)

വിശ്വസ്തതയോടെ,
രതീശൻ. സി,
ജോയിന്റ് ഡയറക്ടർ ഓഫ് ടെയിനിംഗ്

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I/485035/2023

"ഭരണ ഭാഷ - മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

നമ്പർ.DT/1136/2020-A7

ടെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൊഴിൽ ഭവൻ,
4th & 5th ഫ്ലോർ,
വികാസ് ഭവൻ പി.ഒ
തിരുവനന്തപുരം-33
തീയതി: 16-09-2023

ടെയിനിംഗ് ഡയറക്ടർ

സെക്രട്ടറി
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്
ഗവ. സെക്രട്ടറിയേറ്റ്
തിരുവനന്തപുരം

സർ

വിഷയം :- വ്യാവസായിക പരിശീലന വകുപ്പ് – ടെയിനിംഗ് ഡയറക്ടറേറ്റ് - ജീവനക്കാര്യം - എൽ.ഡി / യു.ഡി സ്റ്റോർ കീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്നത് - സംബന്ധിച്ച്.

സൂചന:- C1/165/2022-തൊഴിൽ നമ്പരായ 01-07-2023 തിയതിയിലെ സർക്കാർ കത്ത്

വ്യാവസായിക പരിശീലന വകുപ്പിൽ എൽ ഡി സ്റ്റോർ കീപ്പർ, യു ഡി സ്റ്റോർ കീപ്പർ എന്നീ തസ്തികകൾ സൃഷ്ടിക്കപ്പെട്ട ഉത്തരവുകളുടെ വിവരം, ഐ.ടി.ഐ കളിൽ നിന്നും ലഭ്യമായ ഉത്തരവുകളുടെ പകർപ്പ് എന്നിവ ഉള്ളടക്കം ചെയ്യുന്നു

വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഒരു സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ തസ്തികയും, 21 യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയും, 77 എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയും നിലവിലുണ്ട്. ടി തസ്തികകൾ സൃഷ്ടിച്ച ഉത്തരവുകൾ ചുവടെ ചേർക്കുന്നു.

Sl No	Name of Institute	**യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക അനുവദിച്ച ഉത്തരവ് നമ്പർ & തീയതി**	**റിമാർക്ക്സ്**
1.	**ITI CHANDANATHOPE**	GO (Ms) No.770/62/HLD Dated.31.10.1962	**പകർപ്പ് ലഭ്യമാണ്**
2.	**ITI KOZHIKKODE**	GO (Rt) No.914/63/HLD Dated: 13.03.1963	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
3.	ITI CHACKAI	GO (Ms) No.867/63/H Dated: 02.12.1963	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
4.	**ITI KANNUR**	GO (Rt) No.1011/64/LBR Dated: 30.03.1964	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
5.	**ITI CHENGANNUR**	GO (Rt) No.1135/65/HLD Dated	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.

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	ITI CHENGANNUR	20.03.1965	
6.	ITI MALAMPUZHA	GO (Rt) No.1285/66/Health Dated: 04.04.1966	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
7.	ITI AREACODEL	GO (Ms) No.63/72/LBR Dated: 10.07.1972	**പകർപ്പ് ലഭ്യമാണ്**
8.	ITI ATTINGAL	GO (Ms) No.64/72/LBR Dated: 10.07.1972	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
9.	ITI KALAMASSERY	GO (Ms) No.95/72/LBR Dated: 24.10.1972	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
10.	ITI ETTUMANOOR	GO (Rt) No. 630/74/LBR Dated: 06.07.1974	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
11.	ITI PALLICKATHODE	GO (Ms) No.94/78/LBR Dated: 24.07.1978	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
12.	ITI KATTAPPANA	GO (Rt) No.445/78/L&H Dated: 16.03.1979	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
13.	ITI CHENERKKARA	GO (Ms) No.50/83/LBR Dated: 20.10.1983	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
14.	ITI (W) KOLLAM	GO (Ms) No.50/83/LBR Dated: 29.10.1983	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
15.	ITI MALA	GO (Ms) No.50/83/LBR Dated: 29.10.1983	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
16.	ITI DHANUVACHAPURAM	GO (Ms) No.67/90/LBR Dated: 27.08.1990	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
17.	ITI CHATHANNUR	GO (Ms) No.31/96/LBR Dated: 08.03.1996	**പകർപ്പ് ലഭ്യമാണ്**
18.	ITI KAYYUR	GO (Ms) No.83/97LBR Dated: 27.08.1997	**പകർപ്പ് ലഭ്യമാണ്**
19.	ITI CHERP	GO (Ms) No.91/2010/LBR Dated: 06.08.2010 (LDSK)	സ.ഉ.(ആർ.റ്റി)നം. 224/79/L&H തീയതി 14.02.1979 ഉത്തരവ് പ്രകാരം കഴക്കൂട്ടം (വനിത) ഐ.ടി.ഐ-യിൽ യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക സൃഷ്ടിച്ചിരുന്നു. ടി തസ്തികയാണ് ഐ.ടി.ഐ ചേർപ്പ് –ലേയ്ക്ക് ട്രാൻസ്ഫർ ചെയ്തത്.
20.	ITI (W) KOZHIKKODE	GO (Ms) No.126/2008/LBR Dated: 05.09.2008	**പകർപ്പ് ലഭ്യമാണ്**
21.	ITI CHALAKKUDY	GO (Rt) No. 846/2022/LR Dated:18.07.2022	ചാലക്കുടി ഐ.ടി.ഐ യിൽ നിലവിലുണ്ടായിരുന്ന സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ തസ്തികയും കാസർഗോഡ് ഐ.ടി.ഐ യിൽ നിലവിലുണ്ടായിരുന്ന യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയും പരസ്പരം ഷിഫ്റ്റ് ചെയ്ത് കൊണ്ടുള്ള ഉത്തരവ്. **പകർപ്പ്**

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			ലഭ്യമാണ്

എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക അനുവദിച്ച ഉത്തരവ്

Sl No	Name of Institute	എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക അനുവദിച്ച ഉത്തരവ് നമ്പർ & തീയതി	റിമാർക്ക്സ്
1	ITI KANNUR	GO (Ms) No.819/66 dated02/11/1966 of H&L (E dept)	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
2	ITI MALAMPUZHA		
3	ITI DHANUVACHAPURAM	GO (Ms) 107/72/LBR dated 2/12/1972	
4	ITI CHANDAHANTHOPPU		
5	ITI CHENGANNUR		
6	ITI ETTUMANOOR		
7	ITI KALAMASSERY		
8	ITI CHALAKKUDY	GO (Ms) 107/72/LBR dated 2/12/1972	
9	AVTS KALAMASSERY	GO (MS)70/77/LBR Dt, 03/09/1977	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
10	ITI (W) KAZHAKKUTTOM	GO (Rt) No.224/79/L & H Dated 14.02.1979	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല. സ.ഉ.(ആർ.റ്റി)നം. 224/79/L&H തീയതി 14.02.1979 ഉത്തരവ് പ്രകാരം കഴക്കൂട്ടം (വനിത) ഐ.ടി.ഐ-യിൽ യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തിക സൃഷ്ടിച്ചിരുന്നു. ടി തസ്തികയാണ് ഐ.ടി.ഐ ചേർപ്പ് –ലേയ്ക്ക് ട്രാൻസ്ഫർ ചെയ്തിട്ടുണ്ട്.
11	ITI(W) KOZHIKKODE	GO(Ms) 193/82/LBR Dated 02.03.1982	Continues Sanction Order
12	ITI KALPETTA	GO(Ms) 38/82/LBR Dated 05.11.1982	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
13	ITI KOYILADY	GO (Ms) No. 56/85/LBR Dated.19.11.1985	
14	ITI CHACKAI	GO (Ms)No.67/90/LBR, dated 28.07.1990.	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
15	ITI ARYANAD	GO (Ms) No.71/90/LBR Dated: 10/08/1990	
16	ITI (W) CHENGANNUR		
17	ITI (W) KALAMASSERY		
18	ITI (W) MALAMPUZHA		
19	ITI (W) KANNUR		
20	ITI (W) CHALAKKUDY	GO (Ms) No. 76/90/LBR Dated 24.08.1990	
21	ITI ATTINGAL	GO (Ms) No.81/91/LBR dated	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.

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		16.01.1991	
22	ITI KUZHALMANNAM	GO (Ms) No. 6/1995/LBR dated.16/01/1995	ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമല്ല.
23	ITI PALLICKATHODE	GO (Ms) No.81/2005/LBR dated 22.08.2005	
24	ITI NILAMBUR	GO (Rt) No.3305/2005/LBR dated 06.12.2005	നിലംബൂർ ഐ.ടി.ഐ യിൽ നിലവിലുണ്ടായിരുന്ന യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയും കാസർഗോഡ് ഐ.ടി.ഐ യിൽ നിലവിലുണ്ടായിരുന്ന എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയും പരസ്പരം ഷിഫ്റ്റ് ചെയ്ത് കൊണ്ടുള്ള ഉത്തരവ്.
25	ITI ELAMADU	G.O (Ms) 107/2008/LBR, Dated.08/08/2008	
26	ITI (W) MEZHUVELI		
27	ITI PURAKKAD		
28	ITI PERUVA		
29	RAJAKKAD		
30	ITI DESAMANGALAM		
31	ITI ERIYADU		
32	MARANCHERRY		
33	ITI BEYPORE		
34	ITI VALAYAM		
35	ITI (W) NENMENI		
36	MADAYI		
37	ITI PULLUR		
38	ITI MALA	GO (Ms) No.126/2008/LBR Dated 05.09.2008	
39	ITI (W) PARASSALA	GO(Ms) No. 75/2009/LBR, Dated: 19/06/2009	
40	ITI KAYAMKULAM		
41	ITI THIRUVARPPU		
42	ITI ARAKKUZHA		
43	ITI MANEED		
44	ITI VANIYAMKULAM		
45	ITI PUZHAKKATTIRI		
46	ITI KURUMATHOOR		
47	ITI PERAVOOR		
48	ITI MADIKKAI		
49	ITI MALAYINKIL	GO(Ms) No. 91/2010/LBR, Dated:	
50	ITI THEVALAKKARA		
51	ITI RANNI		
52	ITI VAYALAR		
53	ITI MARADU		
54	ITI VENGOOR		
55	ITI MANALOOR		
56	ITI MENMARA		

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56	ITI NENMARA	06/08/2010	
57	ITI CHERIYAMUNDAM		
58	ITI MANIYOOR		
59	ITI THIRUVAMBADI		
60	ITI VADAKARA		
61	ITI PERINGOME		
62	ITI SEETHAMGOLI		
63	ITI ATTAPPADY	GO(Ms) No.100/2011/LBR Dated 02.08.2011	
64	ITI (W) CHANGANACHERRY	G.O(Ms)134/2012/LBR Dated 15/09/2012	
65	ITI KANJIKKUZHI		
66	ITI (W) THAZHEKODE		
67	ITI (W) WEST ELERI		
68	ITI KUTHUPARAMBA	G.O(Ms) No.16/2016/LBR Dated 27.01.2016	
69	ITI PERAMBRA	G.O(Ms) No.70/2017/LBR Dated 28.08.2017	
70	ITI PINARAYI	G.O(Ms) No.95/2017/LBR Dated 03.11.2017	
71	ITI PANNIYANNUR	G.O(Ms) No.36/2018/LBR Dated 08.06.2018	
72	ITI VARKKALA	G.O(Ms) No.34/2018/LBR Dated 08.06.2018	
73	ITI PORUIVAZHI	GO (Ms) 05/2021/LBR Dated 21.01.2021	
74	ITI ELAPPARA		
75	ITI VAZHAKKAD		
76	ITI KARUNAPURAM		
77	ITI KULATHUPPUZHA		

ടി തസ്തികകളുടെ സ്ഥാനകയറ്റം സംബന്ധിച്ച വിവരം ചുവടെ ചേർക്കുന്നു.

<u>എൽ.ഡി സ്റ്റോർ കീപ്പർ</u>

വകുപ്പിലെ സ്റ്റോർ അറ്റൻഡർ തസ്തികയിലെ ജീവനക്കാരിൽ നിന്നാണ് എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് ഉദ്യോഗകയറ്റം അനുവദിക്കുന്നത്.

Method of Appointment പ്രതിപാദിക്കുന്ന ഉത്തരവ്:- GO(Ms) No.124/80/LBR Dated, 14.11.1980

<u>യു.ഡി സ്റ്റോർ കീപ്പർ</u>

വകുപ്പിൽ, യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് സ്ഥാനകയറ്റം അനുവദിക്കുന്നത് സംബന്ധിച്ച് വിശദമായ ചട്ടങ്ങളോ ഉത്തരവുകളോ നിലവിലില്ല. വകുപ്പിലെ എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലെ ജീവനക്കാരിൽ നിന്നാണ് യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് ഉദ്യോഗകയറ്റം അനുവദിക്കുന്നത്.

പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ, കോമൺ കാറ്റഗറിയിൽ സീനിയർ സ്റ്റോർ കീപ്പർ എന്ന

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തസ്തിക ഉണ്ട്. ടി തസ്തികയുടെ ശമ്പള സ്കെയിലിലാണ് ഈ വകുപ്പിൽ യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികയിലേക്ക് സ്ഥാനകയറ്റം അനുവദിച്ച് വരുന്നത്.
കൂടാതെ, വകുപ്പിൽ, സ്റ്റോർ അറ്റൻഡർ, യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളിൽ, പട്ടികജാതി / പട്ടികവർഗ ഉദ്യോഗാർത്ഥികളിൽ നിന്ന് പ്രത്യേക നിയമനം നടത്തുന്നതിനായി നിയമന രീതി, യോഗ്യത എന്നിവ നിശ്ചയിച്ച് 10.11.2020 ലെ സ.ഉ(അച്ചടി)നം.85/2020/തൊഴിൽ പ്രകാരവും നിയമനാധികാരിയായി അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസറെയും, പ്രായപരിധി 18 നും 41 നുമിടയിലുമായി നിശ്ചയിച്ച് 08.03.2021 തീയതിയിലെ സ.ഉ(അച്ചടി)നം.37/2021/തൊഴിൽ പ്രകാരവും ഉത്തരവായിട്ടുണ്ട്.

വിശ്വസ്തതയോടെ

അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ
ടെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

ഉൾച്ചേർപ്പ് : മേൽ സൂചിപ്പിച്ചത്

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"ഭരണ ഭാഷ - മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

നമ്പർ. DT/1136/2020-A7

ടെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൊഴിൽ ഭവൻ,
തിരുവനന്തപുരം-33
തീയതി: 17-02-2023

ടെയിനിംഗ് ഡയറക്ടർ

സെക്രട്ടറി,
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്,
ഗവ:സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.
സർ

വിഷയം :- വ്യാവസായിക പരിശീലന വകുപ്പ് - ടെയിനിംഗ് ഡയറക്ടറേറ്റ് – ജീവനക്കാര്യം - എൽഡി / യുഡി സ്റ്റോർ കീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ - ശ്രീ.അനിൽ കുമാർ. എം, ശ്രീ.ജയ പ്രകാശ്. എസ്, ശ്രീ.ബിജോയ് പോൾ, ശ്രീ.സതീഷ്. സി എന്നിവർ സമർപ്പിച്ച നിവേദനത്തിൻ മേലുള്ള റിപ്പോർട്ട് - വിവരം അറിയിക്കുന്നത് - സംബന്ധിച്ച്.

സൂചന:- 1. 21/03/2022 ലെ സി1/65/2022/തൊഴിൽ നമ്പറായ സർക്കാർ കത്ത്.
2. 12/04/2022 ലെ സി1/65/2022/തൊഴിൽ നമ്പറായ സർക്കാർ കത്ത്
3. 14/06/2022 ലെ സി1/65/2022/തൊഴിൽ നമ്പറായ സർക്കാർ കത്ത്
4. 05-02-2023 ലെ ഇതേ നമ്പർ കത്ത്

വ്യാവസായിക പരിശീലന വകുപ്പിൻ കീഴിൽ വരുന്ന ഗവ.ഐ.ടി.ഐകളിലെ എൽഡി / യുഡി സ്റ്റോർ കീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ സംബന്ധിച്ച് ശ്രീ.അനിൽ കുമാർ. എം, ശ്രീ.ജയപ്രകാശ്. എസ്, ശ്രീ.ബിജോയ് പോൾ, ശ്രീ.സതീഷ്. സി എന്നിവർ സമർപ്പിച്ച നിവേദനത്തിൻ മേലുള്ള റിപ്പോർട്ട് സൂചന 4 പ്രകാരം സമർപ്പിച്ചിരുന്നു. ടി റിപ്പോർട്ടിൽ എൽ.ഡി. സ്റ്റോർകീപ്പർ തസ്തികയുടെ എണ്ണം 69 എന്ന് തെറ്റായാണ് രേഖപ്പെടുത്തിയിരുന്നത്. നിലവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിൻ കീഴിൽ വരുന്ന ഗവ.ഐ.ടി.ഐകളിൽ **നിലവിൽ 77 എൽ.ഡി. സ്റ്റോർകീപ്പർ തസ്തിക ഉണ്ടെന്ന** വിവരം അറിയിക്കുന്നു. മേൽപ്പറഞ്ഞ പ്രകാരം തെറ്റ് സംഭവിച്ചത് നോട്ടപ്പിശക് കാരണമാണ് എന്നും ആയതു മാപ്പാക്കണമെന്നും അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ

അഡീഷണൽ ഡയറക്ടർ ഓഫ് ടെയിനിംഗ്

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"ഭരണ ഭാഷ - മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

നമ്പർ. DT/1136/2020-A7 (2)

ടെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൊഴിൽ ഭവൻ
4th & 5th ഫ്ലോർ,
വികാസ് ഭവൻ പി.ഒ
തിരുവനന്തപുരം-33
തീയതി: 05-02-2023

ടെയിനിംഗ് ഡയറക്ടർ

സെക്രട്ടറി,
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്,
ഗവ:സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ

വിഷയം :- വ്യാവസായിക പരിശീലന വകുപ്പ് - ടെയിനിംഗ് ഡയറക്ടറേറ്റ് – ജീവനക്കാര്യം - എൽഡി / യുഡി. സ്റ്റോർ കീപ്പർമാരുടെ റേഷ്യോ പ്രൊമോഷൻ - ശ്രീ.അനിൽകുമാർ. എം, ശ്രീ.ജയപ്രകാശ്. എസ്, ശ്രീ.ബിജോയ് പോൾ, ശ്രീ.സതീഷ്. സി എന്നിവർ സമർപ്പിച്ച നിവേദനത്തിൻ മേലുള്ള റിപ്പോർട്ട് - സംബന്ധിച്ച്

സൂചന:- 1. 21-03-2022 ലെ C1/65/2022-തൊഴിൽ നമ്പർ സർക്കാർ കത്ത്
2. 12-04-2022 ലെ C1/65/2022-തൊഴിൽ നമ്പർ സർക്കാർ കത്ത്
3. 14-06-2022 ലെ C1/65/2022-തൊഴിൽ നമ്പർ സർക്കാർ കത്ത്

വ്യാവസായിക പരിശീലന വകുപ്പിൻ കീഴിൽ വരുന്ന ഗവ.ഐ.ടി.ഐകളിൽ പരിശീലനത്തിനായി പ്രവേശനം നേടിയിട്ടുള്ള ടെയിനികൾക്ക് വിവിധ ട്രേഡുകളിൽ ടെയിനിംഗ് നൽകുന്നതിന് ഉതകുന്ന തരത്തിൽ സജ്ജീകരിച്ചിട്ടുള്ള വർക്ക്ഷോപ്പുകൾ പ്രവർത്തിക്കുന്നു. ടി വർക്ക്ഷോപ്പുകളിലേക്ക് ആവശ്യമായ മെഷിനറികളും കൺസ്യൂമബിൾസും സംഭരിക്കുന്നതും വിതരണം ചെയ്യുന്നതും ഐ.ടി.ഐകളിലെ സ്റ്റോറുകൾ വഴിയാണ്. ടി സ്റ്റോറുകളിൽ ടെയിനികളുടെ എണ്ണത്തിന്റെ അടിസ്ഥാനത്തിൽ യു.ഡി.സ്റ്റോർകീപ്പർ, എൽ.ഡി. സ്റ്റോർകീപ്പർ, സ്റ്റോർ അറ്റൻഡർ എന്നീ തസ്തികകൾ അനുവദിച്ചിട്ടുണ്ട്. വകുപ്പിൽ ടി തസ്തികയിൽ താഴെപ്പറയുന്ന ജീവനക്കാർ നിലവിൽ സേവനമനുഷ്ഠിച്ചു വരുന്നു.

ക്രമ. നം.	തസ്തിക	എണ്ണം
	സീനിയർ ഗ്രേഡ് സോർകീപർ	

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2	യു.ഡി. സ്റ്റോർ കീപ്പർ	21
3	എൽ.ഡി. സ്റ്റോർ കീപ്പർ	69
4	സ്റ്റോർ അറ്റൻഡർ	35

സർക്കാർ ഉത്തരവ് നമ്പർ (എം.എസ്) 124/80/തൊഴിൽ തീയതി 14/11/80 പ്രകാരം യോഗ്യത നിർണ്ണയിച്ച് അനുവദിക്കപ്പെട്ട എൽ.ഡി. സ്റ്റോർ കീപ്പർ/അസിസ്റ്റന്റ് സ്റ്റോർ കീപ്പർ തസ്തികയിലേയ്ക്ക് ഉദ്യോഗക്കയറ്റം വഴിയും നേരിട്ടുള്ള സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് വഴിയും നിയമനം നടത്തിവരുന്നു. (ഉത്തരവിന്റെ പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു). 9-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിലും 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിലും കോമൺ കാറ്റഗറിയിലും ഉൾപ്പെട്ടിട്ടില്ലാത്ത സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർ കീപ്പർ, സ്റ്റോർ അറ്റൻഡർ തസ്തികകൾ വകുപ്പിന്റെ ഷെഡ്യൂളുകളിൽ ഉൾപ്പെടുത്തിയിട്ടുണ്ട്. എന്നാൽ എൽ.ഡി. സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികകൾ ഉൾപ്പെടുത്തിയിട്ടില്ല. 24/04/15-ൽ ബഹു. ശമ്പള കമ്മീഷൻ ചെയർമാനുമായി നടത്തിയ ചർച്ചയിലെ നിർദ്ദേശത്തിന്റെ അടിസ്ഥാനത്തിൽ എൽ.ഡി/യു.ഡി. സ്റ്റോർ കീപ്പർ അനുപാതം 1:1 എന്ന ക്രമത്തിൽ അനുവദിക്കുന്നതിനും യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികയിൽ 25% ജീവനക്കാർക്ക് 39300-83000 ശമ്പള നിരക്കിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്നതിനും 24/04/2015 ലെ എ7/37133/2014 നമ്പർ കത്ത് പ്രകാരം ശിപാർശ സമർപ്പിച്ചിരുന്നുവെങ്കിലും ടി ശുപാർശകൾ പരിഗണിച്ചില്ല. പതിനൊന്നാം ശമ്പള കമ്മീഷൻ റിപ്പോർട്ടിൽ ടി വിവരങ്ങൾ ഉൾപ്പെടുത്തുകയോ പേ റിവിഷൻ ഉത്തരവ് പ്രകാരം മേൽ പറഞ്ഞ തസ്തികയിലെ ജീവനക്കാർക്ക് പുതിയതായി എന്തെങ്കിലും ആനുകൂല്യങ്ങൾ അനുവദിക്കുകയോ ചെയ്തിട്ടില്ല.

മേൽ സൂചിപ്പിച്ച സാഹചര്യങ്ങൾ പരിഗണിച്ച് വകുപ്പിലെ എൽ. ഡി./യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികകൾ ശമ്പള പരിഷ്കരണ ഉത്തരവിലെ വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്തുന്നതിനും ടി തസ്തികകളുടെ അനുപാതം 1:1 എന്ന ക്രമത്തിലും യു.ഡി. സ്റ്റോർ കീപ്പർമാർക്ക് 25% റേഷ്യോ പ്രൊമോഷൻ 39300-83000 ശമ്പള നിരക്കിൽ അനുവദിക്കുന്നതിനും നടപടിയുണ്ടാകണമെന്നും അപേക്ഷിക്കുന്നു.

ഈ വകുപ്പിലെ പത്താം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട അനോമലി പരിഹരിക്കുന്നതിനായി 10-11-2016 ലെ എ7/37133/2014 നമ്പർ കത്ത് പ്രകാരം കത്തയച്ചിരുന്നു. അനോമലികൾ പരിഹരിക്കപ്പെട്ടിട്ടില്ല എന്ന വിവരവും ശ്രദ്ധയിൽപ്പെടുത്തുന്നു.

വിശ്വസ്തതയോടെ

കെപി. ശിവശങ്കരൻ
അഡീഷണൽ ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്
ട്രെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

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"ഭരണ ഭാഷ - മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

നമ്പർ. DT/1136/202-A7

ടെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൊഴിൽ ഭവൻ
4th & 5th ഫ്ലോർ,
വികാസ് ഭവൻ പി.ഒ
തിരുവനന്തപുരം-33
തീയതി: 05-02-2023

ടെയിനിംഗ് ഡയറക്ടർ

ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ്
തിരുവനന്തപുരം, കോട്ടയം, എറണാകുളം, പാലക്കാട്, കോഴിക്കോട്

സർ

വിഷയം :- വ്യാവസായിക പരിശീലന വകുപ്പ് - ടെയിനിംഗ് ഡയറക്ടറേറ്റ് - ജീവനക്കാര്യം - 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവ് - വിവിധ തസ്തികകളുടെ ശമ്പള നിരക്കിലെ അപാകതകൾ പരിഹരിക്കുന്നത് - സംബന്ധിച്ച്

ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയുടെ ശമ്പള നിർണയത്തിലെ അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തി അറിയിക്കുവാൻ സർക്കാരിൽ നിന്നും നിർദ്ദേശം ലഭിച്ചിട്ടുണ്ട്. നിലവിൽ ടി തസ്തികയിൽ സേവനത്തിലുള്ള ജീവനക്കാരുടെ 2019 ശമ്പള പരിഷ്കരണത്തിന്റെ പേസ്ലിപ്പ് ലഭ്യമായാൽ മാത്രമേ ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തുവാൻ സാധിക്കുകയുള്ളൂ. ആകയാൽ 2019 ശമ്പള പരിഷ്കരണത്തിനു ശേഷമുള്ള താങ്കളുടെ പേസ്ലിപ്പും, താങ്കൾ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് ആകുന്നതിന് മുൻപും ശേഷവുമുള്ള പേ സ്ലിപ്പും അടിയന്തിരമായി ലഭ്യമാക്കേണ്ടതാണ്.

വിശ്വസ്തതയോടെ

അഡീഷണൽ ഡയറക്ടർ ഓഫ് ടെയിനിംഗ്

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"ഭരണഭാഷ – മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, തൊഴിൽ ഭവൻ,
വികാസ് ഭവൻ. പി.ഒ, തിരുവനന്തപുരം

നമ്പർ. ഡി.റ്റി./1136/2020-എ7(1) തീയതി : 02-02-2023

ട്രെയിനിംഗ് ഡയറക്ടർ

സെക്രട്ടറി
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്,
ഗവ: സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ് - ജീവനക്കാര്യം - 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവ് - വിവിധ തസ്തികകളുടെ ശമ്പള നിരക്കിലെ അപാകതകൾ പരിഹരിക്കുന്നത് - സംബന്ധിച്ച്.

സൂചന:- 1) ഈ കാര്യാലയത്തിൽ നിന്നുള്ള 02.11.2022-ലെ ഇതേ നമ്പർ കത്ത്
2) സർക്കാർ സർക്കുലർ നമ്പർ. 85/2021/ഫിൻ, തീയതി: 24.09.2021
3) സർക്കാർ കത്ത് നമ്പർ. സി1/13/2022-തൊഴിൽ, തീയതി: 24.02.2022

സൂചനകളിലേയ്ക്ക് സാദരം ശ്രദ്ധക്ഷണിക്കുന്നു. 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ അടിസ്ഥാനത്തിൽ വകുപ്പിലെ വിവിധ തസ്തികകളുടെ ശമ്പളനിരക്കിലെ അപാകതകൾ പരിഹരിക്കുന്നതിന് സൂചന (1) പ്രകാരം ശിപാർശ സമർപ്പിച്ചിരുന്നു. എന്നാൽ സൂചന (2)-ലെ ഖണ്ഡിക. 6-ൽ വ്യവസ്ഥ ചെയ്തിരിക്കുന്ന പ്രകാരം അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തിക്കൊണ്ടുള്ള സ്റ്റേറ്റ്മെന്റ് കൂടി ലഭ്യമാക്കുവാൻ സൂചന (3) പ്രകാരം സർക്കാർ ആവശ്യപ്പെട്ടിരിക്കുന്നു. ആയതിൽ അഡീഷണൽ ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികകളുടെ അപ്രകാരമുള്ള സ്റ്റേറ്റ്മെന്റ് ചുവടെച്ചേർക്കുന്നു.

1. അഡീഷണൽ ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്

ശ്രീ.മാധവൻ. പി.കെ, ശ്രീ.ധർമ്മരാജൻ. കെ.എസ് എന്നിവർക്ക് 112800-163400 ശമ്പളനിരക്കിലാണ് 2019 ശമ്പള പരിഷ്കരണപ്രകാരം 07/2019 പ്രാബല്യത്തിൽ തിട്ടപ്പെടുത്തി നൽകിയിട്ടുള്ളത്.

1	ശ്രീ.മാധവൻ. പി.കെ-യുടെ 07/2019-ലെ അടിസ്ഥാന ശമ്പളം	**1,49,800**
2	ശ്രീ.ധർമ്മരാജൻ. കെ.എസ്-ന്റെ 07/2019-ലെ അടിസ്ഥാന ശമ്പളം	**1,49,800**

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ടിയാന്മാർ ആവശ്യപ്പെടുന്നതുപോലെ 2019 ശമ്പള പരിഷ്കരണം 118100-163400 ശമ്പളനിരക്കിൽ തിട്ടപ്പെടുത്തി ലഭിക്കുന്നതിനാവശ്യമായ ഭേദഗതി ഉണ്ടായാലും. 118100-163400 എന്ന ശമ്പളനിരക്കിന്റെ മിനിമത്തിന് മുകളിലാണ് ടിയാന്മാരുടെ 07/2019-ലെ അടിസ്ഥാന ശമ്പളം എന്നതിനാൽ യാതൊരുവിധ അധിക സാമ്പത്തിക ബാധ്യതയും ഉണ്ടാകില്ല എന്ന വിവരവും ശ്രദ്ധയിൽപ്പെടുത്തുന്നു.

2. <u>അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, ഗ്രേഡ്-2</u>

വകുപ്പിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകൾ ഓരോന്ന് വീതമാണ് നിലവിലുള്ളത്. Kerala General Service (Amendment) Special Rules 2003 അനുസരിച്ച് വകുപ്പിലെ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും Account Test (Higher) യോഗ്യതയുടെ അടിസ്ഥാനത്തിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്–1 തസ്തികയിലേക്കും സ്ഥാനക്കയറ്റം നടത്തുന്നതിനാണ് വ്യവസ്ഥ ചെയ്തിട്ടുള്ളത്. ടി Special Rule ആണ് വകുപ്പിൽ ഇപ്പോഴും നിലനിൽക്കുന്നത്.

മേൽ തസ്തികകളുടെ നിലവിലുള്ള ശമ്പളനിരക്ക് ചുവടെച്ചേർക്കുന്നു.

SL. No.	Designation	2019 Pay Revision
1	Accounts Officer Grade-1	56500-118100
2	Administrative Assistant	59300-120900
3	Accounts Officer Grade-2	56500-118100
4	Senior Superintendent (HG)	56500-118100

നിലവിൽ സീനിയർ സൂപ്രണ്ട് (HG) തസ്തികയുടെയും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയുടെയും ശമ്പളനിരക്ക് സമാനമായതിനാൽ, സീനിയർ സൂപ്രണ്ട് (HG) തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവ്, ഖണ്ഡിക. 39 അനുസരിച്ച് ഒരു അഡ്വാൻസ് ഇൻക്രിമെന്റ് മാത്രമേ ലഭിക്കുകയുള്ളൂ. തുടർന്ന് അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് KSRs Part-I, Rule. 28(A) അനുസരിച്ച് രണ്ട് ഇൻക്രിമെന്റുകൾ ലഭിക്കുകയും ചെയ്യും. തുടർന്ന് ഹയർ സ്കെയിലുള്ള (59300-120900) അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിൽ നിന്നും ലോവർ സ്കെയിലുള്ള (56500-118100) അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് ഒരു അധിക ഇൻക്രിമെന്റും ലഭിക്കില്ലായെന്ന് കാണുന്നു. ആയതിനാൽ സീനിയർ സൂപ്രണ്ട് (HG) തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്- 2 തസ്തികയിലേയ്ക്കും ടി തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേയ്ക്കും ടി തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്–1 തസ്തികയിലേയ്ക്കും സ്ഥാനക്കയറ്റം ലഭിക്കുമ്പോഴും നിലവിൽ <u>ആകെ മൂന്ന് ഇൻക്രിമെന്റുകൾ മാത്രമേ ജീവനക്കാരന് ലഭിക്കുകയുള്ളൂ</u>.

വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 , അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ ശമ്പള നിരക്ക് ഏകീകരിക്കുന്നതിനാവശ്യമായ (59300-

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120900) ഭേദഗതി ഉണ്ടായാൽ ഒരു ജീവനക്കാരന് ലഭിക്കാവുന്ന ആകെ ഇൻക്രിമെന്റുകൾ ചുവടെച്ചേർക്കുന്നു.

സീനിയർ സൂപ്രണ്ട് (HG) തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് KSRs Part-I, Rule. 28(A) അനുസരിച്ച് രണ്ട് ഇൻക്രിമെന്റുകൾ ലഭിക്കും. തുടർന്ന് അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയുടെയും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയുടെയും ശമ്പളനിരക്ക് സമാനമായാൽ, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവ്, ഖണ്ഡിക. 39 അനുസരിച്ച് ഒരു അഡ്വാൻസ് ഇൻക്രിമെന്റ് മാത്രം ലഭിക്കും. തുടർന്ന് അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയുടെയും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയുടെയും ശമ്പളനിരക്ക് സമാനമായാൽ, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവ്, ഖണ്ഡിക. 39 അനുസരിച്ച് ഒരു അഡ്വാൻസ് ഇൻക്രിമെന്റും ലഭിക്കുകയില്ല. ആയതിനാൽ സീനിയർ സൂപ്രണ്ട് (HG) തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്–1 തസ്തികയിലേക്കും സ്ഥാനക്കയറ്റം ലഭിക്കുമ്പോൾ ആകെ മൂന്ന് ഇൻക്രിമെന്റ് മാത്രം തന്നെ ജീവനക്കാരന് ലഭിക്കുകയുള്ളൂ.

ടി സാഹചര്യത്തിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ ശമ്പള നിരക്ക് 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ അനുസരിച്ച് Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികകളുടെ ശമ്പള നിരക്കിന് (59300-120900) സമാനമായി ഏകീകരിക്കുന്നതിനാവശ്യമായ ഭേദഗതി ഉണ്ടായാലും. ഇതുവഴി യാതൊരുവിധ അധിക സാമ്പത്തിക ബാധ്യതയും ഉണ്ടാകില്ല എന്നും അറിയിക്കുന്നു.

ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയുടെ അനോമലി പരിഹരിക്കുകയാണെങ്കിൽ ഉണ്ടാകാനിടയുള്ള ശരാശരി വാർഷിക സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തുന്നതിന് നിലവിൽ ടി തസ്തികയിൽ സേവനത്തിലുള്ള ജീവനക്കാരുടെ 2019 ശമ്പള പരിഷ്കരണത്തിന്റെ പേസ്ലിപ്പ് ലഭിക്കേണ്ടതുണ്ട്. ആയതിന് കത്ത് നൽകിയിട്ടുണ്ട്. ആയത് ഉടൻ ലഭ്യമാക്കി പ്രസ്തുത സാമ്പത്തിക ബാധ്യത തിട്ടപ്പെടുത്തി അറിയിക്കുന്നതാണ് എന്ന വിവരവും സർക്കാരിന്റെ ശ്രദ്ധയിൽപ്പെടുത്തുന്നു.

വിശ്വസ്തതയോടെ,

ശിവശങ്കരൻ. കെ.പി
അഡീഷണൽ ഡയറക്ടർ
ട്രെയിനിംഗ് ഡയറക്ടർക്ക് വേണ്ടി

ഉള്ളടക്കം : ടിയാളുകളുടെ 2019 ശമ്പള പരിഷ്കരണത്തിന്റെ പേസ്ലിപ്പുകൾ

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OFFICE OF THE ACCOUNTANT GENERAL (A&E) KERALA
THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI-M7/.....
Date. 30-03-2021

Entt.No. 1016422
ESlip No. 20210100034036
ESlip Date. 29-03-2021 17:58:54

Sri./Smt./Dr. ,P K MADHAVAN
ADDITIONAL DIRECTOR OF TRAINING
DIRECTORATE OF INDUSTRIAL TRAINING AND EMPLOYMENT
DIRECTORATE OF TRAINING TRIVANDRUM

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PAY	01-09-2019	153200	0	0	0	0	0	0	0	3000	500		156700
LEAVE	30-09-2019	0	0	0	0	0	0	153200	0	3000	500		156700
LEAVE	05-10-2019	0	0	0	0	0	0	153200	0	3000	500		156700
PAY	11-10-2019	153200	0	0	0	0	0	0	0	3000	500		156700
LEAVE	11-08-2020	0	0	0	0	0	0	153200	10724	3000	500		167424
PAY	28-08-2020	153200	0	0	0	0	0	0	10724	3000	500		167424
PAY	01-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
SEL(30)	11-02-2021	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	01-03-2021	156600	0	0	0	0	0	0	10962	10000	0		177562
PAY	01-06-2021	0	0	0	0	0	0	0	0	0	0		0

Earned Leave as on 11-02-2021 = 166
Half Pay Leave as on 28-08-2020 = 286

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Section. GE18/D/ITI/D1/.....
Date. 02-04-2021

Entt.No. 1015988
ESlip No. 20210100029378
ESlip Date. 02-04-2021 12:24:17

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PAY	01-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	03-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	04-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	01-03-2021	156600	0	0	0	0	0	0	10962	10000	0		177562
PAY	01-04-2021	0	0	0	0	0	0	0	0	0	0		0

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PAY	03-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	04-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	01-03-2021	156600	0	0	0	0	0	0	10962	10000	0		177562
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PAY	01-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
SEL(30)	11-02-2021	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	01-03-2021	156600	0	0	0	0	0	0	10962	10000	0		177562
PAY	01-06-2021	0	0	0	0	0	0	0	0	0	0		0

Earned Leave as on 11-02-2021 = 166
Half Pay Leave as on 28-08-2020 = 286

This is an intimation regarding rates of pay and allowances which has been forwarded to SPARK with digital signature by designated authority

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OFFICE OF THE ACCOUNTANT GENERAL (A&E) KERALA
THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI/D1/.....
Date. 02-04-2021

Entt.No. 1015988
ESlip No. 20210100029378
ESlip Date. 02-04-2021 12:24:17

Sri./Smt./Dr. ,K S DHARMARAJAN
ADDITIONAL DIRECTOR OF TRAINING
DIRECTORATE OF TRAINING
STATE PROJECT IMPLEMENTATION UNIT
DIRECTORATYE OF TRAINING TRIVANDRUM

is informed that he/she is entitled to draw pay /leave salary and allowance at the monthly rates shown below from the dates specified(less amount already drawn)

Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
PR	01-07-2019	149800	0	0	0	0	0	0	0	3000	500		153300
PAY	01-09-2019	153200	0	0	0	0	0	0	0	3000	500		156700
PAY	01-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	03-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	04-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	01-03-2021	156600	0	0	0	0	0	0	10962	10000	0		177562
PAY	01-04-2021	0	0	0	0	0	0	0	0	0	0		0

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File No. DT/1136/2020-A7 (Computer No. 65937)

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OFFICE OF THE ACCOUNTANT GENERAL (A&E) KERALA
THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI-M7/.....
Date. 30-03-2021

Entt.No. 1016422
ESlip No. 20210100034036
ESlip Date. 29-03-2021 17:58:54

Sri./Smt./Dr. ,P K MADHAVAN
ADDITIONAL DIRECTOR OF TRAINING
DIRECTORATE OF INDUSTRIAL TRAINING AND EMPLOYMENT
DIRECTORATE OF TRAINING TRIVANDRUM

is informed that he/she is entitled to draw pay /leave salary and allowance at the monthly rates shown below from the dates specified(less amount already drawn)

Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
PR	01-07-2019	149800	0	0	0	0	0	0	0	3000	500		153300
PAY	01-09-2019	153200	0	0	0	0	0	0	0	3000	500		156700
LEAVE	30-09-2019	0	0	0	0	0	0	153200	0	3000	500		156700
LEAVE	05-10-2019	0	0	0	0	0	0	153200	0	3000	500		156700
PAY	11-10-2019	153200	0	0	0	0	0	0	0	3000	500		156700
LEAVE	11-08-2020	0	0	0	0	0	0	153200	10724	3000	500		167424
PAY	28-08-2020	153200	0	0	0	0	0	0	10724	3000	500		167424
PAY	01-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
SEL(30)	11-02-2021	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	01-03-2021	156600	0	0	0	0	0	0	10962	10000	0		177562
PAY	01-06-2021	0	0	0	0	0	0	0	0	0	0		0

Earned Leave as on 11-02-2021 = 166
Half Pay Leave as on 28-08-2020 = 286

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OFFICE OF THE ACCOUNTANT GENERAL (A&E) KERALA
THIRUVANANTHAPURAM

PAY/LEAVE SALARY SLIP

Section. GE18/D/ITI/D1/.....
Date. 02-04-2021

Entt.No. 1015988
ESlip No. 20210100029378
ESlip Date. 02-04-2021 12:24:17

Sri./Smt./Dr. ,K S DHARMARAJAN
ADDITIONAL DIRECTOR OF TRAINING
DIRECTORATE OF TRAINING
STATE PROJECT IMPLEMENTATION UNIT
DIRECTORATYE OF TRAINING TRIVANDRUM

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Type	From	Pay	GP	SI	SP	HTS	PP	L/S	DA	HRA	CCA	Allowances	Total
PR	01-07-2019	149800	0	0	0	0	0	0	0	3000	500		153300
PAY	01-09-2019	153200	0	0	0	0	0	0	0	3000	500		156700
PAY	01-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	03-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	04-09-2020	156600	0	0	0	0	0	0	10962	3000	500		171062
PAY	01-03-2021	156600	0	0	0	0	0	0	10962	10000	0		177562
PAY	01-04-2021	0	0	0	0	0	0	0	0	0	0		0

This is an intimation regarding rates of pay and allowances which has been forwarded to SPARK with digital signature by designated authority

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I/235262/2022

"ഭരണഭാഷ – മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

ടെയിനിംഗ് ഡയറക്ടറേറ്റ്, തൊഴിൽ ഭവൻ,
വികാസ് ഭവൻ. പി.ഒ, തിരുവനന്തപുരം

നമ്പർ : ഡി.റ്റി/1136/2020-എ7 തീയതി : 02-11-2022

ടെയിനിംഗ് ഡയറക്ടർ

സെക്രട്ടറി
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്,
ഗവ: സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - ടെയിനിംഗ് ഡയറക്ടറേറ്റ് - ജീവനക്കാര്യം - 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവ് - വിവിധ തസ്തികകളുടെ ശമ്പള നിരക്കിലെ അപാകതകൾ പരിഹരിക്കുന്നത് - സംബന്ധിച്ച്

സൂചന:- 1) ഈ കാര്യാലയത്തിൽ നിന്നുള്ള 02.01.2022-ലെ ഇതേ നമ്പർ കത്ത്
2) സർക്കാർ സർക്കുലർ നമ്പർ. 85/2021/ഫിൻ, തീയതി: 24.09.2021
3) സർക്കാർ കത്ത് നമ്പർ. സി1/13/2022-തൊഴിൽ, തീയതി: 24.02.2022

സൂചനകളിലേയ്ക്ക് സാദരം ശ്രദ്ധക്ഷണിക്കുന്നു . 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ അടിസ്ഥാനത്തിൽ വകുപ്പിലെ വിവിധ തസ്തികകളുടെ ശമ്പളനിരക്കിലെ അപാകതകൾ പരിഹരിക്കുന്നതിന് ധനകാര്യ (പി.ആർ.സി) വകുപ്പിന് സൂചന (1) പ്രകാരം ശിപാർശ സമർപ്പിച്ചിരുന്നു. എന്നാൽ സൂചന (2)- ന് വിധേയമായി ലഭ്യമാക്കുവാൻ പ്രസ്തുത ശിപാർശ സൂചന (3) പ്രകാരം സർക്കാർ മടക്കിയിരിക്കുന്നു. ടി സാഹചര്യത്തിൽ വകുപ്പിലെ വിവിധ തസ്തികകളുടെ ശമ്പളനിരക്കിലെ അപാകതകൾ ചുവടെയുള്ള ശിപാർശ പരിഗണിച്ച് പരിഹരിക്കുന്നതിനാവശ്യമായ നടപടികൾ ഉണ്ടാകണമെന്ന് അപേക്ഷിക്കുന്നു.

1. <u>അഡീഷണൽ ഡയറക്ടർ ഓഫ് ടെയിനിംഗ്</u>

2009 ശമ്പള പരിഷ്കരണ (*Page No. 158*) ഉത്തരവ് അനുസരിച്ച് വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പളനിരക്ക് 44640-58640 ആയിരുന്നു. എന്നാൽ 2014 ശമ്പള പരിഷ്കരണ (*Page No. 236*) ഉത്തരവ് അനുസരിച്ച് അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പളനിരക്ക് 81000-117600 ആയി നിജപ്പെടുത്തിയിരുന്നുവെങ്കിലും, "The present incumbent(s) will be allowed personal scale of pay of Rs. 85000-117600" എന്ന പ്രത്യേക നിബന്ധന 2014 ശമ്പള പരിഷ്കരണ (*Page No. 237*) ഉത്തരവിൽ ഉൾപ്പെടുത്തിയിരുന്നു. ആയതിൻ പ്രകാരം (01.07.2014-ന്

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മുമ്പും 44640-58640 ശമ്പളനിരക്കിൽ ആയിരുന്നതിനാൽ) ശ്രീ.മാധവൻ. പി.കെ, ശ്രീ.ധർമ്മരാജൻ. കെ.എസ് എന്നിവർക്ക് 85000-117600 ശമ്പളനിരക്കിൽ 2014 ശമ്പള പരിഷ്കരണം തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. 2019 ശമ്പള പരിഷ്കരണ (*Page No. 191*) ഉത്തരവ് അനുസരിച്ച് അഡീഷണൽ ഡയറക്ടർ തസ്തികയുടെ ശമ്പളനിരക്ക് (81000-117600 ശമ്പളനിരക്കിന്റെ അനുരൂപമായ) 112800-163400 ആണ്. എന്നാൽ 01.07.2019-ന് മുമ്പും 85000-117600 ശമ്പളനിരക്കിൽ ശമ്പളം ലഭിച്ചിരുന്ന ടിയാന്മാർക്ക് ടി ശമ്പളനിരക്കിന്റെ അനുരൂപമായ 118100-163400 എന്ന ശമ്പളനിരക്കിൽ 2019 ശമ്പള പരിഷ്കരണം തിട്ടപ്പെടുത്തുന്നതിന് ആവശ്യമായ പ്രത്യേക നിബന്ധന 2019 ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ഉൾപ്പെടാത്തതിനാൽ ടിയാന്മാർക്ക് 112800-163400 ശമ്പളനിരക്കിലാണ് 2019 ശമ്പള പരിഷ്കരണം തിട്ടപ്പെടുത്തി നൽകിയിട്ടുള്ളത്. 2019 ശമ്പള പരിഷ്കരണം 118100-163400 ശമ്പളനിരക്കിൽ തിട്ടപ്പെടുത്തി ലഭിക്കുന്നതിന് ശ്രീ.മാധവൻ. പി.കെ, ശ്രീ.ധർമ്മരാജൻ. കെ.എസ് എന്നിവർ സമർപ്പിച്ചിട്ടുള്ള അപേക്ഷകളും, അനുബന്ധ രേഖകളും *(അനുബന്ധം-1)* പരിഗണിച്ച് ടിയാന്മാരുടെ ശമ്പളനിരക്കിലെ അപാകത പരിഹരിക്കുന്നതിനാവശ്യമായ ഭേദഗതി ഉണ്ടാകണമെന്ന് അപേക്ഷിക്കുന്നു.

2. ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്

വകുപ്പിലെ ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയ്ക്ക് 55350-101400 എന്നതിന് അനുരൂപമായ (77200-140500) ശമ്പളനിരക്ക് നൽകാമെന്നാണ് 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ (*Page No. 354*) ചെയ്തിട്ടുള്ളത്. എന്നാൽ ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയ്ക്ക് നിലവിലുണ്ടായിരുന്ന ശമ്പളനിരക്കിന് (താഴ്ന്ന തസ്തികയായ പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയുടെ സമാനമായ) ശമ്പളനിരക്കിന് അനുരൂപമായ 63700-123700 എന്ന ശമ്പളനിരക്കാണ് 2019 ശമ്പള പരിഷ്കരണ (*Page No. 191*) ഉത്തരവ് പ്രകാരം അനുവദിച്ച് നൽകിയിട്ടുള്ളത്. വകുപ്പിൽ 5 ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികകളാണ് നിലവിലുള്ളത്. സംസ്ഥാനത്തെ എല്ലാ സർക്കാർ / സ്വകാര്യ ഐ.ടി.ഐ-കളിൽ ട്രെയിനിംഗ് സംബന്ധമായ പ്രവർത്തനങ്ങളുടെ മികവ് സംബന്ധിച്ച പരിശോധന നടത്തുകയും മെച്ചപ്പെട്ട പ്രവർത്തനങ്ങൾക്കായി റിപ്പോർട്ട് നൽകുകയും, ട്രെയിനികൾ, ജീവനക്കാർ, രക്ഷകർത്താക്കൾ എന്നിവർ നൽകുന്ന പരാതിയിന്മേൽ അന്വേഷണം നടത്തി റിപ്പോർട്ട് നൽകുന്ന ചുമതലയുമാണ് പ്രധാനമായും ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ നിർവ്വഹിക്കുന്നത്. നിലവിൽ ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയുടെയും, Kerala Craftsmen Training Service Special Rules *(അനുബന്ധം-2)* പ്രകാരം ടി തസ്തികയുടെ താഴ്ന്ന തസ്തികയായ പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയുടെയും ശമ്പളനിരക്ക് (63700-123700) സമാനമാണ്. അധികാരശ്രേണി, ചുമതലകൾ എന്നിവ പരിഗണിക്കുമ്പോൾ പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയും ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയും വ്യത്യസ്തമാണ്. ജില്ലാനന്തര ഓഫീസർമാരായ ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയിലുള്ള ഉദ്യോഗസ്ഥർക്ക് ഒരു സ്ഥാപനമേധാവിയായ പ്രിൻസിപ്പാൾ ക്ലാസ്സ്-1 തസ്തികയിലുള്ള ഉദ്യോഗസ്ഥരുടെ ശമ്പളനിരക്ക് തന്നെ അനുവദിക്കുന്നത് അപാകതയാണ്.

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ആയതിനാൽ 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ ചെയ്ത 77200-140500 എന്ന ശമ്പളനിരക്ക് ട്രെയിനിംഗ് ഇൻസ്പെക്ടർ തസ്തികയ്ക്ക് അനുവദിക്കുന്നതിനാവശ്യമായ ഭേദഗതി ഉണ്ടാകണമെന്ന് അപേക്ഷിക്കുന്നു.

3. **<u>അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, ഗ്രേഡ്-2</u>**

വകുപ്പിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ ഓരോന്ന് വീതമാണ് നിലവിലുള്ളത്. Kerala General Service (Amendment) Special Rules 2003 (*<u>അനുബന്ധം-3)</u>* അനുസരിച്ച് വകുപ്പിലെ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും Account Test (Higher) യോഗ്യതയുടെ അടിസ്ഥാനത്തിൽ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 തസ്തികയിലേയ്ക്കും, ടി തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിലേയ്ക്കും, ടി തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്–1 തസ്തികയിലേയ്ക്കും സ്ഥാനക്കയറ്റം നടത്തുന്നതിനാണ് വ്യവസ്ഥ ചെയ്തിട്ടുള്ളത്. ടി Special Rule ആണ് വകുപ്പിൽ ഇപ്പോഴും നിലനിൽക്കുന്നത്.

2004 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ അനുസരിച്ച് വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 , അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ പേര് Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ എന്ന് നാമകരണം ചെയ്ത്, ടി തസ്തികയുടെ ശമ്പളനിരക്ക് Common Category-യിലെ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയുടെ ശമ്പളനിരക്കിന് സമാനമായി ചുവടെപ്പറയും പ്രകാരം നിജപ്പെടുത്തിയിരുന്നു.

SL. No.	Designation	No. of Posts	1997 Pay Revision	2004 Pay Revision
1	Accounts Officer Grade-1	1	7450-11475	12250-19800
2	Administrative Assistant	1	7200-11400	
3	Accounts Officer Grade-2	1	6675-10550	

2009 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ അനുസരിച്ച് മേൽ തസ്തികകളുടെ ശമ്പളനിരക്ക് Common Category-യിലെ പ്രസ്തുത തസ്തികകളുടെ ശമ്പളനിരക്കിന് സമാനമായി ചുവടെപ്പറയും പ്രകാരം അപാകതകളില്ലാതെ അനുവദിച്ചിരുന്നു.

SL. No.	Designation	No. of Posts	2004 Pay Revision	2009 Pay Revision
1	Accounts Officer (Accounts Officer Grade-1)	1	12250-19800	21240-37040
2	Administrative Assistant	1		
3	Accounts Officer (Accounts Officer Grade-2)	1		

2014 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ അനുസരിച്ച് Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികകളുടെ ശമ്പളനിരക്ക്

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നിലവിലുണ്ടായിരുന്നതിന് മുകളിലായി ഉയർത്തിയെങ്കിലും, വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയുടെ ശമ്പളനിരക്ക് നിലവിലുണ്ടായിരുന്നതിന് അനുരൂപമായാണ് ചുവടെപ്പറയും പ്രകാരം അപാകതകളോടെ അനുവദിച്ചിരുന്നത്.

SL. No.	Designation	No. of Posts	2009 Pay Revision	2014 Pay Revision
1	Accounts Officer (Accounts Officer Grade-1)	1	21240-37040	40500-85000
2	Administrative Assistant	1		42500-89000
3	Accounts Officer (Accounts Officer Grade-2)	1		40500-85000

ടി അപാകത പരിഹരിക്കുവാൻ സർക്കാരിനെ സമീപിച്ചുവെങ്കിലും 19.01.2018-ലെ 07/2018/ധന നമ്പർ സർക്കുലറിന്റെ അടിസ്ഥാനത്തിൽ ടി വിഷയം അടുത്ത ശമ്പള പരിഷ്കരണ കമ്മീഷന് മുമ്പാകെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാൻ 04.04.2018-ലെ സി1/39/2017/തൊഴിൽ നമ്പർ കത്ത് പ്രകാരം സർക്കാർ നിർദ്ദേശം നൽകിയിരുന്നു. ആയത് പ്രകാരം 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷന് മുമ്പാകെ ടി വിഷയം അവതരിപ്പിക്കുകയും, വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയ്ക്ക് Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയുടെ ശമ്പളനിരക്ക് (59300-120900) നൽകാമെന്ന് കമ്മീഷൻ ശിപാർശയും (*Page No. 355*) ചെയ്തിരുന്നു. എന്നാൽ പ്രസ്തുത തസ്തികയുടെ ശമ്പളനിരക്ക് ചുവടെപ്പറയും പ്രകാരം അപാകതകളോടെയാണ് അനുവദിച്ചിരിക്കുന്നത്.

SL. No.	Designation	No. of Posts	2014 Pay Revision	2019 Pay Revision
1	Accounts Officer (Accounts Officer Grade-1)	1	40500-85000	56500-118100
2	Administrative Assistant	1	42500-89000	59300-120900
3	Accounts Officer (Accounts Officer Grade-2)	1	40500-85000	56500-118100

വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ പേര് 2004 ശമ്പള പരിഷ്കരണ ഉത്തരവ് പ്രകാരം Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ എന്ന് നാമകരണം ചെയ്തെങ്കിലും, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളിൽ നിയമനം നടത്തുന്നത് വകുപ്പിൽ നിലനിൽക്കുന്ന Kerala General Service (Amendment) Special Rules 2003 അനുസരിച്ചാണ്. ടി സ്പെഷ്യൽ റൂൾ അനുസരിച്ച് അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിൽ നിന്നാണ് അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയിലേയ്ക്ക് സ്ഥാനക്കയറ്റം നടത്തുന്നത്. അധികാരശ്രേണി, ചുമതലകൾ എന്നിവ പരിഗണിക്കുമ്പോൾ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയും വ്യത്യസ്തമാണ്. **നിലനിൽക്കുന്ന സ്പെഷ്യൽ റൂൾ അനുസരിച്ച് 59300-120900 ശമ്പള നിരക്കുള്ള അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് തസ്തികയിൽ നിന്നും 56500-118100 ശമ്പള നിരക്കുള്ള അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1 തസ്തികയിലേയ്ക്ക്**

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സ്ഥാനക്കയറ്റം നടത്തുമ്പോൾ ടി തസ്തികയിൽ സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരന് / ജീവനക്കാരിക്ക് ശമ്പള നഷ്ടം ഉണ്ടാകുന്ന സാഹചര്യമാണ് നിലവിലുള്ളത്.

ടി സാഹചര്യത്തിൽ വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-1, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ്-2 എന്നീ തസ്തികകളുടെ ശമ്പള നിരക്ക് 2019 ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശിപാർശ അനുസരിച്ച് Common Category-യിലെ അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയുടെ ശമ്പള നിരക്കിന് **(59300-120900)** സമാനമായി ഏകീകരിക്കുന്നതിനാവശ്യമായ ഭേദഗതി ഉണ്ടാകണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ശിവശങ്കരൻ. കെ.പി
അഡീഷണൽ ഡയറക്ടർ
ടെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

ഉള്ളടക്കം :- അനുബന്ധം. 1, 2, 3 എന്നിവ

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ഭരണഭാഷ - മാതൃഭാഷ
വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നം.DT/1136/2020-A7

ടെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൊഴിൽ ഭവൻ,
തിരുവനന്തപുരം.33
തീയതി :02/01/2022

ടെയിനിംഗ് ഡയറക്ടർ

പ്രിൻസിപ്പൽ സെക്രട്ടറി (പിആർസി)
ധനകാര്യ വകുപ്പ്,
ഗവ. സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം: വ്യാവസായിക പരിശീലന വകുപ്പ് - ടെയിനിംഗ് ഡയറക്ടറേറ്റ് - ജീവനക്കാര്യം - പതിനൊന്നാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ട് - വിവിധ തസ്തികകളിലെ ശമ്പള സ്കെയിലുകളിലെ അപാകത പരിഹരിക്കുന്നത് - സംബന്ധിച്ച്.

സൂചന:- ശ്രീ.മാധവൻ.പി.കെ, സ്പെഷ്യൽ ഓഫീസർ, ശ്രീ.ധർമരാജൻ.കെ.എസ്, അഡീഷണൽ സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ, എന്നിവരുടെ അപേക്ഷ

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GO (P) No.7/2016/Fin dated, 20.01.2016 നമ്പർ പത്താം ശമ്പള പരിഷ്കരണ ഉത്തരവ് (പേജ് നമ്പർ 236) പ്രകാരം ഈ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടർ / സ്പെഷ്യൽ ഓഫീസർ / അഡീഷണൽ സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ തസ്തികയിലുള്ള ജീവനക്കാരുടെ ശമ്പള സ്കെയിൽ 81000-117600 ആയി നിജപ്പെടുത്തിയിരുന്നു എങ്കിലും The present incumbents will be allowed personal scale of pay of 85000-117600 എന്ന പ്രത്യേക പരാമർശം ഉത്തരവിൽ ഉൾപ്പെടുത്തി 85000-117600 ശമ്പള സ്കെയിൽ തിട്ടപ്പെടുത്തി നൽകിയിരുന്നു. GO (P) No.27/2021/Fin dated, 10.02.2021 നമ്പർ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവ് പ്രകാരം (പേജ് നമ്പർ 191) 81000-117600 നു തുല്യമായ സ്കെയിൽ ആണ് അനുവദിച്ചിട്ടുള്ളത്. 85000-117600 ശമ്പള സ്കെയിലിനു തുല്യമായ സ്കെയിൽ ആയ 118100-163400 അനുവദിച്ചു ലഭിക്കുന്നതിനായി ശ്രീ.മാധവൻ.പി.കെ, സ്പെഷ്യൽ ഓഫീസർ, ശ്രീ.ധർമരാജൻ.കെ.എസ്, അഡീഷണൽ സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ, എന്നിവർ സമർപ്പിച്ചിട്ടുള്ള അപേക്ഷയും അനുബന്ധ രേഖകളും ഇതോടൊപ്പം അയയ്ക്കുന്നു. ശമ്പള സ്കെയിലിൽ നിലനിൽക്കുന്ന അപാകത പരിഹരിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

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ഈ വകുപ്പിലെ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗിന്റെ ശമ്പളം 55350-101400 എന്ന സ്കെയിലിന് അനുസൃതമായ പരിഷ്കരണം (77200-140500) എന്നാണ് പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശുപാർശ ചെയ്തിരുന്നത്. എന്നാൽ GO (P) No. 27/2021/Fin തീയതി 10.02.2021 ൽ ഇത് പരിഗണിക്കാതെ നിലവിലുണ്ടായിരുന്ന സ്കെയിലിനു (പ്രിൻസിപ്പാൾ ക്ലാസ് I സമാനമായ) അനുസൃതമായാണ് ശമ്പള പരിഷ്കരണം നടത്തിയിട്ടുള്ളത്. വ്യാവസായിക പരിശീലന വകുപ്പിന് കീഴിൽ 5 ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികകളാണ് നിലവിലുള്ളത്. ഈ തസ്തികയിൽ ചുമതല വഹിക്കുന്നവർ സർക്കാർ സ്വകാര്യ ഐടിഐകളിൽ ടെയിനിംഗ് സംബന്ധമായ പ്രവർത്തനങ്ങളുടെ മികവ സംബന്ധിച്ച് പരിശോധന നടത്തുകയും മെച്ചപ്പെട്ട പ്രവർത്തനങ്ങൾക്കായി റിപ്പോർട്ട് നൽകുകയും, ടെയിനികൾ, ജീവനക്കാർ, രക്ഷകർത്താക്കൾ എന്നിവർ നൽകുന്ന പരാതിയിൽ അന്വേഷണം നടത്തി റിപ്പോർട്ട് നൽകുന്ന ചുമതലയാണ് പ്രധാനമായും നിർവഹിക്കുന്നത്. നിലവിൽ പ്രിൻസിപ്പാൾ ക്ലാസ് I തസ്തികയുടെയും ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയുടെയും സ്കെയിൽ (63700-123700) ഒന്ന് തന്നെയാണ്. അധികാരം, ജോലികൾ എന്നിവ പരിഗണിച്ചാൽ പ്രിൻസിപ്പാൾ ക്ലാസ് I തസ്തികയും ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയും വ്യത്യസ്തമാണ്. ജില്ലാ ഓഫീസർമാരായ ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ് തസ്തികയിലുള്ള ഉദ്യോഗസ്ഥർക്ക് സ്ഥാപന മേധാവിയായ പ്രിൻസിപ്പാൾമാരുടെ ശമ്പള സ്കയിൽ അനുവദിക്കുന്നത് അനോമലിയാണ്. ആയതിനാൽ പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ ശുപാർശ ചെയ്ത പ്രകാരം ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗിനു (77200-140500) സ്കെയിൽ അനുവദിച്ചു നൽകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. സ്പെഷ്യൽ റൂളിൻറെ പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു.

വ്യാവസായിക പരിശീലന വകുപ്പിൽ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് II തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അഡ്മിനിസ്ട്രേറ്റിവ് അസിസ്റ്റന്റ്റ് തസ്തികയിലേക്കും ടി തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് I തസ്തികയിലേക്കും സ്ഥാനക്കയറ്റം നടത്തുന്നതിനാണ് നിലവിലെ ചട്ടങ്ങൾ വ്യവസ്ഥ ചെയ്യുന്നത്. ടി തസ്തികകൾ ഓരോന്ന് വീതമാണ് വകുപ്പിൽ അനുവദിച്ചിട്ടുള്ളത്. എന്നാൽ പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് I, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് II തസ്തികകൾ മെർജ് ചെയ്യുകയും ടി തസ്തികകളുടെ ശമ്പളം 40500-85000 ആയും അഡ്മിനിസ്ട്രേറ്റിവ് അസിസ്റ്റന്റ്റ്റെ ശമ്പളം 42500-87000 ആയും നിശ്ചയിച്ചു. ആയതു മൂലം ഫീഡർ കാറ്റഗറിയായ അഡ്മിനിസ്ട്രേറ്റിവ് അസിസ്റ്റന്റ്റെ ശമ്പളം പ്രൊമോഷൻ തസ്തികയായ അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് I റ്റെ ശമ്പളത്തേക്കാൾ മുകളിൽ ആകുകയും സ്ഥാനക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാർക്ക് ശമ്പളനഷ്ടം ഉണ്ടാകുന്ന സാഹചര്യം ഉണ്ടായി. ടി വിഷയം അനോമലി ആയി അറിയിച്ചിരുന്നുവെങ്കിലും അടുത്ത ശമ്പള കമ്മീഷൻ മുൻപാകെ വിഷയം ധരിപ്പിക്കാനാണ് സർക്കാർ നിർദ്ദേശം നൽകിയിരുന്നത്. നിലവിലെ ശമ്പള പരിഷ്കരണ ഉത്തരവിലും തൽ സ്ഥിതി തുടരുകയാണ്. അക്കൗണ്ട്സ് ഓഫീസർ തസ്തിക 2014 ശമ്പള പരിഷ്കരണത്തിന് മുൻപ് ഉണ്ടായിരുന്ന സ്ഥിതി

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I/166525/2021

തുടരുന്നതിനും അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് I, അക്കൗണ്ട്സ് ഓഫീസർ ഗ്രേഡ് II തസ്തികകൾക്ക് വെവ്വേറെ സ്കെയിൽ അനുവദിക്കണമെന്നും അഭ്യർത്ഥിക്കുന്നു . ടി തസ്തികകളുടെ സ്പെഷ്യൽ റൂൾസ് ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

വിശ്വസ്തതയോടെ

NEHAS M S, ADT DTTVPM, O/O
ADT DTTVPM

ഉള്ളടക്കം : മേൽപ്രകാരം

File No. DT/1136/2020-A7 (Computer No. 65937)

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കി1/37133/2014

വിഷയം- വ്യാപാരവ്യവഹാരങ്ങൾ -

രജിസ്ട്രേഷൻ പരിഷ്കരണ കമ്മീഷൻ
2014 - ചോദ്യാവലി തയ്യാറാക്കൽ.

സൂചന : ഉൽസവം

(1) 2014 രജിസ്ട്രേഷൻ പരിഷ്കരണ കമ്മീഷന്റെ ചോദ്യാവലി ഔദ്യോഗിക വെബ്സൈറ്റിൽ പ്രസിദ്ധീകരിച്ചിട്ടുണ്ട്. രജിസ്ട്രേഷന്റെ പശ്ചാത്തലം വിശദീകരിച്ചുകൊണ്ട് ഉത്തരവായിട്ടുണ്ട്. ടി ചോദ്യാവലി പൊതുജനങ്ങളിൽ നിന്നും ലഭിക്കുന്ന അഭിപ്രായങ്ങളിൽ നിന്നും വിവരങ്ങൾ ശേഖരിക്കുവാനാണ് ലക്ഷ്യമിടുന്നത്. ഡിപ്പാർട്ട്മെന്റ് തലത്തിൽ ഇതിന് എന്ത് ശ്രദ്ധിക്കേണ്ടതുണ്ടോ? നിർദ്ദേശങ്ങൾ ഉടൻ സമർപ്പിക്കണം.

NA
12/05/2014

(2) ടി വിജ്ഞാപനവുമായി ബന്ധപ്പെട്ട് ബന്ധപ്പെട്ടവരിൽ നിന്നും നോട്ട് ബന്ധപ്പെടുത്തി ലഭിച്ചശേഷം തുടർ നടപടികൾ സ്വീകരിക്കുക.

13/05/14
ADD

207

En/37133/2014

(3) 10-10 രൂപ പരിഷ്കരണ

കമ്മീഷന്റെ 4/8/2014 ലെ 77/XPRC/14

നമ്പർ കത്ത് കണ്ടതായും. കാരണങ്ങൾ

പ്രഗത്ഭാർത്ഥന ചോദ്യാവലിയും അയച്ചു

തന്നിട്ടുണ്ട്. ടി ചോദ്യാവലിയിൽ രേഖപ്പെ-

ടുത്തിയിരിക്കുന്നതിൽ ഉള്ള പ്രതിക്രമണങ്ങ-

ളും അഭിപ്രായങ്ങളും 31/8/2014 നകം

അയച്ചു തരുന്നതാണെന്നറിയിച്ചിട്ടുണ്ട്.

(4) ഗുമസ്തനാവശ്യ-2- ൽ

രേഖപ്പെടുത്തിയിരിക്കുന്ന വിവരങ്ങൾ

ബന്ധപ്പെട്ട Section-നെക്കുറിച്ച് നിന്നും ശ

രേഖപ്പെടുത്തിയതാണ്. അതുകൊണ്ട് ടി ബന്ധപ്പെട്ട

എല്ലാ Section ഓഫീസ് മേധാവികളും സർക്കുലേറ്റ്

ചെയ്ത് 1/8/2014 നുള്ള വിവരങ്ങൾ രേഖപ്പെടു-

ത്തിയത്. കൂടുതൽ വർക്കുകൾ ആവശ്യമില്ല.

(5) കൂടാതെ ടി ചോദ്യാവലി

സ്ഥാപനങ്ങൾക്കെതിരെ കോടതിയലക്ഷ്യ

P49 of clf

AT/കോടതി/2014

(3)

[illegible] ചെയ്യുന്നതിനുള്ള [illegible]
യോഗം വിളിക്കുന്നതിന് ചീഫ് എഞ്ചിനീയർക്കും
ആവശ്യമാണെങ്കിൽ ബന്ധപ്പെട്ടവരുടെ
നിയമിക്കുന്നതിനായി ഫയൽ സമർപ്പിക്കുന്നു.

14/8/14

(6) 10-00 മണിക്ക് ചേർന്ന നിയമസഭാ 4/8/14 ന്റെ നക്ഷത്രചിഹ്നമിടാത്ത 77/XPRC/2014 നമ്പരായി ഉത്തരം നൽകുന്നതിനുള്ള ചോദ്യത്തിനോടനുബന്ധിച്ച് ഉന്നയിച്ചിട്ടുള്ള നിർദ്ദേശങ്ങളും, അനുബന്ധമായി രേഖപ്പെടുത്തിയ നൽകേണ്ടതുള്ളതിനാൽ ഉദ്യോഗസ്ഥർക്കും പ്രിൻസിപ്പൽ ഓഫീസിനും അയയ്ക്കുന്നതിനും ആവശ്യമായ നടപടികൾ സ്വീകരിക്കുന്നതിനാണ് നിർദ്ദേശിച്ചിട്ടുള്ളത്. ഉദ്യോഗസ്ഥർക്കും പ്രിൻസിപ്പൽ ഓഫീസിനും അയയ്ക്കുന്നതിനുള്ള ചോദ്യങ്ങൾ ഇതുവരെ ലഭ്യമായിട്ടില്ലെന്നും ഇതിനായി നിയമസഭാ സമ്മേളനം ചേരുന്നതിന് മുമ്പായി ഒരു സപ്ലിമെന്ററി ലിസ്റ്റ് തയ്യാറാക്കുന്നതിനാണ് നിർദ്ദേശിച്ചിട്ടുള്ളതെന്നും അറിയിച്ചിട്ടുണ്ട്.

14/8/14
JS(A)

JDT

(7) ഇത് വെബ്സൈറ്റിൽ ഉൾപ്പെടുത്തിയിട്ടുണ്ടോ?

JS(A)

14/8/14

(8) ഈ ഫയലിലുള്ള ബന്ധപ്പെട്ട വകുപ്പുകളുടെ നിർദ്ദേശം പ്രതീക്ഷിച്ച് നടപടി സ്വീകരിക്കാം.

Prepare another Statement

JDT

14/8/14
(8)

JS(A)

(4) A1/3718/2014

9 നിർദ്ദേശങ്ങൾ ചുരുക്കിയിട്ടു
ണ്ട് കൂടുതൽ വിശദീകരണത്തിനായി
ബന്ധപ്പെടുക.

14/8/2014 14/8/14 DDI 14/8/14

(10) ടി ചോദ്യാവലിയുടെ രണ്ടുഭാഗങ്ങളും
നിർദ്ദേശങ്ങളും ശ്രദ്ധിച്ചു വരുപടി
ന്നുണ്ടാകുന്നതിൽ ഓഫീസർമാരുടെ
ഭാഗത്തുനിന്ന് ഉചിതമായിരിക്കും
നിർദ്ദേശത്തിനെ ഉത്തരവിനായി
ഉടൻ ബന്ധപ്പെടുക.

14/8/14 (11) X-10 ബോർഡിലുള്ള ബന്ധപ്പെട്ട
രേഖകളിൽ വിവരങ്ങൾ തെറ്റില്ലാതെ രേഖപ്പെടു
ത്തുന്നതിന് ഉദ്യോഗസ്ഥർ വളരെ ശ്രദ്ധിക്കുക
യും ചെയ്യുന്നുണ്ടെങ്കിലും ഇടയ്ക്കിടെ തെറ്റുകൾ
കടന്നുകൂടുന്നതായി കാണുന്നു. ഇത് ഒഴിവാക്കുന്നതിന്
വളരെ ശ്രദ്ധിക്കുന്നതിനായി ഉദ്യോഗസ്ഥർക്ക്
നൽകുന്നതിലേക്കായി ബന്ധപ്പെട്ട ഉദ്യോഗസ്ഥരുടെ
ഒരു യോഗം വിളിച്ചു ചേർക്കുന്നതിന് നിർദ്ദേശം
ഉചിതമായിരിക്കും. ഉത്തരവിനുള്ള
നിർദ്ദേശങ്ങൾ ചേർക്കുന്നു.

14/8/14 18/8 14/8/14 DDI/ATO/SO(G)/ADI/DI 18/8

B. SREEKUMAR
ADDL. DIRECTOR OF TRAINING

A. SHAINAMOL IAS

DE & T Received on... 18/08

A7/37138/14

(12) ബഹുമാനപ്പെട്ട ഡയറക്ടറുടെ ഇ.എ ബ്രാഞ്ചിലെ നിർദ്ദേശമനുസരണമായ തോമസ് കുട്ടനാടിന്റെ അപേക്ഷയുടെ തീയതി രേഖപ്പെടുത്തുന്നതിനായി വയൽ രേഖപ്പെടുത്തുന്നു.

19/8/14

19/8/14 ഒപ്പ്

JDT/ADT/DT

JDT Received on 19/8/14

(13) 27th Sat 11.30 to Wed.

ADT Received on 21/8/14

DE & T Received on 21/8/14

(13) S വിവരം ഫിഷറീസ് ഓഫീസർമാരെ നേരിട്ടും രേഖാമൂലവും അറിയിക്കുന്നതാണ്. കൂടാതെ അപേക്ഷകരുടെ മുൻപിൽ വച്ചും പ്രാധാന്യമുണ്ട്.

22/8/14

22/8/14 ഒപ്പ്

ADT Received on 22/8/14

ADT

(14) ചന്തം പ്രദേശ് ചരിത്രത്തെ സമുദായിക സംഘർഷത്തിന്റെ ഒരു ചോദ്യാവലിക്ക് ഉചിതമായ മറുപടി നൽകുന്നതാണ്. ഈ മേഖലയിലെ ഉദ്യോഗസ്ഥർക്കും ഓഫീസർമാർക്കും സൂപ്രണ്ടുമാർക്കും ചോദ്യാവലി.

6 ന്യൂ/3/133/2014

ആരോ ചികിത്സ നല്കുന്നതിനായ
27.8.2014 രാവിലെ 11.30 ന് D.T. ഓഫീ
ക്യാമ്പിൽ നടക്കുന്ന കോഴ്സിൽ
പങ്കെടുക്കുന്നതിനായ് ഇങ്ങനെ നല്കുന്നു
ന്നതാണ്.

26/8/14

(15) ക്ലീൻ സിറ്റി മാനേജർ ചുമതലയിലുള്ള
ഫോട്ടോഗ്രാഫർ തസ്തികയിലേക്ക്
ഇൻറർവ്യൂവിന് ഹാജരാകുന്നതിന്
27/8/14 ന് സമൻസ് നൽകി.

26/8/14
ജൂ(A)

(16) ചെറുമനാംപ്പടി ഡയാലിസിസ് സെന്ററിൽ
ഡിപ്പാർട്ടുമെന്റിൽ ഉൾപ്പെട്ട
ജീവനക്കാരുടെ 11.30 മണിയോടുകൂടി
ഹാജരാക്കുന്നതിനും വിവരം
ഹാജരാക്കുന്നതിനും ചോദ്യാവലി
നിർദ്ദേശങ്ങൾ ഇതിനോടൊപ്പം ചേർത്തിട്ടുണ്ട്.
ഇതിനായി ചോദ്യാവലി തയ്യാറാക്കുന്നതിനുള്ള
തീയതി 30/08/2014 ന് നൽകേണ്ടതിന്
പകരം 01/09/2014 വരെ നീട്ടിയിരിക്കുന്നു.

17) ടി ലോഹചലനത്തിൽ വ്യക്തമായ റിപ്പോർട്ടിൽ ലഭ്യമായതിനെപ്പറ്റി യോഗം ചർച്ചചെയ്തിരിക്കുന്നു. ചിത്രം. പരമാർ ഉത്തരവിടുന്നു)

NH
27/8/14

(18) $\bar{X}$-10 ഗണിതശാസ്ത്രത്തിൽ ഉന്നതപഠനം ലക്ഷ്യമിടുന്ന വിദ്യാർത്ഥികൾക്കായി സംഘടിപ്പിക്കുന്ന വിജ്ഞാനോത്സവത്തിനായി ഉയർന്ന ഇടുക്കുകളുടെ ഒരു യോഗം 27/8/2014 ന് രാവിലെ 10 മണിക്ക് ചേരുന്നതാണ്. ഈ യോഗത്തിൽ പങ്കെടുക്കുന്നതിനായി ഓരോ വിദ്യാലയത്തിൽ നിന്നും രണ്ട് പ്രതിനിധികൾ വീതം പങ്കെടുക്കുന്നതാണ്. ഗണിതശാസ്ത്രത്തിൽ താൽപര്യമുള്ള വിദ്യാർത്ഥികളുടെ പേരുവിവരങ്ങൾ പ്രധാനാധ്യാപകർ തയ്യാറാക്കി യോഗത്തിൽ ഹാജരാക്കേണ്ടതാണ്. ഈ യോഗത്തിൽ പങ്കെടുക്കുന്നതിനായി ഓരോ വിദ്യാലയത്തിൽ നിന്നും രണ്ട് പ്രതിനിധികൾ വീതം പങ്കെടുക്കുന്നതാണ്. ഗണിതശാസ്ത്രത്തിൽ താൽപര്യമുള്ള വിദ്യാർത്ഥികളുടെ പേരുവിവരങ്ങൾ പ്രധാനാധ്യാപകർ തയ്യാറാക്കി യോഗത്തിൽ ഹാജരാക്കേണ്ടതാണ്. 31/8/2014-ന് നടക്കുന്ന 29/9/14 വരെ നടത്തുന്നതിനുള്ള നിർദ്ദേശങ്ങൾ സമർപ്പിക്കുന്നതിന് 10/9/2014 വരെ സമയം നൽകുന്നു. കൂടുതൽ വിവരങ്ങൾക്ക് ഡയറക്ടറുടെ ഓഫീസുമായി ബന്ധപ്പെടുക. നിലവിലുള്ള വിവരം ഉൾപ്പെടുത്തി ഉത്തരവിടുന്നു.

27/8/14
ഡിഡി

ഡിഡി/ഡിഇഒ/01

29/08/14

put up accordingly

(19) 14/8/2014 ലെ ഫോറിൻ കമ്പനിയുടെ കത്ത് കാണുക (No: 77/XPRC/14)

0,000. GPM. © Govt. of Kerala.

(8) A1/37133/14

(20) ടിക്കിൽ കമ്മിഷൻ
പുതുക്കിയ വിവരങ്ങൾ യഥാസമയം നൽകുന്നതി
ലേക്കായി ഈ ഓഫീസിലെ ഔദ്യോഗിക
ഒരു ഓഫീസറെ നോഡൽ ഓഫീസറായി
നിയമിക്കുക, ടിയാന്റെ പേര്, തസ്തിക
ടെലഫോൺ നമ്പർ, ഇ-മെയിൽ ഐഡി എന്നിവ നൽകുക
എന്നത് ആവശ്യപ്പെടുന്നുണ്ട്. നിർദ്ദേശങ്ങൾക്ക്
വിധേയമായി സമർപ്പിക്കുന്നു.

NP
16/9/14

(21) FF/XPRC/2014 നമ്പരായി 14/8/2014
തീയതിയിലെ Member Secretary Pay Revision
Committee യുടെ കത്ത് ഇതോടൊപ്പം. ഇതിൽ നിർദ്ദേശി-
ച്ചിട്ടുള്ളതുപോലെ ഒരു നോഡൽ ഓഫീസറെ
നിയോഗിക്കേണ്ടതുണ്ട്. ഈ ആവശ്യത്തിലേ
ക്കായി ബഹുമാനപ്പെട്ട ഡയറക്ടർ ഓഫ് ഇന്റേണൽ
ഓഡിറ്റ് ഓഫീസിലെ ഓഫീസറെ നിയോഗിക്കാവുന്നതാണ്. ഇതനുസരിച്ച്.

DDT/FO/ADT/DT

16/9/14
SO(A)

12/9/14
Sunil Jacob
VD Training

22) May be approved

18/09
ADT

16/9/14

DT

23.9

DT received on 16/9/14.

A. SHAINAMOL IAS
DIRECTOR OF EMPLOYMENT & TRAINING
THIRUVANANTHAPURAM.

A1/37133/14

(9)

(3) 10-ാം ക്ലാസ് കഴിഞ്ഞ് തുടർന്ന് പഠിക്കുന്നതിനുള്ള ഫീസാനുകൂല്യം ലഭിക്കുന്നതിനുള്ള രേഖകൾ ഹാജരാക്കുന്നതിന് ഉത്തരവായ സാഹചര്യത്തിൽ ഈ ഉത്തരവിന്റെ അടിസ്ഥാനത്തിൽ ഉചിതമായ നടപടി സ്വീകരിക്കുക.

23/9/14 (24) 10-ാം ക്ലാസ്സിനുശേഷം തുടർന്ന് പഠിക്കുന്നതിന് ആനുകൂല്യത്തിന് വർഗ്ഗീയ ന്യൂനപക്ഷങ്ങളുടെ വിഭാഗങ്ങൾ നോക്കുന്നത് ആരാണ്, ആനുകൂല്യം ലഭിച്ചതിനുശേഷം ലഭിക്കുന്ന ചെലവിനുള്ള തുകയിൽ വിനിയോഗിക്കുന്നത് ആരെല്ലാം വരെ- ഓരോ ആനുകൂല്യത്തിനായി നൽകുന്നു.

20/11/14 ജ(A)

25/11/14 ടി.എ / ടി.എ / ഡി

(25) ഉചിതമ്പ് നടപടി സ്വീകരിക്കുന്നതിനായി

24/11/14

25/9

(22)

25/11/14

ADT/DE

25.9

ADDL. DIRECTOR
Dr. A. SHAHAMOL, IAS
DIRECTOR OF EMPLOYMENT & TRAINING
THIRUVANANTHAPURAM

ADT Received on 24/9

(10)

A1/37133/2014

Gr.No: 77/TPRC/2014 dated 5/9/2014 of Member Secretary 7th pay Revision Commission.

Submission of Sri. P. Raju, Assistant Director.

(27) 10-ാം ശമ്പള കമ്മീഷന്റെ കാര്യപരിധിയിൽ താങ്കൾ പരിശോധിക്കുന്ന വിവരങ്ങൾ രേഖപ്പെടുത്തുക.

(1) 2nd Cadre of the post in your department

(2) Details of authorised service organisations concerning the department

(28) 2-ാം നമ്പർ വിവരം ഈ Section നിലെ Special Rule-ന്റെ പരിധിയിൽ വരുമോ. ഈ വിവരം രേഖപ്പെടുത്തുന്നതിനായി പരിശോധിച്ച് ഈ Section ൽ നൽകുക.

(29) ശ്രീ. P. രാജു Assistant Director-ന്റെ നിയമനം ക്രമമായിരുന്നു. ടി appointment 10-ാം ശമ്പള കമ്മീഷനിൽ ഉൾപ്പെടുത്തുന്നതിന്. ഈ Seat-ൽ നിന്നും ടി വിവരം ലഭ്യമാക്കിയതിനുശേഷം ടി രേഖ ഒന്നിച്ച് ഉൾപ്പെടുത്തുക. ഉത്തരവിനായി

7/10/14

7/10/14

JD

A1/3716/2014

(ii)

(32) Member Secretary ആവശ്യപ്പെടുന്നിടത്തോളം ഇ.പി. താങ്കളുടെ അപേക്ഷയുടെ കോപ്പി കൊടുക്കാം. തീരുമാനിക്കുക.

Sunil Jacob
JD Training

A2/01.

(33) നിർദ്ദേശാനുസരണം കേസ് കൈമാറുന്നതിനായി ലോൺ പി.

7/10/14

7/10/14

7/10/14

(34) പി. ഗുണന്റെ അപേക്ഷ-ഗൗരവം.

ADT

DT

(35) ശ്രീ. പി. രാജൻ, Assistant Director നൽകിയ അപേക്ഷ കാണുന്നതാപ്പോൾ ഉടമക്ക് ചെയ്തിരിക്കുന്നത് കണ്ടാലും. കേസ് കൈമാറിയാലും.

Page (A)

10/10

10/10/2014

ADT/DT.

(12) A1/37133/2014

Lr. No: 29254/C1/2014/തൊഴിൽ
തീ. 13/10/2014 of Secretary Labour (C)
Dept: TM

(അ) കേരള ഐ.ടി.ഐ
ടീച്ചിംഗ് സ്റ്റാഫ് അസോസിയേഷൻ
7/08/2014-ൽ ബഹു: മുഖ്യമന്ത്രിക്ക്
സമർപ്പിച്ച നിവേദനത്തിൽ
ഐ.ടി.ഐ ഇൻസ്ട്രക്ടർമാരുടെ
ശമ്പളവും, തസ്തിക പേരുമടക്കം
പുതുക്കിനിശ്ചയിക്കുന്നത് സംബന്ധിച്ച്
സർക്കാർ റിപ്പോർട്ട് ആവശ്യപ്പെട്ടി
രിക്കുന്നു.

(ആ) ഡയറക്ടർ ജനറൽ ഓഫ്
ഫാക്ടറീസ് & ബോയിലേഴ്സിന്റെ
DGFET 19(4)2011 cd-pt. 17/1/2013/194/
2013/25.06.2013 നമ്പർ തീരു
പ്രകാരം ഐ.ടി.ഐകളിലെ
നിലവിലുള്ള ട്രേഡുകൾ പരിഷ്കരി
ക്കുന്നതും 2013 ആഗസ്റ്റ് 1 മുതൽ
പുതിയ ഐ.ടി.ഐകളിലും ഈയിന
ത്തിലുള്ള ട്രേഡുകൾ അനുവദിക്കുന്നതും
പരിഗണിക്കുന്നതും
ബന്ധപ്പെട്ടുള്ളതുമായ ഇൻസ്ട്രക്ടർ
മാരുടെ പ്രവേശനയോഗ്യത മാർഗ

A1/37133/14

(13)

വസ്തുതകളും ചേർത്തുവെക്കുന്നതാണ്,
Junior Instructorുടെ ശമ്പള സ്കെയിൽ
13900-60600 ഗ്രേഡ് പേ 4200 ആണ്
ഇതിൽ ചേർത്തു നിശ്ചയിക്കുന്നതാണ്,
DGET പുതുതായി Junior Instructors-ന്റെ
പേര് മാറ്റി നൽകുകയും പേര്
"Vocational Instructor" എന്നാണെങ്കിൽ
തുല്യതയിൽ ഉള്ള ചേർത്തല ITIയിലെ
ഈ തസ്തിക ലയിപ്പിച്ചിരിക്കുന്നു. ഇതിനെ
ഉപയോഗപ്പെടുത്തി സ്റ്റേറ്റുകൾ തോറും
ഈ പേര് മാറ്റി നൽകുന്നു.

(36) 5) ആവശ്യത്തിൽ വർക്കല
ലേക്ക് ട്രേഡ്സ്മാൻ ലയിപ്പിക്കുന്നതിന്
തുടർന്നുള്ള നടപടി സ്വീകരിക്കുന്നതിനായി
ഫയൽ സമർപ്പിക്കുന്നു.

Jr. ന്റെ ലീവ്
1/12 to 3/12

4/12/14
ജനറൽ

6/12/14

4/12/14

4/12/14

JDI

(37) ഇതിൽ രണ്ടു വർഷത്തിനുശേഷമാണ് ഇപ്പോൾ ഒരു തസ്തിക ഉണ്ടാക്കിയിരിക്കുന്നത്. ഇതിൽ എന്തെങ്കിലും വസ്തുതകൾ രേഖപ്പെടുത്തിയിട്ടുണ്ടോ എന്നതിലേക്കായിരുന്നു ഞാൻ ശ്രദ്ധിച്ചിരുന്നത്. ഇപ്പോൾ ഇതിൽ ഒന്നും കാണുന്നില്ല. ഇതിനെ ഒഴിവാക്കി ഫയൽ തിരിച്ചയക്കുന്നതാണ്.

4/12/14

Sunil Joseph
JTI Training

(14) എ/37133/2014

(38) ഏറ്റവും ഫോർവേഡുടെ രണ്ടു വർഷം കൂടുമ്പോൾ ബന്ധപ്പെട്ട ഓഫീസർ 10-20 രണ്ടു കമ്പിപിൻ വീതം ഒടിച്ചുകൊടുക്കണം. 5) ഓഫീസർ രണ്ടു കമ്പിപിൻ വീതം ഒടിച്ചുകൊടുക്കാവുന്നതാണ്. കമ്പ് കണക്ക് രജിസ്റ്റർ ചെയ്തിരിക്കുന്നതിനായി സമർപ്പിക്കുന്നു.

Rejected on 28/12/14

11/12/14

(39) ഈ ഓർഡറിന്റെ പകർപ്പ് ഞങ്ങൾക്കുള്ളത് എന്തിനാണ് എന്ന് അറിയിക്കുമോ?

5/1/2015

ADT Received on 6/1/15

(40) Through FO

6/1/15

7/1/15

7/1/15

(41) പുതിയ F.O ക്കുള്ള ക്ലാസ്സാണോ?

Sir: please speak

8/1/15

13/1/15

8/1/15

FO/ADT

Spoken

17/1/15

(42) Process as per discussion

17/1/15

(43) ജനുവരി 2015 മാസത്തെ ശമ്പളവർദ്ധനവ് മറ്റ് ബന്ധപ്പെട്ട ഉപകാരം 10.30 മണിക്ക് കമ്മീഷൻ അറിയുന്നതിനുള്ള വിവരം സർക്കാരിനെ അറിയിക്കുന്നതാണ്. കാര്യങ്ങൾ അറിയിക്കാൻ വിജ്ഞാപനമായി ബോധിപ്പിക്കുന്നു.

19/1/15 15/1/15 JDT

Lr.No: 329/TPRC-A1/2015 dated 13/4/15 of the Member Secretary 10th pay Revision Commission-2014

p.26 dclf

(44) 24/4/2015 10.15 am ന് ചെന്നൈയിൽ കമ്മീഷൻ ഓഫീസിൽ വെച്ച് ചർച്ച നടത്തുന്നതിൽ Head of Dept: നെ കാണിച്ചിരിക്കുന്നു.

(45) ടി ചർച്ചയിൽ പങ്കെടുക്കുന്നതിന് ഈ ഓഫീസിൽ നിന്നും ഉദ്യോഗസ്ഥരുടെ പേര് വിവരം രേഖപ്പെടുത്തിയിട്ടുണ്ട്.

22/4/15 22/4/15 on duty AAO/ADT/ADT/DT

AUT Received on 22/4

16 A7/3T/33/14

(46) ചട്ടവിൽ പോരുത്തത്തിൽ വരുത്തിൽ നിന്നും JDT, ADO എന്നിവരെ ഒഴിവാക്കുന്നതാണ്.

22/04/15

DE & T Received on 22/4

(47) Enquire whether the ADO need to participate.

23.4

(48) ഉ.ഫ. പ്രകാരമുള്ള 47-ാമത്തെ സമ്പൂർണ്ണ - വരുടെ സീനിയോറിറ്റി Reg. Commission-ൽ അടുത്തുവരുന്നു. ഡിപ്പാർട്ടുമെന്റിൽ നിലവിലുള്ള പോരുത്തക്കേടുകൾ പരിഹരിക്കുന്നതിനും സൗകര്യപ്രദമാണ്.

29/4/15 (A).

(O/D) ADO JDT/ADT/DT

23/4/15

ADT Received on 23/4

23.4

(49) നാം 24.4.15 ന് meeting നടന്നു.

Ao II/AA/Ao I നിലവിലുള്ളവരുടെ Spl Rule. സമിതം ഈ തസ്തികയുടെ പ്രത്യേക Scale of Pay നിലവിലുള്ളതിനാൽ Reg. Comm. ൽ ഇത് ഉൾപ്പെടുത്തുക. 2nd I.T. Post ന്റെ നിലവിലുള്ള Spl Rule അനുസരിച്ച് പ്രത്യേക Scale ൽ Direct ആയി നിയമനം നടത്തുക.

17 207/37133/14

Ratio ൽവരുന്ന posts കളുടെ വിവരങ്ങൾ Pay Commission ന് Share ചെയ്തത് speed up. Action Today

24/4
ADO

55 (A)

50) നിർദ്ദേശാനുസരണം 10.30 ശമ്പള കമ്മീഷൻ മെമ്പർ സെക്രട്ടറിക്ക് അയയ്ക്കുന്ന ഉപചർച്ച കത്തിന്റെ കരട് അഭിപ്രായത്തിനായി സമർപ്പിക്കുന്നു.

24/4/15
24/4/15 (ORIG)
24/4/15 ADO

Ref. Note dated 20/04/2015 of Member Secretary 7th pay Revision Commission.

(51) 9-30 ശമ്പള കമ്മീഷനുമായി ജീവനക്കാർക്ക് ഏതൊക്കെയും allowance അനുവദിച്ചിട്ടുണ്ടെങ്കിൽ അതിന്റെ G.O സഹിതം അയയ്ക്കുക, 5) pay revision ൽ ഏതൊക്കെയും allowance ഉൾപ്പെടുത്തിയതിനുള്ള കാരണം അറിയുന്നതിലായി

നൽകുവാൻ ആവശ്യപ്പെടുന്നു.

52) ശ്രീ.പി കുഞ്ഞിമോൻ ഉൾപ്പെടെയുള്ള ജീവനക്കാർക്ക് allowance അനുവദിച്ചുനൽകിയിട്ടുണ്ടോ. നിലവിലുള്ള നിരക്കുകൾ വിവരം ചുവടെ ചേർക്കുന്നു.

(I) Compensatory allowance

1) Drivers in ITI's — 230
2) part time Medical officer - 200
3) A.H.S - ITI Kozhikode — 80
4) Group Is. (Foreman ITI Kalamassery — 80
5) Clerk, ITI Kalamassery Kozhikode and, TVM — 70
6) Office attendant - ITI KLY, Kozhikode, TVM — 50

II Special allowance

pols ITI Kalamassery, Kozhikod and Thiruvananthapuram. 110

Staff in the examination wing of Directorate
pay range ₹.9690 and above 170
" below ₹.9190 140

pay range between ₹.8730/- and ₹.9189/- } – ₹.110/-

pay range below ₹.8730/- – ₹.100/-

(53) 5) allowance കുറഞ്ഞ് നിലവിൽ അനുവദിച്ചുകൊണ്ടിരിക്കുന്നത് മെഡിക്കൽ അലവൻസ് കാരണത്തെ കമ്മീഷണറുടെ ശുപാർശപ്രകാരം സ്ഥാപിക്കുന്നു.

NA 27/4/15

27/4/15 (AA)

(54) പ്രത്യേക വൈദ്യപരിചരണം ആവശ്യമായ അർബുദ രോഗികളുടെ നിലവിലെ അലവൻസിൽ നിന്നും വർദ്ധിപ്പിച്ച് ഒരു പുതിയ അലവൻസ് ഏർപ്പെടുത്തിയിരിക്കുന്നു.

(55) ഈ വകുപ്പിലെ ജീവനക്കാരുടെ നിലവിലെ അലവൻസുകളും ശമ്പള സ്കെയിലുകളും പുതിയ ശമ്പളപരിഷ്കരണ ഉത്തരവിലൂടെ പുനർനിശ്ചയിക്കുന്നു. ടി പട്ടിക

P.1P

പിഴവുകൾ ഉണ്ടെങ്കിൽ തെളിവ് ലഭിച്ച 2015 ഡിസം 27-ാം തീയതിക്കകം കമ്മീഷന്റെ ശ്രദ്ധയിൽപ്പെടുത്താൻ നിർദ്ദേശിച്ചിരുന്നു.

"(56) ടി പട്ടിക പരിശോധിച്ചതിൽ Assistant State project Director" എന്നത് ഉൾപ്പെടുത്തി കാണുന്നില്ല. ബാക്കി വിവരങ്ങൾ ശരിയാണെന്ന് കാണുന്നു. പരാതിക്കാരന് കമ്മീഷനിൽ ബോധിപ്പിക്കാം.

NA 15/5/15 (57) വിവരാവകാശ മറുപടിയിൽ ASPD തസ്തിക സൃഷ്ടിക്കപ്പെട്ടതായി സർക്കാർ രേഖകളിൽ കാണുന്നില്ല എന്നാണ് അറിയിച്ചിട്ടുള്ളത്.

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15/5/15

(58) ASPDT തസ്തിക സൃഷ്ടിച്ചു കൊണ്ട് സർക്കാർ ഉത്തരവ് (G.O(Ms)No/ LBR dated 12/8/2010) പ്രകാരമുള്ള പട്ടിക ഒഴിവാക്കി ശമ്പള കമ്മീഷൻ വെട്ടിക്കുറച്ചു കൊണ്ടുള്ള കമ്മീഷന്റെ കത്ത് രേഖപ്പെടുത്തിയതും.

NA 15/5/15

215/15

200

(5) പേരിവിധാൻ കമ്മീഷൻ കെഴിലിൽ നിന്നും താഴെപറയുന്ന തസ്തികയിലുള്ള ഉദ്യോഗസ്ഥൻമാരുടെ പ്രത്യേകശമ്പളം അനുവദിച്ചുകൊണ്ടുള്ള വിവരം അറിയിച്ചതിനോടൊപ്പം ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമാക്കുവാൻ ആവശ്യപ്പെട്ടിരിക്കുന്നു.

1. Cashier - special allowance
2) peon on treasury duty "
3) Administrative officer.

(6) 5) വിവരങ്ങൾ ഉൾപ്പെടുത്തിയുള്ള കത്തിന്റെ കരട് അയയ്ക്കുക.

02/6/15

2/6/15

(7) എ3/3605/2016 നമ്പർ 17-2-2016 ലെ അണ്ടർസെക്രട്ടറിയുടെ കത്തും അതിനോടൊപ്പം ചേർത്തിരിക്കുന്ന ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ നാലു പകർപ്പുകളും ഇതോടൊപ്പം കാണുന്നു

A-/37133/14

a) ടി ഉത്തരവിൽ വ്യാഖ്യാനം, ചുരുക്കം സ്പിച്ചർ തസ്തികകൾ Common Category യിലോ വകുപ്പിലെ തസ്തികകളുടെ വിശദാംശങ്ങൾ ചേർത്തിരിക്കുന്നതായി ഉൾപ്പെടുത്തിട്ടില്ല.

b) എൻ.സി.ടെസ്റ്റ് കിച്ചർമാർക്കു 1:1 വ്യക്തമായ ratio നിശ്ചയിക്കാൻ കമ്മീഷൻ ഉത്തരവായിരുന്നു. എന്നാൽ നിശ്ചയിച്ചിട്ടില്ല

c) AO I, AO II / AA തസ്തികകൾക്ക് ഒരേ നിലവിൽ ഒരേ ശമ്പളമാണുള്ളതെന്നാൽ Pay Revision ഉത്തരവിനു AA ക്ക് കൂടുതലും AO II, AO I തസ്തികകൾക്ക് കുറവും ശമ്പളമാണ്.

d) Common Category യിൽ വരുന്ന SA. 70, SA. AO തസ്തികകൾക്ക് സൊസൈറ്റി സെക്രട്ടറി നാല് നിരക്ക് നിശ്ചയിച്ചിട്ടുള്ളത്. എന്നാൽ ടി തസ്തികയുടെ ശമ്പള സ്കെയിൽ സൊസൈറ്റി സെക്രട്ടറി സ്കെയിലിൽ നിന്നും കുറഞ്ഞാണ് വന്നിട്ടുള്ളത്

മേൽ വിവരിച്ച അപാകതകൾ പരിഹരിക്കണമെന്നറിയിച്ചുകൊണ്ട് ശമ്പള കമ്മീഷൻ സെക്രട്ടറി-

20-1/37133/14

[illegible] കാന്റീൻ കാര്യം [illegible] കാന്റീനായി

[illegible]

22/2/16 (62) [illegible] [illegible] [illegible]

[illegible] [illegible] [illegible]

Retype
1/3/16

1/3/2016

A1/3/16 H00/HDT/DT

(63) [illegible] Dept. ലെ ചെയ്യ

Category യിലെയ് [illegible]

ഗസറ്റഡ് പദവിയ്ക്കും മേലുള്ള

[illegible] Technical ലെയ്ക്കോ

Non Technical ലെയ്ക്കോ?

(64) ഈ Category യുടെയും അതിനു മേലുള്ള

[illegible] [illegible] [illegible] [illegible]

[illegible] [illegible] [illegible] [illegible]

[illegible] [illegible] [illegible] [illegible]

A7/37133/14

(66) NF 21ൽ pay revision ന്റെ Nodal officer ആയി JDT യെ നിശ്ചയിച്ചിരുന്നു. എന്നാൽ ചിലപ്പോൾ JDT യുടെ പരിധിയിൽ ആണ് ചെയ്തിരുന്നത്. എന്നാൽ NF 62 JDT കാണാതെ നേരിട്ട് ADO യും ADT മാർക്ക് നൽകിയതെന്താണെന്ന് മനസിലാകുന്നില്ല. Please explain.

A2/Sc (A)

(67) ഉ.ഫ വ്യവസ്ഥ 66 ലെ സൂ: J.D.T യുടെ ചുമതലയിൽ. Pay revision നുമായി ബന്ധപ്പെട്ട് രൂപീകരിച്ച Nodal officer ആയി JDT യെയാണ് നിയോഗിച്ചിട്ടുള്ളത്. അതിനാൽ ചില വിവരങ്ങൾ HDO/JDT/ADT/DT യിലാണ് D.T ക്ക് ലഭിക്കുന്നത്. എന്നാൽ മേൽപറഞ്ഞ ഉ.ഫ.വ്യവസ്ഥ 62 ലെ തിരുത്തലിനായി സമർപ്പിക്കുമ്പോൾ HDO/JDT/ADT/DT എന്നതിനു പകരം HDO/ADT/DT എന്നായിരുന്നു രേഖപ്പെടുത്തിയത്. അബദ്ധവശാൽ ഉണ്ടായ ചില പിശകുകൾ മേലധികാരിയുടെ ശ്രദ്ധയിൽപ്പെടുത്തിയതിനാൽ തിരുത്തുകയാണുണ്ടായത്.

9/3/16
HDO
11/3/16

JDT

(68) ADT ADT തസ്തികയിലെ ആരെങ്കിലും ചുമതലപ്പെടുത്തുന്നതിനു പകരം Payrevision Cell ന്റെ ചുമതലയുള്ള JDT യെ തന്നെ ചുമതലപ്പെടുത്തിയത്.

11/3/16

(a) വകുപ്പിലെ ഡ്രൈവിംഗ് സ്കൂൾ ഇൻസ്ട്രക്ടർ തസ്തികയിൽ 44640-58640 രൂപ നിരക്കിൽ ശമ്പളം പറ്റിക്കൊണ്ടിരിക്കുന്ന ഞാൻ ഇതേ തസ്തികയിൽ തന്നെ 81000-117600 രൂപ ശമ്പള സ്കെയിലിൽ നിയമിക്കപ്പെടുന്നതിനുള്ള അർഹതയുള്ളതായി കരുതുന്നു. എന്നാൽ ഇപ്പോൾ 85000-117600 രൂപ ശമ്പള സ്കെയിലിൽ ജോലി ചെയ്തുവരുന്നു.

b) വകുപ്പിലെ ഡ്രൈവിംഗ് സ്കൂൾ ഇൻസ്ട്രക്ടർമാരുടെ സീനിയോറിറ്റി ലിസ്റ്റിൽ ഞാൻ ഉൾപ്പെടുന്നു. എന്നാൽ ഇപ്പോൾ ഞാൻ ജോലി ചെയ്യുന്നത് ഡ്രൈവിംഗ് സ്കൂൾ ഇൻസ്ട്രക്ടർ തസ്തികയിലാണ് (40640-57440). എന്നാൽ ഇതേ ഡ്രൈവിംഗ് സ്കൂൾ ഇൻസ്ട്രക്ടർ തസ്തികയിൽ 44640-58640 രൂപ നിരക്കിൽ ശമ്പളം പറ്റിക്കൊണ്ടിരിക്കുന്ന ഒരാൾ വകുപ്പിലെ ഡ്രൈവിംഗ് സ്കൂൾ ഇൻസ്ട്രക്ടർമാരുടെ സീനിയോറിറ്റി ലിസ്റ്റിൽ എനിക്ക് താഴെയാണ് ഉൾപ്പെടുന്നത്. എന്നാൽ ഞാൻ ഇപ്പോൾ ജോലി ചെയ്യുന്നത് ഡ്രൈവിംഗ് സ്കൂൾ ഇൻസ്ട്രക്ടർ തസ്തികയിലാണ്. ഈ തസ്തികയിൽ 85000-117600 രൂപ നിരക്കിൽ ശമ്പളം പറ്റിക്കൊണ്ടിരിക്കുന്നു.

c) വകുപ്പിലെ സൈക്കോളജിസ്റ്റ് ഗ്രേഡ് II തസ്തികയിൽ 40640-57440 രൂപ നിരക്കിൽ ശമ്പളം പറ്റിക്കൊണ്ടിരിക്കുന്ന ഞാൻ ഇതേ തസ്തികയിൽ തന്നെ 77400-115000 രൂപ ശമ്പള സ്കെയിലിൽ നിയമിക്കപ്പെടുന്നതിനുള്ള അർഹതയുള്ളതായി കരുതുന്നു. എന്നാൽ ഇപ്പോൾ 77400-115000 രൂപ ശമ്പള സ്കെയിലിൽ ജോലി ചെയ്തുവരുന്നു.

d) വകുപ്പിലെ സൈക്കോളജിസ്റ്റ് ഗ്രേഡ് II തസ്തികയിലേയ്ക്കുള്ള സീനിയോറിറ്റി ലിസ്റ്റിൽ ഞാൻ ഉൾപ്പെടുന്നു. എന്നാൽ ഇപ്പോൾ ഞാൻ ജോലി ചെയ്യുന്നത് സൈക്കോളജിസ്റ്റ് ഗ്രേഡ് I തസ്തികയിലാണ് (36140-49740). ഈ തസ്തികയിൽ 40640-57440 രൂപ നിരക്കിൽ ശമ്പളം പറ്റിക്കൊണ്ടിരിക്കുന്ന ഒരാൾ വകുപ്പിലെ സൈക്കോളജിസ്റ്റ് ഗ്രേഡ് II തസ്തികയിലെ സീനിയോറിറ്റി ലിസ്റ്റിൽ എനിക്ക് താഴെയാണ് ഉൾപ്പെടുന്നത്. എന്നാൽ ഞാൻ ഇപ്പോൾ ജോലി ചെയ്യുന്നത് സൈക്കോളജിസ്റ്റ് ഗ്രേഡ് II തസ്തികയിലാണ്. ഈ തസ്തികയിൽ 40640-57440

നിലവിൽ ഉപയോഗത്തിലുള്ള ചോദ്യം ഇതിനു തുല്യമായി സെക്രട്ടറി സ്ഥാനത്തുള്ള ശമ്പള സ്കെയിൽ ഉപയോഗിക്കുന്നു. നിലവിലുള്ള ശമ്പള പരിഷ്കരണത്തിനു മുമ്പുള്ള സെക്രട്ടറിക്ക് 68700-110400 എന്ന ശമ്പള സ്കെയിലും സെക്രട്ടറി ഗ്രേഡുള്ളവർക്ക് 77400-115200 എന്ന ശമ്പള സ്കെയിലുമാണ് നിലവിലുള്ളത്.

മേൽ വിവരിച്ച സാഹചര്യത്തിൽ ചീഫ് ഓഫീസർ എന്നാൽ നിലവിൽ സെക്രട്ടറി ഗ്രേഡുള്ള ഉദ്യോഗസ്ഥർ ആണ് എന്ന് വ്യക്തമാക്കുന്നതിനുള്ള ഭേദഗതി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കുന്നതാണ്.

15/3/16 (70) കി.മു വ്യവസ്ഥ 68. 69 പ്രകാരമുള്ള അപ്പീലുകൾ തീർപ്പാക്കുന്നതിൽ കാലതാമസം ഒഴിവാക്കുന്നതിനുള്ള നിർദ്ദേശങ്ങൾ ഈ ഉത്തരവിലൂടെ നൽകുന്നു.

HOO/JOI/HOI/DI

15/3/16 G.O(P) No 7/16/Fin dt 20.1.16 Pay Revn ordn പരിശോധിച്ചു. Para 49 പ്രകാരം, വകുപ്പിൽ കണ്ടെത്തുന്ന കുറവുകൾ ഒരുമാസത്തിനകം സർക്കാരിനെ അറിയിക്കേണ്ടതാണെന്ന് ഉത്തരവിട്ടിട്ടുണ്ട്. ഈ ഉത്തരവിനാൽ നിലവിൽ ഈ വിഷയത്തിൽ ചെയ്തിട്ടുള്ള നിയമഭേദഗതികൾ ഒഴിവാക്കപ്പെടുകയോ അവയ്ക്ക് ഭേദഗതി ആവശ്യമായി വരികയോ ചെയ്യുന്നില്ല. സർക്കാരിന് അയക്കാൻ സമർപ്പിച്ചിട്ടുള്ള കരട് അംഗീകരിക്കാവുന്നതാണ്. (72)

JD JS
DD DS

17/3 17/3/16 17/3/16

scale scale

ചർച്ചക്കുന്നതിനായി 21-03-2016
ന്ന യോഗത്തിൽ സംബന്ധിക്കുന്നതിനായി
നിർദ്ദേശങ്ങൾ സമർപ്പിച്ചിരുന്നു
ടി നിർദ്ദേശങ്ങൾ സർക്കുലർ നം.20/2016/
ധന തീയതി 11-03-16 പ്രകാരം
സമർപ്പിക്കുവാൻ നിർദ്ദേശിച്ചിരുന്നു
ടി സർക്കുലറിന്റെ പകർപ്പ് യോഗാനു-
ബന്ധമായി സമർപ്പിക്കുന്നു. മേൽ നിർദ്ദേ-
ശങ്ങൾക്കായി ചർച്ചകൾ സമർപ്പിക്കുന്നു

(82) 19/4/2016 തീയതിയിലെ C1/17/2016
LBRD നമ്പർ സർക്കാർ ഉത്തരവ്
പ്രകാരം ഉള്ളടക്കം ചെയ്തുള്ളതിൽ 13/3/2016
തീയതിയിലെ 20/2016/FIN നമ്പർ
ഉത്തരവിന്റെ പ്രകാരം. നവകേരള നിർമ്മിതിക്കായി
പദ്ധതി ഗവൺമെന്റിനായി ബന്ധപ്പെട്ട
എന്തൊക്കെയാണ് പ്രതീക്ഷിക്കുന്നതെന്നുള്ള അഭിപ്രായം
ആരായുന്നു. ഇതുസംബന്ധിച്ച്

A00/JDT/ /01/01

23/5/16

(83)

2017/37132/17

(84) ഈ ആവശ്യത്തിന്റെ 83 ലെ ഖണ്ഡികയിലെ നിർദ്ദേശം ഇവിടെ ബാധകമല്ലാത്തതിനാൽ ആവശ്യം നിരാകരിച്ചിരിക്കുന്നു.

5/11/16 ഒപ്പ്

ADT

(85) വ്യവസായിക പരിശീലന ആവശ്യങ്ങൾക്കായി വരുന്ന സാങ്കേതിക വിഭാഗം ജീവനക്കാരുടെ സേവന വേതന വ്യവസ്ഥയിൽ മാറ്റം വരുത്തി 10-ാം ശമ്പള കമ്മീഷൻ സമർപ്പിച്ച ചില പരാതികൾ തുടർ നടപടികൾക്കായി സർക്കാരിൽ നിന്നും C1/134/2016-LBRD തീയതി 19-9-16 പ്രകാരം ഈ സ്ഥാപനത്തിലേക്ക് അയച്ചിട്ടുണ്ട്. ടി പരാതികൾ തുടർ പരിശോധിച്ചതിന്റെ അടിസ്ഥാനത്തിൽ സർക്കാരിലേക്കുള്ള കമന്റിന്റെ കരട് റിപ്പോർട്ട് തയ്യാറാക്കി സമർപ്പിക്കുന്നു.

CF No. 373 file 1

Received on 31/10/16

15/6/16

21/6/16 JS(A)

26/10/16

ADO/JDT/ADT/DT.

(86)

Typed draft

(87) ഇതിനോടകം തന്നെ നിർദ്ദേശങ്ങൾ ഉൾപ്പെടുത്തിയുള്ള Typed Draft സമർപ്പിക്കുന്നു.

Received on 2/11/16

5/11/16

2/11/16

2/11/16 JS(A)

4/11/16

JDT

5/11/16

DT

A7/37133/15

5.2017 തീയതി സി1/17/2016/തൊഴിൽ

(25) നമ്പർ സർക്കാർ കത്ത് കണ്ടാലും. ശ്രീമതി തോമസ് മുൻ സി, അക്കൗണ്ടന്റ് ജനറൽ 31.5.2017ന് സേവനത്തിൽ നിന്ന് വിരമിച്ചതിനാൽ, അക്കൗണ്ടന്റ് ജനറൽ, തിരുവനന്തപുരം നൽകുന്നതിനുള്ള കുടിശ്ശിക പെൻഷനിലേക്ക് ഉൾപ്പെടുത്തി പെൻഷൻ അനുവദിച്ചു കിട്ടുന്നതിനായി ടിയാൻ മുഖേന സമർപ്പിച്ചിട്ടുള്ള അപേക്ഷ നിരസിച്ചിട്ടുള്ളത്: സ്പെഷ്യൽ തഹസിൽദാർ (ലാൻഡ് അക്വിസിഷൻ) തിരുവനന്തപുരം ജില്ലയിൽ ഉൾപ്പെടുന്ന ചില ജീവനക്കാർക്ക് പുനരിലോം അലവൻസ് അനുവദിക്കുന്നതിനായി ധനവകുപ്പ് 6.10.2016 തീയതി ചില സ്പെഷ്യൽ ശ്രീമതി പ്രവർത്തനം 1.2 നിലുള്ള അപേക്ഷയിന്മേൽ ഉത്തരവായിട്ടുള്ള 247/24779/2016 നമ്പർ പ്രകാരം ഉൾപ്പെടുത്തി ഉത്തരവ് സർക്കാരിലേക്ക് അയച്ചിട്ടുണ്ട്. മേൽ അപേക്ഷയിൽ ഉൾപ്പെടുത്തിയിട്ടില്ലെന്ന വിവരം സർക്കാരിനെ അറിയിക്കുന്നതാണ്. സർക്കാരിലേക്കുള്ള കത്തിന്റെ കരട് അംഗീകരിക്കുന്നതിനായി

Ad.O

21/6/17

22/6/17 JS(A+

(26) 20.06.2017 തീയതി സി1/204/2017/തൊഴിൽ നമ്പർ സർക്കാർ കത്ത് കണ്ടാലും. ഒന്നാം ശമ്പള പരിഷ്കരണത്തിന് ശേഷം പുന: പൊടുവിച്ചിട്ടുള്ള അനോമലി നെഗറ്റീവിലേക്കോടിന്റെ ഭാഗമായുള്ള ഉത്തരവുകളിലൊന്നും ഈ വകുപ്പിലെ ഹൈ.സി.ടൈപ്പിസ്റ്റ് കീഴ്വഴക്കം ടൈപ്പിസ്റ്റ് കീഴ്വഴക്കം തസ്തികകൾ തമ്മിലുള്ള ഉൾപ്പെടുത്തിയിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ഒന്നാം ശമ്പള പരിഷ്കരണത്തിന് ശേഷം 51 തസ്തിക കളിൽ ജോലി ചെയ്യുന്നവർക്ക് ഉള്ള തസ്തിക യുടെ സ്കെയിലിന്റെ അടിസ്ഥാനത്തിൽ ശമ്പളം

പരിഷ്കരിച്ചു നൽകിയതിനും ടി തസ്തികകൾ വകുപ്പിൽ നിലവിലുള്ള തസ്തികകളുമായി നുവെയ്ക്കുന്നതിനും ശമ്പള പരിഷ്കരണ നിയോഗിക്കുന്നതിനും ഉണ്ടായ സാഹചര്യം നിലനിൽക്കുന്നതിനാൽ സർക്കാർ ആവശ്യപ്പെട്ടിരിക്കുന്നു കൂടാതെ കോമൺ കാറ്റഗറിയിൽ നിലനിൽക്കുന്ന സ്റ്റോർകീപ്പർ തസ്തികകൾ വ്യക്തമായി ഇതിന്റെ സാധ്യതയിലേയ്ക്ക് തസ്തികകൾ പ്രത്യേകമായി ഉൾപ്പെടുത്തിയിട്ടുള്ള കാരണങ്ങളിൽ ടി വിഭാഗത്തിന്റെ പരിഗണിച്ച് ലഭ്യമാ കേണ്ടതാണെന്നും അറിയിച്ചിരിക്കുന്നു. ഇതിൽ സർക്കാർ ഉത്തരവ് നമ്പർ (MS) 18/ LBR തീയതി 14.11.80 പ്രകാരം പാർട്ട് സി/ സ്റ്റോർ കീപ്പർ/ അസി. സ്റ്റോർകീപ്പർ തസ്തികയിലേക്ക് നേരിട്ടുള്ള നിയമനം വഴിയും ഉദ്യോഗക്കയറ്റം വഴിയും നിയമനം നടന്നു വരുന്നു. ഈ ശമ്പള പരിഷ്കരണ ഉത്തരവിലും 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിലും കോമൺ കാറ്റഗറിയിൽ ഉൾപ്പെടുത്തിയിട്ടുള്ള മറ്റുള്ള ഗ്രേഡ് സ്റ്റോർ കീപ്പർ, സ്റ്റോർ അസിസ്റ്റന്റ് തസ്തികകൾ വകുപ്പിന്റെ പ്രത്യേകതകൾ ഉൾപ്പെടുത്തിയിട്ടുണ്ട്. എന്നാൽ പാർട്ട് സി/ഇതര സ്റ്റോർ കീപ്പർ തസ്തികകൾ ഉൾപ്പെടുത്തിയിട്ടില്ല. ഈ വിവരം സർക്കാരിനെ അറിയിക്കാവുന്നതാണ്. സർക്കാരിലേക്കുള്ള കത്തിന്റെ കരട് അഭിപ്രായത്തിനായി

8/6/2

AO

11/2/18

1/2/18 SO(A)

34 207/37133/14

(28) 20.06.2017 ലെ സി1/2141/2017/തൊഴിൽ

നമ്പർ ഫയലുകണ്ടാലും. ഒന്നാം ശമ്പള പരിഷ്കരണത്തിനുശേഷം പുനഃക്രമീകരിച്ചിട്ടുള്ള അന്തരം നിലനിർത്തിക്കൊണ്ടുള്ള ഉത്തരവുകളിലൂടെ മൈൽ സ്റ്റോർകീപ്പർ, യു.സി സ്റ്റോർകീപ്പർ തസ്തികകൾ ഈ വകുപ്പിന്റെ നിലവിലുള്ള സാഹചര്യത്തിൽ ഉൾപ്പെടുത്തിയിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ഒന്നാം ശമ്പള പരിഷ്കരണത്തിന് ശേഷം ടി തസ്തികകളിൽ ജോലി ചെയ്യുന്നവർക്ക് ഒരുമ തസ്തികകളുടെ സ്കെയിലിന്റെ അടിസ്ഥാനത്തിൽ ശമ്പളം പരിഷ്കരിച്ചു നൽകുന്നതിന് ടി തസ്തികകൾ വകുപ്പിൽ നിലവിലുള്ള തസ്തികകളുടെകൂടിയിരുന്നതുകൊണ്ട് ആയത് ശമ്പള പരിഷ്കരണ നിശ്ചയിക്കുന്നതിൽ ഉൾപ്പെടുത്താൻ ഉണ്ടായ സാഹചര്യം അറിയിക്കാനായി സർക്കാർ ആവശ്യപ്പെട്ടിരിക്കുന്നു. ഇക്കാര്യത്തിൽ മുൻപ് വിശദീകരണം സർക്കാരിലേക്ക് മറുപടി നൽകിയിരുന്നു. എന്നാൽ ഒരുമ തസ്തികകളുടെ സ്കെയിലിന്റെ അടിസ്ഥാനത്തിൽ ശമ്പളം പരിഷ്കരിച്ചു നൽകിയതു മറുപടിയിൽ വ്യക്തമാക്കിയിരുന്നില്ല. സർക്കാരിൽ നിന്ന് ചോദിച്ചതനുസരിച്ച് മൈൽ സ്റ്റോർകീപ്പർ, യു.സി. സ്റ്റോർകീപ്പർ തസ്തികകൾ സൃഷ്ടിച്ചതിനുശേഷം ടി തസ്തികകൾ സൃഷ്ടിച്ചതിന്റെ കാരണം മൈൽ സ്റ്റോർകീപ്പർക്ക് മൈൽ സ്റ്റോർകീപ്പർക്കും യു.സി. സ്റ്റോർകീപ്പർക്ക് യു.സി സ്റ്റോർകീപ്പർക്കും ശമ്പളനിരക്കാണ് നിശ്ചയിച്ചിട്ടുള്ളത്. ഈ ~~വകുപ്പിൽ~~ നിലവിലുള്ള ഈ വിഷയം വകുപ്പ് സെക്രട്ടറിയെ ധരിപ്പിച്ചതിനാൽ ഇക്കാര്യം ടി സർക്കാരിനെ അറിയിക്കുന്നതാണ്. സർക്കാരിലേക്കുള്ള

2017/37133/2014

കത്തിന്റെ കാര്യം രജിസ്ട്രാരുടെ ശ്രദ്ധയിൽപ്പെടുത്തുന്നു.

PSO
16/02/2018

16/2/18 JS(AJ)

16/02
AO

37133

www.keralapsctips.blogspot.in
www.keralagovernmentoreders.in

ശമ്പള പരിഷ്ക്കരണ കമ്മീഷൻ
2014

ചോദ്യാവലി

ശമ്പള പരിഷ്ക്കരണ കമ്മീഷൻ, കേരള സർക്കാർ,
സ്വരാജ് ഭവൻ, നന്തൻകോട്, കവടിയാർ പി. ഒ., തിരുവനന്തപുരം-695 003
ഔദ്യോഗിക വെബ്സൈറ്റ് – www.prc2014.kerala.gov.in

www.keralapsctips.blogspot.in
www.keralagovernmentorederers.in

ഭാഗം I

ആമുഖം

സർക്കാരിൽ നിന്നും നേരിട്ട് ശമ്പളം പറ്റുന്ന ജീവനക്കാരുടെ സേവന വേതന വ്യവസ്ഥകളും പെൻഷൻ ആനുകൂല്യങ്ങളും പരിഷ്കരിക്കുന്നതിനായി നിശ്ചിത ഇടവേളകളിൽ ശമ്പള പരിഷ്കരണ കമ്മീഷനുകളെ നിയമിച്ചുവരുന്നു. 1957 മുതലാണ് ശമ്പള പരിഷ്കരണ കമ്മീഷനുകളുടെ ചരിത്രം ആരംഭിക്കുന്നത്. സർക്കാർ ഇതുവരെ 9 ശമ്പള പരിഷ്കരണ കമ്മീഷനുകളെ നിയമിച്ചിട്ടുണ്ട്. 1974-ൽ സംസ്ഥാന ജീവനക്കാരുടെ സേവന വേതന വ്യവസ്ഥകൾ പരിഷ്ക്കരിക്കുവാനുള്ള ചുമതല ഒരു സ്പെഷ്യൽ ഓഫീസർക്കാണ് നൽകിയത്. കേന്ദ്ര നിരക്കിന് തുല്യമായി ശമ്പളം പരിഷ്ക്കരിക്കുന്നതിന്റെ സാധ്യതയെ പറ്റി പഠിക്കുന്നതിനായി 1992-ൽ ഒരു ശമ്പള സമീകരണ സമിതിയെ ചുമതല പ്പെടുത്തുകയും അതിൻ പ്രകാരം ഉത്തരവിറക്കുകയുമാണുണ്ടായത്.

30-11-2013-ലെ സ.ഉ.(കൈ) നമ്പർ 583/2013/ധന. ഉത്തരവ് പ്രകാരം ജസ്റ്റിസ് സി. എൻ. രാമചന്ദ്രൻ നായർ (റിട്ട.) ചെയർമാനും മുൻ ട്രഷറി ഡയറക്ടറും റിട്ട: ധനകാര്യ അഡീഷണൽ സെക്രട്ടറിയുമായ ശ്രീ. കെ.വി. തോമസ്, മെമ്പർ സെക്രട്ടറിയും അഡ്വ. ടി.വി. ജോർജ്ജ് മെമ്പറുമായി പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ രൂപീകരിച്ചു. ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ പരിഗണനാ വിഷയങ്ങൾ താഴെ പറയുന്നവയാണ്.

1. ശമ്പളത്തിലും അലവൻസിലും താഴെ പറയുന്ന വിഭാഗത്തിൽ പരിഷ്ക്കരണം നിർദ്ദേശിക്കുക.

എ) സർക്കാർ സർവ്വീസിലെ പാർട്ട് ടൈം കണ്ടിജന്റ്, കാഷ്വൽ സ്വീപ്പർ ഉൾപ്പെടെയുള്ള തസ്തികകൾ.

ബി) കേന്ദ്ര ശമ്പള സ്കെയിൽ അനുവദിച്ചിട്ടുള്ള മെഡിക്കൽ കോളേജുകളിലെ അദ്ധ്യാപകർ, ജൂഡീഷ്യൽ ഓഫീസർമാർ, യു.ജി.സി./എ.ഐ.സി.റ്റി.ഇ. ശമ്പള സ്കെയിലിലുള്ള തസ്തികകൾ എന്നിവ ഒഴികെ ഗവൺമെന്റ് എയ്ഡഡ് മേഖലകളിലെ സ്കൂളുകൾ, കോളേജുകൾ, ഡയറക്റ്റ് പേയ്മെന്റ് സ്കീം നടപ്പിലാക്കിയിട്ടുള്ള സ്ഥാപനങ്ങൾ എന്നിവിടങ്ങളിലെ പാർട്ട് ടൈം കാഷ്വൽ സർവീസ് ഉൾപ്പെടെയുള്ള തസ്തികകൾ.

സി) എ.ഐ.സി.റ്റി.ഇ./യു.ജി.സി./കേന്ദ്ര സ്കീമിന്റെ പരിധിയിൽ വരാത്ത യൂണിവേഴ്സിറ്റികളിലെയും സ്ഥാപനങ്ങളിലെയും തസ്തികകൾ.

2. മേൽ വിഭാഗം ജീവനക്കാർക്ക് നിലവിൽ അനുവദിച്ചിട്ടുള്ള ശമ്പളം അലവൻസുകൾ, മറ്റ് നിയത പ്രതിഫലം എന്നിവയുടെ ഘടന, പ്രൊമോഷൻ സാധ്യതകൾ, സേവന വ്യവസ്ഥകൾ എന്നിവ പരിശോധിച്ച് പരിഷ്കരണം ആവശ്യമുണ്ടെങ്കിൽ നിർദേശം നൽകുക

3. ദീർഘകാലം പ്രവേശന തസ്തികയിൽ തന്നെ തുടരുന്ന ഗസറ്റഡ്/നോൺ ഗസറ്റഡ് വിഭാഗം ജീവനക്കാർക്ക് പ്രൊഫഷണൽ വിഭാഗത്തിൽ തുടങ്ങിവച്ച കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീമിന്റെ തുടർച്ചയായി നോൺ കേഡർ പ്രൊമോഷൻ നൽകുന്നതിന്റെ സാധ്യതകൾ പരിശോധിക്കുക

4. സർവ്വീസ് പെൻഷൻകാർക്ക് അനുവദിച്ചിട്ടുള്ള ആനുകൂല്യങ്ങൾ പരിശോധിച്ച് മാറ്റം വരുത്തേണ്ടതുണ്ടെങ്കിൽ നിർദേശം നൽകുക.

5. കേന്ദ്ര സർക്കാർ ജീവനക്കാർക്ക് അനുവദിച്ചിട്ടുള്ളതും എന്നാൽ സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്ക് ലഭ്യമായിട്ടില്ലാത്തതുമായ ആനുകൂല്യങ്ങൾ നടപ്പിലാക്കുന്നതിന്റെ സാധ്യതകൾ പരിശോധിക്കുക

6. കഴിഞ്ഞ ശമ്പള പരിഷ്കരണത്തിൽ ചില പ്രത്യേക വിഭാഗം ജീവനക്കാർക്ക് അനർഹവും ന്യായീകരണമില്ലാത്തതുമായ തരത്തിൽ ശമ്പള സ്കെയിൽ ഉയർത്തി നൽകിയതുമൂലം ഉണ്ടായ അപാകതകൾ പരിശോധിച്ച് അവ പരിഹരിക്കുന്നതിനുള്ള നിർദ്ദേശം നൽകുക.

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7. സർക്കാർ ഈ കമ്മീഷന്റെ ശ്രദ്ധയിൽപ്പെടുത്തിയിട്ടുള്ളതായ കഴിഞ്ഞ ശമ്പള പരിഷ്കരണ ഉത്തരവിലെ അപാകതകൾ പരിശോധിച്ച് അവ പരിഹരിക്കുന്നതിനുള്ള നിർദ്ദേശം നൽകുക.

8. കേന്ദ്ര സർക്കാരിലും മറ്റു സംസ്ഥാന സർക്കാരുകളിലും ജീവനക്കാർക്കും, പെൻഷൻകാർക്കും നടപ്പിലാക്കിയിട്ടുള്ള തരത്തിൽ ഒരു പുതിയ ആരോഗ്യ പദ്ധതി നടപ്പിലാക്കുന്നതിനുള്ള സാധ്യതകൾ പരിശോധിച്ച് ശുപാർശ നൽകുക.

9. ജീവനക്കാരിൽ നിന്നും പെൻഷൻകാരിൽ നിന്നും ഒരു ചെറിയ തുക പ്രീമിയമായി സ്വീകരിച്ച് അവർക്ക് ഒരു ആരോഗ്യ ഇൻഷ്വറൻസ് പദ്ധതി നടപ്പിലാക്കുന്നതിലെ പ്രായോഗികത സംബന്ധിച്ച് നിർദേശം നൽകുക.

10. 2012 ലെ സേവനാവകാശ നിയമത്തിന്റെ പശ്ചാത്തലത്തിൽ നിലവിലെ സിവിൽ സർവ്വീസ് ഘടന ആകമാനം പരിശോധിച്ച് സിവിൽ സർവീസിന്റെ കാര്യക്ഷമത, സാമൂഹിക ഉത്തരവാദിത്വം എന്നിവ വർദ്ധിപ്പിച്ച് അതിനെ കൂടുതൽ ജനസൗഹൃദപരമാക്കുന്നതിനുള്ള നിർദ്ദേശങ്ങൾ നൽകുക.

11. സർക്കാർ സർവ്വീസിലെ വ്യത്യസ്ത വിഭാഗങ്ങളിൽ നിലനിൽക്കുന്ന പാർശ്വസ്ഥ പ്രവേശന വ്യവസ്ഥ (Lateral Entry System) പരിശോധിച്ച് പ്രസ്തുത വ്യവസ്ഥയിലെ തെരഞ്ഞെടുപ്പ് പ്രക്രിയ മികവുറ്റതാക്കുന്നതിനുള്ള ശുപാർശകൾ നൽകുക.

12. വിവരസാങ്കേതിക വിദ്യയുടെ സഹായത്തോടുകൂടി സേവനങ്ങൾ ലഭ്യമാക്കുന്നതിലൂടെ പൊതുസേവന വ്യയം കുറയ്ക്കുന്നതിന് അനുയോജ്യമായ ശുപാർശകൾ നൽകുക.

13. ശമ്പള നിർണ്ണയത്തിനായുള്ള ചട്ടങ്ങളും നടപടികളും പരിശോധിച്ച് അത് ലഘൂകരിക്കുന്നതിനുള്ള നിർദ്ദേശങ്ങൾ നൽകുക

14. കമ്മീഷന്റെ ശുപാർശകൾ നടപ്പിലാക്കുമ്പോഴുണ്ടാകുന്ന അധിക സാമ്പത്തിക ബാദ്ധ്യത, അത് നിർണ്ണയിക്കുന്നതിനായി കൈകൊണ്ട മാർഗ്ഗങ്ങൾ സഹിതം വ്യക്തമാക്കുക.

ശമ്പളപരിഷ്കരണ കമ്മീഷന്റെ പ്രവർത്തനങ്ങളിൽ താല്പര്യമുള്ള വ്യക്തികളുടെയും സംഘടനകളുടെയും മേൽപ്പറഞ്ഞ വിഷയങ്ങളിലുള്ള

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അഭിപ്രായങ്ങൾ കമ്മീഷന് സഹായകരമാകും. ഇതിലേക്കായി ഭാഗം II-ൽ ചോദ്യാവലിയോടൊപ്പം നിലവിലുള്ള ശമ്പള ഘടനയേയും അനുബന്ധ വിഷയങ്ങളെയും സംബന്ധിക്കുന്ന ലഘുവിവരണവും ഉൾക്കൊള്ളിച്ചിരിക്കുന്നു.

പൊതുജനങ്ങളിൽ നിന്നും താൽപര്യമുള്ള കക്ഷികളിൽ നിന്നും വിവരങ്ങൾ സ്വരൂപിക്കുകയാണ് പ്രസ്തുത ചോദ്യാവലി കൊണ്ട് ലക്ഷ്യമിടുന്നത്. ചോദ്യങ്ങളുടെ ഉള്ളടക്കമോ, ഭാഷയോ കമ്മീഷന്റെ വീക്ഷണം പ്രകടിപ്പിക്കുന്നില്ല.

ഭാഗം - II

പശ്ചാത്തല കുറിപ്പ്

മുൻ കേന്ദ്ര - സംസ്ഥാന ശമ്പള പരിഷ്കരണ കമ്മീഷനുകളുടെ ചരിത്രം പരിശോധിച്ചാൽ അവ കേവലം ജീവനക്കാരുടെ ശമ്പളം, അലവൻസുകൾ എന്നിവയിൽ പരിഷ്കാരങ്ങൾ ശുപാർശ ചെയ്യുന്നതിനുപരി സിവിൽ സർവീസിന്റെ പ്രതിബദ്ധതയും കാര്യക്ഷമതയും വർദ്ധിപ്പിക്കുന്നതിൽ കാലോചിതമായ മാറ്റം വരുത്തുന്നതിനുള്ള നിർദ്ദേശം നൽകുന്ന സംവിധാനങ്ങളായാണ് നിലകൊണ്ടിരുന്നതെന്ന് വ്യക്തമാകും. ശമ്പള പരിഷ്കരണ കമ്മീഷനുകൾക്ക് തങ്ങളുടെ കടമ നിർവ്വഹിക്കുന്നതിന് സിവിൽ സർവീസിന്റെ അവിഭാജ്യ ഘടകങ്ങളായ ഗവൺമെന്റിന്റെയും ജീവനക്കാരുടെയും പൊതുജനത്തിന്റെയും ഉത്തമ താല്പര്യങ്ങൾ കണക്കിലെടുക്കേണ്ടതുണ്ട്.

സിവിൽ സർവീസ് ഇപ്പോൾ ഒരു നിർണായകഘട്ടത്തിലാണ്. ദിവസേന സാങ്കേതിക വിദ്യയിൽ അധിഷ്ഠിതമായ സേവനങ്ങൾ ഭരണ സംവിധാനത്തിൽ നടപ്പിൽ വരുത്തുന്നതിനായി നവീന സാങ്കേതിക വിദ്യയ്ക്കനുസൃതമായ സമൂല മാറ്റം ബ്യൂറോക്രസിയിൽ വരേണ്ടതുണ്ട്. സേവനാവകാശം ഉറപ്പുവരുത്തുന്ന നിയമനിർമ്മാണം നിലവിൽ വന്ന സാഹചര്യത്തിൽ ജീവനക്കാർ മുമ്പത്തേക്കാൾ പ്രതിബദ്ധതയും സുതാര്യതയും ഉള്ളവരായി വർത്തിക്കേണ്ടതുണ്ട്. ജീവനക്കാരുടെ സമീപനത്തിലും പ്രവൃത്തിയിലും ഒരു സമൂലമായ ശൈലീവ്യതിയാനം വരേണ്ടതുണ്ട്. ഇക്കാര്യം പ്രത്യേക പരിഗണനയ്ക്ക് വിധേയമാക്കി സംസ്ഥാന സിവിൽ സർവീസിനെ സുതാര്യതയും കാര്യക്ഷമതയും പ്രതിബദ്ധതയുമുള്ള ഒരു സംവിധാനമായി സ്വയം രൂപപ്പെടാൻ ഉതകുന്ന വിധത്തിലുള്ള ശുപാർശകൾ നൽകാനാണ് ഈ കമ്മീഷൻ ഉദ്യമിക്കുന്നത്.

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1-7-2009 മുതൽ നിലവിൽ വന്ന പരിഷ്കരണമാണ് ഇപ്പോൾ പ്രാബല്യത്തിലുള്ളത്.

പല കാരണങ്ങളാലും വിവിധ വകുപ്പുകളിലെ പ്രൊമോഷൻ സാധ്യതകൾ ഒരുപോലെയല്ല. ഈ അസമത്വം ഒഴിവാക്കാൻ നോൺ കേഡർ പ്രൊമോഷൻ, കരിയർ അഡ്വാൻസ്മെന്റ് പ്രോഗ്രാം എന്നിവപോലുള്ള സംവിധാനങ്ങൾ ഏർപ്പെടുത്തി വരുന്നുണ്ട്. 9-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ ശുപാർശകൾ നടപ്പിലാക്കിയപ്പോൾ അവശേഷിച്ച ക്ഷാമബത്ത 23 % ആയിരുന്നു. നിലവിലുള്ള ക്ഷാമബത്ത 73% ആണ്. ആറാം കേന്ദ്ര ശമ്പള കമ്മീഷൻ കേന്ദ്ര ഗവൺമെന്റ് ജീവനക്കാർക്ക് വിദ്യാഭ്യാസ അലവൻസ് പോലുള്ള ചില ആനുകൂല്യങ്ങൾ ശുപാർശ ചെയ്തിരുന്നു. എന്നാൽ സംസ്ഥാന ജീവനക്കാർക്ക് ഇത്തരം ആനുകൂല്യങ്ങൾ ലഭ്യമല്ല. വ്യക്തമായ കാരണങ്ങൾ ഇല്ലാതെ ചില വിഭാഗങ്ങളിൽപ്പെട്ട ജീവനക്കാർക്ക് ശമ്പള വർദ്ധനവ് നൽകി എന്നത് വ്യാപകമായ അപാകതകൾക്കും ശമ്പള സ്കെയിലുകളിലെ അസന്തുലിതാവസ്ഥയ്ക്കും ഇടയാക്കി എന്ന് ആരോപിക്കപ്പെടുന്നു. മെച്ചപ്പെട്ട വേതന വ്യവസ്ഥകൾ നിലവിലുണ്ടെങ്കിലും സർക്കാർ ജീവനക്കാരുടെ കാര്യക്ഷമത മറ്റുമേഖലകളെ അപേക്ഷിച്ച് പ്രതീക്ഷിച്ച നിലവാരം പുലർത്തുന്നില്ല എന്നത് ഒരു വസ്തുതയാണ്. പൊതുസേവനം സുതാര്യമാക്കുന്നത് ലക്ഷ്യമിട്ട നിരവധി നിയമങ്ങൾ ആവിഷ്കരിച്ചുവെങ്കിലും അവയൊന്നും സർക്കാർ മേഖലയുടെ പ്രവർത്തന ശൈലി തൃപ്തികരമായ തലത്തിൽ എത്തിക്കാൻ സഹായിച്ചതായി കാണുന്നില്ല. നിലവിലുള്ള പ്രവർത്തനാവലോകന രീതികളിൽ കാതലായ പരിഷ്കാരം ഏർപ്പെടുത്തുന്നതും പ്രവർത്തന മികവിന് ഇൻസന്റീവ് നൽകുന്നതും സേവനം കൂടുതൽ മെച്ചപ്പെടുത്താൻ സഹായകരമാകാം. വകുപ്പുകളിൽ നിലവിലുള്ള പാർശ്വസ്ഥ പ്രവേശന വ്യവസ്ഥ (Lateral Entry System) പുനഃപരിശോധിക്കേണ്ടതുണ്ട്.

വിവരസാങ്കേതിക രംഗത്ത് സംസ്ഥാനം മുൻനിരയിലാണെങ്കിലും വിവരസാങ്കേതിക വിദ്യയിൽ അധിഷ്ഠിതമായ സേവനങ്ങൾ ഭരണരംഗത്ത് ഉൾക്കൊള്ളിക്കുന്നതിൽ സംസ്ഥാനം പിന്നിലാണ്. ഭരണ സംവിധാനത്തിൽ വിവരസാങ്കേതിക വിദ്യ ഉൾപ്പെടുത്തുന്നതിൽ മുൻപന്തിയിൽ നിൽക്കുന്ന സംസ്ഥാനങ്ങളുടെ അനുഭവങ്ങൾ വിവര സാങ്കേതിക വിദ്യ സർക്കാരിന്റെ പ്രവർത്തനങ്ങൾ ദ്രുതഗതിയിൽ ആക്കുന്നതിനൊപ്പം അഴിമതി തടയുന്നതിന് സഹായകരമാണെന്നും സാക്ഷ്യപ്പെടുത്തുന്നു. സാങ്കേതിക വിദ്യയുടെ നേട്ടങ്ങൾ സാധാരണ ജനങ്ങൾക്ക് ലഭിക്കാതിരുന്നുകൂടാ. മാറ്റങ്ങളെ അനന്തമായി ചെറുത്തുനിൽക്കാൻ ഒരു വ്യവസ്ഥിതിയ്ക്കും സാധ്യമല്ല. വിവര സാങ്കേതിക

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വിദ്യയുടെ വ്യാപനത്തെക്കുറിച്ചുള്ള ജീവനക്കാരുടെ ആശങ്കകൾ മാറേണ്ടിയിരിക്കുന്നു.

റണ്ണിംഗ് മാസ്റ്റർ സ്കെയിൽ പുനരാവിഷ്കരിച്ചതിനുശേഷവും ശമ്പള നിർണ്ണയത്തിന്റെ സങ്കീർണ്ണതകൾ നിലവിലും തുടർന്നുവരുന്നതായി കാണുന്നു. ആറാം കേന്ദ്ര ശമ്പള കമ്മീഷൻ ഒരു പേ ബാന്റ് സംവിധാനം നിർദ്ദേശിച്ചിരുന്നു. ഈ സംവിധാനം സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്കും ഗുണകരമാണോ എന്ന് പരിശോധിക്കേണ്ടതുണ്ട്.

കാലങ്ങളായി പിന്തുടർന്നിരുന്ന മെഡിക്കൽ റീ-ഇംബേഴ്സ്മെന്റ് സംവിധാനത്തിനു പകരം ആരോഗ്യ ഇൻഷ്വറൻസ് കമ്പനികളുമായി യോജിച്ച് കൂടുതൽ പ്രയോജനപ്രദമായ ആരോഗ്യ രക്ഷാ പദ്ധതികൾ കേന്ദ്ര ഗവൺമെന്റിലും കേന്ദ്ര പൊതുമേഖലാ സ്ഥാപനങ്ങളിലും നടപ്പിലാക്കിയിട്ടുണ്ട്. ജീവനക്കാരുടെ പങ്കാളിത്തത്തോടെ നടപ്പിലാക്കി വരുന്ന ഇത്തരം പദ്ധതികളിൽ ജീവനക്കാരിൽ നിന്നും തുച്ഛമായ വിഹിതമാണ് ഈടാക്കി വരുന്നത്.

നിലവിൽ സംസ്ഥാനത്തിന്റെ സഞ്ചിത നിധിയിൽ നിന്നും നേരിട്ട് വേതനം കൈപ്പറ്റുന്ന 5,06,556 ജീവനക്കാരുണ്ട് (2013-14-ലെ കണക്കുകൾ പ്രകാരം അഖിലേന്ത്യാ സർവീസ്, യു.ജി.സി/എ.ഐ.സി.റ്റി.ഇ., എയ്ഡഡ് സ്കൂൾ/കോളേജുകളിലെ അദ്ധ്യാപക/അനദ്ധ്യാപക ജീവനക്കാർ, പാർട്ട് ടൈം കണ്ടിജന്റ് ജീവനക്കാർ തുടങ്ങിയവർ ഉൾപ്പെടെ)

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പട്ടിക - 1

സർക്കാരിൽ നിന്നും നേരിട്ട് വേതനം കൈപ്പറ്റുന്ന വിവിധവിഭാഗം ജീവനക്കാരുടെ വിവരം(2014-15)

ജീവനക്കാരുടെ വിശദാംശം	എണ്ണം
(i) വിവിധ വകുപ്പുകളിലെ ജീവനക്കാർ	3,63,992
(ii) സ്വകാര്യ സ്കൂളുകൾ/കോളേജുകൾ/ എഞ്ചിനീയറിംഗ് കോളേജുകൾ/ പോളിടെക്നിക്കുകൾ തുടങ്ങിയവയിലെ ജീവനക്കാർ	
(എ) എയ്ഡഡ് സ്കൂളുകൾ	
1. അദ്ധ്യാപകർ	1,13,935
2. അനദ്ധ്യാപക ജീവനക്കാർ	10,240
(ബി) സ്വകാര്യ കോളേജുകൾ	
1. അദ്ധ്യാപകർ	10393
2. അനദ്ധ്യാപക ജീവനക്കാർ	6084
(സി) സ്വകാര്യ എഞ്ചിനീയറിംഗ് കോളേജുകൾ/ പോളിടെക്നിക്കുകൾ	
1. അദ്ധ്യാപകർ	
2. അനദ്ധ്യാപക ജീവനക്കാർ	895
	489
(ഡി) സ്വകാര്യ ആയുർവേദ മെഡിക്കൽ കോളേജുകൾ	
1. അദ്ധ്യാപകർ	
2. അനദ്ധ്യാപക ജീവനക്കാർ	93
(ഇ) സ്വകാര്യ ഹോമിയോ മെഡിക്കൽ കോളേജുകൾ	177
1. അദ്ധ്യാപകർ	124
2. അനദ്ധ്യാപക ജീവനക്കാർ	134
ആകെ (ii)	1,42,564
ആകെ ജീവനക്കാർ (i+ii)	5,06,556

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2014-15-ലെ ബഡ്ജറ്റ് എസ്റ്റിമേറ്റ് പ്രകാരം സംസ്ഥാനത്തിന്റെ മൊത്ത വരുമാനത്തിന്റെ 35.76% ശമ്പളത്തിനും 17.54% പെൻഷനും ചെലവ് കണക്കാക്കി യിട്ടുണ്ട്. 2012-13 ലെ അന്തിമ കണക്കുകൾ പ്രകാരം ഇവ യഥാക്രമം 39.23 ശതമാനവും 20.9 ശതമാനവും ആണ്. 2011-12-ൽ ആകട്ടെ ഇവ യഥാക്രമം 42.31 ശതമാനവും, 22.89 ശതമാനവും ആയിരുന്നു.

ചോദ്യാവലി

(ഉചിതമായ ഉത്തരത്തിനു നേരെ '√' ഇടുക.
ആവശ്യമെങ്കിൽ ലഘുവിവരണം നൽകുക)

I. ശമ്പളത്തിന്റെയും മറ്റ് ആനുകൂല്യങ്ങളുടെയും ഘടന

1.1 *താഴെപ്പറയുന്ന ഏത് ഘടകത്തിന്റെ അടിസ്ഥാനത്തിലാണ് നിലവിലുള്ള ശമ്പള ത്തിന്റെയും മറ്റ് ആനുകൂല്യങ്ങളുടെയും ഘടനയിൽ മാറ്റങ്ങൾ ആവശ്യ മായിരിക്കുന്നത്?*

എ) കേന്ദ്ര സർക്കാർ, പൊതുമേഖല, സഹകാര്യമേഖല എന്നിവയിലെ ശമ്പളം മറ്റ് ആനുകൂല്യങ്ങൾ എന്നിവയോടുള്ള തുല്യത

ബി) വകുപ്പുകളിലെ വ്യത്യസ്ത സ്വഭാവത്തിലുള്ള ജോലിയ്ക്ക് അനുസൃതമായ വേതനം.

സി) ശരാശരി ജീവിത നിലവാരം ഉറപ്പുവരുത്തുന്നതിന്

ഡി) മേൽ പറഞ്ഞവയെല്ലാം

ഇ) മറ്റെന്തെങ്കിലും കാരണം (വിശദീകരിക്കുക)

1.2 *കേന്ദ്ര സർക്കാർ ജീവനക്കാരുടെ ശമ്പളവും മറ്റ് ആനുകൂല്യങ്ങളും 10 വർഷത്തി ൽ ഒരിക്കൽ പരിഷ്കരിക്കുന്നുണ്ട്. എന്നാൽ സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ശമ്പളം 5 വർഷത്തിലൊരിക്കലാണ് പരിഷ്കരിക്കുന്നത്. താങ്കളുടെ കാഴ്ചപ്പാടിൽ ഉചിതമായ സമീപനം ഏതാണ് ?*

എ) നിലവിലുള്ള സമ്പ്രദായം തുടരുക

ബി) കേന്ദ്ര സർക്കാരിന്റെ നയം സ്വീകരിക്കുക.

സി) ഒരു പുതിയ രീതി അവലംബിക്കുക (വിശദമാക്കുക)

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1.3 *നിലവിൽ സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെയും അദ്ധ്യാപകരുടെയും ശമ്പള ത്തിനും മറ്റ് ആനുകൂല്യങ്ങൾക്കുമായി സംസ്ഥാനത്തിന്റെ മൊത്തം വരുമാന ത്തിന്റെ 35.76 ശതമാനം ചെലവഴിക്കുന്നു. താങ്കളുടെ അഭിപ്രായത്തിൽ ?*

എ) ഇത് ഉയർന്ന നിരക്കാണ്.

ബി) താഴ്ന്ന നിരക്കാണ്

സി) ഉചിതമായ നിരക്കാണ്

ഡി) ഉചിതമായ നിരക്ക് അല്ലെങ്കിൽ യുക്തമായത് നിർദ്ദേശിക്കുക

1.4 *സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ശമ്പള ചെലവ് സംസ്ഥാനത്തിന്റെ വരുമാനത്തിന് ആനുപാതികമായി നിലനിർത്തണമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ; അങ്ങനെയെങ്കിൽ ഉയർന്ന നിരക്ക് എത്രയായിരിക്കണം?*

എ) 35.76% (2014-15 അടങ്കൽ)

ബി) നിലവിലെ നിരക്കിനേക്കാൾ കുറവ്

സി) നിലവിലെ നിരക്കിനേക്കാൾ കൂടുതൽ

ഇ) ഒരു നിശ്ചിതനിരക്ക് ആവശ്യമുണ്ടെങ്കിൽ അത് എത്ര?

1.5 *സംസ്ഥാന സർക്കാരിൽ നിലവിലുള്ള ശമ്പളവും മറ്റ് ആനുകൂല്യങ്ങളും അനുയോജ്യരായ ആളുകളെ സർക്കാർ സർവീസിലേക്ക് ആകർഷിക്കുവാൻ പര്യാപ്തമാണോ?*

എ) അതെ

ബി) അല്ല

(അല്ല എങ്കിൽ ഇതു പരിഹരിക്കാൻ എന്തു നിർദ്ദേശമാണ് താങ്കൾക്കുള്ളത്)

1.6 *ഒൻപതാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ സംസ്ഥാന സർക്കാർജീവനക്കാർക്കായി 27 ശമ്പള സ്കെയിലുകൾ ശുപാർശ ചെയ്തിരുന്നു. ഇത് പര്യാപ്തമാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?*

(എ) തൃപ്തികരമാണ്

(ബി) കൂടുതലാണ്

(സി) കുറവാണ്

1.7 *ആറാം കേന്ദ്രശമ്പള കമ്മീഷൻ പേ ബാന്റും ഗ്രേഡ് പേ യും നടപ്പിലാക്കി. അത് സംസ്ഥാന ജീവനക്കാർക്കും നടപ്പിലാക്കുന്നതിനോട് താങ്കൾയോജിക്കുന്നുണ്ടോ?*

എ) ഉണ്ട്.

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട് ? (വിശദമാക്കുക)

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1.8 *നിലവിലുള്ള മാസ്റ്റർ സ്കെയിൽ സമ്പ്രദായം ജീവനക്കാർക്ക് ഗുണകരമാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ലെങ്കിൽ എന്തുകൊണ്ട് (വിശദമാക്കുക)

1.9 *1-7-2014-ൽ ഒരു സംസ്ഥാന ജീവനക്കാരന്റെ ഏറ്റവു കുറഞ്ഞ മാസവേതനം 14,705 രൂപയും (8500+73% ഡി.എ.) ഏറ്റവും കൂടിയ മാസവേതനം 1,03,527 രൂപയുമാണ്. അതേ സമയം കേന്ദ്ര ജീവനക്കാരന്റെ ഏറ്റവും കുറഞ്ഞ മാസവേതനം 14,000 രൂപയാണ്. (7000+100% ഡി.എ.). ഒരു സർക്കാർ ജീവനക്കാരന്റെ ഏറ്റവും കുറഞ്ഞതും കൂടിയതുമായ മാസവേതനത്തിന്റെ അന്തരം സംബന്ധിച്ച് താങ്കളുടെ കാഴ്ചപ്പാട് എന്താണ്?*

എ) നിലവിലെ തോത് തൃപ്തികരമാണ്

ബി) ഉയർന്ന ശമ്പള സ്കെയിലും താഴ്ന്ന ശമ്പള സ്കെയിലും തമ്മിലുള്ള അന്തരം കുറയ്ക്കേണ്ടതാണ്.

സി) മറ്റ് നിർദ്ദേശങ്ങൾ (വിശദമാക്കുക)

1.10 *നിലവിൽ ഉയർന്ന തസ്തികയിലേയും താഴ്ന്ന തസ്തികയിലേയും ശമ്പളത്തിന്റെ അനുപാതം 1:7.04 ആണ്. താങ്കളുടെ അഭിപ്രായത്തിൽ ?*

എ) ശരിയായ അനുപാതം ആണ്.

ബി) അനുപാതം കുറയ്ക്കേണ്ടതാണ്

സി) അനുപാതം കൂട്ടേണ്ടതാണ്

1.11 *സർക്കാർ സർവീസിലെ മിനിമം ശമ്പളം താഴെപ്പറയുന്ന ഏത് ഘടകവുമായാണ് ബന്ധപ്പെട്ടിരിക്കേണ്ടത്. ?*

എ) സംസ്ഥാനത്തിലെ ആളോഹരി വരുമാനം

ബി) വ്യവസായം, കൃഷി മുതലായ മറ്റു മേഖലകളിലെ കുറഞ്ഞ വേതനം

സി) ആവശ്യാധിഷ്ഠിത മിനിമം വേതനം

ഡി) ജീവിതചെലവ്

ഇ) മുകളിലെ എല്ലാ ഘടകങ്ങളും

എഫ്) മറ്റ് ഏതെങ്കിലും (വിശദമാക്കുക)

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1.12 *ജീവനക്കാരന്റെ ശമ്പള സ്കെയിൽ നിർണയവുമായി ബന്ധപ്പെട്ട് താഴെപ്പറയുന്ന ഘടകങ്ങളെ മുൻഗണന അനുസരിച്ച് ക്രമീകരിക്കുക?*

എ) ആവശ്യമായ യോഗ്യത

ബി) ജോലിയുടെ സ്വഭാവവും ഉത്തരവാദിത്വവും

സി) പ്രാഗത്ഭ്യം

ഡി) നിയമനരീതി

ഇ) പ്രൊമോഷൻ സാധ്യത

എഫ്) പ്രത്യേക മേഖലയിലെ പരിചയം

ജി) കേന്ദ്ര, പൊതുമേഖല, സ്വയംഭരണ സ്ഥാപനങ്ങളിലെ സമാന തസ്തികകളുടെ വേതനം

എച്ച്) ജോലിയിലെ ആപൽസാധ്യത

1.13 *ഒരു ശമ്പള സ്കെയിലിൽ വിവിധ നിരക്കിലുള്ള ഇൻക്രിമെന്റ് ആണ് നിലവിലുള്ളത്. ഒരു ശമ്പളസ്കെയിലിന്റെ ആദ്യാവസാനം ഒരേ നിരക്കിൽ തന്നെ ഇൻക്രിമെന്റ് അനുവദിക്കുന്ന രീതി ഉചിതമാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ലെങ്കിൽ എന്തുകൊണ്ട് (വിശദീകരിക്കുക)

1.14 *നിലവിൽ സർക്കാർ സർവ്വീസിൽ അനുവദിക്കുന്ന ഏറ്റവും കുറഞ്ഞ ഇൻക്രിമെന്റ് നിരക്ക് 230 രൂപയും ഏറ്റവും കൂടിയ ഇൻക്രിമെന്റ് നിരക്ക് 1,200 രൂപയും ആണ്. താങ്കളുടെ അഭിപ്രായത്തിൽ ഇൻക്രിമെന്റ് നിരക്ക് എത്രയായിരിക്കണം?*

എ) ഏറ്റവും കുറഞ്ഞ ഇൻക്രിമെന്റ് നിരക്ക് .....

ബി) ഏറ്റവും കൂടിയ ഇൻക്രിമെന്റ് നിരക്ക് .....

സി) ഇവ എങ്ങനെയാണ് നിർണ്ണയിക്കേണ്ടത് ?

1.15 *നിലവിലുള്ള ശമ്പള ഫിക്സേഷൻ രീതികൾ മാറ്റേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ട് എങ്കിൽ മാറ്റങ്ങൾ നിർദ്ദേശിക്കുക

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1.16 *താങ്കളുടെ കാഴ്ചപ്പാടിൽ വീട്ടുവാടകബത്ത*

എ) അടിസ്ഥാന ശമ്പളത്തിന്റെ നിശ്ചിത ശതമാനം ആയിരിക്കണം
ബി) കേന്ദ്രനിരക്കിനു തുല്യം ആയിരിക്കണം
സി) പ്രാദേശികമായി നിലവിലുള്ള വാടകനിരക്ക് ആയിരിക്കണം
ഡി) മറ്റേതെങ്കിലും നിരക്ക് (വിശദമാക്കുക)

1.17 *വിവിധ തസ്തികകൾക്ക് നിലവിൽ അനുവദിച്ചിട്ടുള്ള സ്പെഷ്യൽ പേ ഉചിതവും അഭികാമ്യവുമാണോ?*

എ) അതെ
ബി) അല്ല
സി) അല്ലെങ്കിൽ ഉദാഹരണസഹിതം വ്യക്തമാക്കുക

1.18 *നിലവിൽ നൽകികൊണ്ടിരിക്കുന്ന കോമ്പൻസേറ്ററി അലവൻസുകൾ*

എ) പര്യാപ്തമാണ്
ബി) പര്യാപ്തമല്ല
സി) പര്യാപ്തമല്ലെങ്കിൽ ഉദാഹരണസഹിതം വ്യക്തമാക്കുക

1.19 *താങ്കളുടെ അഭിപ്രായത്തിൽ നിലവിലുള്ള യാത്രാബത്ത/ദിനബത്ത/പി.റ്റി.എ/ പി.സി.എ. എന്നിവ*

എ) ആകർഷകമാണ്
ബി) പര്യാപ്തമാണ്
സി) പര്യാപ്തമല്ലെങ്കിൽ നിർദ്ദേശങ്ങൾ നൽകുക.

1.20 *നിലവിൽ ലഭിച്ചുകൊണ്ടിരിക്കുന്ന സ്പെഷ്യൽ അലവൻസ്, കോമ്പൻസേറ്ററി അലവൻസ്, റിസ്ക് അലവൻസ്,നോൺ പ്രാക്ടീസിംഗ് അലവൻസ്,യൂണിഫോം അലവൻസ്, അഡീഷണൽ സ്പെഷ്യൽ അലവൻസ് എന്നിവയിലേതെങ്കിലും യുക്തിരഹിതവും അപര്യാപ്തവുമാണോ? അഭിപ്രായം വിശദമാക്കുക*

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II. പ്രൊമോഷനും അനുബന്ധ വിഷയങ്ങളും

2.1 *സർക്കാർ സർവ്വീസിൽ നിലവിലുള്ള പ്രൊമോഷൻ സാധ്യത പര്യാപ്തമാണ് എന്നു തോന്നുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ മെച്ചപ്പെടുത്തുന്നതിനുള്ള നിർദ്ദേശം നൽകുക

2.2 *പ്രൊമോഷൻ സാധ്യത മെച്ചപ്പെടുത്തുന്നതിന് താഴെപറയുന്നവയിൽ ഏതിനാണ് താങ്കൾ മുൻഗണന നൽകുന്നത് ?*

എ) സമയബന്ധിത ഹയർഗ്രേഡ് പരിഷ്കരിക്കുക

ബി) നോൺ കേഡർ ഗ്രേഡ് പ്രൊമോഷൻ നടപ്പിലാക്കുക

സി) റേഷ്യോ അടിസ്ഥാനപ്പെടുത്തിയുള്ള ഗ്രേഡ് പ്രൊമോഷൻ മെച്ചപ്പെടുത്തുക

ഡി) സമാന തസ്തികകളിൽ വിവിധ വകുപ്പുകൾക്കുമായി കോമൺ സീനിയോറിറ്റി ലിസ്റ്റിനെ അടിസ്ഥാനപ്പെടുത്തിയുള്ള ഗ്രേഡ് നടപ്പിലാക്കുക

ഇ) മറ്റ് നിർദേശങ്ങൾ

2.3 *പ്രൊഫഷണൽ വിഭാഗത്തിന് നൽകി വരുന്ന കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം മറ്റ് വിഭാഗങ്ങൾക്കുകൂടി നൽകാൻ സാധിക്കുമോ?*

എ) സാധിക്കും

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്

2.4 *പ്രൊമോഷൻ നൽകുന്നതിന് സീനിയോറിറ്റിയോടൊപ്പം കഴിവും കണക്കിലെടുക്കുന്നത് സർവ്വീസിന്റെ ഗുണമേൻമയും കാര്യക്ഷമതയും വർദ്ധിപ്പിക്കുമോ; എങ്കിൽ അവ തമ്മിലുള്ള അനുപാതം എങ്ങനെ ആയിരിക്കണം?*

III. പെൻഷൻ

3.1 *സ്റ്റാറ്റ്യൂട്ടറി പെൻഷൻ അനുവദനീയമായവർക്ക് കെ.എസ്.ആർ ഭാഗം-3 പ്രകാരം നിലവിലുള്ള സ്റ്റാറ്റ്യൂട്ടറി പെൻഷൻ വ്യവസ്ഥകളിൽ എന്തെങ്കിലും മെച്ചപ്പെടുത്തലുകൾ നടത്തേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വിശദാംശങ്ങൾ നൽകുക

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3.2 ഇപ്പോൾ 30 വർഷം സർവ്വീസ് ഉള്ള വ്യക്തികൾക്കാണ് ഫുൾ പെൻഷൻ അനുവദിക്കുന്നത്. ഈ കാലയളവിൽ കുറവ് വരുത്തേണ്ടതുണ്ടോ; ഉണ്ടെങ്കിൽ എത്ര മാത്രം ?

എ) 25 വർഷം

ബി) 28 വർഷം

സി) കേന്ദ്ര സർവ്വീസിലേതു പോലെ

3.3 പെൻഷൻ തുകയിൽ പരിധി നിശ്ചയിക്കേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ എന്ത് അടിസ്ഥാനത്തിലാണ് ?

3.4 പെൻഷൻ നിശ്ചയിക്കുന്നതിന്റെ മാനദണ്ഡം എന്തായിരിക്കണം?

എ) ശരാശരി വേതനത്തിന്റെ പകുതി

ബി) അവസാനം വാങ്ങിയ അടിസ്ഥാന ശമ്പളത്തിന്റെ പകുതി

സി) പകുതിയിൽ കൂടുതൽ

ഡി) ഉത്തരം സി ആണെങ്കിൽ അതിനുള്ള കാരണം വ്യക്തമാക്കുക

3.5 ഒരേ റാങ്കിന് ഒരേ പെൻഷൻ സ്കീമിൽ എന്തെങ്കിലും അപാകതകൾ ഉണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ എന്തൊക്കെയാണ് ?

3.6 നിലവിലുള്ള അനുതാപബത്ത (Compassionate Allowance) സമ്പ്രദായം തുടരേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കുക

3.7 അനുതാപ ബത്ത ലഭിക്കുന്ന ജീവനക്കാരുടെ കുടുംബത്തിന് ഫാമിലി പെൻഷൻ നൽകേണ്ടത് ആവശ്യമാണോ?

എ) അതെ

ബി) അല്ല

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3.8 *വിരമിക്കുന്ന അവസരത്തിൽ അവശേഷിക്കുന്ന ആർജ്ജിതാവധി പണമായി മാറ്റി നൽകുന്നത് സംബന്ധിച്ച് നിലവിലുള്ള ചട്ടങ്ങളോട് താങ്കൾ യോജിക്കുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കുക

3.9 *ഡെത്ത് കം റിട്ടയർമെന്റ് ഗ്രാറ്റുവിറ്റി നൽകുന്നതിന് നിലവിലുള്ള വ്യവസ്ഥകൾ സംബന്ധിച്ച് താങ്കൾക്ക് എന്തെങ്കിലും അഭിപ്രായമുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വിശദമാക്കുക

3.10 *ഡെത്ത് കം റിട്ടയർമെന്റ് ഗ്രാറ്റുവിറ്റിയുടെ ഉയർന്നപരിധി എത്രയായിരിക്കണം?*

എ) കേന്ദ്രഗവൺമെന്റ് നിരക്കിന് തുല്യമായിരിക്കണം

ബി) അവസാനത്തെ അടിസ്ഥാന ശമ്പളം x ആകെ സർവീസ് കാലയളവ് (ഇതിന് പരിധി ആവശ്യമില്ല)

സി) ഉചിതമായ പരിധി നിശ്ചയിക്കാവുന്നതാണ്. (പരിധി നിർദ്ദേശിക്കുക)

3.11 *എക്സ്-ഗ്രേഷ്യ പെൻഷൻ സംബന്ധിച്ച ചട്ടങ്ങളിൽ മാറ്റം വരുത്തേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ട് എങ്കിൽ നിർദ്ദേശങ്ങൾ നൽകുക

3.12 *പെൻഷൻ ചട്ടങ്ങൾ നടപ്പാക്കുന്നതിൽ എന്തെങ്കിലും പോരായ്മകളോ അപാകതകളോ താങ്കളുടെ ശ്രദ്ധയിൽപെട്ടിട്ടുണ്ടോ; ഉണ്ടെങ്കിൽ ഉദാഹരണസഹിതം വ്യക്തമാക്കുകയും അത് പരിഹരിക്കുന്നതിന് ആവശ്യമായ പ്രായോഗിക നിർദ്ദേശങ്ങൾ നൽകുകയും ചെയ്യുക ?*

3.13 *കെ.എസ്.ആർ ഭാഗം-3 പ്രകാരം നിലവിലുള്ള വോളണ്ടറി റിട്ടയർമെന്റ് സ്കീമിൽ എന്തെങ്കിലും മാറ്റം ആവശ്യമുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ നിർദേശങ്ങൾ നൽകുക

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3.14 1964 ൽ ഏർപ്പെടുത്തിയതും കാലാകാലങ്ങളിൽ ഭേദഗതി വരുത്തിയിട്ടുള്ളതുമായ ഉദാരകുടുംബ പെൻഷൻ പദ്ധതി താങ്കളുടെ അഭിപ്രായത്തിൽ പര്യാപ്തമാണോ?

എ) പര്യാപ്തമാണ്

ബി) അപര്യാപ്തമാണ്

സി) പരിഷ്കരണം ആവശ്യമെങ്കിൽ നിർദേശം നൽകുക

3.15 പെൻഷൻ കമ്മ്യൂട്ട് ചെയ്യുന്നതിന് നിലവിലുള്ള ചട്ടങ്ങൾ, നിരക്ക് എന്നിവ സംബന്ധിച്ചും 12 വർഷത്തിനു ശേഷം കമ്മ്യൂട്ട് ചെയ്ത ഭാഗം പുനഃസ്ഥാപിക്കുന്നതു സംബന്ധിച്ചുള്ള സർക്കാർ ഉത്തരവ് സംബന്ധിച്ചും താങ്കളുടെ അഭിപ്രായം?

3.16 പെൻഷൻ കൈപ്പറ്റുന്നതുമായി ബന്ധപ്പെട്ട് എന്തെങ്കിലും ബുദ്ധിമുട്ടുകൾ അനുഭവപ്പെടുന്നുണ്ടോ? എങ്കിൽ അത് പരിഹരിക്കുന്നതിന് താങ്കളുടെ നിർദ്ദേശങ്ങൾ എന്തൊക്കെയാണ്?

3.17 പെൻഷൻ പ്രായം ഉയർത്തേണ്ടതുണ്ടെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ ന്യായീകരണം നൽകുക

3.18 പെൻഷൻ പ്രായം ഉയർത്തുന്നത് യുവാക്കളുടെ തൊഴിലവസരത്തെ ബാധിക്കുമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ യുവാക്കളുടെ തൊഴിലവസരങ്ങളെ എന്തുകൊണ്ട് ബാധിക്കുകയില്ല എന്നത് സംബന്ധിച്ച വിശദീകരണം നൽകുക

IV മുൻശമ്പള പരിഷ്കരണത്തിലെ അപാകതകൾ

4.1 ചില വിഭാഗം ജീവനക്കാർക്ക് പ്രത്യേക കാരണങ്ങൾ കൂടാതെ ഉയർന്ന ശമ്പളം നൽകാനായി കഴിഞ്ഞ ശമ്പളകമ്മീഷൻ ശുപാർശ ചെയ്തിട്ടുള്ളതായി അഭിപ്രായമുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വിശദാംശങ്ങൾ നൽകുക

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4.2 *ഇത്തരത്തിൽ യുക്തിഭദ്രമായി വരുത്തിയ ശമ്പളവർദ്ധന തുടരേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലായെങ്കിൽ അസാധാരണ വർദ്ധനയ്ക്ക് ന്യായീകരണം വിശദമാക്കുക

V മെഡിക്കൽ ഇൻഷ്വറൻസ് സ്കീം

5.1 *നിലവിലുള്ള മെഡിക്കൽ റീ ഇംബേഴ്സ്മെന്റ് പദ്ധതി പര്യാപ്തമാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ല എങ്കിൽ മെച്ചമാക്കുന്നതിനുള്ള നിർദ്ദേശങ്ങൾ സമർപ്പിക്കുക

5.2 *മെഡിക്കൽ റീ ഇംബേഴ്സ്മെന്റിനു പകരം ജീവനക്കാർക്കും പെൻഷൻകാർക്കും മെഡിക്കൽ ഇൻഷ്വറൻസ് പദ്ധതി ഏർപ്പെടുത്തേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ നിർദ്ദേശം നൽകുക

ഡി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട് ആവശ്യമില്ലെന്ന് വ്യക്തമാക്കുക

5.3 *പെൻഷൻകാർക്ക് നൽകി വരുന്ന മെഡിക്കൽ അലവൻസ് പര്യാപ്തവും ഫലപ്രദവുമാണോ?*

എ) ആണ്

ബി) അല്ല

സി) അല്ലായെങ്കിൽ മെച്ചപ്പെട്ട ബദൽ സംവിധാനം ഏതാണ്

5.4 *ജീവനക്കാരിൽ നിന്നും നിശ്ചിത വിഹിതം കൈപ്പറ്റിക്കൊണ്ട് ആരോഗ്യ ഇൻഷ്വറൻസ് പദ്ധതി നടപ്പിലാക്കുന്നത് അഭിലഷണീയമാണോ?*

എ) ആണ്

ബി) അല്ല

സി) അല്ലായെങ്കിൽ മെച്ചപ്പെട്ട ബദൽ സംവിധാനം ഏതാണ്

5.5 *പെൻഷൻകാരിൽ നിന്നും നിശ്ചിത തുക പ്രീമിയമായി സ്വീകരിച്ചു ആരോഗ്യ ഇൻഷ്വറൻസ് പദ്ധതി നടപ്പിലാക്കുന്നതിനോട് താങ്കൾ യോജിക്കുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലായെങ്കിൽ താങ്കൾക്കുള്ള മറ്റ് നിർദ്ദേശം എന്താണ്?

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5.6 *ജീവനക്കാർക്കും പെൻഷൻകാർക്കും കേന്ദ്രഗവൺമെന്റിന്റെ CGHS മാതൃകയിൽ ഒരു പദ്ധതി ഏർപ്പെടുത്തുന്നത് ഉചിതമാണോ?*

എ) അതെ

ബി) അല്ല

VI സേവനാവകാശ നിയമം 2012

6.1 *39 വകുപ്പുകളിൽ നടപ്പിലാക്കിയ സേവനാവകാശ നിയമം താങ്കളുടെ അഭിപ്രായത്തിൽ*

എ) സർക്കാർ സർവീസിന്റെ കാര്യക്ഷമത വളരെയധികം മെച്ചപ്പെടുത്തി

ബി) ഒരുപരിധി വരെ മെച്ചപ്പെടുത്തി

സി) ഒരു മെച്ചവും ഉണ്ടാക്കിയില്ല

6.2 *സേവനാവകാശനിയമം എല്ലാ വകുപ്പുകളിലും നടപ്പാക്കേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലായെങ്കിൽ എന്തുകൊണ്ട്?

6.3 *നിലവിൽ സർക്കാരിന്റെ റവന്യൂ ചെലവിന്റെ സിംഹഭാഗവും ചെലവഴിക്കുന്നത് വിദ്യാഭ്യാസ മേഖലയിൽ ആണ്. പ്രത്യേകിച്ചും ഗവൺമെന്റ്, എയ്ഡഡ് മേഖലയിലെ അധ്യാപകരുടെ ശമ്പള ഇനത്തിൽ. പക്ഷെ വിദ്യാഭ്യാസ നിലവാരം കുറഞ്ഞുവരുന്നതായി വ്യാപകമായ പരാതികൾ ഉണ്ട്. താങ്കളുടെ അഭിപ്രായ ത്തിൽ അതിന്റെ പ്രധാന കാരണം ?*

എ) അധ്യാപകരുടെ കാര്യക്ഷമത ഇല്ലായ്മ

ബി) എയ്ഡഡ് മേഖലയിൽ സ്വീകരിച്ചുവരുന്ന തൃപ്തികരമല്ലാത്ത നിയമനരീതി

സി) കാര്യക്ഷമമായ പരിശീലന പരിപാടികളുടെ അഭാവം

ഡി) നിലവാരമില്ലാത്തതും പഴഞ്ചനുമായ സിലബസ്

ഇ) മറ്റ് ഘടകങ്ങൾ

VII പാർശ്വസ്ഥ പ്രവേശനവ്യവസ്ഥ (Lateral Entry System)

7.1 *നിലവിലുള്ള പാർശ്വസ്ഥ പ്രവേശന രീതി നീതീകരിക്കത്തക്കതാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കുക

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7.2 *പാർശ്വസ്ഥ പ്രവേശന രീതി എല്ലാ വകുപ്പുകളിലെ ജീവനക്കാർക്കും തുല്യമായ അവസരങ്ങൾ നൽകുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ വിശദീകരിക്കുക

7.3 *പാർശ്വസ്ഥ പ്രവേശന വ്യവസ്ഥ*

എ) സേവനകാര്യക്ഷമത വർദ്ധിപ്പിക്കുന്നതിന് സഹായിക്കുന്നു.

ബി) കാര്യക്ഷമത കുറയുന്നതിന് ഇടയാക്കുന്നു

സി) കാര്യക്ഷമതയെ ബാധിക്കുന്നില്ല

ഡി) മറ്റ് എന്തെങ്കിലും

7.4 *പ്രഗത്ഭരെ സർക്കാർ സർവ്വീസിലേക്ക് ആകർഷിക്കുന്നതിൽ പാർശ്വസ്ഥ പ്രവേശനം തടസമാകുന്നുണ്ടോ ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വ്യക്തമാക്കുക

7.5 പാർശ്വസ്ഥ പ്രവേശനത്തിനായി യോഗ്യതാ പരീക്ഷകൾ മാനദണ്ഡ മാക്കേണ്ട തുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്.

ഡി) മറ്റ് എന്തെങ്കിലും നിർദ്ദേശങ്ങൾ

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VIII വിവരസാങ്കേതിക വിദ്യയുടെ വിന്യാസം

8.1 *സംസ്ഥാനത്തിന്റെ പരിമിതമായ വിഭവശേഷിയുടെ പശ്ചാത്തലത്തിൽ വിവരസാങ്കേതിക വിദ്യ കൂടുതൽ പ്രയോജനപ്പെടുത്തുന്നത് പൊതുസേവന ചെലവ് കുറയ്ക്കുമെന്ന് താങ്കൾ കരുതുന്നുവോ?*

എ) അതെ

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്?

8.2 *എല്ലാ സർക്കാർ രേഖകളും (രഹസ്യരേഖകൾ ഒഴികെ) ഓൺലൈൻ ആക്കുന്നത് സർക്കാർ സംവിധാനങ്ങളുടെ സുതാര്യത വർദ്ധിപ്പിക്കുമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്?

8.3 *സർക്കാർ സർവീസിൽ പ്രവേശനം ലഭിക്കുന്നതിന് കമ്പ്യൂട്ടർ സാക്ഷരത നിർബന്ധമാക്കേണ്ടതുണ്ടെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

IX പൊതുവിഷയങ്ങൾ

9.1 *താങ്കളുടെ അഭിപ്രായത്തിൽ സിവിൽ സർവീസിന്റെ കാര്യക്ഷമത, ഉത്തരവാദിത്വം ജനാഭിമുഖ്യം എന്നിവ ?*

എ) ശ്രേഷ്ഠമാണ്

ബി) വളരെ നല്ലതാണ്

സി) തൃപ്തികരമാണ്

ഡി) മോശമാണ്

ഇ) വളരെ മോശമാണ്

9.2 *സർക്കാർ സർവീസിന്റെ കാര്യക്ഷമത വർദ്ധിപ്പിക്കുന്നതിനായി എന്ത് മാർഗ്ഗങ്ങളാണ് താങ്കൾ നിർദ്ദേശിക്കുന്നത്?*

എ) സാമൂഹികപരിശോധന

ബി) പ്രൊമോഷനും പാർശ്വസ്ഥ പ്രവേശനത്തിനും യോഗ്യതാ പരീക്ഷകൾ നിശ്ചിതകാലയളവിൽ ഏർപ്പെടുത്തുക

സി) കാര്യക്ഷമതയുമായി ബന്ധപ്പെടുത്തി ഇൻസെന്റീവുകൾ അനുവദിക്കുക

ഡി) ഇൻക്രിമെന്റ് നൽകുന്നതിന് കാര്യക്ഷമതാ മാനദണ്ഡം ഏർപ്പെടുത്തുക

ഇ) നിയമന നയങ്ങൾ പരിഷ്കരിക്കുക

എഫ്) മുകളിൽ പരാമർശിച്ചവ എല്ലാം

ജി) മറ്റ് നിർദ്ദേശങ്ങൾ

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9.3 സർക്കാർ പ്രവൃത്തി ദിനങ്ങൾ ആഴ്ചയിൽ 5 ദിവസമായി ചുരുക്കേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

(എ) ആയാലും (ബി) ആയാലും ന്യായീകരണം നൽകുക)

9.4 പ്രവൃത്തി ദിനങ്ങൾ 5 ആയി കുറയ്ക്കുകയാണെങ്കിൽ കാഷ്വൽ ലീവുകളുടെയും പൊതു അവധികളുടെയും എണ്ണം കുറയ്ക്കൽ, നിയന്ത്രിത അവധികൾ ഏർപ്പെടുത്തൽ എന്നീ പരിഷ്കാരങ്ങൾ അവലംബിക്കാവുന്നതാണോ?

9.5 മാനസികമായും ശാരീരികമായും വെല്ലുവിളികൾ നേരിടുന്ന കുട്ടികളുടെ മാതാപിതാക്കളായ സർക്കാർ ഉദ്യോഗസ്ഥർക്ക് നിലവിലുള്ള സ്പെഷ്യൽ കാഷ്വൽ ലീവ് പര്യാപ്തമാണ് എന്ന് കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ നിർദ്ദേശങ്ങൾ നൽകുക

9.6 കേന്ദ്രസർക്കാർ ജീവനക്കാർക്ക് ലഭ്യമായിട്ടുള്ള താഴെപറയുന്ന ആനുകൂല്യങ്ങളിൽ ഏതൊക്കെയാണ് സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്ക് ബാധകമാക്കേണ്ടത്?

എ) കുട്ടികളുടെ വിദ്യാഭ്യാസ അലവൻസ് പദ്ധതി

ബി) ശിശുപരിപാലന അവധി

സി) ട്രാൻസ്പോർട്ട്അലവൻസ്

ഡി) മുകളിൽ പരാമർശിച്ച എല്ലാം

ഇ) മറ്റ് ഏതെങ്കിലും

9.7 വനിതാ ജീവനക്കാർക്ക് സർക്കാർ ഓഫീസുകളിൽ ലഭ്യമായ സൗകര്യങ്ങൾ പര്യാപ്തമാണോ? പര്യാപ്തമല്ലെങ്കിൽ ആയത് സംബന്ധിച്ചുള്ള നിർദ്ദേശങ്ങൾ.

9.8 കേരള പബ്ലിക് സർവീസ് കമ്മീഷൻ പുറപ്പെടുവിക്കുന്ന റാങ്കുലിസ്റ്റുകളിൽ ഉയർന്ന റാങ്ക് ലഭിക്കുന്ന ചിലർക്ക് പ്രൊമോഷൻ സാധ്യത കുറഞ്ഞ വകുപ്പിൽ നിയമനം ലഭിക്കുന്നതു മൂലം സ്റ്റാഗ്നേഷൻ നേരിടുകയും അതേ റാങ്ക് ലിസ്റ്റിൽ താഴ്ന്ന റാങ്ക് ലഭിച്ചയാൾക്ക് ഉയർന്ന പ്രൊമോഷൻ സാധ്യതയുള്ള വകുപ്പിൽ നിയമനം ലഭിക്കുന്നതു മൂലം വേഗത്തിൽ പ്രൊമോഷൻ ലഭിക്കുകയും ചെയ്തു വരുന്നുണ്ട്. ആ അപാകത പരിഹരിക്കുന്നതിന് താങ്കളുടെ നിർദ്ദേശം?

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9.9 ഓഫീസുകളിലെ പശ്ചാത്തല അടിസ്ഥാന സൗകര്യങ്ങളുടെ കുറവ് സർക്കാർ ജീവനക്കാരന്റെ കാര്യക്ഷമതയെ ബാധിക്കുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

(ഉത്തരം എ ആയാലും ബി ആയാലും ന്യായീകരണം നൽകുക)

9.10 നിലവിലെ സാമൂഹിക സാഹചര്യത്തിൽ അഴിമതി തടയുന്നതിനുള്ള നടപടികൾ പര്യാപ്തമാണോ; അല്ലെങ്കിൽ ആയതിനുള്ള പരിഹാര നിർദ്ദേശങ്ങൾ

എ) സേവനാവകാശ നിയമത്തിന്റെ നടപ്പാക്കൽ

ബി) കർശനമായ അച്ചടക്കം പാലിക്കുക

സി) ജില്ലാതല ഉദ്യോഗസ്ഥൻമാരായും വകുപ്പു മേധാവികളായും നിയമിക്കപ്പെടുന്നതിന് കാര്യക്ഷമതയും, കഴിവും മാനദണ്ഡമാക്കൽ

ഡി) മറ്റു നിർദ്ദേശങ്ങൾ

9.11 സ്റ്റേറ്റ് അഡ്മിനിസ്ട്രേറ്റീവ് സർവീസ് രൂപവത്ക്കരിക്കുന്നത് സംസ്ഥാന സിവിൽ സർവീസിന്റെ കാര്യക്ഷമതയും, ഗുണമേൻമയും വർദ്ധിപ്പിക്കുന്നതോടൊപ്പം അഴിമതി ഗണ്യമായി കുറയ്ക്കുന്നതിനും സഹായകരമാകും എന്ന് കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

(ഇല്ല എങ്കിൽ വിശദീകരണം നൽകുക)

9.12 സ്വകാര്യ മേഖലയിലേതുപോലെ, മെച്ചപ്പെട്ട പ്രകടനം കാഴ്ചവയ്ക്കുന്ന ജീവനക്കാർക്ക് സാമ്പത്തിക ആനുകൂല്യങ്ങൾ അനുവദിക്കുന്നത് സർക്കാർ സർവ്വീസിന്റെ കാര്യക്ഷമത വർദ്ധിപ്പിക്കുമെന്ന് താങ്കൾ കരുതുന്നുവോ?

എ) അതെ

ബി) ഇല്ല

സി) അതെയെങ്കിൽ താങ്കളുടെ അഭിപ്രായം

9.13 എല്ലാ സർക്കാർ ഓഫീസുകളിലും ബയോമെട്രിക് പഞ്ചിംഗ് സമ്പ്രദായം ഏർപ്പെടുത്തേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം

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9.14 കോൺഫിഡൻഷ്യൽ റിപ്പോർട്ടുകളിൽ പഞ്ചിംഗ് സമ്പ്രദായ പ്രകാരമുള്ള സമയനിഷ്ഠ പാലിക്കുക എന്നത് സേവനം വിലയിരുത്തുന്നതിന് ഒരു മാനദണ്ഡമായി ഉൾപ്പെടുത്തേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം

9.15 പൊതുജനങ്ങളോടുള്ള ജീവനക്കാരുടെ പെരുമാറ്റം തൃപ്തികരമാണോ; അല്ലെങ്കിൽ മെച്ചപ്പെടുത്താനുള്ള നിർദ്ദേശം?

9.16 ഏതെങ്കിലും ഗവൺമെന്റ് വകുപ്പുകളിൽ ജീവനക്കാരുടെ എണ്ണം ആവശ്യത്തിലധികമാണെന്ന് താങ്കൾക്ക് അഭിപ്രായമുണ്ടോ? എങ്കിൽ ഏതൊക്കെ?

9.17 ഏതെങ്കിലും ഗവൺമെന്റ് വകുപ്പുകളിൽ ജീവനക്കാർ ആവശ്യത്തിനില്ല എന്ന് തോന്നുന്നുണ്ടോ? എങ്കിൽ ഏതൊക്കെ?

9.18 ജീവനക്കാരുടെ പുനർവിന്യാസം ആവശ്യമെങ്കിൽ ഉചിതമായ മാർഗങ്ങൾ നിർദ്ദേശിക്കുക

കുറിപ്പ്: പൊതുജനങ്ങളിൽ നിന്നും താൽപര്യമുള്ള കക്ഷികളിൽ നിന്നും വിവരങ്ങൾ സ്വരൂപിക്കുകയാണ് ചോദ്യാവലി കൊണ്ട് ലക്ഷ്യമിടുന്നത്. ചോദ്യങ്ങളുടെ ഉള്ളടക്കമോ, ഭാഷയോ കമ്മീഷന്റെ വീക്ഷണം പ്രകടിപ്പിക്കുന്നില്ല.

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9.14 കോൺഫിഡൻഷ്യൽ റിപ്പോർട്ടുകളിൽ പഞ്ചിംഗ് സമ്പ്രദായ പ്രകാരമുള്ള സമയനിഷ്ഠ പാലിക്കുക എന്നത് സേവനം വിലയിരുത്തുന്നതിന് ഒരു മാനദണ്ഡമായി ഉൾപ്പെടുത്തേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം

9.15 പൊതുജനങ്ങളോടുള്ള ജീവനക്കാരുടെ പെരുമാറ്റം തൃപ്തികരമാണോ; അല്ലെങ്കിൽ മെച്ചപ്പെടുത്താനുള്ള നിർദ്ദേശം?

9.16 ഏതെങ്കിലും ഗവൺമെന്റ് വകുപ്പുകളിൽ ജീവനക്കാരുടെ എണ്ണം ആവശ്യത്തിലധികമാണെന്ന് താങ്കൾക്ക് അഭിപ്രായമുണ്ടോ? എങ്കിൽ ഏതൊക്കെ?

9.17 ഏതെങ്കിലും ഗവൺമെന്റ് വകുപ്പുകളിൽ ജീവനക്കാർ ആവശ്യത്തിനില്ല എന്ന് തോന്നുന്നുണ്ടോ? എങ്കിൽ ഏതൊക്കെ?

9.18 ജീവനക്കാരുടെ പുനർവിന്യാസം ആവശ്യമെങ്കിൽ ഉചിതമായ മാർഗങ്ങൾ നിർദ്ദേശിക്കുക

കുറിപ്പ്: പൊതുജനങ്ങളിൽ നിന്നും താൽപര്യമുള്ള കക്ഷികളിൽ നിന്നും വിവരങ്ങൾ സ്വരൂപിക്കുകയാണ് ചോദ്യാവലി കൊണ്ട് ലക്ഷ്യമിടുന്നത്. ചോദ്യങ്ങളുടെ ഉള്ളടക്കമോ, ഭാഷയോ കമ്മീഷന്റെ വീക്ഷണം പ്രകടിപ്പിക്കുന്നില്ല.

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TENTH PAY REVISION COMMISSION QUESTIONNAIRE

BACK GROUND

The State Government have been constituting Pay Revision Commissions regularly to evolve rational pay structure for their employees. The Government recently constituted Tenth Pay Revision Commission. Its terms of reference include evolution of principles which may govern the structure of emoluments and the conditions of service taking into account the total packet of benefits available to the employees of the State Government, Local Bodies, Aided Institutions and Non-teaching staff of Universities.

The Pay packets for the Government employees include Basic Pay and compensatory Allowances. The main compensatory allowances are Dearness Allowance, House Rent Allowance and City Compensatory Allowance. The Dearness Allowance compensates rise in the cost of living index which is being sanctioned based on the increase in the twelve monthly moving average of the All India Consumer Price Index for the Industrial Workers computed by the Labour Bureau, Simla. The House Rent Allowance compensates the expenditure incurred by the Government employees on Housing. The City Compensatory Allowance compensates higher cost of living index in cities. In addition there are special allowances where the employees are supposed to perform special nature of duties including those working in interior places, unhealthy localities, hill areas, tribal areas etc. The Special Pays are sanctioned where the job requires special skills or the job involves arduous nature of duties or for specific addition to work. It is pertinent to note that the quantum of these Special pays and allowances should adequately compensate the extra duties or for the arduous nature of the job, but at the same time they should not disturb the salary structure.

The successive Pay Revision Commissions evolved the pay structure of the employees after thoroughly reviewing the pay scales evolved by earlier Pay Revisions. An Anomalies/Regrouping Committee followed the 1986 Pay Revision and Anomalies Committees followed the 1993, 1999, 2005 and 2010 Pay Revisions.

The concept of Master Scale was first time introduced in the 1993 by the Pay Revision Commissioner. The rate of increment is the same at a given pay point in the Master Scale irrespective of the scale and it also confers relatively higher benefits on the employees with longer service. The Pay Scales are only segments of the Master scale. The Master Scale was devised with a view to providing the seniors with greater benefits.

The successive Pay Revision Commissions also continued the concept of the Master Scale. Among others, the last Pay Revision Commission recommended for :–

- *The minimum pay Rs.6700 and the maximum pay as Rs.55660 and thus the ratio between minimum and maximum worked out to 1:8.31*

- *Continuance of the Master Scale progressively rising incremental increases.*

- *Continuance of the Automatic Advancement Scheme consisting of 8, 16 and 24 years as it serves the larger interests of the Government employees. However based on the agreement reached between the Government and JAC of Employees, Teachers and Workers, the periodicity of the scheme has been revised to 6, 12, 18 and 24 years.*

- *Continuance of Special Pays and other allowances keeping the settled and adopted criteria by the earlier Commissions in view.*

- *Sanction of three stagnation increments.*

Now the following QUESTIONNAIRE is designed to elicit your views on the pay structure and related matters which come under the purview of terms of reference of the Pay Revision Commission.

TENTH PAY REVISION COMMISSION
QUESTIONNAIRE

PART I

PAY, ALLOWANCES AND OTHER SERVICE CONDITIONS
A. GENERAL PRINCIPLES GOVERNING PAY SCALES AND ALLOWANCES

In Government of India, based on the recommendations of 5th and 6th PRCs, whenever the D.A. crosses 50% of the basic pay, it shall be treated as Dearness Pay and the compensatory allowance including D.A. will be calculated based on the Pay Plus Dearness Pay, pending constitution of P.R.Cs as P.R.Cs are usually constituted once in 10 years. The pensionary benefits are also calculated on Pay Plus Dearness pay. The 9th P.R.C. has also recommended that whenever the D.A. reaches 50% of Basic Pay, all allowances may automatically be increased by 25%, so that necessity for a P.R.C. at short intervals is eliminated. While the position in the centre is as stated above, in the State, the PRCs are almost constituted once in 5 years. Majority of States are adopting the central pay scales to employees. In the context of the above position, the PRC would like to know your considered views on the following issues:

1. *What is your view on the following?*

(i) *Minimum and Maximum Pay*

(a) *Minimum Pay: Rs._____,*
(b) *Maximum Pay: Rs._____,*

What's the rationale? and how are they arrived (i.e.,) the basis for arriving the minimum and maximum.

(c) *Ratio between the Minimum and Maximum Pay 1:_____, What's the rationale?*

2. Scale of pay:

As you are aware every post carries a scale of pay with a minimum of the scale, annual increments and maximum, the State Government introduced the concept of Master Scale, it is often said that with the introduction of the Master scale, the concept of pay scale does not have much relevance particularly, to those who are in service. But the craze for the pay scale continues and the demands for a higher scale of pay go on unabated. Very often the employees compare their scale with their counterparts and feel that they get a raw deal in the matter of pay scale. With this, the

successive Pay Revision Commissions and the Anomalies Committees repeatedly analyzing the pay scales.

(a) *The pay scale is sort of compensation or remuneration, but the employees seems to be giving much prominence to the pay scale? please indicate your view on this aspect.*

(b) In your view what should be the parameters for determining a Pay scale for a particular category?

(c) *If you are representing a Service Association or heading a department what scales do you suggest for the categories you are representing or the categories under your control based on the parameters mentioned above. Give justification.*

3. Master Scale:

(a) *Do you suggest continuation of Master Scale concept?*

Yes/No

(b) *If yes, do you suggest continuation (Tick any of the box indicating your view).*

As it is ☐ *with modifications* ☐

(c) *In case you advocate for continuation with modifications what modifications you would like to suggest?*

(d) *Are the existing 32 grades of scales of pay adequate?* *Yes/No*

(e) *If 'No', how many grades of scales do you suggest?* ☐

(f) *The Sixth Central Pay Commission introduced the concept of Pay bands and Grade Pay. The 9th Pay Revision Commission had also gone into this question and did not agree for adoption. Do you agree with the above view or else what do you suggest?*

(g) *In case you advocate for implementation with modifications what modifications you would like to suggest?*

4. Fitment:

(a) *In the Central Government, during the earlier pay revisions fitment used to be allowed for fixation of pay in the Revised Pay Scales. So is the case with*

the State Government. In the light of the above, what is your opinion on fitment?

(b) Should it be (Tick your choice)

i) A percentage of pay ☐

ii) Increments based on service ☐

(c) Quantum/percentage of fitment Rs._____/_____% Increment.

5. Increment

(a) State Government employees are now getting annual increment at the rates ranging from 2.48% to 2.985%. Do you think that this is alright?

Yes/No

(b) If your opinion is "No" then what should be the quantum of increment in your view? The rationale behind your suggestion may please be indicated.

(c) The Central Government has introduced differential rate of increment linking it to performance. Do you suggest for adoption of the above system for the State Government employees also?

Yes/No

(d) If your opinion is "Yes" then what is your suggestion for the yardstick to be followed to assess efficiency?

6. Common Categories

The common categories are those categories of posts which exist in almost all departments with similar nature of duties and qualifications such as posts belonging to Andhra Pradesh Last Grade Services, Andhra Pradesh Ministerial Services etc.

(a) Do you suggest for continuation of categorization of Common Categories?

Yes/ No

(b) If yes do you suggest continuation (Tick any of the box indicating your view)

As it is ☐ *with modifications* ☐

(c) *In case you advocate for continuation with modifications what would be the modifications you suggest?*

7. Stagnation increments

(a) *According to one school of thought, the system of shifting the employee, when he reached the maximum of pay scale, to the next pay scale is good as it will give a satisfaction that the employee is in a better scale and also continue to draw increments uninterruptedly. In the light of this, do you support sanction of stagnation increments or shift to next scale on reaching the maximum of the scale? (Tick any of the box indicating your view)*

Stagnation increments ☐ *Shift to next scale* ☐

(b) *If you support sanction of stagnation increments whether the existing provision of three increments is sufficient?*

Yes/No

(c) *If "No" how many increments do you suggest?* ☐

(d) *In case you advocate for continuation of stagnation increments with modifications what would be the modifications you suggest?*

(e) *The sanction of stagnation increments is in vogue since a long time. It has been continued even after introducing Automatic Advancement Scheme with the periodicity was 8/16/24 years. Now that periodicity has been revised to 6/12/18/24, which serves the larger interest of the employees, sanctioning of stagnation increments will not serve any purpose. More so, when it does not confer any additional benefits. Is there any justification for its continuance.*

Please justify the necessity for continuance of the stagnation increments.

(f) *In case you support shifting to next scale, please give your justification.*

8. Outsourcing staff:

(a) *In the context of Outsourcing of certain categories of staff do you support continuation of the existing system in addition to the staff working under Work Charged establishment /Daily Wage and contingent (full time/part time) establishment?*

Yes/No

(b) *If yes do you suggest continuation (Tick any of the box indicating your view)*

As it is ☐ *with modifications* ☐

(c) *In case you advocate for continuation with modifications what modifications would you like to suggest?*

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TENTH PAY REVISION COMMISSION

B. AUTOMATIC ADVANCEMENT SCHEME

The Government introduced Automatic Advancement Scheme in 1981. The successive commissions recommended for continuance of the scheme suggesting some modifications and the scheme is being implemented duly carrying out the modifications recommended by the successive Pay Revision Commissions. The Central Government is also implementing the Career Advancement schemes which are almost similar to the Automatic Advancement scheme in vogue in the State Government.

9. (a) *In view of the above, do you suggest for continuation of Automatic Advancement Scheme?*

Yes/No

(b) *If yes do you suggest continuation (Tick any one of the box indicating your view)*

As it is ☐ *with modifications* ☐

(c) *In case you advocate for continuation with modifications what the modifications you would like to suggest?*

10. (a) *Do you feel that the revised AAS consisting of 6/12/18/24 years concept is adequate.*

Yes/No

If yes.

As it is ☐ *with modifications* ☐

(b) *If no, suggest the duration of service for allowing Automatic Advancement Grades?*

11. (a) *Do you support the existing system of limiting the promotion scales to the Special Promotion Posts I-A(after 12years), Special Promotion Posts I-B(after 18 years) and Special Promotion Posts II(after 24 years)?*

Yes/No

(b) *If "no", what is your suggestions?*

TENTH PAY REVISION COMMISSION

C. SPECIAL PAYS AND COMPENSATORY ALLOWANCES & MEDICAL FACILITIES ETC.

It is a general phenomena that while assigning a pay scale, to a particular post, the qualifications, nature of duties, whether general or arduous nature of duties, areas of operation etc., are taken into consideration. The other argument is that the pay scale is assigned for normal duties and when the job requires special skills or arduous nature of duties or where the employee has to work in remote areas etc., there should be compensation by way of special pay or special allowance.

12. *Which argument do you support?*
(Tick in one of the box indicating your view)

(a) *Sanction of Separate Special Pay?* ☐

If yes, indicate the categories for which Special Pays are requested and quantum of special pay.

(b) *Or the pay structure should take care of it?* ☐

If so what should be that pay structure, category-wise?

13. Dearness Allowance

The State Government is sanctioning Dearness Allowance Twice a year; on first January and first July as in the case of Central Government employees. The successive PRCs are recommending conversion formula, to ensure that the quantum of Dearness Allowance sanctioned is at par with what was sanctioned by the Government of India.

(a) *Do you feel that the present system is adequate or inadequate? If inadequate please indicate suitable suggestions/ modifications.*

14. City Compensatory Allowance

(a) *Do you feel that the present system of City Compensatory allowance based on pay ranges is adequate or inadequate? If inadequate, please indicate suitable suggestions / modifications.*

(b) *Based on the recommendations of 6th C.P.R.C, the Central Government employees are being sanctioned Transport Allowance duly abolishing of CCA. Do you feel the Transport Allowance may be sanctioned to the*

State Government employees in lieu of CCA. If so, indicate suitable suggestions / modifications.

15. House Rent Allowance

(a) *As per the existing classification, HRA is being paid based on classification of Cities/ towns on population basis subject to a maximum ceiling. Do you feel that the existing classification of cities/towns is alright for sanction of House Rent Allowance?*

Yes/No

(b) *If "No", what classification, the quantum of House Rent Allowance you would like to suggest for various places?*

16. (a) *Do you feel that the existing rates of House Rent Allowance are adequate?*

Yes/No

(b) *If "No", suggest the rate or quantum of H.R.A to be paid at various places and the justification thereof.*

17. (a) *In the Central Government, Government notifies dependent villages of the qualified town for allowing House Rent Allowance. In the State, House Rent Allowance is admissible to the employees working in offices located within 8 K.Ms. distance from the periphery of the qualified cities/towns to the center of the village at the rates as admissible at qualified cities/towns. The District Collector, based on the certificate from the Executive Engineer concerned will notify such places. Do you advocate for continuance of the existing system?*

Yes/No

(b) *If "No", what is your suggestion on this?*

18. LTC and other Allowances:

(a) *Do you feel that the existing system of Leave Travel Concession is adequate?*

Yes/No

(b) *If "No", suggest modifications, duly justifying the same.*

19. (a) *Do you think the present system of sanction of Tour T.A., Daily Allowances Transfer T.A, F.T.A, other than Special Pay or Perquisites either in cash or in kind is adequate?*

Yes/No

(b) *Do you think the present system of sanction of Uniform Allowance, Risk Allowance, Conveyance Allowance, any Special Allowance etc., other than Special Pay or Perquisites either in cash or in kind is adequate?*

(c) *If "No", suggest modifications duly justifying the same.*

20. Medical facilities:

(a) *Do you consider that the existing medical facilities available including the system of reimbursement in respect of serving Government employees is adequate?*

Yes/No

(b) *If no, indicate your suggestions for their modification duly justifying them.*

(c) *Do you have any other alternative suggestions to improve Medical facilities to the employees?*

(d) *Govt., are contemplating to provide cashless treatments by issuing Health Cards to employees and pensioners. Do you consider that the proposed Health Card system is a suitable substitute for the existing medical reimbursement?*

(e) *If "Yes" furnish the same in detail.*

21. Obsequies Charges

(a) *Is the quantum of obsequies charges being paid at present, in the case of death of the employees adequate?*

Yes/No.

(b) *If "No" suggest any modifications with justification.*

TENTH PAY REVISION COMMISSION

PART II

PENSION STRUCTURE

One of the terms of reference of the Pay Revision Commission (PRC) is to examine and review the existing structure for pensioners and make recommendations which may be desirable and feasible.

The present rules that govern the pensionery benefits are based on the A.P Revised Pension Rules, 1980 which came into force with effect from 29th October, 1979 as amended from time to time. Government have been sanctioning Pension on the last pay drawn, provided the employee drew pay in that post, in a regular vacancy at least for a period of two months. Otherwise the pension is based on average emoluments drawn for the last ten months. The minimum service to get pension is 10 years. Government allows a weightage of 5 years for superannuation pension and for voluntary retirement. In either case, the maximum qualifying service is 33 years for getting full pension i.e. 50% of pay drawn at the time of retirement.

The Pay Revision Commission 2010 reviewed the pension structure and fixed the minimum pension as Rs.3350/- a month. The commutation of pension was recommended to be continued @ 40% and no change was recommended in the existing provision in case of restoration of commuted pension. The maximum limit of Retirement Gratuity was recommended to be enhanced from Rs.3,50,000 to Rs.7,00,000. Subsequently the same was enhanced to Rs.8,00,000. The D.A. at the time of retirement should be added to the basic pay at gratuity be calculated.

22. (a) *In the light of the above, do you consider whether the existing Pension scheme is sufficient ?*

Yes/No

(b) *If "No" what modifications you would like to suggest?*

23. (a) *Do you consider that the present formulae and quantum of pension, family pension, retirement gratuity and calculation of Average Emoluments require any modification?*

Yes/No

(b) *If "yes" what modifications would you like to suggest?*

(c) *Whether the existing ceiling on Retirement Gratuity is adequate or do you suggest any enhancement?*

24. (a) *Is the present percentage of commutation and restoration of commuted portion of pension adequate?*

Yes/No

(b) *If "No" what modifications do you suggest?*

25. (a) *Does the present scheme of Voluntary retirement require any modification?*

Yes/No

(b) *If "Yes" suggest modifications.*

26. (a) *Is the weightage of 5 years allowed on superannuation/voluntary retirement respectively justified?*

Yes/No

(b) *Suggest modifications if any.*

27. Additional Quantum of Pension:

(a) *Do you feel that additional quantum of pension above the age of 75 years to 100 years or more is adequate?*

Yes/ No

If No, suggest the modifications.

28. (a) *Is the quantum of death relief i.e., a lumpsum amount equal to one month's pension subject to minimum of Rs.10,000/- to the pensioners paid at present adequate?*

Yes/No

If "No" what are the suggestions you would like to make?

(b) *In the case of death of the spouse, where the spouse predeceases the Pensioner, the quantum of relief is fixed at Rs.10000/-. Does it adequate?*

Yes/No

If No, please indicate the reasons.

(c) *In the case of Family Pensioner, the quantum of Death Relief is fixed at Rs.10,000/-. Is it adequate?*

Yes/No

If No, please indicate the reasons.

29. (a) *The pensioners are being compensated towards the rise in the cost of living by way of Dearness Relief on pension/family pension at the same rate as sanctioned to the serving employees. Is it adequate?*

Yes/No

(b) *If "No" suggest modifications?*

30.(a) *Do you think that the existing procedure of verifying of service, submission of pension papers, issue of PPO/GPO by A.G. etc. requires any modification?*

Yes/No

(b) *If "Yes" suggest modifications?*

31.(a) *Do you consider the quantum of anticipatory/provisional pension is adequate?*

Yes/No

(b) *If "No" suggest modifications?*

32.(a) *There is a need to provide medical facilities to the pensioners who have served the Government. Do you consider that the existing medical facilities are adequate?*

Yes/No

(b) *Do you feel that the proposed Health Card System is suitable substitute to the existing medical reimbursement?*
Indicate your view.

(c) *If "No" suggest modifications duly justifying.*

(d) *If you have any other suggestions for better medical care to pensioners, please indicate.*

33. Financial Assistance:

At present Financial assistance is admissible to such of the survivors to whom either service pension or family pension is not admissible i.e., teachers and Non-Teaching Staff of Aided Educational Institutions and Ex-District Boards who retired or died while in service prior to 01-04-1961. As per the recommendations of 10th PRC, a minimum of Rs.3,350/- p.m. is being sanctioned as Financial Assistance without Dearness Relief.

Do you feel that the above Financial Assistance is adequate? Please indicate your considered views.

TENTH PAY REVISION COMMISSION

PART III

GENERAL AND MISCELLANEOUS MATTERS

34. *Of late, the information technology is expanding rapidly. The fruits of developed technology have to be made available to the citizens. The bureaucracy has to take an active part in this regard. Total reliability on outsourcing is not a solution and the regular employees have to get trained and well acquainted with the latest technology. Naturally, the compensation and the serving conditions of the State Government have to invariably attract the young and talented. In the light of the above position,*

(a) *Do you feel that the existing pay structure and the service conditions attract such talented young personnel?*

Yes/No

(b) *If "No" suggest measures to be taken to attract such talented young personnel?*

35. (a) *Of late the exposure of Government employees to terrorism has increased. Do you consider the existing compensation/package to the kith and kin to those who are losing their lives and limbs in terrorist activities to be adequate?*

Yes/No

(b) *If "No" suggest measures for improving compensation?*

36. *Please suggest measures*

i) *To reduce Govt. expenditure*
ii) *To improve the State resources*
iii) *To meet the growing liability on pension*
iv) *Creation of pension fund and investment of Pension fund.*

37. (a) *Do you have any other suggestions to improve the economic status of the serving employees/pensioners, on the items coming under the ambit of the P.R.C?*

Yes/No

(b) *If "Yes" furnish the same in detail with due justification.*

38. (a) *Do you feel that the amount of advance being paid to the employees for purposes of purchase of site/purchase of ready built house/purchase of site-*

cum-construction of a house/construction of a house on the site already owned/for undertaking repairs, additions, extensions to the house already owned by the employee, is sufficient?

Yes/No

(b) *If "No" what suggestions would you like to make?*

(c) *Do you consider that the maximum number of installments of recovery of the principal/interest is sufficient?*

Yes/No

(d) *If "No" what are your suggestions?*

(e) *Do you consider that the rates of recovery of interest/penal interest are adequate*

Yes/No

(f) *If 'No" indicate your suggestions.*

39. (a) *Do you feel that the quantum of advance being paid to the employees for the purchase of conveyances,(viz.) motor car, motor cycle/scooter, moped and bicycle is adequate?*

Yes/No

(b) *If "No" what suggestions you would like to make?*

(c) *Do you consider that the maximum number of installments of recovery of the principle/interest is sufficient?*

Yes/No

(d) *If "No" what suggestions you would like to make?*

(e) *Do you consider that the rates of recovery of interest/penal interest are adequate?*

Yes/No

(f) *If "No" indicate your suggestions*

40.(a) *Do you feel that the quantum of advance being paid to the employees, for the celebration of marriage of themselves/sons/daughters is sufficient?*

Yes/No

(b) *If "No" what are the suggestions you would like to make?*

(c) *Do you consider that the maximum number of installments of recovery of the principal/interest is sufficient?* *Yes/No*

(d) *If "No" what suggestions you would like to make?*

(e) *Do you consider that the rates of recovery of interest/penal interest are adequate?*

Yes/No

(f) *If "No" indicate your suggestions.*

41. (a) *Do you feel that the amount of advance being paid to the officers for the purchase of personal computer is sufficient ?*

Yes/No

(b) *If "No" what suggestions you would like to make?*

(c) *Do you consider that the maximum number of installments of recovery of the principal/interest is sufficient?*

Yes/No

(d) *If "No" what suggestions you would like to make?*

(e) *Do you consider that the rates of recovery of interest/penal interest are adequate?*

Yes/No

(f) *If "No" indicate your suggestion.*

42. (a) *Do you feel that the amount of festival advance being paid the employees is adequate?*

Yes/No

(b) *If "No" what suggestions you would like to make?*

(c) *Do you consider that the maximum number of installments of recovery of the principal is sufficient?*

Yes/No

(d) *If "No" what suggestions you would like to make?*

43. (a) *Do you feel that the amount of education advance being paid to the employees is sufficient?*

Yes/No

(b) *If "No" what suggestions you would like to make?*

(c) *Do you consider that the maximum number of installments of recovery of the principal/ is sufficient?*

Yes/No

(d) *If "No" what suggestions you would like to make?*

Yes/No

44. *What should be the cap on the total amount of loans that a Government servant can take to avoid high level of indebtedness?*

Yes/No

45. (a) *Do you feel that the existing amount of reimbursement of tuition fees paid by the employees in respect of their children is adequate?*

Yes/No

(b) *If "No" what suggestions you would like to make?*

46. (a) *Do you consider that the existing system of concessional bus pass facility to certain categories of employees to travel by A.P.S.R.T.C. buses in notified municipal corporation areas is sufficient?*

Yes/No

(b) *If "No" what are the modifications you would like to suggest?*

(c) *Do you feel that it is necessary to extend similar facility to the employees working in other cities/towns in the state where A.P.S.R.T.C. is operating city services?*

Yes/No

(d) *If "yes" suggest the cities/towns you would like the facilities to be extended?*

TENTH PAY REVISION COMMISSION

PART IV

HUMAN RESOURCES TO MEET CONTEMPORARY REQUIREMENTS

There is a continual transformation in the functioning of Government Departments, due to increased focus on Economic Development and Public Welfare, emphasis on transparency and accountability and time bound delivery of citizen centric services. Information and Communication Technology is now extensively being used in Government Departments to monitor programmes. In order to respond to the new and emerging challenges, Government Departments, need to undertake review of existing Human Resources to workout effective organizational strategy for the future. Given the challenges faced by the government and the tasks on hand, please comment on the following aspects of human resources in your Department.

47. (a) *Whether the manpower availability in your Department is adequate to meet the present day work requirement ? Please state for each category separately.*

Name of Category	Sanctioned (No.)	Availability (No.)	Requirement (No.)

(b) *What steps are preferred to rectify the problem of excess / shortfall? Please state for each category separately with a brief explanation.*

i) *Recruitment*
ii) *Hiring on contract*
iii) *Hiring through outsourcing*
iv) *Re-deployment*
v) *De-centralization and Delegation of authority*
vi) *Re-organization of staff/field units*
vii) *Outsourcing of services / activities to professional agencies*
viii) *Training and Skill up-gradation of existing staff*
ix) *Use of Information and Communication Technology (ICT)*
x) *Improve mobility*
xi) *Closure of non-functional units*
xii) *Privatization of units*
xiii) *Any other*

48. Please state in brief the Programs / Schemes / Institutions of the Department which immediately require review of its man power for improved service delivery and working.

49. Should there be a change in the hiring policy of Government to attract person of requisite talent for different category of posts? Presently, recruitment is being done through DSC / APPSC or on contract and outsourcing basis. Please state for each Category separately.

50. Should the job description of Govt. Functionaries at various levels that was fixed long back, be redefined to clearly delineate new areas of responsibility and corresponding levels of accountability? And if so, should the recruitment rules for various levels of Govt. Posts be also changed to prescribe for higher qualifications as may be considered appropriate? Please give your views and the categories of posts for which these changes are required.

51. Should the Government, instead of hiring new personnel for the work, as well think of outsourcing repetitive and non-regularity type of services / activities to professional agencies for timely performance according to prefixed standards, on payment basis. If so, please suggest the services / activities of the department that can be outsourced.

52. In order to avoid procedural delays and consequent public harassment, should the documentation and procedural compliance required for obtaining public services be outsourced to professional agencies, while retaining decision making within the Government Department? If so, for what public services can such outsourcing be thought of?

53. To allow public easy access to various Government services, should Government encourage call centers like 108, 100 etc. to record public demand and forward it to the concerned Department for time bound action? If so, please suggest

the services in your Department that can be accessed by public through dedicated a Call Center system.

54. Should Government fix action protocols for public servants to comply with while rendering public services, once a request from citizen for such service is received by the Government system? If so, please suggest the services for which such protocols should be framed on a priority basis.

55. Several new laws aiming to secure rights of the citizens are being enacted inter-alia requiring public servants to perform new roles and to conform to new procedures while dealing with public. For effective implementation of such laws, should there be a continuous programme of training, education and awareness creation for Government servants? Can you suggest such laws, programmes and schemes for which special training, education and awareness programmes are required to be conducted for better implementation?.

56. Does your Department have requisite infrastructure for the periodic training of officers and staff at all level and for the education of stakeholders in respect of new laws / policies and programmes? Do you have any suggestions for improvement?.

57. Do you have any further suggestion for the development of human resources in Government departments to meet people's expectations and enhance public delivery?.

TENTH PAY REVISION COMMISSION

GENERAL

If you feel that any issue which is within the terms of reference of the Pay Revision Commission, but not covered in the Questionnaire, such issues may be identified and indicate your point of view on such issues.

The University authorities/ Service Associations of the Non-Teaching Staff and the individual employees of the Universities may also enumerate their suggestions with special reference to the conditions of their service in the Universities.

The Commission expects that the suggestions made are comprehensive and supported by data and probable financial implications. Where the proposed suggestions involve financial implications please indicate them in the following formats:-

Format – I

Suggestions involving financial implications:

Sl. No.	*Issue*	*Item No. in Questionnaire*	*Existing Position*	*Difficulty faced*	*Reasons*	*Suggestions to mitigate the difficulty*	*Financial implications*

Note: a. Illustration may be given below if necessary.
b. Each item shall be on separate sheet unless they are related to each other.
c. The Govt. order relied for stating the existing provision may be enclosed
d. Each sheet has to be signed.

Format – II

Suggestions involving new schemes:

Sl. No.	*Issue*	*New Scheme Proposed*	*Need*	*Justification*	*Financial Implications*

Format – III

In case where suggestions are made for the continuation or otherwise of the existing system

Sl. No.	*Issue No.*	*Item No. in Questionnaire*	*If continuance is suggested*	*If discontinuance is suggested furnish reasons*
			Without modifications	*With modifications*

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No.77/XPRC/2014

X Pay Revision Commission
Vth Floor, Swaraj Bhavan,
Nanthencode,
Thiruvananthapuram-695003

Dated : 04.08.2014

07 AUG 2014

From

Member Secretary

36594

A7

To

The Director,
Industrial Training Dept, Tvpm.

Sir,

Sub : X Pay Revision Commission - Questionnaire forwarding of Reg.
Ref : 1) G.O(P)No.583/2013/Fin dated, 31/11/2013.
2) G.O (Ms)No.79/2014/Fin dated, 22/02/2014.

I am to inform you that the 10th Pay Revision Commission, constituted vide Government Order read 1st above, have formulated a general questionnaire according to the terms of reference fixed by the Government (copy enclosed). You are requested to furnish your views and comments thereon along with duly filled up proforma and questionnaire -2 relating to your department (Copies enclosed) to this office on or before **31st August 2014**.

Yours faithfully,

K.V. THOMAS
Member Secretary

Approved for Issue

Section Officer

(51)

PROFORMA																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Sl. No	Name of Post	Number of Posts	No. of Posts created since 01.04.2009	No. of Posts abolished since 01.04.2009	Scale of Pay	Allowance, rate of DA, HRA, CCA, PTA, PCA etc. (Pl.Specify)	Qualification prescribed for the post	* Mode of appointment by promotion/ by direct recruitment	Brief Description of nature of duties	Whether promotion is based on Seniority/ Seniority cum merit/Merit alone	Feeder Post	Scale of Pay of Feeder Post	Next promotion post	Scale of pay of next promotion post	Period of service of the senior most person in the present post with date of promotion	Remarks

* Please specify if the method of appointment is by lateral entry

Questionnaire - 2

1. Please narrate briefly about the history and functioning of your Department.
2. Furnish a copy of the latest available administrative report of the Department.
3. Furnish a copy of the Special Rules of the Department.
4. What is the hierarchy of officers in the Department at State, Regional, District, Taluk, Block and Village levels?
5. Is there any mechanism to assess the feedback of the service rendered by your Department ?
6. Please furnish the Mode of selection and promotion to each level.
7. What is the time required for qualified hands to get promotion to each higher level in your Department ?
8. Do you think that posting to District Level Officers should be based on an assessment of suitability and competitiveness ?
9. Please suggest modifications that will bring in qualitative improvement in service in the prevailing system of promotion.
10. Do you support the idea that the performance appraisal mechanism currently followed by the Department should be supplemented by including evaluation of performance of employees relating to specific functions of Department ?
11. Are you satisfied with the job knowledge of the employees in your Department ? If not, what steps do need to be taken to bring in qualitative improvement in job knowledge and competency ?
12. Do you have any other suggestions to enhance the efficiency of the employees of your Department ?
13. What are the common complaints raised by the public about your Department ?
14. Does your Department come under Right to Service Act ? If yes, whether the introduction of the Act has improved the service delivery of the Department, If No, what are your suggestion to make it more effective.
15. How many petitions based on Right to Information Act were received in the Department during the last financial year ?
16. What is the status of computerisation in your Department ?
17. Does your Department use any specific software to aid the functions of the Department ?
18. What are the areas to which IT is to be extended in your Department ?
19. Does the Department have adequate IT Training facilities ?
20. Whether all the units under the Department have proper and adequate infrastructure facilities ? Suggest modifications if any
21. Does the Department have proper mechanism to redress the grievances of women and physically challenged employees ? Suggest modifications if any
22. Is biometric punching system in existence at all units of your Department?
23. What is the pendency position of files in your department ? Number of files pending for more than five years may be furnished.
24. Any other issue relating to your department which require specific consideration of the Pay Revision Commission may be stated.

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"ഭരണഭാഷ-മാതൃഭാഷ"

അത്യാവശ്യം
സമയപരിധി

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം).

നമ്പർ:എ7/37133/2014

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം-01,
തീയതി: 14/08.2014.

സർക്കുലർ

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - എസ്റ്റാബ്ലിഷ്മെന്റ് - 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2014 - ചോദ്യാവലി മറുപടി നൽകുന്നതു സംബന്ധിച്ച്.

സൂചന:- 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ 04.08.2014-ലെ 77/XPRC/14 നമ്പർ കത്ത്.

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സർക്കാർ ജീവനക്കാരുടെയും അധ്യാപകരുടെയും 10-ാം ശമ്പള പരിഷ്കരണത്തോടനുബന്ധിച്ച് ഈ വകുപ്പിൽ നിന്നുള്ള അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും അറിയിക്കുന്നതിനുള്ള ചോദ്യാവലി സൂചന കത്ത് പ്രകാരം ലഭിച്ചിരിക്കുന്നു. പ്രസ്തുത ചോദ്യാവലി ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു. ടി ചോദ്യാവലിയിൽ പ്രതിപാദിച്ചിരിക്കുന്ന താങ്കളുടെ സെക്ഷനുമായി ബന്ധപ്പെട്ട വിഷയങ്ങളും അതിനുള്ള നിർദ്ദേശങ്ങളും 18.08.2014 5 മണിക്കകം എ7 സീറ്റിൽ അറിയിക്കേണ്ടതാണ്. 31.08.2014 നകം റിപ്പോർട്ട് കമ്മിഷനിൽ ഹാജരാക്കേണ്ടതിനാൽ എല്ലാ സെക്ഷൻ ഓഫീസർമാരും ടി വിഷയത്തിൽ അടിയന്തിര ശ്രദ്ധ പതിപ്പിക്കേണ്ടതാണ്. യഥാസമയം ആവശ്യമായ വിവരങ്ങൾ ലഭ്യമാകാതിരിക്കുകയാണെങ്കിൽ ആയതിന്റെ ഉത്തരവാദികൾ ആയവരുടെ പേരിൽ കർശന നടപടികൾ സ്വീകരിക്കുന്നതായിരിക്കും.

14/8/14

ജോയിന്റ് ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്.

ഉള്ളടക്കം: ടി

14/8/14

To

ബന്ധപ്പെട്ട എല്ലാ സെക്ഷൻ സൂപ്രണ്ട്മാർക്കും.

14/8/14

പകർപ്പ്:

CT to DT /ADT/ADT SPIU/Special Officer S.T.I/JDT/ADO/ JDT Regional Directorate, Kannur/Senior Finance Officer/DD/DSA/AO I/ AO II/Technical Assistant.

ആർ ഉ.ട.വ

"ദൈവോഷ-മാതൃഭാഷ"

അത്യാവശ്യം
സമയപരിധി

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നമ്പർ:എ7/37133/2014

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം-01,
തീയതി: 14.08.2014.

സർക്കുലർ

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - എസ്റ്റാബ്ലിഷ്മെന്റ് - 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2014 - ചോദ്യാവലി മറുപടി നൽകുന്നതു സംബന്ധിച്ച്.

സൂചന:- 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ 04.08.2014-ലെ 77/XPRC/14 നമ്പർ കത്ത്.

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സർക്കാർ ജീവനക്കാരുടെയും അധ്യാപകരുടെയും 10-ാം ശമ്പള പരിഷ്കരണത്തോടനുബന്ധിച്ച് ഈ വകുപ്പിൽ നിന്നുള്ള അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും അറിയിക്കുന്നതിനുള്ള ചോദ്യാവലി സൂചന കത്ത് പ്രകാരം ലഭിച്ചിരിക്കുന്നു. പ്രസ്തുത ചോദ്യാവലി ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു. ടി ചോദ്യാവലിയിൽ പ്രതിപാദിച്ചിരിക്കുന്ന താങ്കളുടെ സെക്ഷനുമായി ബന്ധപ്പെട്ട വിഷയങ്ങളും അതിനുള്ള നിർദ്ദേശങ്ങളും 18.08.2014 5 മണിക്കകം എ7 സീറ്റിൽ അറിയിക്കേണ്ടതാണ്. 31.08.2014 നകം റിപ്പോർട്ട് കമ്മിഷനിൽ ഹാജരാക്കേണ്ടതിനാൽ എല്ലാ സെക്ഷൻ ഓഫീസർമാരും ടി വിഷയത്തിൽ അടിയന്തിര ശ്രദ്ധ പതിപ്പിക്കേണ്ടതാണ്. യഥാസമയം ആവശ്യമായ വിവരങ്ങൾ ലഭ്യമാകാതിരിക്കുകയാണെങ്കിൽ ഉത്തരവാദികൾ ആയവരുടെ പേരിൽ കർശന നടപടികൾ സ്വീകരിക്കുന്നതായിരിക്കും.

ജോയിന്റ് ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്.

ഉള്ളടക്കം: ടി

To

ബന്ധപ്പെട്ട എല്ലാ സെക്ഷൻ സൂപ്രണ്ട്മാർക്കും.

പകർപ്പ്:

CT to DT /ADT/ADT SPIU/Special Officer S.T.I/JDT/ADO/ JDT Regional Directorate, Kannur/Senior Finance Officer/DD/DSA/AO I/ AO II/Technical Assistant.

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Questionnaire - 2

1. Please narrate briefly about the history and functioning of your Department.
2. Furnish a copy of the latest available administrative report of the Department.
3. Furnish a copy of the Special Rules of the Department.
4. What is the hierarchy of officers in the Department at State, Regional, District, Taluk, Block and Village levels?
5. Is there any mechanism to assess the feedback of the service rendered by your Department ?
6. Please furnish the Mode of selection and promotion to each level.
7. What is the time required for qualified hands to get promotion to each higher level in your Department ?
8. Do you think that posting to District Level Officers should be based on an assessment of suitability and competitiveness ?
9. Please suggest modifications that will bring in qualitative improvement in service in the prevailing system of promotion.
10. Do you support the idea that the performance appraisal mechanism currently followed by the Department should be supplemented by including evaluation of performance of employees relating to specific functions of Department ?
11. Are you satisfied with the job knowledge of the employees in your Department ? If not, what steps do need to be taken to bring in qualitative improvement in job knowledge and competency ?
12. Do you have any other suggestions to enhance the efficiency of the employees of your Department ?
13. What are the common complaints raised by the public about your Department ?
14. Does your Department come under Right to Service Act ? If yes, whether the introduction of the Act has improved the service delivery of the Department, If No, what are your suggestion to make it more effective.
15. How many petitions based on Right to Information Act were received in the Department during the last financial year ?
16. What is the status of computerisation in your Department ?
17. Does your Department use any specific software to aid the functions of the Department ?
18. What are the areas to which IT is to be extended in your Department ?
19. Does the Department have adequate IT Training facilities ?
20. Whether all the units under the Department have proper and adequate infrastructure facilities ? Suggest modifications if any
21. Does the Department have proper mechanism to redress the grievances of women and physically challenged employees ? Suggest modifications if any
22. Is biometric punching system in existence at all units of your Department?
23. What is the pendency position of files in your department ? Number of files pending for more than five years may be furnished
24. Any other issue relating to your department which require specific consideration of the Pay Revision Commission may be stated.

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"ഭരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നമ്പർ:എ7/37133/2014

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം-01,
തീയതി: .08.2014.

അനൗദ്യോഗിക കുറിപ്പ്

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - എസ്റ്റാബ്ലിഷ്മെന്റ് - 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2014 - ചോദ്യാവലി ചർച്ച ചെയ്ത് തീരുമാനമെടുക്കുന്നതു - സംബന്ധിച്ച്.

സൂചന:- 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ 04.08.2014-ലെ 77/XPRC/14 നമ്പർ കത്ത്.

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സർക്കാർ ജീവനക്കാരുടെയും, അധ്യാപകരുടെയും 10-ാം ശമ്പള പരിഷ്കരണത്തോടനുബന്ധിച്ച് ഈ ഓഫീസിൽ നിന്നുള്ള അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും അറിയിക്കണമെന്നാവശ്യപ്പെട്ടുകൊണ്ടുള്ള ചോദ്യാവലി സൂചന കത്ത് പ്രകാരം അയച്ചുതന്നിട്ടുണ്ട്. ടി ചോദ്യാവലിയിൽ പ്രതിപാദിച്ചിരിക്കുന്ന കാര്യങ്ങളിൽ വിശദമായ ചർച്ച നടത്തുന്നതിനായി 27.08.2014 തീയതി 11.30 മണിക്ക് ഡയറക്ടറുടെ ചേമ്പറിൽ വച്ച് ഒരു മീറ്റിംഗ് നടത്തുന്നതിന് തീരുമാനിച്ചിരിക്കുന്നു. ഇക്കാര്യത്തിൽ താങ്കളുടെ അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും അറിയിക്കുന്നതിനായി താങ്കൾ പ്രസ്തുത മീറ്റിംഗിൽ പങ്കെടുക്കേണ്ടതാണ്.

25/08/14

ട്രെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

To

ബന്ധപ്പെട്ട ഉദ്യോഗസ്ഥർക്ക്.

22/8/14

പകർപ്പ്:

CT to DT /ADT/ADT SPIU/Special Officer S.T.I/JDT/ADO/
JDT Regional Directorate, Kannur/Senior Finance Officer/DD/
DSA/AO I/ AO II/Technical Assistant.

25/8/14

ആർ.ഇ.23.8.14

അത്യാവശ്യം
സമയപരിധി

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നമ്പർ:എ7/37133/2014

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം-01,
തീയതി: 14.08.2014.

ചുറ്ററിയിപ്പ്

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - ജീവനക്കാര്യം - 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2014 - ചോദ്യാവലി മറുപടി നൽകുന്നതു സംബന്ധിച്ച്.

സൂചന:- 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ 04.08.2014-ലെ 77/XPRC/14 നമ്പർ കത്ത്.

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സർക്കാർ ജീവനക്കാരുടെയും അധ്യാപകരുടെയും 10-ാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട് വകുപ്പിൽ നിന്നുള്ള അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും ആരാഞ്ഞുകൊണ്ടുള്ള സർക്കാരിൽ നിന്നുള്ള ചോദ്യാവലി സൂചന പ്രകാരം ലഭ്യമായിട്ടുണ്ട്. ചോദ്യാവലിയുടെ പകർപ്പ് ഇതോടൊപ്പം പ്രസിദ്ധീകരിക്കുന്നു. അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും 18.08.2014 5 P.M. ന് മുൻപ് ഇ-മെയിൽ മുഖേന ഈ കാര്യാലയത്തിൽ ലഭ്യമാക്കേണ്ടതാണ്. ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്തിട്ടുള്ള മാതൃകാ ഫോറത്തിൽ ആവശ്യമായ വിവരങ്ങൾ സൂചന മേധാവികൾ 19.08.2014 P.M. ന് നൽകേണ്ടതാണ്. സ്ഥാപന മേധാവികൾ നൽകുന്ന വിവരങ്ങൾ വ്യക്തവും, പൂർണ്ണവുമായിരിക്കണമെന്ന് കൂടി ഓർമ്മപ്പെടുത്തുന്നു.

ട്രെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

ഉള്ളടക്കം: ടി

ആർ.ഇ 14.8.14

"ഭരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം

നമ്പർ:ബി5/37707/14 തീയതി: 22/8/2014

അനൗദ്യോഗിക കുറിപ്പ്

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ്-ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ് 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2014 ചോദ്യാവലി-മറുപടി നൽകുന്നത്-സംബന്ധിച്ച്.

സൂചന:- 14/08/14ലെ എ7/37133/14 നമ്പർ സർക്കുലർ.

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സൂചനപ്രകാരമുള്ള സർക്കുലറിനോടൊപ്പം നൽകിയിട്ടുള്ള ചോദ്യാവലിയിൽ പ്രതിപാദിച്ചിരിക്കുന്ന വിഷയങ്ങളിൽ അക്കൗണ്ട്സ് സെക്ഷനുമായി ബന്ധപ്പെട്ടവ ഇല്ലായെന്ന് അറിയിച്ച് കൊള്ളുന്നു.

അക്കൗണ്ട്സ് ഓഫീസർ

എ7 സീറ്റ്

D.23.8.14

GOVERNMENT OF KERALA

PAY REVISION COMMISSION

2014

QUESTIONNAIRE

PAY REVISION COMMISSION,
GOVERNMENT OF KERALA, SWARAJ BHAVAN, NANDANCODE,
KOWDIAR P. O., THIRUVANANTHAPURAM-695 003
Official Website – *www.prc2014.kerala.gov.in*

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Pay Revision Commission - 2014

Part I

Introduction

In order to make recommendations to the Government on issues like improvements in the structure of emoluments, retirement benefits and other service conditions of all who draw salary from the state exchequer and also the benefits allowed to the state service pensioners, State Pay Commissions are periodically constituted. The history of the Pay Revision Commissions of Kerala dates back to the year 1957. So far nine pay revision commissions were appointed by the Government to look into the above aspects. Though pay and allowances of state Government employees were revised in 1974, the task was entrusted with a Special Officer and not a Commission. In 1992 a pay equalization committee was set up for studying the possibility of granting parity with Central rates and orders were issued on that basis.

The Government of Kerala has set up the tenth Pay Revision Commission (hereafter referred to as PRC) as per G.O. (MS) No.583/2013/Fin. dated 30.11.2013 with Justice C.N. Ramachandran Nair (Rtd.) as Chairman, Sri. K.V. Thomas, former Director of Treasuries and Additional Secretary to Government (Rtd) as Member Secretary and Adv. T.V. George as Member. The Terms of Reference (TOR) are the following.

i) To suggest modifications, if found necessary, for the pay and allowances of;

a) Posts under Government Service, including Part-time Contingent Service and Casual Sweepers.

b) Posts under Education Institutions of the Government, Aided Schools and Colleges and also such Institutions covered by Direct Payment Scheme, including employees in part time posts and casual sweepers and excluding those posts covered by UGC/AICTE. schemes of Scales of Pay and also Posts for which, Central Scale of Pay have already been allowed such as Teaching Staff in Medical Colleges, Judicial Officers, etc., and

c) Posts under Local Bodies and Universities except those covered by AICTE/UGC/Central Schemes.

ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, Promotional Avenues and Fringe Benefits available to the above categories of employees and suggest changes, if any required.

iii) The Commission shall also examine the scope of introducing non-cadre promotion to various categories of both gazetted and non-gazetted posts who continue in the entry cadres for long periods of service in the lines of 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 and are 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.

The Pay Revision Commission would benefit a great deal from inputs received from organisations and individuals having interest in its Terms of Reference. With this in view, a background note on the existing structure of pay and other related matters is appended in Part-II along with questionnaire.

The objective of the questionnaire is to elicit the views from the public and others concerned. The content or language of the questions is not to be taken as indicative of the views of the Pay Revision Commission.

PART - II
BACKGROUND NOTE.

It is evident from the history of Pay Revision Commissions both in Central and State that the role of Commissions are not limited to that of recommending changes in pay and allowances alone. The Government look up on the Commissions as an advisory body to suggest timely changes for improving accountability and quality of civil service also. The Commission has to fulfill this responsibility much to the aspiration of the three stake holders of the civil services –civil servants, public and the Government.

The civil service in the country is at a crucial juncture. The introduction of IT and ITES in Governance require radical restructuring of bureaucracy in tune with the new technology. The legislations aimed at the improvement of service delivery of the Government; demands its employees to be more transparent and accountable than ever before. A drastic change, both attitudinal and functional, is to be infused in to the working style of the civil servants. The Commission likes to examine these aspects specifically and wishes to give its recommendations that will enable the civil service of Kerala, the right sense of direction which will enable it to transform itself as a transparent, efficient and accountable entity.

The latest revision was implemented with effect from 01.07.2009.

The scope of promotion is not uniform in all departments owing to various reasons. In order to rectify the disparity, non cadre promotion and Career Advancement Programme are being introduced. After implementation of the 9th Pay Commission Report with effect from 01.07.2009 the DA remaining to be merged was 23% and at present the rate of D.A. has increased to 73%. The 6th Central Pay Commission has recommended some benefits like education allowance, transport allowance etc to its employees which are not being enjoyed by the State Government Employees. The attempt to enhance the pay of some categories allegedly without valid grounds has caused anomalies in the pay structure than ever before as also imbalance in the parity of many posts. The efficiency of service delivery in Government is not on par with other sectors, even though its employees are enjoying better emoluments. The introduction of various acts have made the public services more transparent, but the style and functioning of the Government machinery is not on a satisfactory level as it is expected to be. A radical change, if introduced, in the present system of appraisal of service and linking incentives based on performance may help to improve the output of the Government. The prevailing lateral entry system in many departments needs to be re-examined.

Even though the state of Kerala is in the forefront of the IT industry, the State lags behind in introducing IT enabled services in areas of governance. The experience of some states who are pioneers in the introduction of Information Technology in governance, certifies that information technology increases the

quality and pace of service as well as helping to prevent corruption to a large extent. The common public cannot be deprived of the benefits of Information Technology. No system can resist change for a long time. The apprehension of the employees towards the introduction of IT enabled services need to be changed.

Even after the reintroduction of running master scales, the complexity in procedures for fixation of pay still remains. The 6th Central Pay Commission has introduced the system of Pay band. It is worth examining whether this system may be followed in state also.

The Government of India, Central Public Sector Undertakings and many other State Governments have switched over to new kind of health package schemes replacing the conventional medical reimbursement benefits and introduced novel health insurance schemes in co-operation with health insurance companies. The expenses of the schemes are shared between the Governments and the employees and the contribution of the employee is meager.

There are at present 5,06,556 (2013-14) employees (permanent and temporary) including All India Service Officers, Officers covered by UGC/AICTE, teaching/non teaching staff of Aided Schools/Colleges etc., part-time contingent employees/sweepers, employees on consolidated pay etc. whose salary is directly paid from the Consolidated Fund of the State. (Please refer to Table-1 below)

TABLE - 1

Number of employees getting salary directly from Government

Category Number of Employees (2014-2015)

Details of Staff	Number of Staff
a) Number of Government officers coming under various departments	3,63,992
b) Teaching and Non-teaching staff of private schools/Colleges/Engineering Colleges/Polytechnics	
i) **Aided School Staff**	
a) Teaching staff	1,13,935
b) Non-teaching staff	10,240
ii) **Private College Staff**	
a) Teaching staff	10393

b) Non-teaching	6084
iii) **Staff of Private Engineering College and Private Polytechnics**	
a) Teaching staff	895
b) Non-teaching	489
iv) **Private Ayurveda Medical College Staff**	
a) Teaching Staff	93
b) Non-teaching Staff	177
v) **Private Homeo Medical College Staff**	
a) Teaching Staff	124
b) Non-teaching Staff	134
Total (b)	**1,42,564**
Total number of employees (a+b)	**5,06,556**

As per the budget estimate 2014-15, 35.76% of total revenue of the state is estimated to be spent for salaries and 17.54 % for pensions. As per accounts 2012-13 expenditure incurred under the above items were 39.23% and 20.09 %respectively. While in 2011-12, these expenditures were to the tune of 42.31% and 22.89% respectively of that of total revenue receipts.

Questionnaire

(Put a '√' mark against appropriate answer in multiple choice questions. Brief description may be supplied wherever necessary)

I. Structure of pay and allowances

1.1) Whether improvements/modifications, are necessary in the present structure of pay and allowances based on any of the following ?

a) Parity with Central Government, Public sector, Private sector.

b) In consonance with the nature of work assigned in different departments

c) To ensure average standard of living.

d) All of the above.

e) Any other (Please specify)

1.2) The pay and allowances of Central Government Employees are being revised every 10 years, while that of State Government is revised every 5 years. In your view what is the right approach?

a) The present practice to be continued.
b) The practice followed in Central Government may be adopted.
c) A new method other than the above is to be adopted (Please explain)

1.3) At present 35.76% of the State's total revenue is being incurred for pay and allowances of state Government employees and teachers. Do you feel that this is

a) High share
b) Low share
c) Reasonable share
d) If not reasonable, please suggest a reasonable share.

1.4) Do you feel that the expenditure for salaries be kept at a constant rate proportional to the State's revenue ? If so, the optimum level should be

a) 35.76% as is now estimated for 2014-15
b) Less than this
c) More than this
d) Whether any fixed limit is necessary and if so what it should be.

1.5) Does the present salary package of State Government attract suitable talents to the State Government services?

a) Yes
b) If not, what other incentives you consider necessary to attract better talents?

1.6) The 9th Pay Revision Commission suggested 27 scales of pay. Do you think

a) This is satisfactory

b) More than required

c) Less than adequate

1.7) The 6th Central Pay Commission introduced the system of pay bands and grade pay. Do you think this practice be adopted in State Government also?

a) Yes

b) No

c) If no, give reasons

1.8) Is the present system of master scales of pay beneficial to the employees?

a) Yes

b) No

c) If no, explain how?

1.9) The lowest monthly emoluments of a State Government employee as on 01.07.2014 is ₹ 14705 (Pay + D.A i.e., 8500+ {73% of 8500}) while that of the Central Government employee is ₹ 14000 (7000+100% D.A). The maximum emoluments of State Government Employees as on 01.07.2014 are ₹ 103523/- (Pay + DA). What is your view regarding minimum emoluments and maximum emoluments of State Government Employees ?

a) Present level is sufficient

b) Difference between highest scale of pay and lowest scale of pay should be reduced

c) Any other suggestion

1.10) The existing salary ratio between the highest and lowest posts at the State level is (i.e. the minimum of lowest scale and highest scale) 1: 7.04. Do you think

a) It is a fair ratio

b) The ratio is to be reduced

c) The ratio is to be increased

1.11) Do you consider that the minimum pay in the State Service should bear relation to

a) Per capita income of the State
b) Minimum wages in the other sectors (Industry, Agriculture, etc.)
c) Need based minimum wages
d) Cost of living
e) All of the above
f) Any other factor (Specify)

1.12) Please rank the factors for fixing the pay scale of Government Servants (Mark the ranks 1 – 8 against each option)

a) Qualifications required
b) Nature of duties and responsibilities
c) Expertise needed
d) Method of appointment.
e) Prospects of promotion
f) Experience in the specific tasks
g) Remuneration for comparable posts under Central Government, CPSUs, State PSUs, Autonomous Institutions.
h) Risk inherent in the work.

1.13) At present there are different rates of increments in a scale. Is it desirable to switch over to a uniform rate of increment throughout the scale?

a) Yes
b) No
c) If no, please explain why

1.14) At present lowest rate of increment is ₹ 230/- and the highest rate is ₹ 1,200/- What according to you should be

a) Minimum increment rate to be ₹.....
b) Maximum increment rate to be ₹ .....
c) How these are to be determined?

1.15) Does the existing rules and procedures for fixation of pay require modification?

a) Yes
b) No
c) If yes, please suggest changes

1.16) In your view the HRA should be

a) Certain percentage of basic pay
b) At par with central Govt.
c) Prevailing market rate
d) Any other rate (with reasons)

1.17) Do you consider the present system of special pay attached to various posts are rational and fair ?

a) Yes
b) No
c) If no, please explain with reference to specific cases.

1.18) In your view the presently available compensatory allowances are

a) Adequate
b) Inadequate
c) If inadequate, please give suggestions

1.19) What is your opinion on the existing schemes relating to the grant of TA/DA, Permanent Travelling Allowance/Permanent Conveyance Allowance?

a) Attractive
b) Adequate
c) Inadequate. If so, please indicate your suggestions with reference to specific cases.

1.20) At present allowances such as special allowance, compensatory allowance, risk allowance, non practicing allowance, uniform allowance, additional special

allowance etc. being enjoyed by employees. Is any of this allowance irrational or inadequate? Justify your remark?

II. Promotion and related issues.

2.1) Do you feel that at present promotion scope in State Government services is adequate?

a) Yes
b) No.
c) If no, please give suggestions for improvement

2.2) If there is a system to improve the promotion scope, which one do you prefer

a) Modify the time bound higher grade
b) Introduce Non cadre Grade promotion
c) Improve ratio based Higher Grades
d) Common seniority based grades for posts falling under same category across various Departments.
e) Any other suggestion

2.3) Can the Career Advancement Scheme of professional categories be made applicable to non professional categories also?

a) Yes
b) No
c) If no, why?

2.4) Is merit also to be considered along with seniority for granting promotion, with a view to ensuring quality and efficiency in service? If so, suggest a suitable ratio for the two.

III. Pension

3.1) Do you have any suggestion to improve upon the existing statutory pension under Part III, KSR, for those covered by it?

a) Yes

b) No

c) If yes, give details.

3.2) At present full pension is allowed only for persons with a minimum of 30 years of service. Do you think there is a scope for reduction in this stipulation? If so, to what extent?

a) 25 Yrs

b) 28 Yrs

c) Can it be equated with Central scheme?

3.3) Should there be a ceiling on pension?

a) Yes

b) No

c) If yes, what should be the basis?

3.4) What should be the mode of calculation of pension?

a) 50% of average emoluments

b) 50% of last pay drawn

c) More than 50%

d) If the answer is (c), please justify higher rates

3.5) Are there anomalies in the existing scheme of One Rank One Pension?

a) Yes

b) No

c) If yes, what are they?

3.6) Is the existing system of granting Compassionate Allowance to be continued?

a) Yes

b) No

c) If no, give reasons.

3.7) Is it desirable to grant family pension to the family of persons in receipt of Compassionate Allowance ?

a) Yes

b) No

3.8) Are you satisfied with the existing rules relating to encashment of Earned Leave at the time of retirement?

a) Yes

b) No

c) If no, give reasons

3.9) Do you have any comments on the existing norms regarding Death cum Retirement Gratuity?

a) Yes

b) No

c) If yes, give suggestions

3.10) Indicate the maximum amount of Death cum Retirement Gratuity to be fixed.

a) Should it be on par with Central Government

b) Should it be last pay drawn x number of years of service/2 without any limit

c) A reasonable limit may be fixed (Please specify)

3.11) Ex-gratia pension-Does the rules require any change or improvement?

a) Yes

b) No

c) If yes, give suggestions.

3.12) Have you come across any specific cases of anomalies or inadequacies as a result of the operation of the present pension rules? If so, please give examples with practical suggestions to rectify them

3.13) Do you suggest any change in the present scheme of voluntary retirement under Part III, KSR ?

a) Yes

b) No.

c) If yes, give suggestions

3.14) Do you consider that the scheme of liberalized family pension introduced from 1964 and revised from time to time is ?

a) Adequate

b) Inadequate

c) If modification is required, give suggestions

3.16) Give your comments on the present rules and rates regarding the commutation of pension and the decision of the Government to restore the commuted portion after 12 years.

3.17) What difficulties, if any, are faced in the drawal of pension and what are your suggestions for its redressal?

3.18) Do you think that the retirement age be raised?

a) Yes

b) No.

c) If yes, please justify

3.19) Do you think the raising of the retirement age would affect the employment prospects of the youth?

a) Yes

b) If Not, please explain how it will not affect chances of youth

IV. Anomalies crept in previous pay commission report.

4.1) Do you think that last Pay Revision Commission recommended undue hike to certain categories without sufficient grounds?

a) Yes

b) No.

c) If yes, please give details

4.2) Do you suggest to reduce the undue hike to normal revision?

a) Yes

b) No

c) If Not, what is the justification for retaining such hike.

V. Medical insurance scheme.

5.1) Do you feel that the present system of medical reimbursement is adequate?

a) Yes
b) No
c) If no, what is your suggestion to make it adequate?

5.2) Do you like to replace the present system of medical reimbursement scheme with a Medical insurance Scheme for both serving employees and pensioners?

a) Yes
b) No
c) If yes, give suggestions.
d) If no, why it is not necessary?

5.3) Do you think the medical allowance given to the pensioners is adequate and effective?

a) Yes
b) No
c) If no, what improvement is needed?

5.4) Do you favour introducing a health insurance scheme with contribution of employees?

a) Yes
b) No
c) If Not, what is a better alternative

5.5) Do you favour introducing a health insurance scheme by collecting a certain amount of premium from pensioners?

a) Yes
b) No
c) If no what other suggestions do you have?

5.6) Do you prefer a scheme like CGHS presently available for Central Government employees and pensioners ?

a) Yes
b) No

VI. Right to Service Act 2012.

6.1) Right to service act is being implemented in 39 Departments. In your opinion the Right to Service Act 2012 has

a) Tremendously improved the quality of service
b) Improved the quality of service to a certain extent
c) No improvement in quality of service

6.2) Should the Right to Service Act 2012 be extended to all the Departments under Government of Kerala?

a) Yes
b) No
c) If no, why?

6.3) A major portion of revenue expenditure is being expended in the education sector especially for giving salaries to Government/Aided school Teachers. But it is a common complaint that the quality of education in the State is diminishing. In your opinion the reason for this is

a) Lack of efficiency among teachers
b) Selection process adopted in aided sector is not satisfactory
c) Lack of proper in-service training
d) Syllabus is inadequate and outdated.
e) Any other (including external factors)

VII. Lateral entry system.

7.1) In your opinion, is the existing system of lateral entry justifiable?

a) Yes
b) No
c) If no, give reasons

7.2) Does the system of lateral entry provide fair chances for the personnel across the departments?

a) Yes
b) No
c) If no, please explain

7.3) Does the system of lateral entry?

a) Help to improve the quality of service
b) Has a negative impact in the quality of service
c) Do not affect the quality of service
d) Any other

7.4) Does the system of lateral entry a hindrance to attract talents to the Government service?

a) Yes
b) No
c) If yes, please explain

7.5) Should there be a system of suitability tests for being considered for lateral entry?

a) Yes
b) No
c) If no, explain why?
d) Any other suggestion

VIII. Deployment of IT enabled services

8.1) Do you think that extension of IT enabled services to more areas of governance would help to reduce the cost of public services especially in view of the limited resources of the state?

a) Yes
b) No
c) If no, explain why?

8.2) Do you suggest that the accessibility of all Government records (other than classified data) on line would enhance openness and transparency in Government business

a) Yes
b) No; if so why?

8.3) Do you think that the computer literacy should be a mandatory criteria for appointment in State Government?

a) Yes
b) No

IX. General

9.1) In your opinion the efficiency, accountability and people friendliness of the State civil service is

a) Excellent
b) Very good
c) Satisfactory
d) Poor
e) Very Poor

9.2) What measure do you suggest to improve the quality of the service?

a) Social auditing

b) Introduction of suitability tests at regular intervals of career for promotion as well as lateral entry

c) Introduction of performance linked incentives

d) Introduction of efficiency bar for granting increments

e) Modification of recruitment policy

f) All of the above

g) Any other suggestion

9.3) Whether working days in a week need to be reduced to 5 days ?

a) Yes

b) No

c) In both case give justification

9.4) If 5 days system is adopted, is there scope for reducing number of casual leave/holidays, introduction of restricted holidays ?

9.5) Do you agree that special casual leave being enjoyed by employed parents of mentally retarded child or physically challenged child is adequate ?

a) Yes

b) No

c) If no, suggest changes

9.6) In your view which of the following benefits available for Central Government employees deserve to be extended to State Government Employees ?

a) Children Education allowance Scheme

b) Child care leave

c) Transport allowance

d) All the above

e) Any other

9.7) Do you think whether existing facilities provided for women employees in the offices are adequate? If not, give suggestions.

9.8) There are instances when a higher ranked person in the Kerala Public Service Commission list faces stagnation in a particular department where as a person ranked lower than him in the same list obtains quicker promotion in another department where promotion opportunities are better. Suggest your views on rectifying such an anomaly, if it can be termed as anomaly.

9.9) Do you think that lack of sufficient infrastructure and amenities in the office premises affect the output of the Government servant?

a) Yes
b) No
c) In both cases explain with details.

9.10) Do you feel that existing measures to prevent corruption is sufficient in the present scenario. If not, what suggestions do you offer?

a) Implementation of Right to Service Act
b) Stricter enforcement of discipline
c) Ensuring quality and competency of officers to be appointed as Head of Departments and District level officers.
d) Any other (please specify)

9.11) Do you consider the formation of a State Administrative Service will bring in improvement in quality, efficiency and substantially minimise corruption ?

a) Yes
b) No (If no, Please give details)

9.12) Do you think that the introduction of system of monetary reward for high achievers as followed in private sector will improve efficiency in Government sector?

a) Yes
b) No
c) If yes, give your opinion

9.13) Is it necessary to introduce punching system in all government offices?

a) Yes

b) No

c) If not, why?

9.14) In order to ensure qualitative evaluation of an employee, is it desirable to include percentage of punctuality verified with punching system as a criterion in the Confidential Report of the employee ?

a) Yes

b) No

c) If not, why?

9.15) Is the approach of the Government servant towards the public satisfactory, if not what are your suggestions for improvement?

9.16) At present do you find any Government Department overstaffed? If yes, what are they?

9.17) Do you find any Government Department lacks sufficient man power? If yes, what are they?

9.18) Please suggest methods for suitable redeployment, wherever necessary.

Note:- ***The objective of the questionnaire is to elicit the views from the public and others concerned. The content or language of the questions is not to be taken as indicative of the views of the Commission***

	Name of post	No of Posts	No of posts created since 01-04-2009	abolished Since 01-04-2009
1	Account Officer - I	1	0	
2	Account Officer - II	1	0	
3	Administrative Assistant	1	0	
4	Selection Grade Confidential Assistant	1	1	
5	Sr. Supdt	36	0	
6	Jr. Supdt/JAA(NT)	75	15	
7	JAA (NT)	10	0	
8	Faircopy Supdt	1	0	
9	Head Clerk	17	0	
10	UD Clerk	197	49	
11	LD Clerk	197	26	
12	Clerk-cum-Typist	10	0	
13	Confidential Assistant	3	0	
14	Selection Grade Typist	23	0	
14	UD Typist	23	0	
15	LD Typist	23	13	
16	Spl. Grade Store Keeper	1	0	
17	UD Sotre Keeper	21	0	
18	LD Store Keeper	65	33	
19	Asst. Hostel Supdt	12	0	
20	Pharmacist	21	2	
21	Driver	22	0	
22	Store Attender	35	0	
23	Dresser	19	0	
24	Peon	190	41	
25	Watchman	205	27	
26	Sweeper/Scavenger	121	13	
27	Part Time Sweeper	11	2	
28	Part time Scavancher	1	0	
29	Orientation Officer	5	0	
30	Laibrarian	3	0	

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3 +

Nos of post abolished Since 01-04-2009

വ്യവസായിക പരിശീലന വകുപ്പ് (69)

ഓഫീസ് സൗകര്യങ്ങൾ

SPIU-2/37536/14

തിരുവനന്തപുരം
തീയതി: 25.08.2014

അടിയന്തിര നിർദ്ദേശം

വിഷയം: വ്യവസായിക പരിശീലന വകുപ്പ് - SPIU- 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2014- യോഗ്യതാവലിക്ക രൂപം നൽകുന്നത് - സംബന്ധിച്ച്.

സൂചന: (1) 14.08.2014 തീയതിയിലെ ഫയൽ നമ്പർ എ1/37137/2014 നമ്പർ സർക്കുലർ

(2) 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ 04.08.2014 തീയതിയിലെ 77/XPRC/14 നമ്പർ മിനുട്സ്.

സൂചന പ്രകാരം സർക്കാർ നിർദ്ദേശങ്ങൾ പ്രകാരം 10-ാം ശമ്പള പരിഷ്കരണത്തോടനുബന്ധിച്ച് യോഗ്യതാവലിയിൽ SPIU യെ സംബന്ധിച്ച വിവരങ്ങൾ രേഖപ്പെടുത്തി ഓൺലൈനായി അയക്കുന്നു.

അഡീഷണൽ ഡയറക്ടർ പ്രോജക്ട് കോർഡിനേറ്റർ

To
All Staff

51 (71)

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PROFORMA

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	* 17
Sl. No	Name of Post	Number of Posts	No. of Posts created since 01.04.2009	No. of Posts abolished since 01.04.2009	Scale of Pay	Allowance, rate of DA, HRA, CCA, PTA, PCA etc. (Pl.Specify)	Qualification prescribed for the post	* Mode of appointment by promotion/ by direct recruitment	Brief Description of nature of duties	Whether promotion is based on Seniority/ Seniority cum merit/Merit alone	Feeder Post	Scale of Pay of Feeder Post	Next promotion post	Scale of pay of next promotion post	Period of service of the senior most person in the present post with date of promotion	Remarks
1	ASPD	1	1	—	44610-58640		BTech	by promotion								The posts are created temporarily ~~for~~ for the completion of project. Now only 3 posts are (ASPD, JTS, LDC) is available.
	AO	1	1	1	24040-38840		Diploma	By promotion								
	SS	1	1	1			SSLC	11								
	JS	2	2	1	16180-29180		SSLC	11								
	LDC	3	3	2	9960-16580		11	Direct								

* Please specify if the method of appointment is by lateral entry

ASPD - 1
JS - 2
LDC - 3

K. S. DHARMARAJAN
ADDL. STATE PROJECT DIRECTOR
DIRECTORATE OF TRAINING
THIRUVANANTHAPURAM-14

1. Please narrate briefly about the history and functioning of your Department.

In order to produce multi skilled work force which is needed by the industry in & outside the country, Government of India has launched a programme of Centres of Excellence.Seven ITI s ITIDhanuvachapuram, (W)Kollam, Pallickathode, Malampuzha, Aryanad, Kalpetta & Koilandy have been selected under the Centrally sponsored scheme for the Upgradation of ITI s into Centre of Excellence with World Bank Assistance (75% Central share : 25% State share). To monitor & for the implementation of the Project State Project Implementation Unit was constituted in the Department. The tenure of the project was up to 31.12.2012.But as per Letter. No.DGET-35(4) NSC-1/2012 NPIU dated 12.02.2013. DGET has informed that the Project period was extended for a further period of two years i.e., upto 30th November 2014.

2 To 14 NA

15. How many petitions based on Right to Information Act were received in the Department during the last financial year.

6 Nos.

16-21 NA

22. Is biometric punching system in existence at all units of your Department

Yes

23. what is the pendency position of files in your Department. Number of files pending for more than five years may be furnished.

No file is pending for more than five years

24. NA

LDC	13 +30 +4 +2	= 49
UDC	26	= 26
LDT	13	= 13
Peon	26 +15	= 41
Sweeper	13	= 13
W/man	26 +1	= 27
LD SK	-13 +15 +4 +1	= 33
PTS	- 1+1	= 2.



ഇന്ത്യ തെരഞ്ഞെടുപ്പ് കമീഷൻ
തിരിച്ചറിയൽ കാർഡ്

ELECTION COMMISSION OF INDIA
IDENTITY CARD

FZQ1761618

വോട്ടറുടെ പേര് : ബുഷ്റ

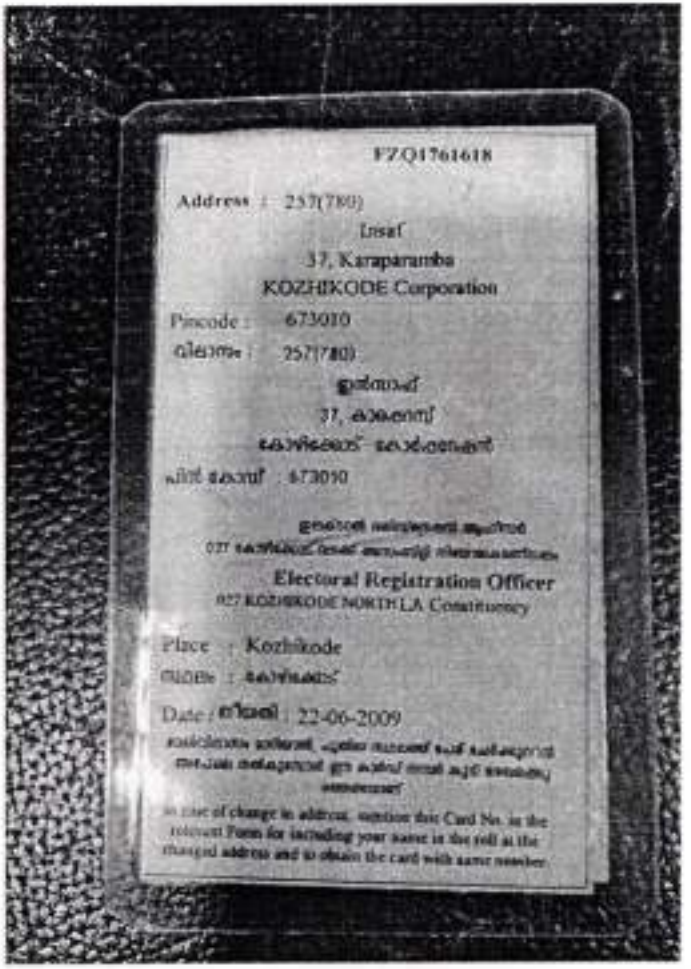
Elector's Name : Bushra

ഫിലാന്റെ പേര് : ഫൈസൽ

Husband's Name : Faisal

ലിംഗം / സ്ത്രീ
Sex : F

Date of Birth
ജനനതീയതി : 02/01/1983



FZQ1761618

Address : 257(780)
Lisaf
37, Karaparamba
KOZHIKODE Corporation
Pincode : 673010
വിലാസം : 257(780)
ലിസാഫ്
37, കരപറമ്പ്
കോഴിക്കോട് കോർപറേഷൻ
പിൻ കോഡ് : 673010

Electoral Registration Officer
027 KOZHIKODE NORTH LA Constituency

Place : Kozhikode
സ്ഥലം : കോഴിക്കോട്
Date / തീയതി : 22-06-2009

In case of change in address, mention this Card No. in the relevant Form for including your name in the roll at the changed address and to obtain the card with same number

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Name of post	GO & Date	No: of post created	No: of post abolished	Scale of pay
Pol Gr: II	GO(Ms) No. 75/09/LBE Dt 19/6/09	13		32360 - 37940
J.S	"	13		16180 - 29100 31360
AI	"	13		16980 - 31360
SI	"	26		
ACO	"	13	N.1	13900 - 20040
W/A	"	13		13900 - 20040
UDC	"	13		9190 - 15780
LDC	"	26		13210 - 22360
LDT	"	13		9940 - 16560
Losic	"	13		9940 - 16580
Peon	"	26		9940 - 16560
Sweeper	"	13		6500 - 13210
watchman	"	26		6500 - 13210
Total		221		6500 - 13210

Sl. No.	Name of post	GO (99)	No. of post created	No. of post abol./abol.	Scale of pay
1.	Jnl Gr. I	GO(MS)No. 91/10/LBR dt 6/8/10	15	Nil	
2.	JS	"	15	"	
3	II	"	78	"	
4.	ACD	"	15	"	
5.	LDC	"	30	"	
6.	LDSK	"	15		
7	W/P	"	15		
8	Peon	"	15		
	Total		198		

Sl No	Name of post	GO & Date	No. of post created	No of post abolished	Scale of pay
1.	Pol Gr II	GO(MS) No. 176/11/LBR Dt 9/12/11	1	Nil	22360-37940
2	II	"	2	"	13900-24040
3	ACO	"	1	"	13900-24040
4.	LDC	"	2	"	9940-16580
	Total		6		
1.	Pol Gr II	GO(MS) No. 134/12/LBR dt 15/9/12	4	"	
2.	IS	"	4		
3	II	"	20		
4.	ACO	"	4		
5	ACO	"	4		
6	LDC	"	4		
7	Logic	"	4		
8	W/A	"	4		

	GO(MS)NO.154/09/LBR dt 13/11/09	26	Nil		13900-~~[illegible]~~ 2400
JI	GO(MS) NO. 108/10/LBR dt 5/9/10.	20	Nil		13900-~~[illegible]~~ 2400
~~SS~~ FO	GO(MS) NO. 9/10/LBR dt 25/1/10	1	Nil		36140-49740 * ~~20700-266~~
SK	GO(MS)NO.100/11/LBR dt 2/8/11	1	Nil		
W/M	"	1	"		
PTS	"	1	"		SIO/SPIU abolished
GI	GO(MS)NO.172/09/LBR dt 16/12/09	17	"		
DTS	GO(MS)NO. 75/13/LBR	1	"		~~45~~

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	ne of post	No of Posts	No of posts created since 01-04-2009
	count Officer - I 1/12/04	1	0
	count Officer - II 26.2.12	1	0
3	Administrative Assistant	1	0
4	Selection Grade Confidential Assistant Ananthavally.	1	1
5	Sr. Supdt Sathish Kumar.	36	0
6	Jr. Supdt/JAA(NT) } Nissar A. (Kayamkulam)	75	15
7	JAA (NT) }	10	0
8	Faircopy Supdt 01.12.2012	1	0
9	Head Clerk 23.01.13 ~~29.01.2013~~	17	0
10	UD Clerk Oommen Thomas ~~23.01.2013~~ 04.08.2005	197	49
11	LD Clerk	197	26
12	Clerk-cum-Typist Prameela – 27.04.2011	10	0
13	Confidential Assistant Sreshma.	3	0
14	Selection Grade Typist Seenathu	23	0
14	UD Typist Neema. N.	23	0
15	LD Typist 22.02.2011	23	13
16	Spl. Grade Store Keeper —	1	0
17	UD Sotre Keeper Nazar KM	21	0
18	LD Store Keeper K. Chandran	65	33
19	Asst: Hostel Supdt N. Sajith Kumar. 09.01.1990	12	0
20	Pharmacist	21	2
21	Driver	22	0
22	Store Attender 12.12.2011	35	0
23	Dresser	19	0
24	Peon	190	41
25	Watchman	205	27
26	Sweeper/Scavenger	121	13
27	Part Time Sweeper	11	2
28	Part time Scavancher	1	0
29	Orientation Officer	5	0
30	Laibrarian	3	0

selection Grade - Store Seenathu

5 (81)

PROFORMA

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Sl. no	Name of Post	Number of Posts	No. of Posts created since 01.04.2009	No. of Posts abolished since 01.04.2009	Scale of Pay	Allowance, rate of DA, HRA, CCA, PTA, PCA etc. (Pl.Specify)	Qualification prescribed for the post	* Mode of appointment by promotion/ by direct recruitment	Brief Description of nature of duties	Whether promotion is based on Seniority/ Seniority cum merit/Merit alone	Feeder Post	Scale of Pay of Feeder Post	Next promotion post	Scale of pay of next promotion post	Period of service of the senior most person in the present post with date of promotion
1.	Draughtsman	1													
2.	A.D.O	3													24.8.2007
3.	JDI	2													
4.	D.O	2													15.9.2011
5.	Dyson	1													
6	IT	5													17.1.2011
7	Draftsman Civil Gr.II	22													16.7.2012
8	VHSE Cadre II	78													17.11.2006
9.	T.O	9													
10.	T.T.O	1													
11.	UI	113													
12.	TTA(M)	29													
13.	TA	1													
14.	JAA(C)	1													
15.	W/A	180													

* Please specify if the method of appointment is by lateral entry

W/A → Carpenter → 2/12/2001
COPA → 3/9/2000
DTPO → 3/9/2010
Draftsman mechanic - 7/12/1999 Vacant
Electrician → 6/8/2005
Turner → 11/9/2007
Welder → 11/9/2007
Tool and Die maker - 1/2/2009
Fitterman → 28.2.2007

Electronic mechanic - 9/3/2000
Fitter → 4/11/2007
Forger & Heat Treater → 2/9/1999
Instrument mechanic - 1/2/2009
Machinist → 4/7/2008
mechanic motor vehicle 1/3/2006
mechanic Diesel 10/4/2005
mechanic Radio and Television - 12.3.1999

6.2.2001 - [illegible]
3.2.2014
millwright mechanic - [illegible]
painter general → 11/9/2007
plumber → 11.9.2007
Refrigeration & Air conditioning mechanic → 7.2.2011
S.M IV → 1.2.2009
Surveyor → 1/2/2009

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നമ്പർ: എച്ച്3/23128/2014

ചാക്ക, തിരുവനന്തപുരം
തീയതി: 19.08.2014

അനൗദ്യോഗിക കുറിപ്പ്

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ്- സർട്ടിഫിക്കറ്റ് വിഭാഗം - 10-ാം ശമ്പളകമ്മീഷൻ 2014 -ചോദ്യാവലി മറുപടി നൽകുന്നത്- സംബന്ധിച്ച്

സൂചന:- എ7/37133/14 നമ്പരായുളള 14.08.2014 ലെ യു.ഒ.നോട്ട്

സൂചനയിലേക്ക് ശ്രദ്ധ ക്ഷണിക്കുന്നു. ടി ചോദ്യാവലിയിലെ ചോദ്യം നമ്പർ 1 മുതൽ 22 വരെയുളള ചോദ്യങ്ങൾ സർട്ടിഫിക്കറ്റ് സെക്ഷനുമായി ബന്ധപ്പെട്ടതല്ല.

ചോദ്യം നമ്പർ 23

അഞ്ച് വർഷത്തിൽ കൂടുതൽ പഴക്കമുളള ഫയലുകളുടെ എണ്ണം- 220 എണ്ണം

ചോദ്യം നമ്പർ 24

മറ്റ് വിഷയങ്ങൾ ഒന്നും തന്നെ ഇല്ല.

ഡെപ്യൂട്ടി ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്

എ7 സീറ്റ്

പകർപ്പ്:- സീനിയർ സൂപ്രണ്ട് (എ സെക്ഷൻ)

എ 19.8.14

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വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നമ്പർ: ജി1/35807/2014

ചാക്ക, തിരുവനന്തപുരം
തീയതി: 18.08.2014

അനൗദ്യോഗിക കുറിപ്പ്

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ്-പരീക്ഷാ വിഭാഗം - 10-ാം ശമ്പളകമ്മീഷൻ 2014 -ചോദ്യാവലി മറുപടി നൽകുന്നത്- സംബന്ധിച്ച്

സൂചന:- എ7/37133/14 നമ്പരായുളള 14.08.2014 ലെ യു.ഒ.നോട്ട്

സൂചനയിലേക്ക് ശ്രദ്ധ ക്ഷണിക്കുന്നു. ടി ചോദ്യാവലിയിലെ ചോദ്യം നമ്പർ 1 മുതൽ 22 വരെയുളള ചോദ്യങ്ങൾ പരീക്ഷാ സെക്ഷനുമായി ബന്ധപ്പെട്ടതല്ല.

ചോദ്യം നമ്പർ 23

അഞ്ച് വർഷത്തിൽ കൂടുതൽ പഴക്കമുളള ഫയലുകളുടെ എണ്ണം- 01 എണ്ണം

ചോദ്യം നമ്പർ 24

മറ്റ് വിഷയങ്ങൾ ഒന്നും തന്നെ ഇല്ല.

ഡെപ്യൂട്ടി ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്

എ7 സീറ്റ്

പകർപ്പ്:- സീനിയർ സൂപ്രണ്ട് (എ സെക്ഷൻ)

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"ശ്രേഷ്ഠ-മാതൃഭാഷ"

അത്യാവശ്യം
സമയപരിധി

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നമ്പർ:എ7/37133/2014

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം-01,
തീയതി: 14/ 08.2014.

സർക്കുലർ

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - എസ്റ്റാബ്ലിഷ്മെന്റ് - 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2014 - ചോദ്യാവലി മറുപടി നൽകുന്നതു സംബന്ധിച്ച്.

സൂചന:- 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ 04.08.2014-ലെ 77/XPRC/14 നമ്പർ കത്ത്.

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സർക്കാർ ജീവനക്കാരുടെയും അധ്യാപകരുടെയും 10-ാം ശമ്പള പരിഷ്കരണത്തോടനുബന്ധിച്ച് ഈ വകുപ്പിൽ നിന്നുള്ള അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും അറിയിക്കുന്നതിനുള്ള ചോദ്യാവലി സൂചന കത്ത് പ്രകാരം ലഭിച്ചിരിക്കുന്നു. പ്രസ്തുത ചോദ്യാവലി ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു. ടി ചോദ്യാവലിയിൽ പ്രതിപാദിച്ചിരിക്കുന്ന താങ്കളുടെ സെക്ഷനുമായി ബന്ധപ്പെട്ട വിഷയങ്ങളും അതിനുള്ള നിർദ്ദേശങ്ങളും 18.08.2014 5 മണിക്കകം എ7 സീറ്റിൽ അറിയിക്കേണ്ടതാണ്. 31.08.2014 നകം റിപ്പോർട്ട് കമ്മിഷനിൽ ഹാജരാക്കേണ്ടതിനാൽ എല്ലാ സെക്ഷൻ ഓഫീസർമാരും ടി വിഷയത്തിൽ അടിയന്തിര ശ്രദ്ധ പതിപ്പിക്കേണ്ടതാണ്. യഥാസമയം ആവശ്യമായ വിവരങ്ങൾ ലഭ്യമാകാതിരിക്കുകയാണെങ്കിൽ ആയതിന്റെ ഉത്തരവാദികൾ ആയവരുടെ പേരിൽ കർശന നടപടികൾ സ്വീകരിക്കുന്നതായിരിക്കും.

14/8/14

ജോയിന്റ് ഡയറക്ടർ ഓഫ് ട്രെയിനിംഗ്.

ഉള്ളടക്കം: ടി

14/8/14

To

ബന്ധപ്പെട്ട എല്ലാ സെക്ഷൻ സൂപ്രണ്ടുമാർക്കും.

14/8/14

പകർപ്പ്:

CT to DT /ADT/ADT SPIU/Special Officer S.T.I/JDT/ADO/ JDT Regional Directorate, Kannur/Senior Finance Officer/DD/DSA/AO I/ AO II/Technical Assistant.

'ഇ' സെക്ഷനുമായി ബന്ധപ്പെട്ട വിഷയങ്ങളെല്ലാം വിശദമായി പരിശോധിച്ച് ഉടനടി നടപടി സ്വീകരിക്കുക.

19/8/14

14/8/14 ല 2017/37133/2014 നമ്പരായി രജിസ്റ്റർ ചെയ്തിട്ടുള്ള കേസിന്റെ വിവരങ്ങൾ താഴെ ചേർക്കുന്നു. (95)

95

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23. Number of files pending for more than 5 years

D1	D2	D3
6	2	4

~~For~~ Total: 12

Name W

ഫാമിലി കൗൺസലർ

ഫാമിലി കോർട്ട് തിരുവനന്തപുരം

Qn NO 11. *Are you satisfied with the job knowledge of the employees in your department. If not what steps do need to be taken to bring qualitative improvement of job knowledge and competency.*

To bring the employees with update job knowledge and technical skill, many programmes are implemented by the department. Separate training institute has been setup in the department exclusively for imparting proper training in technical skill and also for developing soft skills and job knowledge among technical and nontechnical staff of the department. The training institute – State Institute for staff Training and Technology Updating - located at Kazhakuttam– is entrusted with the main function of developing skills and knowledge of department officials. The institute after analyzing the training and non training interventions a TRAINING NEED ANLYSIS (TNA) has prepared to locate the strength and weakness of the department. Based on the analysis various training programmes are designed for the officials of the department and are conducting at STI and at various centers of IMG.

The officials also deputing at various field institute of Directorate general for Employment And Training to improve their teaching and technical skill.

These activities are helpful to make the staff more competent for their duties.

Qn. No. 12. *Do you have any suggestions to enhance the efficiency of the employees of your department?*

Efficiency of employee is related to the job knowledge, skill , attitude and motivation of the officials. To keep employees with up to date knowledge many training programmes on soft skills, induction, financial, supervisory development, IT, AVA etc. are being conducted at various centers of IMG and at other field institute of DGE&T.

As a part of motivation of the employees Govt. has given sanction for identify and recognize the BEST INTRUCTOR

Qn. No. 19. *Does the department have adequate IT training facility?*

This department is having IT training facilities at its training institute located at Kazhakuttam . At present the institute is having a computer hall equipped with 16 computers with internet facility, interactive board, projector etc. Training including basic computer applications, Data Base Management, e- Governance, power point presentation etc. are being conducted from this institute.

An additional computer hall has also sanctioned by the Govt. for which construction process has already started by the PWD.

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"ഭരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നമ്പർ:എ7/37133/2014

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം-01,
തീയതി:25.08.2014.

അനൗദ്യോഗിക കുറിപ്പ്

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - എസ്റ്റാബ്ലിഷ്മെന്റ് - 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2014 - ചോദ്യാവലി ചർച്ച ചെയ്ത് തീരുമാനമെടുക്കുന്നതു - സംബന്ധിച്ച്.

സൂചന:- 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ 04.08.2014-ലെ 77/XPRC/14 നമ്പർ കത്ത്.

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സർക്കാർ ജീവനക്കാരുടെയും, അധ്യാപകരുടെയും 10-ാം ശമ്പള പരിഷ്കരണത്തോടനുബന്ധിച്ച് ഈ ഓഫീസിൽ നിന്നുള്ള അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും അറിയിക്കണമെന്നാവശ്യപ്പെട്ടുകൊണ്ടുള്ള ചോദ്യാവലി സൂചന കത്ത് പ്രകാരം ലഭിച്ചിട്ടുണ്ട്. ടി ചോദ്യാവലിയിൽ പ്രതിപാദിച്ചിരിക്കുന്ന കാര്യങ്ങളിൽ വിശദമായ ചർച്ച നടത്തുന്നതിനായി 27.08.2014 തീയതി 11.30 മണിക്ക് ഡയറക്ടറുടെ ചേമ്പറിൽ വച്ച് ഒരു മീറ്റിംഗ് നടത്തുന്നതിന് തീരുമാനിച്ചിരിക്കുന്നു. ഇക്കാര്യത്തിൽ താങ്കളുടെ അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും അറിയിക്കുന്നതിനായി താങ്കൾ പ്രസ്തുത മീറ്റിംഗിൽ പങ്കെടുക്കേണ്ടതാണ്.

ട്രെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

To

ബന്ധപ്പെട്ട ഉദ്യോഗസ്ഥർക്ക്.

പകർപ്പ്:

CT to DT /ADT/ADT SPIU/Special Officer S.T.I/JDT/ADO/ JDT Regional Directorate, Kannur/Senior Finance Officer/DD/ DSA/AO I/ AO II/Technical Assistant.

(101)

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"ഭരണഭാഷ-മാതൃഭാഷ്"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നമ്പർ:എ7/37133/2014

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം-01,
തീയതി:25.08.2014.

അനൗദ്യോഗിക കുറിപ്പ്

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - എസ്റ്റാബ്ലിഷ്മെന്റ് - 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ 2014 - ചോദ്യാവലി ചർച്ച ചെയ്ത് തീരുമാനമെടുക്കുന്നതു - സംബന്ധിച്ച്.

സൂചന:- 10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ 04.08.2014-ലെ 77/XPRC/14 നമ്പർ കത്ത്.

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സർക്കാർ ജീവനക്കാരുടെയും, അധ്യാപകരുടെയും 10-ാം ശമ്പള പരിഷ്കരണത്തോടനുബന്ധിച്ച് ഈ ഓഫീസിൽ നിന്നുള്ള അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും അറിയിക്കണമെന്നാവശ്യപ്പെട്ടുകൊണ്ടുള്ള ചോദ്യാവലി സൂചന കത്ത് പ്രകാരം ലഭിച്ചിട്ടുണ്ട്. ടി ചോദ്യാവലിയിൽ പ്രതിപാദിച്ചിരിക്കുന്ന കാര്യങ്ങളിൽ വിശദമായ ചർച്ച നടത്തുന്നതിനായി 27.08.2014 തീയതി 11.30 മണിക്ക് ഡയറക്ടറുടെ ചേമ്പറിൽ വച്ച് ഒരു മീറ്റിംഗ് നടത്തുന്നതിന് തീരുമാനിച്ചിരിക്കുന്നു. ഇക്കാര്യത്തിൽ താങ്കളുടെ അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും അറിയിക്കുന്നതിനായി താങ്കൾ പ്രസ്തുത മീറ്റിംഗിൽ പങ്കെടുക്കേണ്ടതാണ്.

ട്രെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

To

ബന്ധപ്പെട്ട ഉദ്യോഗസ്ഥർക്ക്.

പകർപ്പ്:

CT to DT /ADT/ADT SPIU/Special Officer S.T.I/JDT/ADO/
JDT Regional Directorate, Kannur/Senior Finance Officer/DD/
DSA/AO I/ AO II/Technical Assistant.

24/8/14

PROFORMA

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Sl. No	Name of Post	Number of Posts	No. of Posts created since 01.04.2009	No. of Posts abolished since 01.04.2009	Scale of Pay	Allowance, rate of DA, HRA, CCA, PTA, PCA etc. (Pl.Specify)	Qualification prescribed for the post	* Mode of appointment by promotion/ by direct recruitment	Brief Description of nature of duties	Whether promotion is based on Seniority/ Seniority cum merit/Merit alone	Feeder Post	Scale of Pay of Feeder Post	Next promotion post	Scale of pay of next promotion post	Period of service of the senior most person in the present post with date of promotion	Remarks
		766	127		13900		S.S.L.C + ITC	3:1	Handle	Seniority	Junior	13900	Senior	14620		
1.	Jr. Asstt.	~~717~~ 766	~~86~~	NIL	-24040		Thirty years		Practical and	from	Asstt.	-24040	Asstt.	-	7 years	-
							explicit		theory	feeder post				25250	5 months	
			127		14620		OR		Classification							
2.	Sr. Asstt.	~~324~~ 766	~~206~~	NIL	25250		Non	Promotion	Functional	Promotion	Junior	13900	Group	16980	~~7 years~~	-
							Graduate	from post of	Clerical	from	Typist	-24040	Assistant	-31360	16 years	
							explicit	Junior Asstt.	Activities	Junior Asstt.		Rs/-			7 months	
							OR									
							Diploma									
							in appropriate									
							branch of									
							Engineering					13900	Senior	14620		
3.	ACD Asstt.	172	41	NIL	13900 -24040		"	Direct PSC	"	N.A	ACD Assistant	-24040 Rs/-	Asstt.	-25250 Rs/-		

* Please specify if the method of appointment is by lateral entry

766
766
172
1038

Section Officer

(108)

100

വ്യവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

ഐ2/37601/14

തീയതി,

18/08/2014

അനൗദ്യോഗിക കുറിപ്പ്

വിഷയം: വ്യാവസായിക പരിശീലന വകുപ്പ്- പ്ലാനിംഗ്-10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ-2014- ചോദ്യാവലി മറുപടി നൽകുന്നതു - സംബന്ധിച്ച്

സൂചന: 14/08/14 ലെ എ7/37133/14 നമ്പർ സർക്കുലർ

10-ാം ശമ്പള പരിഷ്കരണ കമ്മീഷന് 2014-ലുമായി ബന്ധപ്പെട്ട ചോദ്യാവലിയിലെ ഐ സെക്ഷനുമായി ബന്ധപ്പെട്ട വിവരം ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

ട്രെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

B. SREEKUMAR
ADDL. DIRECTOR OF TRAINING

എസ്.എസ് (എ)

101

107

Reply to Questionnaire -2

16) What is the status of computerisation in your department?

The department decided to implement Digital File Management System in the department this year. Initiatives have been taken for the same.

17)Does your department use any specific software to aid the functions of the Department?

Yes. Implementing SAP software for managing admission, trade test and certification (Trainees Life Cycle Management) and implemented Virtual Class Rooms in 54 ITIs and 3DM Visual Class room teaching aid.

18) What are the areas to which IT is to be extended in your department?

Introducing online Question Bank for trainees.

22) Is Bio metric punching system in existence at all units of your Department?

Yes. Implemented the bio metric punching system in all units of the department.

23) What is the pendency position of files in your department? Number of files pending for more than five years may be furnished?

29 files are pending for more than five years in this Section.

For Director of Training

Submission

ബഹുമാനപ്പെട്ട ജോയിന്റ് ഡയറക്ടറുടെ നമ്പർ A7/37133/2014 തീയ്യതി 14/08/14 സർക്കുലറിൽ ഓരോ സെക്ഷനുമായി ലഭ്യമാക്കിയ ശമ്പളപരിഷ്കരണ യൂണിറ്റ് ലഭ്യമാക്കിയ വിവരങ്ങൾ കറിലിഫ്ചെയ്യുവാൻ ആവശ്യപ്പെട്ടിട്ടുണ്ട്. ടി. വിഭാഗത്തിൽ ടെക്നിക്കൽ അസിസ്റ്റന്റിന്റെ സെക്ഷനിലെ കമ്പ്യൂട്ടറിലാണ് ഇതിനോടൊപ്പം ചേർത്തിരിക്കുന്നത്. ഇതിൽ പറഞ്ഞിരിക്കുന്ന കാര്യങ്ങൾ ശമ്പളപരിഷ്കരണ കമ്മീഷനെ അറിയിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കുന്നതിന് അപേക്ഷിക്കുന്നു.

18-08-14
Sanikinagar.

(S. VIKAS
Tech. Asst)

Questionnaire .29

any other issue relating to your department which requires specific consideration of the Pay revision Commission may be stated

The following issues requires the specific consideration of the 10 th Pay revision Commission

a.)The scale of pay of Group Instructor / Technical Asst/ Jr. App.Adviser is Rs 16980-31360 and the next promotion post of Group Instructor post is Vice principal/ Principal Class II having a scale of pay of Rs 22360-37940. There are 04 different pay scales in between these two posts and there is a wide gap between the two pay scales

There is 20 % higher grade is permitted in the Group instructor post in the pay scale of Rs.18740-33680 which is highly inadequate to bridge the disparity. So I request you to either enhance the Higher grade permitted in the Group Instructor post to 50% or hike the pay scale of Group instructor into Rs.18740-33680 and enhance the post into Gazetted category in the 10 th pay revision.

b.)The scale of pay of Principal Gr-I, Inspector of Training/ Asst. Director is Rs. 24040-38840.But the Inspector of Training/ Asst. Director post is the next promotion post of Principal Class-I. Here the two immediate promotion posts have different nature of duties have the same scale of pay, which is an anomaly. So I request you to consider the pay scale equivalent of Rs 29180-43640 for the Inspector of Training/ Asst. Director post in the 10 th pay revision.

c.)The scale of pay of Jr. Instructor post is Rs.13900-24040, but the similar post of workshop instructor/ Instructor Gr-II in Technical education department and Vocational Instructor of VHSE are having a pay scale of Rs 14620-25280. So I request you to consider the pay scale equivalent of Rs 14620-25280 for Jr. Instructor post in the 10 th pay revision.

(S. VIKAS
Tech. Asst)

URGENT/TOP PRIORITY

104

No.77/XPRC/2014

X Pay Revision Commission
Vth Floor, Swaraj Bhavan,
Nanthencode,
Thiruvananthapuram-695003

05 SEP 2014

Dated: 14.08.2014

41395

From

Member Secretary

To

Director
Industrial Training Department

Sir,

Sub: - X Pay Revision Commission - Guidelines for furnishing details -Reg.
Ref: - Letter of even No. dated 04.08.2014 and 06.08.2014

Inviting attention to the reference cited, I am to request that the following guidelines may be be followed while furnishing the details called for therein.

1. Details should be furnished both in hardcopy and softcopy (both in pdf and Word format)
2. An officer not below the rank of Administrative Assistant/Accounts Officer/Deputy Director in your office may be designated as the Nodal Officer (Pay Revision) and his details including contact number and e-mail ID may be furnished. He may also be made responsible for furnishing all necessary details in time.
3. The time limit for furnishing the details may be strictly adhered to.

Yours faithfully,

SANTHOSH S.S.
Under Secretary to Government
For Member Secretary

Proposal. A7/133/2014

Sub: X^th pay Revision Commission. 2014.

Industrial Training Department.
KSHB. Santhi Nagar. TVM.

26/9/14

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INDUSTRIAL TRAINING DEPARTMENT
(KERALA STATE)

A7/37133/2014

K.SH.B, Santhinagar,
Thiruvananthapuram,
Dated: 25 /09/2014.

The Director of Training.

Member Secretary,
X[th] Pay Revision Commission,
Vth floor, Swaraj Bhavan,
Nanthancode, Thiruvananthapuram.

Sir,

Sub:- X[th] Pay Revision Commission- Replay to questionnaire, refilled up proforma-Furnishing of –Reg:-

Ref:- 1. Letter No: 77/XPRC/2014 dated: 04.08.2014 and 14.08.2014 from Member Secretary, X PRC, Thiruvananthapuram.

****

Kind attention is invited to reference cited. The details of posts in Industrial Training Department is furnished herewith in the prescribed proforma in hard and soft copy for further necessary action. The response/views of this department on the questionnaire received vide letter reference is also enclosed herewith.

Sri. Sunil Jacob, Joint Director of Training is deputed as Nodal Officer for supplying necessary details to the commission. His Office phone No is 0471 2323101

Yours faithfully,

for Director of Training

Encl: as above

25/9/14

23/9/14

INDUSTRIAL TRAINING DEPARTMENT
(KERALA STATE)

Questionnaire -2

1. Please narrate briefly about the history and functioning of this department

The Craftsman Training Scheme was introduced by Government of India in 1950, to ensure a steady flow of skilled workers in different trades for the domestic industry, to raise quantitatively and qualitatively the Industrial production by systematic training, to reduce un-employment among the educated youth by providing them employable training, to cultivate and nurture a technical and industrial attitude in the minds of the younger generation. The scheme has been shaping craftsmen to meet the existing, as well as future man power need through the net work of ITIs. Skill development has been recognized as a major thrust area by the Government for social and economic development of the country.

National Council for Vocational Training (NCVT) is functioned as a Central agency under DGE&T, to co-ordinate the Vocational Training Programme throughout the Nation. In Kerala, it is implemented through the State Council for Vocational Training (SCVT). Now, 77 Government ITIs are functioned under Industrial Training Department. 44 Government ITIs under SC Development Department and 3 Government ITIs under ST Development Department are functioned successfully now. There are around 500 Private ITIs, where vocational training is being done successfully. Affiliation of NCVT is done through Quality Council

of India (QCI), New Delhi. Training is being imparted in 57 trades under NCVT and 44 trades under SCVT.

The Ministry of Labour and Employment, Government of India, undertook development of a strategic framework for Skill Development for early school leavers and existing workers especially in the un organised sector in close consultation with Industry, Micro enterprises in the un organized sector and state governments. The main objective of the scheme is to provide employable skill to school leavers, existing workers, ITI graduates etc. Existing skills of the persons can also be tested and certified under the scheme. Priority will be given to covering those above the age of 14 years who have been or withdrawn as child labour to enable them to learn employable skills in order to get gainful employment.

Skill Development Initiative Scheme being implemented across the State during the 11th plan period. State has constituted a society to guide and monitoring all activities of the scheme under the chairmanship of the Secretary to Government, Labour and Rehabilitation Department, Government of Kerala and Director of Training designed as a the Member Secretary of the society. Employability of unskilled labours may be enhanced through the Vocational Training Providers under Skill Development Initiative Scheme.

Junior Instructor		
Junior Instructor/ACD Instructor to Senior Instructor	:	5 to 7 years
Senior Instructor to Group Instructor	:	6 to 8 years
Group Instructor to Vice Principal	:	5 years
Vice Principal to Principal	:	4 to 6 years
Principal to Inspector of Training	:	3 to 4 years
Inspector of Training to Deputy Director	:	3 years
Deputy Director to Joint Director	:	4 to 5 years
Joint Director to Additional Director	:	5 to 7 years
Clerk to Senior Clerk	:	4 to 5 years
Senior Clerk to Head clerk	:	8 to 10 years
Head Clerk to Junior Superintendent	:	1 to 2 years
Junior Superintendent to Senior Superintendent	:	4 to 6 years
LD Typist to UD Typist	:	3 to 4 years
UD Typist to Selection Grade	:	6 to 7 years
Selection Grade to Fair Copy Superintendent	:	8 to 10 years
Store attender to LD Store Keeper	:	5 to 6 years
LD Store Keeper to UD Store Keeper	:	5 to 8 years

Promotion is depends upon the vacancies arise in each category. As and when the senior is qualified and competent for a particular post, he

2. Furnish copy of the latest available Administrative Report of the Department

The Annual Administrative Report for the year 2012-13 is being completed. Report for the year 2011-12 enclosed.

3. Furnish a copy of the Special Rules of the Department.

Copy attached

4. What is the hierarchy of officers in the Department at State, District and Taluk, Block and village level ?

Chart furnished.

5. Is there any mechanism to access the feedback of the service rendered by your department ?

Yes

CPMU & RFD

6. Please furnish the mode of selection and promotion to each level

Entry level Selection is strictly based on the seniority in the rank list published by

P.S.C. In the case of certain categories, selection is made directly.

Promotions are given on the basis of strict seniority and qualification of the employee as per special rules.

7. What is the time required for qualified hands to get promotion to each higher level in your department ?

Trade Assistant/Workshop Attender to : 5 to 7 years

will get promotion as the vacancy arises. The time required for qualified hands in the case of promotion can't be anticipated.

111

8. Do you think that posting to District level officer should be based on an assessment of suitability and competitiveness?

There is no such postings in the department .

9. Please suggest modifications that will bring in qualitative improvement in prevailing system of promotion.

Performance appraisal system can be implemented in all levels.

10. Do you support the idea that the performance appraisal mechanism currently followed by the department should be supplemented by including evaluation of performance of employees relating to specific function of department.

Performance appraisal mechanism followed by the department should be supplemented by including evaluation of performance of employees.

11. Are you satisfied with job knowledge of the employees in your department? If not what steps do need to be taken to bring in qualitative improvement in job knowledge and competency.

Not satisfied with job knowledge. To bring the employees with update job knowledge and technical skill, many programmes are implemented by this department. Separate training Institute has been set up in imparting proper training in technical skills and also for developing soft skills and job knowledge among the technical and non technical staff

of this department. The State Institute for staff training and technology updating, is entrusted with the main function of developing skill and knowledge of department officer.

Technical officials are also being deputed to all filed institute under DGET to improve their teaching and training skill.

12. Do you have any suggestions to enhance the efficiency of the employees of your department?

Efficiency of employees is related to knowledge, attitude and skill etc. To keep employee with updating skills and knowledge, many training programmes on soft skills, induction, supervisory development, I.T, financial etc., are being conducted at various centres of IMG and other Institutes under this department.

13. What are the common complaints raised by the public about your department?

Common complaints is that delay in supplying NCVT certificates to the passed out trainees etc.

14. Does your department come under Right to Service Act? If yes, weather the introduction of the Act has improved the service delivery of the department. If no, what are your suggestion to make it more effective?

Right to Service Act introduced in this department with a view to provide transparency in the service sector. The introduction of the Act has improved the service delivery of the department to a good extend.

15. How many petition based on Right to Information Act were received in this department during the last financial year?

113

178 Nos.

16. What is the status of computerisation in your department?

The department of Industrial Training decided to implement Digital file Management System during this year. Initiatives have been taken for the same.

17. Does your department use any specific software to aid the functions of the department

Yes, implementing ERP of SAP software for managing admission, trade test, certification (Trainees Life Cycle Management) and also implemented Virtual class rooms in 34 ITIs and 3 DM Visual class room teaching aid.

18. What are the areas to which IT is to be extended in your department?

Introducing online question bank for trainees.

19. Does the department have adequate IT training facility?

This department is having IT training facilities and a training institutes is located at Kazhakuttom. At present the institute is having an equipped Computer Centre with internet facilities, interactive board, projector etc. Training includes basic computer applications, Data base Management, e-Governance, PowerPoint Presentation etc.

20. Whether all the units under this department have proper and adequate infrastructural facilities? Suggest modifications if any?

The units under the department are ITIs, RI Centres Basic Train[illegible] Centre, AVTS etc. These institutes have adequate infrastructure and Training facilities except the newly started ITIs. Arrangements have been made to equip those ITIs.

21. Does the department have proper mechanism to redress the grievances of women and physically challenged employees? Suggest modification if any.

As per the Government directions, this department also have taken care to redress the grievances of women and physically challenged employees, through conveying welfare committees of employees, for their welfare and grievances.

22. Is Bio metric punching system in existence at all units of your department?

Yes, implemented the Bio metric punching system in all units under the department.

23. What are the pending position of files in your department. Number of files pending more than 5 years may be furnished?

460 Nos .Urgent action is being taken at department level and Government level to reduce the number of pending file to minimum

24. Any other issues relating to your department which require specific consideration of the Pay Revision Commission may be stated.

The following representations requires the specific consideration of Pay Revision Commission are enclosed.

-125-

1. Representation received from Sri. D Maneksh Prasad, Deputy Director (Planning), Directorate of Training.
2. Representation received from the Workshop Attenders Industrial Training Department.
3. Representation received from the Manoj Mathew Junior Apprenticeship Advisor (Catering) Directorate of Training.
4. Representation received from Sri. S. Vikas Technical Assistant, Directorate of Training.
5. Representation received from Sri. P.N. Reji, OIC ITI., Kalamassery.

The Inspector of Training and Principal Class I cadres may be considered separate and they may be given separate scales.

Considering the importance given to the area of skill development by both union and State Governments, a more fare salary status may be given to the trainees cadres. (i.e Junior Instructor/Senior Instructor and Group Instructor) of this department.

DIRECTOR OF TRAINING

INDUSTRIAL TRAINING DEPARTMENT

PROFORMA TO BE FILLED UP AND SUBMITTED TO 10TH PAY REVISION COMMISSION 2014 ALONG WITH THE REPLY TO THE QUESTIONNAIRE BY THE HEAD (S) OF DEPARTMENTS ON OR BEFORE . 20 .09.2014

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Sl.No	Name of posts	Number of Posts	Number of posts created since 01.04.2009	Number of posts abolished since 01.04.2009	Scale of pay	Allowance, rate of DA, HRA, CCA, PTA, PCA, ETC (Pl Specify)	Prescribed qualification for the post	Mode of appointment by promotion or by direct recruitment	Brief description of nature of duties	Whether promotion is based on seniority cum merit/Merit alone	Feeder post	Scale of pay of the feeder post	Next Promotion post	Scale of pay of next promotion post	Period of Service of the senior most person in the present post with date of promotion	Remarks
1	Director of Training	1			IAS			HEAD OF THE DEPARTMENT								
1	Additional Director of Training	1			44640-58640	75% DA, HRA-1680/- CCA-350/-	A Degree in any branch of Engineering of a recognized University or equivalent qualification. Five years experience subsequent to obtaining degree or equivalent qualification in teaching/administrative capacity in a Gazetted or Supervisory Post in Government Public Undertaking or Government owned or Quasi Government Engineering Institution of Industry. (Copy of the special rule attached.)	Promotion	1) Secretary SCVT/In charge of Training cell/In charge of conducting NCVT&SCVT examination ,Countersigning officer of NCVT&SCVT Certificate,incharge of inspection&enquiries to function as a vigilance officer ,Sanctioning Administrative approval for orginal works and purchasing power 2) Special officer STI is incharge of Departmental Training programme conducted through STI Kazhakuttom,IMG respectively 3) Monitoring, evaluation and implimatation of vocational training improvement project associated by world bank	Seniority	Joint Director	40640-57440	Nil	-	7 Years 24.08.2007	Inter changeable post ADT/Special officer/ASP/ID
2	1) Special officer STI 2) Assistant State Project Director SPIU	1	1		44640-58640	75% DA, HRA-1680/- CCA-350/-										
3	Joint Director	2		Nil	40640-57440	75% DA, HRA-1680/- CCA-350/-(JDT(H.Q)) JDT(RDT) KANNUR - 75%DA+HRA - 530/-CCA-nil	A Degree in any branch of Engineering of a recognized University or equivalent qualification Five years experience subsequent to obtaining degree or equivalent qualification in teaching/administrative capacity in a Gazetted or Supervisory Post in Government Public Undertaking or Government owned or Quasi Government Engineering Institution of Industry. (Copy of the special rule attached.)	Promotion	Appointing autority to all Non-gazeted technal posts of the department through P.S.C., Sanctioning office to accord administrative sanction for the purchase of recurring and non recurring item required for training.Controling Officer for the purpose of tour in respect of all officers below in rank. Finance and Administration on Technical matters	Seniority	Deputy Director/Deputy State Apprentice ship Advisor	36140-49340	Additional Director	44640-58640	3 Years 15.09.2011	Joint Director of Training /JDT/RDT interchangable post.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
4	Deputy Director			Nil	36140-49740	73% DA, HRA 1680, CCA 350	A Degree in any branch of Engineering of a recognized University or equivalent qualification. Five years experience subsequent to obtaining degree or equivalent qualification in teaching/administrative capacity in a Gazetted or Supervisory Post in Government Public Undertaking or Government owned or Quasi Government Engineering Institution of Industry. (Copy of the Special Rule Attached)	Promotion	1.Incharge of application and prospectus for admission to ITI's, conducting of AITT and SCVT examinations. Appointment of officers for valuation, tabulation etc. Posting of officials for setting of question papers and conduct skill development test. 2.Deputy Director Planning is incharge of planning and monitoring of Plan funds and watching of expenditure, allotment of plan funds etc.	Seniority	Inspector of Training	24040-38840	Joint Director	40640-57440	3 Years 15.09.2011	Deputy Director /Deputy State Apprenticeship Advisor are interchangable posts
5	Deputy State Apprenticeship Advisor	1		Nil	36140-49740	73% DA, HRA 1680, CCA 350	A Degree in any branch of Engineering of a recognized University or equivalent qualification. Four years experience subsequent to Graduation in Teaching/Administrative capacity in a Gazetted or Supervisory post in Government Public Undertaking or Quasi Government Engineering Institution or Industry.Special rule attach	Promotion	Incharge of Apprenticeship training and conducting of AIATT exams.Authority for the deputation of staff to CTI training.	Seniority	Inspector of Training	24040-38840	Joint Director	40640-57440	3 Years 14.09.2011	Deputy Director /Deputy State Apprenticeship Advisor are interchangable posts.
6	Assistant Director of Planning(SPIU)	1	Nil	1	24040-38840	73% DA, HRA and CCA as per rules.	A degree in any branch of Engineeringof a recognized University or equivalent qualification Three years experience subsequent to graduation in Teaching/Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or industry.	Promotion	Implementation of Project (SPIU)	Seniority	Inspecter of Training/ Principal Class-I	24040-38840	Deputy Director/Deputy State Apprenticeship Adviser	36140-49740	3 Years 17.01.2011	Asst.DT & IT Interchangeable post
7	Inspector of Training	5	-	Nil	24040-38840	73% DA, HRA and CCA as per rules.		Promotion	District Level Officers for Inspection of institutions both government and private in their jurisdiction. To discharge of trainees on account of their poor progress. To conduct inspection of unofficers in the ITI's.	Seniority/Ratio	Principal Class-I/Class-II		Deputy Director/Deputy State Apprenticeship Adviser	36140-49740		
8	Principal Class-I	22	-	Nil	24040-38840	73% DA, HRA and CCA as per rules.	do-	Promotion	Head of the Institute, overall controlling officer in ITI's, sanctioning authority for th purchase of training materials upto Rs.15,000 at a time.Appointin; authority of class-IV and other contigent employees.	Seniority	Vice Principal/Training Officer/Principal Class-II/Trade Test Officer	22360-37940	I.T./ Deputy Director of Training	36160-49740	2 Years 16.07.2012	

2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
9 Vice Principal/Principal Class-II	77	20	Nil	22360-37940	73% DA,	A Degree/Diploma in any branch of Engineering of a recognized university or equivalent qualification Two years experience subsequent to graduation in teaching/administrative capacity in a Supervisory Post equivalent in an Engineering Institution or Industry with Five years Experience or Diploma with Eight years Experience and Executive test.	Promotion	Supervision of Group Instructors and Instructorsfor smooth functioning of training programmes. In grade-II ITIs VP is the drawing and disbursing officer and controlling officer.	Seniority	Group Instructor/J.A.A (T)/Tech.Asst.	16980-31360	Principal Class-I	24640-38840	8 Years 17.11.2006	Interchangable Post
10 Training Officer	9	Nil	Nil	22360-37940	73% DA,		Promotion	Training officer is incharge of conducting survey in industries where apprentices can beprovided, Survey and re-survey of formal sector and office administration	Seniority/Ratio	Group Instructor/J.A.A (T)/TA	16980-31360	Principal Class-I	24640-38840		
11 Trade Test Officer	1	Nil	Nil	22360-39740	73% DA,		Promotion	Arrangement of Sections related to the conducting of Trade Test, distribution of B-forms, posting of officials for examination duties, assist the Deputy Director in all activities related to Trade Test.	Seniority/Ratio	Group Instructor/J.A.A (T)/TA	16980-31360	Principal Class-I	24640-38840		
12 Group Instructor	116	59	Nil	16980-31360	73% DA,	SSLC, NTC or NAC Certificate in the appropriate trade with one year experience or Degree/Diploma in approprate branch. (Special rule attached)	Promotion	Supervision of Instructors in theory and practical Training and verification of attendance records of trainees.	Seniority/Ratio	Senior Instructor	14620-25280	Vice Principal/Training Officer/Principal Class-II/Training Officer	22360-37940	06.02.2007	Interchangable post 20% of grade promotion is sanctioned in the total no of GI and other related post is the scale of pay 18740-33680
13 Junior Apprenticeship Adviser (Technical)	20	Nil	Nil	16980-31360	73% DA,		Promotion	Conducting Apprenticeship Survey and report the vacancy of apprenticeship training. Preparation of training calendar.	Seniority/Ratio	Senior Instructor	14620-25280	Vice Principal/Training Officer/Principal Class-II/Training Officer	22360-37940		
14 Technical Assistant	1	Nil	Nil	16980-31360	73% DA,		Promotion	Collection and preparation of tools list , revaluation of tenders and quotations and suggesting technical committee members. Assisting procurements of computers, printers, modem, fax etc.	Seniority/Ratio	Senior Instructor	14620-25280	Vice Principal/Training Officer/Principal Class-II/Training Officer	22360-37940	03.02.2014	
15 J.A.A. (Catering)	1	Nil	Nil	16180-29180	73% DA, HRA-840, CCA-350	SSLC, Diploma (three year course) in Hotel and Catering Technology or NAC in Hotel Reception or Cook (General) (Copy of the special rule attached)	Direct Recruitment	Survey of establishment of hospitality sector, location of seats in hotel and catering trades. Monitoring and handling of files related to apprenticeship training in hotel and catering trades. Installation, Upgradation and record keeping of all software and related items. Custodian and maintenance of biometric system.	NA	Direct Recruitment	--	NIL	NIL	30.8.2007	
16 AVTS Instructor	9	Nil	Nil	16180-29180	73% DA,	SSLC,NTC, 3 Years experience or NAC one year experience or Diploma in appropriate branch of Engg. Special Rule attached	Promotion	Supervision of Training	Seniority/Ratio	Junior Instructor (Selection Post)	14620-25280	Group Instructor/J.A.A. (T)/TA	16980-31360		
17 Post ITI Special Instructor	8	Nil	1	16180-29180	73% DA,		Promotion	Supervision of Training	Seniority/Ratio	Junior /Senior Instructor		Group Instructor/J.A.A. (T)/TA	16980-31360		
18 Senior Instructor/ACD Instructor	724	--	Nil	14620-25280	73% DA,		Promotion	Conducting class.	Seniority/Ratio	Junior Instructor	13900-24040	Group Instructor/J.A.A. (T)/TA	16980-31360	6 Years and 7 months	

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
19	Junior Instructor/AED Instructor	724	132	Nil	13900-24040	73% DA,	SSLC,NTC, 3 Years experience or NAC one year experience or Diploma in appropriate branch of Engg. Special Rule attached	Promotion/ Direct Recruitment	Handle Practical and Theory Class in Industrial Training Institute	Seniority Ratio	Direct appointment through PSC/ Ratio promotion for workshop attenders	9190-15780	Senior Instructor	14620-25280	7 Years and 5 months	
20	Social Studies Instructor	14			13900-24040	73% DA,	H.S.A	Deputation from Education Department								
21	Officer in Charge Training cum Orientation	5	0		14620-25280	73% DA,	U.D.C and B.Com with Co-operation/ HDC	Promotion	Teaching of Business Mangement	Seniority basis	Clerk	13210-16180	Junior Superintendent	16180-28180	6 Years 29.11.2008	
22	Workshop Attender	180	40	Nil	9190-15780	73% DA,	SSLC+NTC/NAC with 1 year experience or SSLC+NTC + 3 Year Experience	Direct Recruitment/ Promotion	Assist in Practical Training	Seniority Ratio	Last Grade Servant/Direct recruitment/promotion.	8500-13210	Junior Instructor	13900-24040	15 Years 12.01.1999	Workshop Attender + Trade Assistant, Interchangeable post
23	Trade Assistant	7	Nil	Nil	9190-15780	73% DA,	SSLC + NTC/NAC with 3 year experience or SSLC + NTC + 3 year experience	Promotion/Direct Recruitment	Assist in Practical Training	Seniority Ratio	Last Grade Servant/Direct recruitment/promotion	13210-22360	Junior Instructor			
24	Administrative Officer	1	Nil		Deputation from Secretariate			Administration of Non Technical Staff/PSA								
25	Finance Officer	1	1	Nil	Deputation from Secretariate			Financial Administration of the Department								
26	Accounts Officer-I	1	Nil	Nil	22360-37940	73% DA,	SSLC & Account Test Higher, Special Rule	By Promotion	Drawing & Disbursing Officer of Directorate	Seniority	Senior Superintendent	18740-33680		-	10 Years 01.12.2004	
27	Accounts Officer-II	1	Nil	Nil	22360-37940	73% DA,	SSLC & Account Test Higher	By Promotion	Supervision of purchases	Seniority	Senior Superintendent	21240-37040	Accounts Officer-I	22360-37940	2 Years 02.06.2012	
28	Administrative Assistant	1	0	Nil	22360-37940	73% DA,	SSLC & Account Test Lower	By Promotion	Drawing & Disbursing Officer of RDT	Seniority	Senior Superintendent	21240-37040	Accounts Officer-I	22360-37940	02.09.2014	
29	Senior Superintendent	37	0	1	18740-33680	73% DA,	SSLC & Account Test Lower	By Promotion	Supervision of Office Work & D.D.O	Seniority	Junior Superintendent	16180-29180	Accounts Officer-II	22360-37940	01 Years 29.07.2005	
30	Junior Superintendent	77	19	1	16180-29180	73% DA,	SSLC & Account Test Lower	By Promotion	Supervision of Office Work	Seniority	Head Clerk	14620-25280	Senior Superintendent	18740-33680	6 Years 03.11.2008	Interchangable Post
31	T.A.A. (NT)	9	0	Nil	16180-29180	73% DA,	SSLC & Account Test Lower	By Promotion	Apprenticeship Survey & Supervision of Office Work	Seniority	Head Clerk	14620-25280	Senior Superintendent	18740-33680		
32	Head Clerk	17	0	Nil	14620-25280	73% DA,	SSLC & Account Test Lower	By Promotion	Supervision of Office Work	Seniority	Senior Clerk	13210-22360	Junior Superintendent	16180-29180	1 Years 23.01.2013	
33	Assistant Hostel Superintendent	12	0	3	13210-22360	73% DA,	PDC+CPED (Special Rule Attached)	Direct Recruitment	Supervision Hostel	Direct Recruitment	-	-	-	-	24 years 09.01.1990	
34	Senior Clerk	197	-	Nil	13210-22360	73% DA,	SSLC & Account Test Lower	By Promotion	Clerical Work	Seniority	Clerk	9940-16580	Head Clerk	14620-25280	9 years 04.08.2005	

1	2	3	4	5	6	7	8	9		10	11	12	13	14	15	16	17
35	Clerk	197	36	2	9940-16580	73% DA,	SSLC	Direct Recruitment	Clerical Work		Seniority	-	-	Senior Clerk	13210-22360	18/12/2009	
36	Fair Copy Superintendent	1	0	Nil	16180-29180	73% DA,	SSLC + Typewriting Lower (Mal & Eng)	By Promotion	Supervision of Fa		Seniority	Selection Grade Typist	14620-25280	-	-	8 years 01.12.2012	
37	Selection Grade Typist	23	0	Nil	14620-25280	73% DA,	SSLC + Typewriting Lower (Mal & Eng)	By Promotion	Fair Copying		Seniority	U.D. Typist	13210-22360	Fair Copy Supdt.	16180-29180	7 years 01.02.2007	
38	U.D. Typist	23	0	Nil	13210-22360	73% DA,	SSLC + Typewriting Lower (Mal & Eng)	By Promotion	Fair Copying		Seniority	L.D Typist	9940-16580	Selection Grade Typist	14620-25280	4-12-2012	
39	L.D. Typist	23	13	Nil	9940-16580	73% DA,	SSLC + Typewriting Lower (Mal & Eng)	Direct Recruitment	Fair Copying		Seniority	-	-	Senior Grade Typist	13210-22360	3 years 22.02.2011	
40	Clerk Cum Typist	10	0	Nil	9940-16580	73% DA,	SSLC + Typewriting Lower (Eng)	Direct Recruitmen	Clerical Work + Typing		Seniority			U.D Typist/ U.D.Clerk	13210-22360	3 years 27.04.2011	
41	1. Confidential Asst.Selection grade 2. C.A(H.G) 3.Confidential Asst	1 2 1	0	Nil	19240-34500 13900-24040 13900-24040 10480-18300	73% DA,	SSLC + Typewriting Lower (Mal & Eng) + Shorthand	Direct Recruitment	Stenographying & copying		Seniority/Ratio	Confidential Asst. Senior Grade	16980-29180	Selection Grade - Confidential Assistant		1) 01.12.2013 14 years 01.12.2013 2) 01.03.2010	
42	Office Attendent	190	41	Nil	8500-13210	73% DA,	7th Standard + Cycling	Direct Recruitment	Assist in Office w		Seniority	-	-	Store Attender	8730-13540	12.12.2011	OA/Watchman interchangeable
43	Watchman	205	27	Nil	8500-13210	73% DA, 73% DA,	8th Standard + Cycling	Direct Recruitment	Providing Secu		Seniority	-	-	Store Attender/Dresser			
												-	-	Workshop Attender	9190-15780		
44	Sweeper	121	13	Nil	8500-13210	73% DA,	7th Standard	Direct Recruitment	Cleaning		Seniority	-	-	-	-	-	
45	Special Grade Storekeeper	1	0	Nil	16180-29180	73% DA,	SSLC + Attender Test Passed	By Promotion	Incharge of Store		Seniority	U.D. Store keeper	13210-22360	Nil	-	-	
46	U.D. Storekeeper	21	0	Nil	13210-22360	73% DA,	SSLC + Attender Test Passed	By Promotion	Incharge of Store		Seniority	L.D. Store keeper	9940-16580	Special Grade Storekeeper	16180-29180	14 years 08.06.2000	
47	L.D. Store keeper	65	33	Nil	9940-16580	73% DA,	SSLC + Attender Test Passed	By Promotion	In charge of Store		Seniority	Store Attender	8730-13540	U.D. Store keeper	13210-22360	5 years 03.03.09	
48	Store Attender	32	0	Nil	8730-13540	73% DA,	SSLC + Attender Test Passed Spl. Rule attached	By Promotion	Assist the Storeke		Seniority	Promotion forLast Grade Servant	8500-13210	L.D. Store keeper	9940-16580	3 years 28.12.2011	
49	Dresser	17	0	Nil	8730-13540	73% DA,	7th Standard	By Promotion	Assistant in Pharm		Seniority	-	8500-13210	-	-	16 years 03.12.1998	Special rule attached

	2	3	4	5	6	7	8	9		10	11	12	13	14	15	16	17
50	Pharmacist	19	2	Nil	11620-20240	73% DA.				Deputation from Health Department							
51	Driver Grade-I Grade-II	22	0	Nil	10480-18300 9190-15780	73% DA.	7th Standard + License in Heavy	Direct Recruitment	Driving of & HMV							23.03.2011 19.10.1992	
52	Librarian	1	0	Nil	11620-20240	73% DA.	SSLC, Certificate in Library Science	Direct Recruitment	Library ha								vacant
53	Peiayl	1	Nil	Nil	8960-14620	73% DA.		Direct Recruitment									vaccant
54	Part-time Sweeper	11	2	Nil	2500+DA	73% DA.		Direct Recruitment									
55	Part Time Scavenger	1	0	Nil	8500-13210	73% DA.		Direct Recruitment	Wet Swee								
56	Water Carrier	1	Nil	Nil	8500-13210	73% DA.		Direct Recruitment	Pump Op & uninterepted Water supply							09.11.1995	

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DIRECTOR OF TRAINING

25.9

23/5/14

QUESTIONNAIRE-1

I. Structure of pay and allowances

1.1 Whether improvements/modifications, are necessary in the present structure of pay and allowances based on any of the following?

a) Parity with Central Government, Public sector, Private sector.

b) In consonance with the nature of work assigned in different departments

c) To ensure average standard of living

d) All of the above ✓

e) Any other(Please specify)

1.2)The pay and allowances of Central Government Employees are being revised every 10 years, while that of State Government is revised every 5 years. In your view what is the right approach?

a) The present practice to be continued. ✓

b) The Practice followed in Central Government may be adopted

c) A new method other than the above is to be adopted (Please explain)

1.3) At present 35.76% of the State's total revenue is being incurred for pay and allowances of state Government employees and teachers. Do you feel that this is

a) High share

b) Low share

c) Reasonable share ✓

d) If not reasonable, please suggest a reasonable share

1.4) Do you feel that the expenditure for salaries be kept at a constant rate proportional to the State's revenue? If so, the optimum level should be

a) 35.76% as is now estimated for 2014-15

b) Less than this

c) More than this ✓

d) Whether any fixed limit is necessary and if so what it should be

1.5) Does the present salary package of State Government attract suitable talents to the State Government services?

a) Yes ✓

b) If not, what other incentives you consider necessary to attract better talents?

1.6) The 9 th Pay Revision Commission suggested 27 scales of Pay. Do you think

a) This is satisfactory ✓

b) More than required

c) Less than adequate

1.7) The 6th Central Pay Commission introduced the system of pay bands and grade pay. Do you think this practice be adopted in State Government also?

a) Yes

b) No ✓

c) If no, give reasons

1.8) Is the present system of master scales of pay beneficial to the employees?

a) Yes ✓

b) No

c) If no, explain how?

1.9) The lowest monthly emoluments of a State Government employees as on 01.07.2014 is Rs. 14705(Pay+D.A i.e, 8500+(73% of 8500) While that of the Central Government employees is Rs. 14000(7000+100%D.A). The

maximum emoluments of State Government Employees as on 01.07.2014 are Rs. 103523/- (Pay+Day). What is your view regarding minimum emoluments and maximum emoluments of State Government Employees?

a) Present level is sufficient

b) Difference between highest scale of pay and lowest scale of pay should be reduced. ✓

c) Any other suggestion.

1.10) The existing salary ratio between the highest and lowest posts at the State level is (i.e.the minimum of lowest scale and highest scale) 1:7:04. Do you think

a) It is a fair ratio

b) The ratio is to be reduced. ✓

c) The ratio is to be increased.

1.11) Do you consider that the minimum pay in the State Service should bear relation to

a) Per capita income of the State

b) Minimum wages in the other sectors (Industry, Agriculture, etc.

c) Need based minimum wages.

d) Cost of Living

e) All the above ✓

f) Any other factor (Specify)

1.12) Please rank the factors for fixing the pay scale of Government Servants

(Mark the ranks1-8 against each option)

a) Qualification required -1

b) Nature of duties and responsibilities -2

c) Expertise needed -5

d) Method of appointment -8

e) Prospects of promotion -3

f) Experience in the specific tasks -4

g) Remuneration for comparable posts under Central Government, CPSUs, State PSUs, Autonomous Institutions. -7

h) Risk inherent in the work -6

1.13) At present there are different rates of increments in a scale. It is desirable to switch over to a uniform rate of increment throughout the scale?

a) Yes ✓

b) No

c) If no, Please explain why

1.14) At present lowest rate of increment is Rs. 230/- and the highest rate is Rs.1200/- What according to you should be

a) Minimum increment rate to be Rs…500/-……..

b) Maximum increment rate to be Rs…1500/-……..

c) How these are to be determined?

The rate of increment shall be decided on the basis of the Consumer Price Index.

1.15) Does the existing rules and procedures for fixation of pay require modification?

a)Yes

b) No ✓

c) If yes, please suggest changes

1.16) In your view the HRA should be

a) Certain percentage of basic pay ✓

b) At par with central Govt.

c) Prevailing market rate

d) Any other rate (with reasons)

1.17) Do you consider the present system of special pay attached to various post are rational and fair?

a) Yes ✓

b) No

c) If no, please explain with reference to specific cases.

1.18) In your view the presently available compensatory allowances are

a) Adequate

b) Inadequate ✓

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c) If inadequate, please give suggestions

Compensatory Allowances may be allowed on the basis of the responsibilities and risk factors attached to each post.

1.19) What is your opinion on the existing schemes relating to the grant of TA/DA Permanent Travelling Allowance/Permenent Conveyance Allowance?

a) Attractive

b) Adequate

c) Inadequate. If so, Pease indicate suggestions with reference to specific cases. Monthly Ceiling should be enhanced by 50% of existing rate.

1.20) At present allowances such as special allowance , compensatory allowance, risk allowance, non practicing allowance, uniform allowance, additional special allowance etc. being enjoyed by employee. Is any of this allowance irrational or inadequate? Justify your remark?

Inadequate. Special allowance , compensatory allowance, risk allowance, non practicing allowance, uniform allowance, additional special allowance may be enhanced.

II Promotion and related issues.

2.1) Do you feel that at present promotion scope in State Government services is adequate?

a) Yes

b) No ✓ Time required for higher grade may be reduced.

c) If no, please give suggestions for improvement

2.2) If there is a system to improve the promotion scope, which one do you prefer

a) Modify the time bound higher grade

b) Introduce Non cadre Grade promotion

c) Improve ratio based Higher Grades

d) Common seniority based grades for posts falling under same category across various Departments. ✓

e) Any other suggestion

2.3) Can the Career Advancement Scheme of professional catagories be made applicable to non professional categories also?

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a) Yes

b) No ✓

c) If no, Why?

2.4) Is merit also be considered along with seniority for granting promotion, with a view to ensuring quality and efficiency in service? If so, Suggest a suitable ratio for the two.

1:1 ratio vis-à-vis merit and seniority may be adopted for granting promotion to posts above and including supervisory level.

III Penion

3.1) Do you have any suggestion to improve upon the existing statutory pension under Part III, KSR, for those covered by it?

a)Yes ✓

b) No

c) If yes, give details

3.2) At present full pension is allowed only for persons with a minimum of 30 years service. Do you think there is a scope for reduction in this stipulation?

If so, what extent?

a) 25 years ✓

b) 28 yrs ✓

c) Can it be equated with Central scheme?

3.3) Should there be a ceiling on pension?

a) Yes

b) No ✓

c) if yes, what should be the basis?

3.4) What should be the mode of calculation of pension?

a) 50% of average emoluments ✓

b) 50% of last pay drawn

c) More than 50%

d) If the answer is © Please justify higher rates.

3.5) Are there anomalies in the existing scheme of One Rank One Pension?

a) Yes ✓

b) No ✓

c) If yes, what are they?

3.6) Is the existing system of granting Compassionate Allowance to be continued?

a) Yes ✓

b) No

c) Is no, give resons

3.7) Is it desirable to grant family pension to the family of persons in receipt of Compassionate Allowance?

a) Yes ✓

b) No

3.8) Are you satisfied with the existing rules relating to encashment of Earned Leave at the time of retirement?

a) Yes ✓

b) No

c) If no, give reasons

3.9) Do you have any comments on the exising norms regarding Death cum

Retirement Gratuity?

a) Yes

b) No ✓

c) If yes, give suggestions

3.10 Indicate the maximum amount of Death cum Retirement Gratuity to be fixed

a) Should it be on par with Central Government

b) Should it be last drawn x number of years of service/2 without any limit ✓

c) A reasonable limit may be fixed (Please specify)

3.11) Ex-gratia pension-Does the rules require any change or improvement?

a) Yes ✓

b) No

c) If yes, give suggestions

All benefits now provided to regular pensioners including dearness pay may be extended to Ex-gratia pensioners also. Qualifying service required for minimum pension should be reduced 5 years.

3.12) Have you come across any specific cases of anomalies or inadequacies as as

result of the operation of the present pension rules? If so, please give examples with practical suggestions to rectify them.

Nothing in particular

3.13) Do you suggest any change in the present scheme of voluntary retirement under Part III, KSR?

a) Yes

b) No ✓

c) If yes, give suggestions.

3.14) Do you consider that the scheme of liberalized family pension introduced from 1964 and revised from time to time is?

a) Adequate ✓

b) Inadequate

c) If modification is required, give suggestions,

3.15) Give your comments on the present rules and rates regarding the commutation of pension and the decision of the Government to restore

the commuted portion after 12 years.

Restoration period may be reduced to 10 years.

3.16) What difficulties, if any, are faced in the drawal of pension and what are your suggestions for its redressal?

No comments ×

3.17) Do you think that the retirement age be raised?

a) Yes ✓

b) No

c) If yes, Please justify

Owing to the increase in the life expectancy, retirement age of state government employees may be increased. It also helps the government to utilize the expertise of senior officers. The number of pensioners will outnumbered the servicing employees in the near future. Increase the retirement age will also reduce the burden on the exchequer.

3.18) Do you think the raising of the retirement age would affect the employment prospects of the youth?

a) Yes

b) If Not, Please explain how it will not affect chances of youth

No. It is estimated that government can provide only around 25000 jobs in a year. If the retirement age will be increased by 2 or 3 years, it will not affect the job prospects of educated, talented youths. Moreover, the private employment market is expanding at a rapid speed, the youths will find out their jobs.

IV. Anomalies crept in previous pay commission report

4.1) Do you think that last Pay Revision Commission recommended undue hike to certain categories without sufficient grounds?

a) Yes

b) No

c) If yes, please give details

4.2) Do you suggest to reduce hike to normal revision?

a) yes

b) No

c) If Not, what is the justification for retaining such hike.

V) Medical insurance scheme

5.1) Do you feel that the present system of medical reimbursement is adequate?

a) Yes

b) No ✓

c) If no, What is your suggestion to make it adequate?

At present, cost of all medicines will not be re-imbursed. This may be changed to re-imburse all medicines. Head offices can sanction re-imbursement upto a maximum of 10,000/-. This may be enhanced.

5.2) Do you like to replace the present system of Medical Reimbursement Scheme with a Medical insurance Scheme for both serving employees and pensioners?

a) Yes ✓

b) No

c) If yes, give suggestions.

d) If no, why it is not necessary?

Introduction of Medical Insurance Scheme may inculcate a safety feeling among the employees as well pensioners. Cost of treatment is increasing year by year and this cannot be afforded by ordinary pensioners. This will be a boon to the pensioners who do not have other source of income other than pension.

5.3) Do you think that the medical allowance given to the pensioners is adequate andeffective?

a) Yes

b) No ✓

c) If no, what improvement is needed?

Medical Insurance Scheme may be implemented for pensioners. If it is not possible, a minimum of Rs.1000/- may be sanctioned. The rate will be increased progressively with rising of age.

5.4) Do you favour introducing a health insurance scheme with contribution of employees?

a) Yes ✓

b) No

c) If Not, what is a better alternative

5.5) Do you favour introducing a health insurance scheme by collecting a certain amount of premium from pensioners?

a) Yes ✓

b) No

c) If no what other suggestions do you have?

5.6) Do you prefer a scheme like CGHS presently available for Central Government employees and pensioners?

a) Yes ✓

b) No

VI Right to Service Act 2012

6.1) Right to service act is being implemented in 39 Departments. In your opinion the Right to Serviee Act 2012 has

a) Tremendously improved the quality of service

b) Improved the quality of service to a certain extent ✓

c) No improvement in quality of service

6.2) Should the Right to Service Act 2012 be extended to all the Department under Government Of Kerala?

a) Yes ✓

b) No

c) If no why?

6.3) A major portion of revenue expenditure is being expended in the education sector especially for giving salaries to Government/Aided School Teacher. But it is common complaint that the quality of education in the State is diminishing. Your opinion the reason for this is

a) Lack of efficiency among teachers

b) Selection process adopted in aided sector is not satisfactory ✓

c) Lack of proper in service training

d) Syllabus is inadequate and outdated

e) Any other (including external factors)

VII Lateral entry system

7.1) In your opinion, is the existing system of lateral entry justifiable?

a) Yes ✓

b) No

c) If no, give reasons

7.2) Does the system of lateral entry provide fair chances for the personnel across the departments?

a) Yes ✓

b) No

c) If no, Please explain

7.3) Does the system of lateral entry?

✓ a) Help to improve the quality of service

b) Has a negative impact in the quality of service

c) Do not affect the quality of service ✓

d) Any other

7.4) Does the system of lateral entry a hindrance to attract talents to the

Government Service?

a) Yes

b) No

c) If Yes, please explain.

7.5) Should there be a system of suitability tests for being considered for lateral entry?

a) Yes

b) No

c) If no, explain why?

d) Any other suggestion

VII. Deployment of IT enabled services

8.1) Do you think that extension of IT enabled services to more areas of government would help to reduce the cost of public services especially in view of the limited resources of the State?

a) Yes

b) No

c) If no, explain why?

8.2) Do you suggest that the accessibility of all Government record (other than classified data) on line would enhance openness and transparency Government business.

a) Yes ✓

b) No, if so why?

8.3) Do you think that the computer literacy should be a mandatory criteria appointment in State Government?

a)Yes ✓

b) No ✗

IX General

9.1) In your opinion the efficiency, accountability and people friendliness of the State civil service is

a) Excellent

b) Very good

c) Satisfactory ✓

d) Poor

e) Very Poor

9.2) What measure do you suggest to improve the quality of the service?

a) Social auditing

b) Introduction of suitability tests at regular intervals of career for promotion as well as lateral entry

c) Introduction of performance linked incentives

d) Introduction of efficiency bar for granding increments

e) Modification of recruitment policy

f) All of the above ✓

g) Any other suggestion

9.3) Whether working days in a week need to be reduced to 5 days?

a) Yes ✓

b) No

c) In both case give justification

9.4)If 5 days system is adopted, is there scope for reducing number of casual leave/holidays, introduction of restricted holidays?

Yes

9.5) Do you agree that special casual leave being enjoyed by employed parents of mentally retarded child or physically challenged child is adequate?

a) Yes ✓

b) No ✓

c) If no, suggest changes.

In order to get more care to mentally retarded children, number of special casual leaves may be enhanced

9.6) In your view which of the following benefits available for Central Government employees deserve to be extended to State Government Employees?

a) Children Education allowance Scheme

b) Child care leave

c) Transport allowance

d) All the above ✓

e) Any other

9.7) Do you think whether existing facilities provided for women employees in the offices are adequate? If not, give suggestions.

Yes

9.8) There are instances when a higher ranked person in the Kerala Public Service Commission list faces stagnation in a particular department where as a person ranked lower than him in the same list obtains quicker promotion in another department where promotion opportunities are better. Suggest your views on rectifying such an anomaly, if it can be termed as anomaly.

No comments

9.9) Do you think that lack of sufficient infrastructure and amenities in the office premises affect the output of the Government servant?

a) Yes ✓

b) No

c) In both cases explain with details

Even though the Directorate of Training is the state headquarters of all Industrial Training Institute and other sub offices, it does not have infrastructure and amenities such as sufficient space for accommodating all employees, reference library, conference hall, refreshment room, toilet facilities, parking space for vehicles, etc. These have affected the output of employees.

9.10) Do you feel that existing measures to prevent corruption is sufficient in the present scenario. If not, what suggestions do you offer?

a) Implementation of Right to Service Act

b) Stricter enforcement of discipline

c) Ensuring quality and competency of officers to be appointed as Head of Departments and District level officers

d) Any other (please specify)

In addition to the above measures, implementation of e-governance in the administration will reduce corruption. It minimizes personal contact between officials and public.

9.11) Do you consider the formation of a State Administrative Service will bring in improvement in quality, efficiency and substantially minimize corruption?

a) Yes

b) No (If no, please give details)

9.12) Do you think that the introduction of system of monetary reward for high achievers as followed in private sector will improve efficiency in Government sector?

a) Yes

b) No

c) If yes, give your opinion

9.13) Is it necessary to introduce punching system in all government officers?

a) Yes

b) No

c) If not, why?

9.14) In order to ensure qualitative evaluation of an employee, is it desirable to include percentage of punctuality verified with punching system as a criterion in the Confidential Report of the employee?

a) Yes

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b) No ✓

c) If not, why?

9.15) Is the approach of the Government servant towards the public is satisfactory, if not what are your suggestions for improvement?

No. Approach and behavior of government servants towards the public should be improved. They should be convinced the fact that ultimate aim of each officer and office is to provide right service in right time to the people. Instruments like social audit may also be brought into practice. Proper training by IMG may also be resorted to.

9.16) At present do you find any Government Department overstaffed? If yes, what are they? As far as the Department of Industrial Training is concerned, it is understaffed. At present 92 Institutes are functioning with the existing staff pattern. As per the DGET directions State Govt. have entrusted new schemes & Responsibilities and introduce new plan schemes without sanctioning new posts from time to time.

9.17) Do you find any Government Department lacks sufficient man power? If yes,

what are they?

Yes. Industrial Training department lacks sufficient man power and infrastructure.

9.18) Please suggest methods for suitable redeployment, wherever necessary.

In order to implementing redeployment smoothly, applications may be called for as in the case of deputation.

Director of Training

25.9

24/9/14 24/9/14

25/09/14

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ചോദ്യാവലി

(ഉചിതമായ ഉത്തരത്തിനു നേരെ '√' ഇടുക.
ആവശ്യമെങ്കിൽ ലഘുവിവരണം നൽകുക)

I. ശമ്പളത്തിന്റെയും മറ്റ് ആനുകൂല്യങ്ങളുടെയും ഘടന

1.1 *താഴെപ്പറയുന്ന ഏത് ഘടകത്തിന്റെ അടിസ്ഥാനത്തിലാണ് നിലവിലുള്ള ശമ്പളത്തിന്റെയും മറ്റ് ആനുകൂല്യങ്ങളുടെയും ഘടനയിൽ മാറ്റങ്ങൾ ആവശ്യമായിരിക്കുന്നത്?*

✓എ) കേന്ദ്ര സർക്കാർ, പൊതുമേഖല, സ്വകാര്യമേഖല എന്നിവയിലെ ശമ്പളം മറ്റ് ആനുകൂല്യങ്ങൾ എന്നിവയോടുള്ള തുല്യത

ബി) വകുപ്പുകളിലെ വ്യത്യസ്ത സ്വഭാവത്തിലുള്ള ജോലിയ്ക്ക് അനുസൃതമായ വേതനം.

സി) ശരാശരി ജീവിത നിലവാരം ഉറപ്പുവരുത്തുന്നതിന്

ഡി) മേൽ പറഞ്ഞവയെല്ലാം

ഇ) മറ്റെന്തെങ്കിലും കാരണം (വിശദീകരിക്കുക)

1.2 *കേന്ദ്ര സർക്കാർ ജീവനക്കാരുടെ ശമ്പളവും മറ്റ് ആനുകൂല്യങ്ങളും 10 വർഷത്തിൽ ഒരിക്കൽ പരിഷ്കരിക്കുന്നുണ്ട്. എന്നാൽ സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ശമ്പളം 5 വർഷത്തിലൊരിക്കലാണ് പരിഷ്കരിക്കുന്നത്. താങ്കളുടെ കാഴ്ചപ്പാടിൽ ഉചിതമായ സമീപനം ഏതാണ് ?*

✓എ) നിലവിലുള്ള സമ്പ്രദായം തുടരുക

ബി) കേന്ദ്ര സർക്കാരിന്റെ നയം സ്വീകരിക്കുക.

സി) ഒരു പുതിയ രീതി അവലംബിക്കുക (വിശദമാക്കുക)

1.3 നിലവിൽ സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെയും അദ്ധ്യാപകരുടെയും ശമ്പള ത്തിനും മറ്റ് ആനുകൂല്യങ്ങൾക്കുമായി സംസ്ഥാനത്തിന്റെ മൊത്തം വരുമാന ത്തിന്റെ 35.76 ശതമാനം ചെലവഴിക്കുന്നു. താങ്കളുടെ അഭിപ്രായത്തിൽ ?

എ) ഇത് ഉയർന്ന നിരക്കാണ്.

ബി) താഴ്ന്ന നിരക്കാണ്

✓സി) ഉചിതമായ നിരക്കാണ്

ഡി) ഉചിതമായ നിരക്ക് അല്ലെങ്കിൽ യുക്തമായത് നിർദ്ദേശിക്കുക

1.4 സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ശമ്പള ചെലവ് സംസ്ഥാനത്തിന്റെ വരുമാനത്തിന് ആനുപാതികമായി നിലനിർത്തണമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ; അങ്ങനെയെങ്കിൽ ഉയർന്ന നിരക്ക് എത്രയായിരിക്കണം?

എ) 35.76% (2014-15 അടങ്കൽ)

ബി) നിലവിലെ നിരക്കിനേക്കാൾ കുറവ്

സി) നിലവിലെ നിരക്കിനേക്കാൾ കൂടുതൽ

✓ഇ) ഒരു നിശ്ചിതനിരക്ക് ആവശ്യമുണ്ടെങ്കിൽ അത് എത്ര? കാ.

1.5 സംസ്ഥാന സർക്കാരിൽ നിലവിലുള്ള ശമ്പളവും മറ്റ് ആനുകൂല്യങ്ങളും അനുയോജ്യരായ ആളുകളെ സർക്കാർ സർവീസിലേക്ക് ആകർഷിക്കുവാൻ പര്യാപ്തമാണോ?

✓എ) അതെ

ബി) അല്ല

(അല്ല എങ്കിൽ ഇതു പരിഹരിക്കാൻ എന്തു നിർദ്ദേശമാണ് താങ്കൾക്കുള്ളത്)

1.6 ഒൻപതാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ സംസ്ഥാന സർക്കാർജീവനക്കാർക്കായി 27 ശമ്പള സ്കെയിലുകൾ ശുപാർശ ചെയ്തിരുന്നു. ഇത് പര്യാപ്തമാണെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

✓(എ) തൃപ്തികരമാണ്

(ബി) കൂടുതലാണ്

(സി) കുറവാണ്

1.7 ആറാം കേന്ദ്രശമ്പള കമ്മീഷൻ പേ ബാന്റും ഗ്രേഡ് പേ യും നടപ്പിലാക്കി. അ സംസ്ഥാന ജീവനക്കാർക്കും നടപ്പിലാക്കുന്നതിനോട് താങ്കൾയോജിക്കുന്നുണ്ടോ:

എ) ഉണ്ട്.

✓ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട് ? (വിശദമാക്കുക)

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1.8 നിലവിലുള്ള മാസ്റ്റർ സ്കെയിൽ സമ്പ്രദായം ജീവനക്കാർക്ക് ഗുണകരമാണോ?

എ) അതെ

ബി) അല്ല

സി) അല്ലെങ്കിൽ എന്തുകൊണ്ട് (വിശദമാക്കുക)

1.9 1-7-2014-ൽ ഒരു സംസ്ഥാന ജീവനക്കാരന്റെ ഏറ്റവു കുറഞ്ഞ മാസവേതനം 14,705 രൂപയും (8500+73% ഡി.എ.) ഏറ്റവും കൂടിയ മാസവേതനം 1,03,527 രൂപയുമാണ്. അതേ സമയം കേന്ദ്ര ജീവനക്കാരന്റെ ഏറ്റവും കുറഞ്ഞ മാസവേതനം 14,000 രൂപയാണ്. (7000+100% ഡി.എ.). ഒരു സർക്കാർ ജീവനക്കാരന്റെ ഏറ്റവും കുറഞ്ഞതും കൂടിയതുമായ മാസവേതനത്തിന്റെ അന്തരം സംബന്ധിച്ച് താങ്കളുടെ കാഴ്ചപ്പാട് എന്താണ്?

എ) നിലവിലെ തോത് തൃപ്തികരമാണ്

ബി) ഉയർന്ന ശമ്പള സ്കെയിലും താഴ്ന്ന ശമ്പള സ്കെയിലും തമ്മിലുള്ള അന്തരം കുറയ്ക്കേണ്ടതാണ്.

സി) മറ്റ് നിർദ്ദേശങ്ങൾ (വിശദമാക്കുക)

1.10 നിലവിൽ ഉയർന്ന തസ്തികയിലേയും താഴ്ന്ന തസ്തികയിലേയും ശമ്പളത്തിന്റെ അനുപാതം 1:7.04 ആണ്. താങ്കളുടെ അഭിപ്രായത്തിൽ ?

എ) ശരിയായ അനുപാതം ആണ്.

ബി) അനുപാതം കുറയ്ക്കേണ്ടതാണ്

സി) അനുപാതം കൂട്ടേണ്ടതാണ്

1.11 സർക്കാർ സർവീസിലെ മിനിമം ശമ്പളം താഴെപ്പറയുന്ന ഏത് ഘടകവുമായാണ് ബന്ധപ്പെട്ടിരിക്കേണ്ടത്. ?

എ) സംസ്ഥാനത്തിലെ ആളോഹരി വരുമാനം

ബി) വ്യവസായം, കൃഷി മുതലായ മറ്റു മേഖലകളിലെ കുറഞ്ഞ വേതനം

സി) ആവശ്യാധിഷ്ഠിത മിനിമം വേതനം

ഡി) ജീവിതചെലവ്

ഇ) മുകളിലെ എല്ലാ ഘടകങ്ങളും

എഫ്) മറ്റ് ഏതെങ്കിലും (വിശദമാക്കുക)

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1.12 *ജീവനക്കാരന്റെ ശമ്പള സ്കെയിൽ നിർണയവുമായി ബന്ധപ്പെട്ട് താഴെപ്പറയുന്ന ഘടകങ്ങളെ മുൻഗണന അനുസരിച്ച് ക്രമീകരിക്കുക?*

എ) ആവശ്യമായ യോഗ്യത 3

ബി) ജോലിയുടെ സ്വഭാവവും ഉത്തരവാദിത്വവും 1

സി) പ്രാഗത്ഭ്യം 2

ഡി) നിയമനരീതി 4

ഇ) പ്രൊമോഷൻ സാധ്യത 5

എഫ്) പ്രത്യേക മേഖലയിലെ പരിചയം 6

ജി) കേന്ദ്ര, പൊതുമേഖല, സ്വയംഭരണ സ്ഥാപനങ്ങളിലെ സമാന തസ്തികകളുടെ വേതനം 7

എച്ച്) ജോലിയിലെ ആപൽസാധ്യത 8

1.13 *ഒരു ശമ്പള സ്കെയിലിൽ വിവിധ നിരക്കിലുള്ള ഇൻക്രിമെന്റ് ആണ് നിലവിലുള്ളത്. ഒരു ശമ്പളസ്കെയിലിന്റെ ആദ്യാവസാനം ഒരേ നിരക്കിൽ തന്നെ ഇൻക്രിമെന്റ് അനുവദിക്കുന്ന രീതി ഉചിതമാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ലെങ്കിൽ എന്തുകൊണ്ട് (വിശദീകരിക്കുക)

1.14 *നിലവിൽ സർക്കാർ സർവ്വീസിൽ അനുവദിക്കുന്ന ഏറ്റവും കുറഞ്ഞ ഇൻക്രിമെന്റ് നിരക്ക് 230 രൂപയും ഏറ്റവും കൂടിയ ഇൻക്രിമെന്റ് നിരക്ക് 1,200 രൂപയും ആണ്. താങ്കളുടെ അഭിപ്രായത്തിൽ ഇൻക്രിമെന്റ് നിരക്ക് എത്രയായിരിക്കണം?*

എ) ഏറ്റവും കുറഞ്ഞ ഇൻക്രിമെന്റ് നിരക്ക് .....

ബി) ഏറ്റവും കൂടിയ ഇൻക്രിമെന്റ് നിരക്ക് .....

സി) ഇവ എങ്ങനെയാണ് നിർണ്ണയിക്കേണ്ടത് ?

1.15 *നിലവിലുള്ള ശമ്പള ഫിക്സേഷൻ രീതികൾ മാറ്റേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ട് എങ്കിൽ മാറ്റങ്ങൾ നിർദ്ദേശിക്കുക

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1.16 താങ്കളുടെ കാഴ്ചപ്പാടിൽ വീട്ടുവാടകബത്ത

എ) അടിസ്ഥാന ശമ്പളത്തിന്റെ നിശ്ചിത ശതമാനം ആയിരിക്കണം
ബി) കേന്ദ്രനിരക്കിനു തുല്യം ആയിരിക്കണം
സി) പ്രാദേശികമായി നിലവിലുള്ള വാടകനിരക്ക് ആയിരിക്കണം
ഡി) മറ്റേതെങ്കിലും നിരക്ക് (വിശദമാക്കുക)

1.17 വിവിധ തസ്തികകൾക്ക് നിലവിൽ അനുവദിച്ചിട്ടുള്ള സ്പെഷ്യൽ പേ ഉചിതവും അഭികാമ്യവുമാണോ?

എ) അതെ
ബി) അല്ല
സി) അല്ലെങ്കിൽ ഉദാഹരണസഹിതം വ്യക്തമാക്കുക

1.18 നിലവിൽ നൽകികൊണ്ടിരിക്കുന്ന കോമ്പൻസേറ്ററി അലവൻസുകൾ

എ) പര്യാപ്തമാണ്
ബി) പര്യാപ്തമല്ല
സി) പര്യാപ്തമല്ലെങ്കിൽ ഉദാഹരണസഹിതം വ്യക്തമാക്കുക

1.19 താങ്കളുടെ അഭിപ്രായത്തിൽ നിലവിലുള്ള യാത്രാബത്ത/ദിനബത്ത/പി.റ്റി.എ/പി.സി.എ. എന്നിവ

എ) ആകർഷകമാണ്
ബി) പര്യാപ്തമാണ്
സി) പര്യാപ്തമല്ലെങ്കിൽ നിർദ്ദേശങ്ങൾ നൽകുക.

ലിമിറ്റ് കൂടുതലാക്കണം

1.20 നിലവിൽ ലഭിച്ചുകൊണ്ടിരിക്കുന്ന സ്പെഷ്യൽ അലവൻസ്, കോമ്പൻസേറ്ററി അലവൻസ്, റിസ്ക് അലവൻസ്,നോൺ പ്രാക്ടീസിംഗ് അലവൻസ്,യൂണിഫോം അലവൻസ്, അഡീഷണൽ സ്പെഷ്യൽ അലവൻസ് എന്നിവയിലേതെങ്കിലും യുക്തിരഹിതവും അപര്യാപ്തവുമാണോ? അഭിപ്രായം വിശദമാക്കുക

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II. പ്രൊമോഷനും അനുബന്ധ വിഷയങ്ങളും

2.1 *സർക്കാർ സർവ്വീസിൽ നിലവിലുള്ള പ്രൊമോഷൻ സാധ്യത പര്യാപ്തമാണ് എന്നു തോന്നുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ മെച്ചപ്പെടുത്തുന്നതിനുള്ള നിർദ്ദേശം നൽകുക

2.2 *പ്രൊമോഷൻ സാധ്യത മെച്ചപ്പെടുത്തുന്നതിന് താഴെപറയുന്നവയിൽ ഏതിനാണ് താങ്കൾ മുൻഗണന നൽകുന്നത് ?*

എ) സമയബന്ധിത ഹയർഗ്രേഡ് പരിഷ്കരിക്കുക

ബി) നോൺ കേഡർ ഗ്രേഡ് പ്രൊമോഷൻ നടപ്പിലാക്കുക

സി) റേഷ്യോ അടിസ്ഥാനപ്പെടുത്തിയുള്ള ഗ്രേഡ് പ്രൊമോഷൻ മെച്ചപ്പെടുത്തുക

ഡി) സമാന തസ്തികകളിൽ വിവിധ വകുപ്പുകൾക്കുമായി കോമൺ സീനിയോറിറ്റി ലിസ്റ്റിനെ അടിസ്ഥാനപ്പെടുത്തിയുള്ള ഗ്രേഡ് നടപ്പിലാക്കുക

ഇ) മറ്റ് നിർദേശങ്ങൾ

2.3 *പ്രൊഫഷണൽ വിഭാഗത്തിന് നൽകി വരുന്ന കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം മറ്റ് വിഭാഗങ്ങൾക്കുകൂടി നൽകാൻ സാധിക്കുമോ?*

എ) സാധിക്കും

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്

2.4 *പ്രൊമോഷൻ നൽകുന്നതിന് സീനിയോറിറ്റിയോടൊപ്പം കഴിവും കണക്കിലെടുക്കുന്നത് സർവ്വീസിന്റെ ഗുണമേൻമയും കാര്യക്ഷമതയും വർദ്ധിപ്പിക്കുമോ; എങ്കിൽ അവ തമ്മിലുള്ള അനുപാതം എങ്ങനെ ആയിരിക്കണം?* 60:40

III. പെൻഷൻ

3.1 *സ്റ്റാറ്റ്യൂട്ടറി പെൻഷൻ അനുവദനീയമായവർക്ക് കെ.എസ്.ആർ ഭാഗം-3 പ്രകാരം നിലവിലുള്ള സ്റ്റാറ്റ്യൂട്ടറി പെൻഷൻ വ്യവസ്ഥകളിൽ എന്തെങ്കിലും മെച്ചപ്പെടുത്തലുകൾ നടത്തേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വിശദാംശങ്ങൾ നൽകുക

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3.2 *ഇപ്പോൾ 30 വർഷം സർവ്വീസ് ഉള്ള വ്യക്തികൾക്കാണ് ഫുൾ പെൻഷൻ അനുവദിക്കുന്നത്. ഈ കാലയളവിൽ കുറവ് വരുത്തേണ്ടതുണ്ടോ; ഉണ്ടെങ്കിൽ എത്ര മാത്രം ?*

എ) 25 വർഷം

ബി) 28 വർഷം

സി) കേന്ദ്ര സർവ്വീസിലേതു പോലെ

3.3 *പെൻഷൻ തുകയിൽ പരിധി നിശ്ചയിക്കേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ എന്ത് അടിസ്ഥാനത്തിലാണ് ?

3.4 *പെൻഷൻ നിശ്ചയിക്കുന്നതിന്റെ മാനദണ്ഡം എന്തായിരിക്കണം?*

എ) ശരാശരി വേതനത്തിന്റെ പകുതി

ബി) അവസാനം വാങ്ങിയ അടിസ്ഥാന ശമ്പളത്തിന്റെ പകുതി

സി) പകുതിയിൽ കൂടുതൽ

ഡി) ഉത്തരം സി ആണെങ്കിൽ അതിനുള്ള കാരണം വ്യക്തമാക്കുക

3.5 *ഒരേ റാങ്കിന് ഒരേ പെൻഷൻ സ്കീമിൽ എന്തെങ്കിലും അപാകതകൾ ഉണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ എന്തൊക്കെയാണ് ?

3.6 *നിലവിലുള്ള അനുതാപബത്ത (Compassionate Allowance) സമ്പ്രദായം തുടരേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കുക

3.7 *അനുതാപ ബത്ത ലഭിക്കുന്ന ജീവനക്കാരുടെ കുടുംബത്തിന് ഫാമിലി പെൻഷൻ നൽകേണ്ടത് ആവശ്യമാണോ?*

എ) അതെ

ബി) അല്ല

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3.8 വിരമിക്കുന്ന അവസരത്തിൽ അവശേഷിക്കുന്ന ആർജ്ജിതാവധി പണമായി മാറ്റി നൽകുന്നത് സംബന്ധിച്ച് നിലവിലുള്ള ചട്ടങ്ങളോട് താങ്കൾ യോജിക്കുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കുക

3.9 ഡെത്ത് കം റിട്ടയർമെന്റ് ഗ്രാറ്റുവിറ്റി നൽകുന്നതിന് നിലവിലുള്ള വ്യവസ്ഥകൾ സംബന്ധിച്ച് താങ്കൾക്ക് എന്തെങ്കിലും അഭിപ്രായമുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വിശദമാക്കുക

3.10 ഡെത്ത് കം റിട്ടയർമെന്റ് ഗ്രാറ്റുവിറ്റിയുടെ ഉയർന്നപരിധി എത്രയായിരിക്കണം?

എ) കേന്ദ്രഗവൺമെന്റ് നിരക്കിന് തുല്യമായിരിക്കണം

ബി) അവസാനത്തെ അടിസ്ഥാന ശമ്പളം x ആകെ സർവീസ് കാലയളവ് (ഇതിന് പരിധി ആവശ്യമില്ല)

സി) ഉചിതമായ പരിധി നിശ്ചയിക്കാവുന്നതാണ്. (പരിധി നിർദ്ദേശിക്കുക)

3.11 എക്സ്-ഗ്രേഷ്യ പെൻഷൻ സംബന്ധിച്ച ചട്ടങ്ങളിൽ മാറ്റം വരുത്തേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ട് എങ്കിൽ നിർദ്ദേശങ്ങൾ നൽകുക

3.12 പെൻഷൻ ചട്ടങ്ങൾ നടപ്പാക്കുന്നതിൽ എന്തെങ്കിലും പോരായ്മകളോ അപാകതകളോ താങ്കളുടെ ശ്രദ്ധയിൽപെട്ടിട്ടുണ്ടോ; ഉണ്ടെങ്കിൽ ഉദാഹരണസഹിതം വ്യക്തമാക്കുകയും അത് പരിഹരിക്കുന്നതിന് ആവശ്യമായ പ്രായോഗിക നിർദ്ദേശങ്ങൾ നൽകുകയും ചെയ്യുക ?

3.13 കെ.എസ്.ആർ ഭാഗം-3 പ്രകാരം നിലവിലുള്ള വോളണ്ടറി റിട്ടയർമെന്റ് സ്കീമിൽ എന്തെങ്കിലും മാറ്റം ആവശ്യമുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ നിർദേശങ്ങൾ നൽകുക

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3.14 1964 ൽ ഏർപ്പെടുത്തിയതും കാലാകാലങ്ങളിൽ ഭേദഗതി വരുത്തിയിട്ടുള്ളതുമായ ഉദാരകുടുംബ പെൻഷൻ പദ്ധതി താങ്കളുടെ അഭിപ്രായത്തിൽ പര്യാപ്തമാണോ?

എ) പര്യാപ്തമാണ്

ബി) അപര്യാപ്തമാണ്

സി) പരിഷ്കരണം ആവശ്യമെങ്കിൽ നിർദേശം നൽകുക

3.15 പെൻഷൻ കമ്മ്യൂട്ട് ചെയ്യുന്നതിന് നിലവിലുള്ള ചട്ടങ്ങൾ, നിരക്ക് എന്നിവ സംബന്ധിച്ചും 12 വർഷത്തിനു ശേഷം കമ്മ്യൂട്ട് ചെയ്ത ഭാഗം പുനഃസ്ഥാപിക്കുന്നതു സംബന്ധിച്ചുള്ള സർക്കാർ ഉത്തരവ് സംബന്ധിച്ചും താങ്കളുടെ അഭിപ്രായം?

3.16 പെൻഷൻ കൈപ്പറ്റുന്നതുമായി ബന്ധപ്പെട്ട് എന്തെങ്കിലും ബുദ്ധിമുട്ടുകൾ അനുഭവപ്പെടുന്നുണ്ടോ? എങ്കിൽ അത് പരിഹരിക്കുന്നതിന് താങ്കളുടെ നിർദ്ദേശങ്ങൾ എന്തൊക്കെയാണ്?

3.17 പെൻഷൻ പ്രായം ഉയർത്തേണ്ടതുണ്ടെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ ന്യായീകരണം നൽകുക

3.18 പെൻഷൻ പ്രായം ഉയർത്തുന്നത് യുവാക്കളുടെ തൊഴിലവസരത്തെ ബാധിക്കുമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ യുവാക്കളുടെ തൊഴിലവസരങ്ങളെ എന്തുകൊണ്ട് ബാധിക്കുകയില്ല എന്നത് സംബന്ധിച്ച വിശദീകരണം നൽകുക

IV മുൻശമ്പള പരിഷ്കരണത്തിലെ അപാകതകൾ

4.1 ചില വിഭാഗം ജീവനക്കാർക്ക് പ്രത്യേക കാരണങ്ങൾ കൂടാതെ ഉയർന്ന ശമ്പളം നൽകാനായി കഴിഞ്ഞ ശമ്പളകമ്മീഷൻ ശുപാർശ ചെയ്തിട്ടുള്ളതായി അഭിപ്രായമുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വിശദാംശങ്ങൾ നൽകുക

4.2 *ഇത്തരത്തിൽ യുക്തിരഹിതമായി വരുത്തിയ ശമ്പളവർദ്ധന തുടരേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലായെങ്കിൽ അസാധാരണ വർദ്ധനയ്ക്ക് ന്യായീകരണം വിശദമാക്കുക

V മെഡിക്കൽ ഇൻഷ്വറൻസ് സ്കീം

5.1 *നിലവിലുള്ള മെഡിക്കൽ റീ ഇംബേഴ്സ്മെന്റ് പദ്ധതി പര്യാപ്തമാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ല എങ്കിൽ മെച്ചമാക്കുന്നതിനുള്ള നിർദ്ദേശങ്ങൾ സമർപ്പിക്കുക

5.2 *മെഡിക്കൽ റീ ഇംബേഴ്സ്മെന്റിനു പകരം ജീവനക്കാർക്കും പെൻഷൻകാർക്കും മെഡിക്കൽ ഇൻഷ്വറൻസ് പദ്ധതി ഏർപ്പെടുത്തേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ നിർദ്ദേശം നൽകുക

ഡി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട് ആവശ്യമില്ലെന്ന് വ്യക്തമാക്കുക

5.3 *പെൻഷൻകാർക്ക് നൽകി വരുന്ന മെഡിക്കൽ അലവൻസ് പര്യാപ്തവും ഫലപ്രദവുമാണോ?*

എ) ആണ്

ബി) അല്ല

സി) അല്ലായെങ്കിൽ മെച്ചപ്പെട്ട ബദൽ സംവിധാനം ഏതാണ്

5.4 *ജീവനക്കാരിൽ നിന്നും നിശ്ചിത വിഹിതം കൈപ്പറ്റിക്കൊണ്ട് ആരോഗ്യ ഇൻഷ്വറൻസ് പദ്ധതി നടപ്പിലാക്കുന്നത് അഭിലഷണീയമാണോ?*

എ) ആണ്

ബി) അല്ല

സി) അല്ലായെങ്കിൽ മെച്ചപ്പെട്ട ബദൽ സംവിധാനം ഏതാണ്

5.5 *പെൻഷൻകാരിൽ നിന്നും നിശ്ചിത തുക പ്രീമിയമായി സ്വീകരിച്ചു ആരോഗ്യ ഇൻഷ്വറൻസ് പദ്ധതി നടപ്പിലാക്കുന്നതിനോട് താങ്കൾ യോജിക്കുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലായെങ്കിൽ താങ്കൾക്കുള്ള മറ്റ് നിർദ്ദേശം എന്താണ്?

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5.6 *ജീവനക്കാർക്കും പെൻഷൻകാർക്കും കേന്ദ്രഗവൺമെന്റിന്റെ CGHS മാതൃകയിൽ ഒരു പദ്ധതി ഏർപ്പെടുത്തുന്നത് ഉചിതമാണോ?*

എ) അതെ

ബി) അല്ല

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6.1 *39 വകുപ്പുകളിൽ നടപ്പിലാക്കിയ സേവനാവകാശ നിയമം താങ്കളുടെ അഭിപ്രായത്തിൽ*

എ) സർക്കാർ സർവീസിന്റെ കാര്യക്ഷമത വളരെയധികം മെച്ചപ്പെടുത്തി

ബി) ഒരുപരിധി വരെ മെച്ചപ്പെടുത്തി

സി) ഒരു മെച്ചവും ഉണ്ടാക്കിയില്ല

6.2 *സേവനാവകാശനിയമം എല്ലാ വകുപ്പുകളിലും നടപ്പാക്കേണ്ടതുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലായെങ്കിൽ എന്തുകൊണ്ട്?

6.3 *നിലവിൽ സർക്കാരിന്റെ റവന്യൂ ചെലവിന്റെ സിംഹഭാഗവും ചെലവഴിക്കുന്നത് വിദ്യാഭ്യാസ മേഖലയിൽ ആണ്. പ്രത്യേകിച്ചും ഗവൺമെന്റ്, എയ്ഡഡ് മേഖലയിലെ അധ്യാപകരുടെ ശമ്പള ഇനത്തിൽ. പക്ഷെ വിദ്യാഭ്യാസ നിലവാരം കുറഞ്ഞുവരുന്നതായി വ്യാപകമായ പരാതികൾ ഉണ്ട്. താങ്കളുടെ അഭിപ്രായ ത്തിൽ അതിന്റെ പ്രധാന കാരണം ?*

എ) അധ്യാപകരുടെ കാര്യക്ഷമത ഇല്ലായ്മ

ബി) എയ്ഡഡ് മേഖലയിൽ സ്വീകരിച്ചുവരുന്ന തൃപ്തികരമല്ലാത്ത നിയമനരീതി

സി) കാര്യക്ഷമമായ പരിശീലന പരിപാടികളുടെ അഭാവം

ഡി) നിലവാരമില്ലാത്തതും പഴഞ്ചനുമായ സിലബസ്

ഇ) മറ്റ് ഘടകങ്ങൾ

VII പാർശ്വസ്ഥ പ്രവേശനവ്യവസ്ഥ (Lateral Entry System)

7.1 *നിലവിലുള്ള പാർശ്വസ്ഥ പ്രവേശന രീതി നീതീകരിക്കത്തക്കതാണോ?*

എ) അതെ

ബി) അല്ല

സി) അല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കുക

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7.2 പാർശ്വസ്ഥ പ്രവേശന രീതി എല്ലാ വകുപ്പുകളിലെ ജീവനക്കാർക്കും തുല്യമായ അവസരങ്ങൾ നൽകുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ വിശദീകരിക്കുക

7.3 പാർശ്വസ്ഥ പ്രവേശന വ്യവസ്ഥ

എ) സേവനകാര്യക്ഷമത വർദ്ധിപ്പിക്കുന്നതിന് സഹായിക്കുന്നു.

ബി) കാര്യക്ഷമത കുറയുന്നതിന് ഇടയാക്കുന്നു

സി) കാര്യക്ഷമതയെ ബാധിക്കുന്നില്ല

ഡി) മറ്റ് എന്തെങ്കിലും

7.4 പ്രഗത്ഭരെ സർക്കാർ സർവ്വീസിലേക്ക് ആകർഷിക്കുന്നതിൽ പാർശ്വസ്ഥ പ്രവേശനം തടസമാകുന്നുണ്ടോ ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഉണ്ടെങ്കിൽ വ്യക്തമാക്കുക

7.5 പാർശ്വസ്ഥ പ്രവേശനത്തിനായി യോഗ്യതാ പരീക്ഷകൾ മാനദണ്ഡ മാക്കേണ്ട തുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്.

ഡി) മറ്റ് എന്തെങ്കിലും നിർദ്ദേശങ്ങൾ

VIII വിവരസാങ്കേതിക വിദ്യയുടെ വിന്യാസം

8.1 സംസ്ഥാനത്തിന്റെ പരിമിതമായ വിഭവശേഷിയുടെ പശ്ചാത്തലത്തിൽ വിവരസാങ്കേതിക വിദ്യ കൂടുതൽ പ്രയോജനപ്പെടുത്തുന്നത് പൊതുസേവന ചെലവ് കുറയ്ക്കുമെന്ന് താങ്കൾ കരുതുന്നുവോ?

എ) അതെ

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്?

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8.2 *എല്ലാ സർക്കാർ രേഖകളും (രഹസ്യരേഖകൾ ഒഴികെ) ഓൺലൈൻ ആക്കുന്നത് സർക്കാർ സംവിധാനങ്ങളുടെ സുതാര്യത വർദ്ധിപ്പിക്കുമെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്?

8.3 *സർക്കാർ സർവീസിൽ പ്രവേശനം ലഭിക്കുന്നതിന് കമ്പ്യൂട്ടർ സാക്ഷരത നിർബന്ധമാക്കേണ്ടതുണ്ടെന്ന് താങ്കൾ കരുതുന്നുണ്ടോ?*

എ) ഉണ്ട്

ബി) ഇല്ല

IX പൊതുവിഷയങ്ങൾ

9.1 *താങ്കളുടെ അഭിപ്രായത്തിൽ സിവിൽ സർവീസിന്റെ കാര്യക്ഷമത, ഉത്തരവാദിത്വം ജനാഭിമുഖ്യം എന്നിവ ?*

എ) ശ്രേഷ്ഠമാണ്

ബി) വളരെ നല്ലതാണ്

സി) തൃപ്തികരമാണ്

ഡി) മോശമാണ്

ഇ) വളരെ മോശമാണ്

9.2 *സർക്കാർ സർവീസിന്റെ കാര്യക്ഷമത വർദ്ധിപ്പിക്കുന്നതിനായി എന്ത് മാർഗ്ഗങ്ങളാണ് താങ്കൾ നിർദ്ദേശിക്കുന്നത്?*

എ) സാമൂഹികപരിശോധന

ബി) പ്രൊമോഷനും പാർശ്വസ്ഥ പ്രവേശനത്തിനും യോഗ്യതാ പരീക്ഷകൾ നിശ്ചിതകാലയളവിൽ ഏർപ്പെടുത്തുക

സി) കാര്യക്ഷമതയുമായി ബന്ധപ്പെടുത്തി ഇൻസെന്റീവുകൾ അനുവദിക്കുക

ഡി) ഇൻക്രിമെന്റ് നൽകുന്നതിന് കാര്യക്ഷമതാ മാനദണ്ഡം ഏർപ്പെടുത്തുക

ഇ) നിയമന നയങ്ങൾ പരിഷ്കരിക്കുക

എഫ്) മുകളിൽ പരാമർശിച്ചവ എല്ലാം

ജി) മറ്റ് നിർദ്ദേശങ്ങൾ

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9.3 സർക്കാർ പ്രവൃത്തി ദിനങ്ങൾ ആഴ്ചയിൽ 5 ദിവസമായി ചുരുക്കേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

(എ) ആയാലും (ബി) ആയാലും ന്യായീകരണം നൽകുക)

9.4 പ്രവൃത്തി ദിനങ്ങൾ 5 ആയി കുറയ്ക്കുകയാണെങ്കിൽ കാഷ്വൽ ലീവുകളുടെയും പൊതു അവധികളുടെയും എണ്ണം കുറയ്ക്കൽ, നിയന്ത്രിത അവധികൾ ഏർപ്പെടുത്തൽ എന്നീ പരിഷ്കാരങ്ങൾ അവലംബിക്കാവുന്നതാണോ? തീരെ.

9.5 മാനസികമായും ശാരീരികമായും വെല്ലുവിളികൾ നേരിടുന്ന കുട്ടികളുടെ മാതാപിതാക്കളായ സർക്കാർ ഉദ്യോഗസ്ഥർക്ക് നിലവിലുള്ള സ്പെഷ്യൽ കാഷ്വൽ ലീവ് പര്യാപ്തമാണ് എന്ന് കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ നിർദ്ദേശങ്ങൾ നൽകുക

9.6 കേന്ദ്രസർക്കാർ ജീവനക്കാർക്ക് ലഭ്യമായിട്ടുള്ള താഴെപറയുന്ന ആനുകൂല്യങ്ങളിൽ ഏതൊക്കെയാണ് സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്ക് ബാധകമാക്കേണ്ടത്?

എ) കുട്ടികളുടെ വിദ്യാഭ്യാസ അലവൻസ് പദ്ധതി

ബി) ശിശുപരിപാലന അവധി

സി) ട്രാൻസ്പോർട്ട്അലവൻസ്

ഡി) മുകളിൽ പരാമർശിച്ച എല്ലാം

ഇ) മറ്റ് ഏതെങ്കിലും

9.7 വനിതാ ജീവനക്കാർക്ക് സർക്കാർ ഓഫീസുകളിൽ ലഭ്യമായ സൗകര്യങ്ങൾ പര്യാപ്തമാണോ? പര്യാപ്തമല്ലെങ്കിൽ ആയത് സംബന്ധിച്ചുള്ള നിർദ്ദേശങ്ങൾ.

Ladies കക്കൂസിന്റെ കുറവ്

9.8 കേരള പബ്ലിക് സർവീസ് കമ്മീഷൻ പുറപ്പെടുവിക്കുന്ന റാങ്കുലിസ്റ്റുകളിൽ ഉയർന്ന റാങ്ക് ലഭിക്കുന്ന ചിലർക്ക് പ്രൊമോഷൻ സാധ്യത കുറഞ്ഞ വകുപ്പിൽ നിയമനം ലഭിക്കുന്നതു മൂലം സ്റ്റാഗ്നേഷൻ നേരിടുകയും അതേ റാങ്ക് ലിസ്റ്റിൽ താഴ്ന്ന റാങ്ക് ലഭിച്ചയാൾക്ക് ഉയർന്ന പ്രൊമോഷൻ സാധ്യതയുള്ള വകുപ്പിൽ നിയമനം ലഭിക്കുന്നതു മൂലം വേഗത്തിൽ പ്രൊമോഷൻ ലഭിക്കുകയും ചെയ്തു വരുന്നുണ്ട്. ആ അപാകത പരിഹരിക്കുന്നതിന് താങ്കളുടെ നിർദ്ദേശം?

ഒരേയിടത്തിൽ തുടരുന്നതിനെ

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9.9 ഓഫീസുകളിലെ പശ്ചാത്തല അടിസ്ഥാന സൗകര്യങ്ങളുടെ കുറവ് സർക്കാർ ജീവനക്കാരന്റെ കാര്യക്ഷമതയെ ബാധിക്കുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

(ഉത്തരം എ ആയാലും ബി ആയാലും ന്യായീകരണം നൽകുക)

9.10 നിലവിലെ സാമൂഹിക സാഹചര്യത്തിൽ അഴിമതി തടയുന്നതിനുള്ള നടപടികൾ പര്യാപ്തമാണോ; അല്ലെങ്കിൽ ആയതിനുള്ള പരിഹാര നിർദ്ദേശങ്ങൾ

എ) സേവനാവകാശ നിയമത്തിന്റെ നടപ്പാക്കൽ

ബി) കർശനമായ അച്ചടക്കം പാലിക്കുക

സി) ജില്ലാതല ഉദ്യോഗസ്ഥൻമാരായും വകുപ്പു മേധാവികളായും നിയമിക്കപ്പെടുന്നതിന് കാര്യക്ഷമതയും, കഴിവും മാനദണ്ഡമാക്കൽ

ഡി) മറ്റു നിർദ്ദേശങ്ങൾ

9.11 സ്റ്റേറ്റ് അഡ്മിനിസ്ട്രേറ്റീവ് സർവീസ് രൂപവത്ക്കരിക്കുന്നത് സംസ്ഥാന സിവിൽ സർവീസിന്റെ കാര്യക്ഷമതയും, ഗുണമേൻമയും വർദ്ധിപ്പിക്കുന്നതോടൊപ്പം അഴിമതി ഗണ്യമായി കുറയ്ക്കുന്നതിനും സഹായകരമാകും എന്ന് കരുതുന്നുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

(ഇല്ല എങ്കിൽ വിശദീകരണം നൽകുക)

9.12 സ്വകാര്യ മേഖലയിലേതുപോലെ, മെച്ചപ്പെട്ട പ്രകടനം കാഴ്ചവയ്ക്കുന്ന ജീവനക്കാർക്ക് സാമ്പത്തിക ആനുകൂല്യങ്ങൾ അനുവദിക്കുന്നത് സർക്കാർ സർവ്വീസിന്റെ കാര്യക്ഷമത വർദ്ധിപ്പിക്കുമെന്ന് താങ്കൾ കരുതുന്നുവോ?

എ) അതെ

ബി) ഇല്ല

സി) അതെയെങ്കിൽ താങ്കളുടെ അഭിപ്രായം

9.13 എല്ലാ സർക്കാർ ഓഫീസുകളിലും ബയോമെട്രിക് പഞ്ചിംഗ് സമ്പ്രദായം ഏർപ്പെടുത്തേണ്ടതുണ്ടോ?

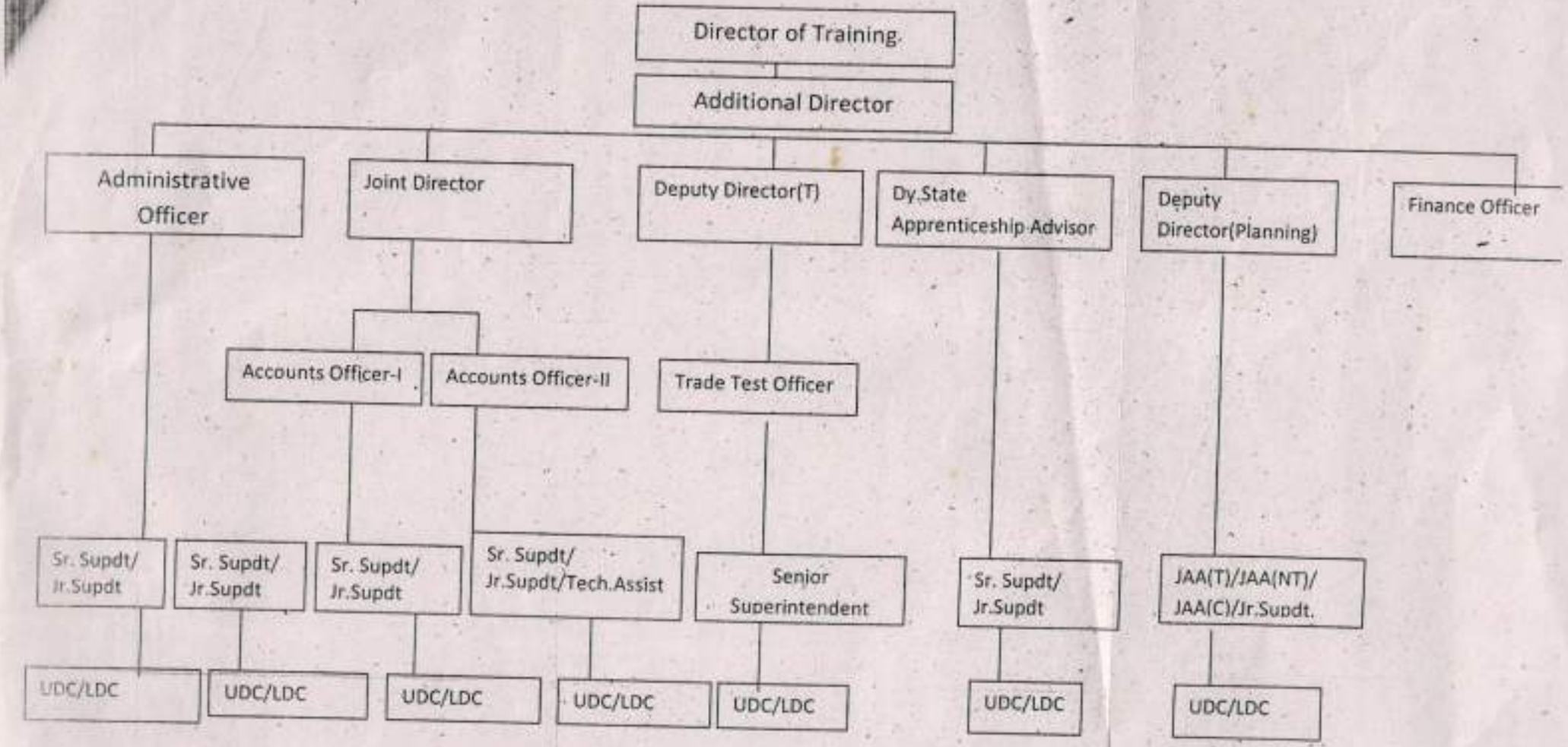
എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം

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ORGANIZATION CHART OF INDUSTRIAL TRAINING DEPARTMENT 2012-13



ബഹുമാനപ്പെട്ട വ്യവസായിക പരിശീലന വകുപ്പ് ഡയറക്ടർക്ക് വ്യാവസായിക പരിശീലന വകുപ്പിലെ വർക്ക്ഷോപ്പ് അറ്റൻഡർമാർ സമർപ്പിക്കുന്ന നിവേദനം

സർ,

വ്യവസായിക പരിശീലന വകുപ്പിലെ വർക്ക്ഷോപ്പ് അറ്റൻഡർമാർക്ക് ഒമ്പതാം ശമ്പള പരിഷ്കരണം മുതൽ അത് വരെ ലഭിച്ച്കൊണ്ടിരുന്ന വിവിധ വകുപ്പുകളിലെ ലോവർഡിവിഷൻ ക്ലാർക്ക്മാരുടെയും സാങ്കേതിക വിദ്യാഭ്യാസ വകുപ്പിലെ ട്രേഡ്സ്മാൻമാരുടേയും ശമ്പള സ്കെയിലിന് താഴെയാണ് ലഭിച്ച്കൊണ്ടിരിക്കുന്നത്. സാങ്കേതിക വിദ്യാഭ്യാസ വകുപ്പിലെ ട്രേഡ്സ്മാൻമാരുടെ വിദ്യാഭ്യാസ യോഗ്യത എസ്.എസ്.എൽ.സി.യും നാഷണൽ ട്രേഡ് സർട്ടിഫിക്കറ്റും (NTC)ആയി ഉയർത്തിയതിനാലാണ് അവർക്ക് ഉയർന്ന സ്കെയിൽ ലഭ്യമാകുന്നത്. 9 ാം ശമ്പള പരിഷ്കരണസെൽ പുറപ്പെടുവിച്ച GO (MS) NO.09/2014/(183)/FIN പകർപ്പ് ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

ഐ.ടി.ഐ. കളിലെ പ്രവേശനത്തിന് മെട്രിക് ട്രേഡുകളക്ക് എസ്.എസ്.എൽ.സിയാണ് വിദ്യാഭ്യാസ യോഗ്യത എസ്.എസ്.എൽ.സി. പാസായവർക്ക് മാത്രമെ മെട്രിക് ട്രേഡുകളിൽ പ്രവേശനം ലഭിക്കുകയുള്ളൂ. എസ്.എസ്.എൽ.സി.യും നാഷണൽ ട്രേഡ് സർട്ടിഫിക്കറ്റുകളും ഉള്ളവരാണ് വർക്ക്ഷോപ്പ് അറ്റൻഡർ തസ്തികയിൽ നിയമിതരാവുന്നത്. സാങ്കേതിക വിദ്യാഭ്യാസ വകുപ്പിലെ ട്രേഡ്സ്മാൻമാർ വകുപ്പ് മേലധികാരികൾക്ക് നൽകിയ നിവേദനത്തെത്തുടർന്ന് അവരുടെ വിദ്യാഭ്യാസ യോഗ്യത എസ്.എസ്.എൽ.സിയും എൻ.ടി.സിയും എന്ന് പുനർ നിശ്ചയിച്ചതിനാലാണ് അവരുടെ ശമ്പളം 9 ാം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ പുനർ നിർണ്ണയിച്ചത്. ആയതിനാൽ വ്യവസായിക പരിശീലന വകുപ്പിലെ വർക്ക്ഷോപ്പ് അറ്റൻഡർമാരുടെ ശമ്പളം യോഗ്യത എസ്.എസ്.എൽ.സിയും എൻ.ടി.സിയും എന്ന് പുനർ നിശ്ചയിക്കണമെന്നും വർക്ക്ഷോപ്പ് അറ്റൻഡർ തസ്തികയുടെ പേര് AVTS-ൽ ഉള്ള പേരിന് സമാനമായി ട്രേഡ് അസിസ്റ്റന്റ് എന്നാക്കി പുനർനാമകരണം ചെയ്യണമെന്നും അപേക്ഷിക്കുന്നു. മേൽ കാര്യങ്ങൾ പത്താം ശമ്പള കമ്മീഷന്റെ ശ്രദ്ധയിൽപ്പെടുത്തി ഞങ്ങൾക്ക് അർഹമായ പരിഗണന ശമ്പള പരിഷ്ക്കരണത്തിൽ ലഭ്യമാക്കിത്തരണമെന്നും വിനീതമായി അപേക്ഷിച്ചുകൊള്ളുന്നു.

എന്ന്,

വിശ്വസ്തതയോടെ

കോഴിക്കോട്
21.08.2014

1. ശ്രീനാഥ് ഈരായി കൊക്കിനി, വർക്ക്ഷോപ്പ് അറ്റൻഡർ
ഗവ: ഐ.ടി.ഐ, കോഴിക്കോട് പിൻ – 673010.

2. രാജേന്ദ്രകുമാർ കൊകശ്ശേരി. വർക്ക്ഷോപ്പ് അറ്റൻഡർ
ഗവ. ഐ. ടി. ഐ. കോഴിക്കോട് - 673010.

GOVERNMENT OF KERALA

Abstract

Pay Revision 2009 – Technical Education Department – Modification of scale of pay - Sanctioned - Orders Issued

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Finance (Pay Revision Cell I) Department

G.O(Ms)No.09/2014/(183)/Fin Dated, Thiruvananthapuram, 7th January, 2014

Read: 1) G.O (P) No. 85/2011/Fin. dated 26/02/2011 read with G.O (P) No.143/2011/Fin. dated 30/03/2011.
2) G.O(P)No. 503/2012/H.Edn dated 12/10/2012.

ORDER

As per the Government Order read as 1st paper above, the scale of pay and allowances of the State Government employees and Teachers were revised.

As per the Government Order read as 2nd paper above, the educational qualification for appointment to the post of Tradesman/Trade Instructor in Technical Education Department was enhanced from 7th Standard to SSLC. But as ITI certificate to SSLC Plus Trade/ T.H.S.L.C Certificate. Government are therefore pleased to modify the scale of pay of the posts of Tradesman, Trade Instructor Grade II, Trade Instructor Grade I and Trade Instructor Senior Grade of Technical Education Department as follows:

Sl.No.	Designation	Existing Scale of pay (₹)	Modified scale of pay (₹)
1	Tradesman	9190-15780	9940-16580
2	Trade Instructor Grade II	11620-20240	13210-22360
3	Trade Instructor Grade I	13900-24040	14620-25280
4	Trade Instructor Senior Grade	14620-25280	15380-25900

The department schedule of Technical Educational Department appearing at page 133 and 134 of Government Order read as 1st paper above shall stand modified to the above effect.

The modified scales of pay will have prospective effect only.

By order of the Governor

RAJESH KUMAR SINHA
Secretary (Finance Expenditure)

To

The Principal Accountant General (A&E) Kerala, Thiruvananthapuram.
The Principal Accountant General (General & Social Sector Audit) Kerala, Thiruvananthapuram.
The Accountant General (Economic & Revenue Sector Audit) Kerala, Thiruvananthapuram.
The Secretary, Kerala Public Service Commission (with CL)
The Director of Technical Education, Thiruvananthapuram.
The Director of Information and Public Relations, Thiruvananthapuram.
The Director of Treasuries, Thiruvananthapuram
The Stock File / Office copy.
The Nodal Officer, www.finance.kerala.gov.in

Forwarded/By Order

Section Officer

ബഹു. വ്യാവസായിക പരിശീലനവകുപ്പ് ഡയറക്ടർ മുമ്പാകെ ഈ വകുപ്പിലെ വർക്ക്ഷോപ്പ് അറ്റൻഡർമാർ ബഹു. ശമ്പളപരിഷ്കരണ കമ്മീഷനു മുമ്പാകെ ഹാജരാക്കുന്നതിനുവേണ്ടി സമർപ്പിക്കുന്നത്.

വിഷയം : വ്യാവസായിക പരിശീലന വകുപ്പിൽ വർക്ക്ഷോപ്പ് അറ്റൻഡർ തസ്തികയിൽ ജോലി ചെയ്തുവരുന്ന ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണത്തിൽ വന്ന അപാകത പരിഹരിക്കുന്നതിനും, തസ്തികയുടെ പേര്, ട്രേഡ് അസിസ്റ്റന്റ് എന്നാക്കി പുനഃ നാമകരണം ചെയ്യുന്നത് സംബന്ധിച്ച്:-

8-ാംശമ്പള പരിഷ്കരണത്തിൽ വർക്ക്ഷോപ്പ് അറ്റൻഡർമാരുടെ ശമ്പളം LDC -യ്ക്ക് തുല്യമായിരുന്നു. അതായത് ശമ്പളസ്കെയിൽ Rs. 5250-8390. എന്നാൽ ഒൻപതാം ശമ്പള പരിഷ്കരണത്തിൽ ടി തസ്തികയിലെ ജീവനക്കാരുടെ ശമ്പളം Rs. 9190-15780 (LDC ശമ്പളം Rs. 9940-16580). ഇപ്പോൾ വർക്ക്ഷോപ്പ് അറ്റൻഡർമാരുടെ ശമ്പള സ്കെയിൽ LDC യെക്കാൾ താഴെയാണ്. ഈ വിഷയം ചൂണ്ടിക്കാട്ടി ബഹു. ശമ്പള പരിഷ്കരണ കമ്മീഷനെ സമീപിച്ചപ്പോൾ കമ്മീഷൻ നൽകിയ മറുപടി. വർക്ക്ഷോപ്പ് അറ്റൻഡർമാരുടെ യോഗ്യത പി.എസ്.സി. അംഗീകരിച്ചിരിക്കുന്നത്, ഏഴാം ക്ലാസ്സും, നാഷണൽ ട്രേഡ് സർട്ടിഫിക്കറ്റും ആണെന്നാണ്. ഐ.റ്റി.ഐ.കളിൽ മെട്രിക് ട്രേഡിൽ ഒരു ട്രെയിനിക്ക് അഡ്മിഷൻ ലഭിക്കണമെങ്കിൽ എസ്.എസ്.എൽ.സി. ജയിക്കണം. എസ്.എസ്.എൽ.സി. പാസ്സായി എൻ.റ്റി.സി. ലഭിച്ചതിനുശേഷം മാത്രമേ വർക്ക്ഷോപ്പ് അറ്റൻഡറായി നിയമനം ലഭിക്കുകയുള്ളൂ എന്നിരിക്കെ മുമ്പ് എപ്പോഴോ പി.എസ്.സി.ക്ക് നൽകിയ യോഗ്യത നിർണ്ണയത്തിൽ പറ്റിയ അപാകതയാണിത്.

എസ്.എസ്.എൽ.സി. പാസ്സായ ഒരാൾക്ക് എൽ.ഡി.സി.യായി നിയമനം ലഭിക്കും. എന്നാൽ അയാൾക്ക് വർക്ക്ഷോപ്പ് അറ്റൻഡറായി നിയമനം ലഭിക്കണമെങ്കിൽ എസ്.എസ്.എൽ.സി. യും എൻ.റ്റി.സി.യും വേണം LDC യേ ക്കാൾ അധികയോഗ്യതയുള്ള ഞങ്ങൾക്ക് കഴിഞ്ഞ ശമ്പള പരിഷ്കരണത്തിൽ വേണ്ടുന്ന പരിഗണന ലഭിച്ചില്ല. കൂടാതെ LDC യുടെ ജോലി സമയം 10 മുതൽ 5 മണിവരെയാണ്. എന്നാൽ വർക്ക്ഷോപ്പ് അറ്റൻഡർമാരുടെ ജോലി സമയം 9 മുതൽ 5 മണിവരെയാണ്. ഇങ്ങനെ അധികസമയം അധിക യോഗ്യത ഉള്ള ഞങ്ങളെ തികച്ചും LDC യ്ക്ക് മുകളിലുള്ള ശമ്പളസ്കെയിലേയ്ക്ക് കൊണ്ടുവരണം.

ഇതുപോലെ, സാങ്കേതിക വിദ്യാഭ്യാസ വകുപ്പിൽ ട്രേഡ്സ്മാൻ തസ്തികയിൽ ജോലിചെയ്യുന്ന ജീവനക്കാരുടെ വേതനവും 9-ാം ശമ്പള പരിഷ്കരണത്തിൽ വർക്ക്ഷോപ്പ് അറ്റൻഡറുടെ സ്കെയിലിൽ തന്നെയാണ് പരിഷ്കരിച്ചത്. അവരുടെ വിദ്യാഭ്യാസ യോഗ്യത ഏഴാംക്ലാസ്സും എൻ.റ്റി.സി. യുമാണ്. എന്നാൽ ടി വകുപ്പിലെ ട്രേഡ്സ്മാൻ തസ്തികയിലെ ജീവനക്കാർ അവരുടെ വകുപ്പ് മേലധികാരികൾക്ക് നൽകിയ നിവേദനത്തെതുടർന്ന് അവരുടെ ശമ്പളം പരിഷ്കരിച്ച് LDC യ്ക്ക് തുല്യമാക്കി നൽകിയതിന്റെ ഉത്തരവിന്റെ പകർപ്പ് ഇതോടൊപ്പം സമർപ്പിക്കുന്നു.

ഒമ്പതാം ശമ്പളപരിഷ്കരണത്തിൽ വർക്ക്ഷോപ്പ് അറ്റൻഡർ തസ്തികയിൽ വന്നിട്ടുള്ള പ്രധാന ന്യൂനത യോഗ്യത നിർണ്ണയത്തിൽ വന്ന പിഴവാണ്. ആയതിനാൽ ഞങ്ങളുടെ യോഗ്യത എസ്.എസ്.എൽ.സി.യും എൻ.റ്റി.സി.യും എന്നാക്കി പുനഃനിർണ്ണയിച്ച് തരുമാറാകണം.

ഞങ്ങളുടെ പ്രവർത്തന സമയം രാവിലെ 7 മണിമുതൽ വൈകുന്നേരം 3 മണിവരെയും 9 മണിമുതൽ വൈകുന്നേരം 5 മണിവരെയുമാണ്. ഇങ്ങനെ 2 ഷിഫ്റ്റുകളായിട്ടാണ് ജോലിചെയ്യുന്നത്. അതായത് ഇങ്ങനെ ഒരു ദിവസം 8 മണിക്കൂറാണ് ജോലി സമയം. എന്നാൽ സാങ്കേതിക വിദ്യഭ്യാസവകുപ്പിലെ ട്രേഡ്സ്മാന്റെ ജോലി സമയം (ഐ.ടി.ഐ.യിലെ വർക്ക്ഷോപ്പ് അറ്റൻഡർക്ക് സമാനമായ തസ്തിക) രാവിലെ 9 മണിമുതൽ വൈകുന്നേരം 4 മണിവരെയാണ്. അതായത് ഒരു ദിവസത്തെ പ്രവർത്തന സമയം 7 മണിക്കൂറാണ്. കൂടാതെ അവർക്ക് എല്ലാ ശനിയാഴ്ചയും അവധിയുമാണ്. അങ്ങനെ നോക്കുമ്പോൾ ഒരാഴ്ചയിൽ വർക്ക്ഷോപ്പ് അറ്റൻഡർമാരുടെ പ്രവർത്തന സമയം 48 മണിക്കൂറാണ്. എന്നാൽ സമാന തസ്തികയിലുള്ള ട്രേഡ്സ്മാന്റെ പ്രവർത്തന സമയം ഒരാഴ്ചയിൽ 35 മണിക്കൂറാണ്. എങ്കിൽപോലും അവർക്ക് LDC യുടെ ശമ്പളസ്കെയിലാണ് നൽകുന്നത്. അതുപോലെ, ഈ ഡിപ്പാർട്ടുമെന്റിലെ AVTS -ൽ (Advanced Vocational Training System) വർക്ക്ഷോപ്പ് അറ്റൻഡർ, ട്രേഡ് അസിസ്റ്റന്റ് എന്നാണ് അറിയപ്പെടുന്നത്. ആയതിനാൽ വർക്ക്ഷോപ്പ് അറ്റൻഡർ എന്നുള്ള പേര് ട്രേഡ് അസിസ്റ്റന്റ് എന്നാക്കിയും മാറ്റിത്തരുമാറാകണം. ഇത്തരത്തിലുള്ള ശമ്പളത്തിലെ അപാകതയും യോഗ്യതാ നിർണ്ണയത്തിലെ അപാകതയും അങ്ങ് മനസ്സിലാക്കി വേണ്ടവിധത്തിലുള്ള നിർദ്ദേശം 10-ാം ശമ്പള കമ്മീഷന്റെ ശ്രദ്ധയിൽപ്പെടുത്തി ഞങ്ങൾക്ക് അർഹമായ പരിഗണന ലഭ്യമാക്കിത്തരണമെന്ന് താഴ്മയായി അപേക്ഷിച്ചുകൊള്ളുന്നു.

വിശ്വസ്തതയോടെ,

തീയതി : 26-08-14

വർക്ക്ഷോപ്പ് അറ്റൻഡേഴ്സ് (ITD)

1 Shoyikumar. R. ITI Mala.

2. Sreejesh P

3. Nijumon

4 Aji. J.K. ITI Elamad

5 Anith Kumar.V ITI Chalakkudi

6. C.V. Vimalkumar ITI Kasaragod

Submission

വഴുതനപ്പട്ട കുറ്റാവിന്റെ ഓഫീസുകളുടെ ഇന്നവേ
നമ്പർ A7 | 37133|2014 തീയതി 14|08|14 പ്രകാരം 10-10
ഭൂമി പരിഷ്കരണ കമ്മീഷന്റെ പരിഗണനയ്ക്കായി സർക്കാരിലേക്ക്
വിവരങ്ങൾ സമർപ്പിക്കുവാൻ ആവശ്യപ്പെട്ടിട്ടുണ്ട്. ടി. ഉത്തരവ്
പ്രകാരം വകുപ്പിലെ ഇൻസ്പെക്ടർ കാഴ്ചയിൽ നിന്ന്,
ഗ്രൂപ്പ് ഇൻസ്പെക്ടർ, ഫീൽഡ് ഇൻസ്പെക്ടർ തുടങ്ങിയ
ജീവനക്കാരിൽ നിലവിലുള്ള ഭൂമിയുടെ കൈവശ കരിയിലുള്ള
കൃഷികൾ സംബന്ധിച്ച് വിശദവിവരം ഇതിനോടൊപ്പം
സമർപ്പിക്കുന്നു. ടി വിഷയം ഭൂമി പരിഷ്കരണ
കമ്മീഷന്റെ പരിഗണനയ്ക്ക് സമർപ്പിക്കണമെന്ന്
കൃപേക്ഷിക്കുന്നു.

20/08/14
Sanjeevinagam

20/8/14
(S. VIKAS
Tech. Asst)

Questionnaire .29

Any other issue relating to your department which requires specific consideration of the Pay revision Commission may be stated

The following issues requires the specific consideration of the 10 th Pay revision Commission

a.)The scale of pay of Group Instructor / Technical Asst/ Jr. App.Adviser is Rs 16980-31360 and the next promotion post of Group Instructor post is Vice principal/ Principal Class II having a scale of pay of Rs 22360-37940. There are 04 different pay scales in between these two posts and there is a wide gap between the two pay scales

There is 20 % higher grade is permitted in the Group instructor post in the pay scale of Rs.18740-33680 which is highly inadequate to bridge the disparity. So I request you to either enhance the Higher grade permitted in the Group Instructor post to 50% or hike the pay scale of Group instructor into Rs.18740-33680 and enhance the post into Gazetted category in the 10 th pay revision.

b.)The scale of pay of Principal Gr-I, Inspector of Training/ Asst. Director is Rs. 24040-38840.But the Inspector of Training/ Asst. Director post is the next promotion post of Principal Class-I. Here the two immediate promotion posts have different nature of duties have the same scale of pay, which is an anomaly. So I request you to consider the pay scale equivalent of Rs 29180-43640 for the Inspector of Training/ Asst. Director post in the 10 th pay revision.

c.)The scale of pay of Jr. Instructor post is Rs.13900-24040, but the similar post of workshop instructor/ Instructor Gr-II in Technical education department and Vocational Instructor of VHSE are having a pay scale of Rs 14620-25280. So I request you to consider the pay scale equivalent of Rs 14620-25280 for Jr. Instructor post in the 10 th pay revision.

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THROUGH PROPPER

g cum Orientation

ITI Kalamassery

To,

THE DIRECTOR OF TRAINING

THIRUVANANTHAPURAM

Sir,

Sub: Representation to submit before the 10th Pay revision

I submit herewith two separate representations, one related to
cum Orientation and the other related to Instructor Employability
is for submitting to the 10th Pay revision Commission for state emp
teachers. I request that the representation may please be forwarde
Commission with favourable recommendations. I also request that
this representation may please be included while consolidating the
demands of the department, before the Commission.

Kalamassery

21-8-2014

Your

F

Application submitted before the Hon'ble Commission for the pay revision of State Employees and Teachers.

Sir,

I submit this application before the **Hon'ble Commission** to bring into its notice that we were regularly ignored by earlier Commissions, and May kind enough to address the issue in 10th pay revision. We are only five people in this post and I represent the issue being the senior among them.

Name of Applicant		Reji. P.N. OIC Traning cum Orientation ITI Kalamassery
Name of post		Officer in Charge Training Cum Orientation
Name of Department		Industrial Training Department
Total number of post in the department		5 (five)
Prescribed qualification of the post		Degree +HDC (Higher diploma in co operation)
Nature of selection		By Transfer from qualified hands in the department
Pay scale	Present	14620-23480
	Earlier	Equivalent to the post of Junior Superintendent
	Junior Superintendent	16180-27140

The pay scale of the post OIC Training cum Orientation in this department was equal to the pay scale of junior superintendent. This was the condition from the time of creation of the post and continued till the pay revision in 1997. But we lost the parity there after. Even if the matter was pointed out before subsequent commissions of 2004 and 2009 sufficient attention was not given. The anomaly committee of pay revision 2009 refused the request because of the reason that this anomaly is not related to pay revision 2009. It still continues as an anomaly.

Duty assigned to the post is to teach an optional subject "Business Management"-a commerce based subject covering small scale industries, self employment, banking, financial institutions, MSME, financial and cost accounting, marketing, management aspects, govt. support and various schemes etc. which are very relevant to ITI students to give them an entrepreneurship encouragement.

From last year onwards the officials having post graduation are entrusted to teach newly implemented subject "Employability Skills" as internal arrangement. The syllabus of this subject includes Basic IT skills, English language skills, Communication skills, and soft skills, Quality Tools, occupational safety and health, selected labour laws Entrepreneurship skills and more.

The qualification prescribed by NCVT to teach the new subject is MBA/ BBA with 3years experience/Degree or diploma with Employability skill training by DGET institutions.

The commerce teachers and vocational instructors in higher secondary department are getting 19240-34500. The lecturer in poly Technique collage (Technical Education Dpt.) teaching similar subject is getting AICT scale. We are also teaching post matriculation students' .Government has not yet fixed a separate pay scale for Employability skill teachers.

Based on the above facts we pray that the **Hon'ble Commission** may kind enough to recommend a better pay scale for the post OIC Training cum Orientation in Industrial Training Department.

We also pray before the commission that the pay parity with the post of junior superintendent may please be get reinstated in the earlier pay revisions. The delayed justice will be merciful remedy for the denied justice to us.

Yours faithfully

Kalamassery

21-8-2014

Reji. P.N. OIC Training cum Orientation

ITI Kalamassery

Proposal to 10th Pay Revision – Commission

Department : Industrial Training

Name of Post : Junior Apprenticeship Advisor (Catering)

Junior Apprenticeship Advisor (Catering) is the one and only post in the scale of pay of Rs.16980-31360, which is included in the Kerala Craftsman Training Subordinate Services.

The duties and responsibilities entrusted to the category are as follows:-

1. Junior Apprenticeship Advisor Catering (JAAC)
   a) Survey of establishments in hospitality sector
   b) Location of seats in Hotel and catering trades in establishments
   c) Monitor utilization of located seats in Hotel & Catering trades with the help of RIC'S
   d) Handing of files related to Apprenticeship training/Hotel & Catering trades.

2. DMU Department Management user SPARK
   a) Single point contact in the department for spark related quieies of the sub offices
   b) Providing Passwords to individuals users to use spark.
   c) Creation of Self Drawing Officers from Non Gazetted officers in spark.
   d) Updation of all Treasury & AG office details of SDO's in spark
   e) Resetting of passwords for all SDO's in case of failed logins
   f) Updation of DDO details in spark.

3. Website Manager www.det.kerala.gov.in Official Department website
   a) Upload all contents to the department website on a timely manner
   b) Track and monitor different sections of the website on a daily basis.
   c) make relevant changes to different information sections.

4. Assistant Project Officer Computerisation of Department (SAP implementation)

5. Examiner for every practical examination in Hospitality sector under NCVT/SCVT/COE in the Department.

6. Evaluation of answer scripts of all Hotel & Catering trades under NCVT/SCVT/COE all throughout the year.

The one and only post of Junior Apprenticeship Advisor (catering) is an isolated post, having no promotion prospect. That means the person who is getting appointment as JAAC will have to retire from service on officiating in the same post, while persons in similar equivalent category will get promotion chances→ Vice Principal → Principal → and upto Additional Director purely based on seniority.

I, Manoj Mathew entered in service J.A.AC. on 30-08-2007 and continue as such in the same cadre. My colleagues in the equivalent category of Group instructor, Junior Apprenticeship Advisor (Tech), Technical Assistant , having the same scale of pay of Rs.16980-31360 (by getting promotion only on 02-07-2011 and acting in the cadre equivalent to me) have got next promotion as Vice-Principal – Class- II on Rs.22360-37940. They will get further promotion very short spell of time.

It is to be noted I am the only person in the department who have no chance in getting promotion because of the fact that the JAAC is an isolated post. In the special rules of the department, there is no promotion prospects and hence the only way to get rid of the peculiar situation to upgrade my post equivalent to Vice Principal Class II on Rs.22360-37940 and allowing corresponding revised scale as recommended by the pay-revision commission. Sir, I am holding the additional qualification of M.A.Tourism

Being the part of avoiding the stagnation, career advance scheme has been recommended to the professionals by the 9th, pay –revision. So also 1998 Pay revision has upgraded the Research Assistants in the State Planning Board to that of Gazetted post.

Such a policy decision is highly appreciated in my case also, as there will be no extra financial commitment to government other than providing official status, while upgrading my post.

MANOJ MATHEW
J.A.A. (catering)
Directorate of Training
Thiruvananthapuram

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"തൊഴിലോടെ - മാന്യതയോടെ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നമ്പർ: എ7/10217/2010

തൈക്കാട്, തിരുവനന്തപുരം-14
തീയതി: 26.11.13

ട്രെയിനിംഗ് ഡയറക്ടർ.

അഡീഷണൽ ചീഫ് സെക്രട്ടറി
തൊഴിലും പുനരധിവാസവും വകുപ്പ്
തിരുവനന്തപുരം

മാഡം,

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ്- എസ്റ്റാബ്ലിഷ്മെന്റ് - കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം ഈ വകുപ്പിൽ നടപ്പാക്കുന്നതു -സംബന്ധിച്ച്.

സൂചന :- (1) G.O. (P) No. 536/2012 dated 29.09.2012.
(2) ശ്രീ മനേക്ഷ്പ്രസാദ്, Deputy Director റുടെ 26.08.2013 ലെ സമർപ്പണം

.....

ഈ വകുപ്പിൽ വൈസ് പ്രിൻസിപ്പാൾ തസ്തികയിൽ നിന്നും എൻജിനീയറിംഗ് ബിരുദധാരികൾക്കുള്ള പ്രൊമോഷൻ തസ്തികയും അവയുടെ എണ്ണവും താഴെ വിവരിക്കുന്നു.

1	പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I	22 Nos
2	ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്	6 Nos
3	ഡെപ്യൂട്ടി ഡയറക്ടർ	2 Nos
4	ഡെപ്യൂട്ടി സ്റ്റേറ്റ് അപ്രന്റീസ്ഷിപ്പ് അഡ്വൈസർ	1 Nos
5	ജോയിന്റ് ഡയറക്ടർ	2 Nos
6	അഡീഷണൽ ഡയറക്ടർ	2 Nos

22.09.2012 ലെ G.O.(P) No.536/2012 നമ്പർ സർക്കാർ ഉത്തരവു പ്രകാരം നേരിട്ട് നിയമിക്കപ്പെടുന്ന Professionals Career Advancement Placement നൽകി കൊണ്ട് സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിച്ചിട്ടുണ്ട്. എന്നാൽ ഈ വകുപ്പിലെ ഇത്തരത്തിൽ നിയമിക്കപ്പെടുന്ന ഉദ്യോഗസ്ഥരെ ഈ ഉത്തരവിൽ ഉൾക്കൊള്ളിച്ചിട്ടില്ല. ഈ വകുപ്പിലും ഇത്തരത്തിൽ Professionals നെ നേരിട്ട് നിയമിക്കപ്പെടാറുണ്ട്.

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പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I, വൈസ് പ്രിൻസിപ്പാൾ എന്നീ തസ്തികകളിലേക്ക് [illegible] നീയറിംഗ് ബിരുദധാരികൾ Special recruitment വഴി നിയമനം നൽകിയിട്ടു[illegible] കൂടാതെ ഉദ്യോഗക്കയറ്റത്തിനും special rule- ൽ ടി നിയമനത്തിന് യോഗ്യത ഇല്ലാത്ത[illegible] വരുടെ അഭാവത്തിൽ പ്രിൻസിപ്പാൾ ക്ലാസ്സ് II തസ്തികയിൽ നേരിട്ട് നിയമനം നടത്താവുന്നതാണെന്നും പറഞ്ഞിട്ടുണ്ട്. ആയതിനാൽ ഇത്തരത്തിൽ നേരിട്ട് നിയമനം നടത്താനുള്ള സാദ്ധ്യതയും വകുപ്പിൽ ഉണ്ട്. ഇത്തരത്തിൽ നിയമനം ലഭിക്കുന്ന Professionals കൾക്ക് ഉദ്യോഗക്കയറ്റം ലഭിക്കാൻ അർഹതയുള്ള തസ്തികകൾ എണ്ണത്തിൽ കുറവായതിനാൽ ഉദ്യോഗക്കയറ്റം ലഭിക്കാൻ കാലതാമസം ഉണ്ടാകുന്നു.

ഈ സാഹചര്യത്തിൽ Vice Principal , Principal Class II, Trade test Officer, Training Officer എന്നീ സമാനതസ്തികകളിൽ നിയമിക്കപ്പെടുന്ന പ്രൊഫഷണലുകൾക്ക് 8 വർഷം തികയുമ്പോൾ Principal Class I (Non cadre) , 15 വർഷം തികയുമ്പോൾ, Deputy Director (Non Cadre). എന്നിങ്ങനെ Career Advancement Placement ഈ വകുപ്പിൽ അനുവദിക്കുന്നതിന് ശുപാർശ ചെയ്യുന്നു.

മേൽ പറഞ്ഞ ശുപാർശ പരിഗണിച്ച് ഈ വകുപ്പിലും Career Advancement Placement നടപ്പാക്കി ഉത്തരവ് നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ട്രെയിനിംഗ് ഡയറക്ടർ

[illegible] 28.02.13

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കേരള സർക്കാർ

തൊഴിലും പുനരധിവാസവും (സി) വകുപ്പ്

നം. 27773/സി 1/13/തൊഴിൽ

തിരുവനന്തപുരം
തീയതി: 28-02-2014

DIRETORATE OF EMPLOYMENT AND TRAINING
10 MAR 2014
THIRUVANANTHAPURAM

7921

പ്രിൻസിപ്പൽ സെക്രട്ടറി.

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം : വ്യാവസായിക പരിശീലന വകുപ്പ്- ജീവനക്കാര്യം- കരിയർ അഡ്വാൻസ്മെന്റ് സ്കീം നടപ്പിലാക്കുന്നത് - സംബ -

സൂചന : 1) താങ്കളുടെ 26.11.2013 ലെ എ 7/10217/2010 നമ്പർ കത്ത്
2) 12-02-2014 ലെ 10/2014/ധന നമ്പർ സർക്കുലർ

സൂചനയിലേക്ക് ശ്രദ്ധ ക്ഷണിക്കുന്നു. സൂചന 1 ലെ കത്തുമുഖേനയുള്ള താങ്കളുടെ ശുപാർശ, പത്താം ശമ്പള കമ്മീഷൻ മുമ്പാകെ സമർപ്പിക്കാവുന്നതാണ് എന്നറിയിക്കുന്നു. ഇക്കാര്യം പരാമർശിക്കുന്ന സൂചന 2 ലെ സർക്കുലറിന്റെ പകർപ്പും ഇതോടൊപ്പം അയയ്ക്കുന്നു.

വിശ്വസ്ഥതയോടെ,
സി. രാജേന്ദ്രൻ ചെട്ടിയാർ,
ഗവ. അണ്ടർ സെക്രട്ടറി,
പ്രിൻസിപ്പൽ സെക്രട്ടറിക്കുവേണ്ടി

അംഗീകാരത്തോടെ

സെക്ഷൻ ഓഫീസർ

GOVERNMENT OF KERALA
FINANCE (PAY REVISION CELL-D) DEPARTMENT

CIRCULAR

No.10/2014/Fin Dated, Thiruvananthapuram 12th February 2014

Sub:- Pay Revision 2009 - Requests for rectification of anomalies - Instructions issued

Ref:- 1)G.O.(P)No.85/2011/Fin dated 26/02/2011 read with G.O.(P)No.143/2011/Fin dated 30/03/2011
2) G.O.(P)No.86/2011/Fin dated 26/02/2011 read with G.O.(P)No.144/2011/Fin dated 30/03/2011
3) Circular No.29/2011/Fin dated 26/05/2011
4) G.O.(MS)No.583/2013/Fin dated 30/11/2013

Consequent to the revision of pay and allowances of State Government employees, Teachers and University employees as per the Government Orders read as 1st and 2nd paper above, a large number of representations were received for rectification of anomalies in the Pay Revision Order. The representations submitted as per the directions contained in the Circular read above were examined in detail and necessary orders have been issued in respect of genuine anomalies detected. More than four years have passed since the implementaion of the last Pay Revision and also Government have constituted the 10th Pay Revision Commission as per the Government Order read as 4th paper above. Still a number of representations from individuals, service organisations and Administrative Departments are being received in Finance Department seeking rectifications of anomalies in Pay Revision 2009. In these circumstances, it is hereby instructed that all the

pending requests for rectification of anomalies in Pay Revision 2009, if any, should be referred before the 10th Pay Revision Commission.

By Order of the Governor
V. SOMASUNDARAN
ADDITIONAL CHIEF SECRETARY (FINANCE)

To

All Departments (All Sections) of the Secretariat.
All Heads of Departments.
The Addl. Secretary to the Chief Secretary.
All Additional ChiefSecretaries/ PrincipalSecretaries/ Secretaries/ SpecialSecretaries/Additional Secretaries/ Joint Secretaries/ Deputy Secretaries, Under Secretaries to Government.
The Private Secretaries to Speaker, Deputy Speaker, Leader of Opposition and the Government Chief Whip.
The Registrar, Kerala University, Thiruvananthapuram
The Registrar, Mahatma Gandhi University, Kottayam.
The Registrar, [illegible] Achaya Universityof Sanskrit, Kalady.
The Registrar, [illegible]
The Registrar, [illegible] Kozhikode.
The Registrar, Kerala Agricultural University, Vellanikkara, Thrissur
The Director of Information and Public Relations, Thiruvananthapuram.
The Stock File / Office copy.
The Nodal Officer, www.finance.kerala.gov.in

Forwarded/By Order

Section Officer

9.14 കോൺഫിഡൻഷ്യൽ റിപ്പോർട്ടുകളിൽ പഞ്ചിംങ് സമ്പ്രദായ പ്രകാരമുള്ള സമയനിഷ്ഠ പാലിക്കുക എന്നത് സേവനം വിലയിരുത്തുന്നതിന് ഒരു മാനദണ്ഡമായി ഉൾപ്പെടുത്തേണ്ടതുണ്ടോ?

എ) ഉണ്ട്

ബി) ഇല്ല

സി) ഇല്ലെങ്കിൽ കാരണം

9.15 പൊതുജനങ്ങളോടുള്ള ജീവനക്കാരുടെ പെരുമാറ്റം തൃപ്തികരമാണോ; അല്ലെങ്കിൽ മെച്ചപ്പെടുത്താനുള്ള നിർദ്ദേശം?

9.16 ഏതെങ്കിലും ഗവൺമെന്റ് വകുപ്പുകളിൽ ജീവനക്കാരുടെ എണ്ണം ആവശ്യത്തിലധികമാണെന്ന് താങ്കൾക്ക് അഭിപ്രായമുണ്ടോ? എങ്കിൽ ഏതൊക്കെ?

9.17 ഏതെങ്കിലും ഗവൺമെന്റ് വകുപ്പുകളിൽ ജീവനക്കാർ ആവശ്യത്തിനില്ല എന്ന് തോന്നുന്നുണ്ടോ? എങ്കിൽ ഏതൊക്കെ?

9.18 ജീവനക്കാരുടെ പുനർവിന്യാസം ആവശ്യമെങ്കിൽ ഉചിതമായ മാർഗങ്ങൾ നിർദ്ദേശിക്കുക

കുറിപ്പ്: പൊതുജനങ്ങളിൽ നിന്നും താൽപര്യമുള്ള കക്ഷികളിൽ നിന്നും വിവരങ്ങൾ സ്വരൂപിക്കുകയാണ് ചോദ്യാവലി കൊണ്ട് ലക്ഷ്യമിടുന്നത്. ചോദ്യങ്ങളുടെ ഉള്ളടക്കമോ, ഭാഷയോ കമ്മീഷന്റെ വീക്ഷണം പ്രകടിപ്പിക്കുന്നില്ല.

www.keralapsctips.blogspot.in
www.keralagovernmentorederS.in

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No.77/TPRC/2014

X Pay Revision Commission
Vth Floor, Swaraj Bhavan,
Nanthencode,
Thiruvananthapuram-695003

Dated : 05.09.2014

42964

DIRECTORATE OF EMPLOYMENT AND TRAINING
24 SEP 2014
TVPM

From

Member Secretary
X Pay Revision Commission,

To

The Director
Industrial Training Dept
Thycaud Tvpm

Sir,

Sub: - X Pay Revision Commission – Furnishing details of Nodal Officers - Reg.

Ref : - Letter of even number dated 04.08.2014, 06.08.2014 and 14.08.2014

Inviting attention to the reference cited, I am to request to furnish the details of Nodal Officer (Pay Revision) immediately. You are requested to furnish the following details also.

1. The details of 2nd Gazetted post in your department earmarked for Kerala Administrative Service, if any.

2. Details of authorised service organisations concerning the Department.

Yours faithfully,

N.M. RAVEENDRAN
Joint Secretary

Approved For Issue

Section Officer

231 187 43557

പ്രേഷിതൻ

പി. രാജൻ

അസിസ്റ്റൻറ് സെക്രട്ടറി,

എസ്. സി. എസ്റ്റി.

സ്വാശ്രയ വികസന സമിതി,

തിരുവനന്തപുരം

സ്വീകർത്താവ്

ദ ചീഫ് സെക്രട്ടറി

സർ,

വിഷയം : സ്വ.പ.വ - ശമ്പളം പരിഷ്കരണം കുടിശ്ശിക നൽകുന്നതിന് സമർപ്പിക്കുന്ന അപേക്ഷ - സംബ.

ഞാൻ മുകളിൽ പരാമർശിക്കുന്ന ശമ്പള പരിഷ്കരണ കുടിശ്ശിക തുക അപേക്ഷയിൽ പ്രതിപാദിച്ച സ്ഥാപനത്തിലേക്ക് അടയ്ക്കുന്നതിനു വേണ്ട അധികൃത രേഖകൾ സഹിതം സ്വീകരിക്കണമെന്ന് താഴ്മയായി അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ

ഒപ്പ്

03/2/14

പി. രാജൻ

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പ്രേക്ഷിതൻ

പി.രാജൻ
അസിസ്റ്റന്റ് ഡയറക്ടർ,
വ്യാവസായിക പരിശീലന വകുപ്പ്
ആർ.ഐ സെന്റർ, ചാക്ക,
തിരുവനന്തപുരം.

സ്വീകർത്താവ്

ചെയർമാൻ
പത്താം ശമ്പളപരിഷ്ക്കരണ കമ്മിഷൻ,
സ്വരാജ് ഭവൻ, തിരുവനന്തപുരം

(മേലധികാരി മുഖാന്തിരം)

സർ,

വിഷയം;വ്യാവസായിക പരിശീലന വകുപ്പ് പത്താം ശമ്പളകമ്മിഷൻ മുമ്പാകെ സമർപ്പിക്കുന്ന ശുപാർശ - സംബന്ധിച്ച് -

പത്താം ശമ്പള കമ്മിഷൻ മുൻപാകെ സമർപ്പിക്കേണ്ട ശുപാർശ ചുവടെ ചേർക്കുന്നു.

വ്യാവസായിക പരിശീലന വകുപ്പിൽ നിലവിൽ അഞ്ച് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തിക ഉണ്ട്. ഈ തസ്തികയിൽ നിയമനം നടത്തുന്നത് പ്രിൻസിപ്പൾ ക്ളാസ് 1 തസ്തികയിൽ നിന്നും ഡിപ്പാർട്ട്മെന്റ് പ്രൊമോഷൻ കമ്മിറ്റി കൂടി സെലക്ട് ലിസ്റ്റ് തയ്യാറാക്കി അതിൽ നിന്നാണ്. എന്നാൽ നിലവിൽ പ്രിൻസിപ്പാൾ ക്ളാസ് 1 ന്റെയും ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിങ്ങിന്റെയും അസിസ്റ്റന്റ് ഡയറക്ടറുടേയും ശമ്പള സ്കെയിൽ ഒന്നാണ്. അതായത് 24040-38840. അതിനാൽ പ്രിൻസിപ്പൾ ക്ളാസ് 1 ൽ നിന്നും ഡിപ്പാർട്ട്മെന്റ് പ്രൊമോഷൻ കമ്മിറ്റി തയ്യാറാക്കുന്ന സെലക്ട് ലിസ്റ്റിൽ നിന്നും ഉദ്യോഗക്കയറ്റം ലഭിച്ച് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് ആകുന്ന ഉദ്യോഗസ്ഥന് പ്രൊമോഷന്റെ ആനുകൂല്യം ലഭിക്കുന്നില്ല. പലർക്കും ശമ്പളം നിർണയിക്കുമ്പോൾ സ്കെയിലിന്റെ മാക്സിമം സ്റ്റേജിൽ എത്തുന്നതിനാൽ തുടർന്നുള്ള വർഷങ്ങളിൽ ഇൻക്രിമെന്റ് ലഭിക്കുന്നതിനുള്ള സാദ്ധ്യത ഇല്ലാതാകുന്നു. ഈ അനോമലി പരിഹരിച്ച് പത്താം ശമ്പള കമ്മിഷൻ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്/അസിസ്റ്റന്റ് ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ പ്രിൻസിപ്പാൾ ക്ളാസ് 1 ന്റെ ശമ്പള സ്കെയിലിൽ നിന്നും ഉയർന്ന ഒരു സ്കെയിൽ നിശ്ചയിച്ച് പ്രൊമോഷന്റെ ആനുകൂല്യം ലഭിക്കത്തക്ക രീതിയിൽ- നൽകുന്നതിന് നടപടി സ്വീകരിക്കണം.

വ്യാവസായിക പരിശീലന വകുപ്പിലെ തന്നെ അക്കൗണ്ട്സ് ഓഫീസർ - 1 അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്, അക്കൗണ്ട്സ് ഓഫീസർ - 2 എന്നീ തസ്തികകളുടെ ശമ്പള സ്കെയിൽ ഒന്നാണെങ്കിലും പ്രസ്തുത തസ്തികകളിലെ സ്ഥാനക്കയറ്റ നിയമനത്തിന് ഫിക്സേഷൻ ബെനിഫിറ്റ് ലഭിക്കുന്നുണ്ട്.

കൂടാതെ വ്യാവസായിക പരിശീലന വകുപ്പിലെ ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ, സീനിയർ സൂപ്രണ്ട് തുടങ്ങിയ തസ്തികകൾക്ക് 20% ഹയർ ഗ്രേഡും ജൂനിയർ സൂപ്രണ്ട് തസ്തികയിൽ 25% ഹയർ ഗ്രേഡും നൽതാം ശമ്പള കമ്മിഷൻ അനുവദിച്ചിട്ടുണ്ട്. ഇത്തരം 20% ഹയർ ഗ്രേഡ് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിങ് തസ്തികയ്ക്കും അനുവദിക്കുന്നതിന് ശുപാർശ ചെയ്യുന്നു.

പി.രാജൻ 2/9/2

P. Rajan
Assistant Director
SMU, Directorate of Tral
Trivandrum

43557

689

പ്രേഷിതൻ

പി. രാജൻ

അസിസ്റ്റൻറ് സമാഹർത്താവ്,

എസ്. പി. കെ. ഡിവിഷൻ,

സ്റ്റേഷനാകി പ്രകാശനം സമൂഹ്,

തിരുവനന്തപുരം

സ്വീകർത്താവ്

റവന്യൂ ഡിവിഷൻ സമാഹർത്താവ്

സർ,

വിഷയം : സ്റ്റേ. പ. വ. ശമ്പളം പരിഷ്കരണം കമ്മീഷൻ

നൽകുന്നതിന് സമർപ്പിക്കുന്ന അപേക്ഷ - സംബന്ധം.

ഞാൻ മുകളിൽ പറഞ്ഞ ശമ്പളം പരിഷ്കരണ കമ്മീഷനു മുമ്പാകെ ഉടൻതന്നെ സ്ഥാപനത്തിലേക്ക് അഭിമുഖത്തിനു പോകുവാൻ വേണ്ട അവധി അനുവദിച്ചു തരുവാൻ താഴ്മയായി അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ

ഒപ്പ്
ഒക്ടോ 14
പി. രാജൻ

A7/37133/2014CD -235- 10/2014

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To,

The Secretary
X pay Revision Commission
V^th Floor, Swaraj Bhavan
Nanthencode
Thiruvananthapuram.

Sub - ITD-Estt - X^th pay revision commission - Furnishing details of 2nd Gazetted post and details of authorised service organisations reg.

Ref - (1) T/Our. Lr. No: 77/TPRC/2014 dated 5/09/2014
(2) T.O letter even no: dt 25/9/2014

3 Copy

Kind attention is invited to the reference cited. The details called for vide reference 1st above is furnished below

(1) The details of 2nd Gazetted post ~~in your department~~ for Kerala

(1) Accounts officers I
(2) Accounts officer II
(3) Administrative Assistant

P.T.O

(2) Details of authorised service organisations.

(1) Secretary
Association of Graduate Engineers
Nandini Sadanam
Ambalamukku, peroorkada. P.O
Thiruvananthapuram - 695005
Phone: 0471-2430499, 9447250281
E-mail: agekerala @ yahoo.co.in

(2) President
Kerala State Engineering diploma holders union
State committee: Govt Quarters No: 48/599
Rajiv Nagar Nalanchira
Karamana. P.O Thiruvananthapuram.
Phone No: 0471-2348762, 9446730686

(3) President
Non-Technical staff association
Nelattu, Saabhai Nagar
Karakulam. P.O Thiruvananthapuram.
695564 - PH NO 9447427412

(4) president
Kerala Industrial Training Department
Technical staff organisation
Lintu Nivas, chandanathope. P.O
Kollam 14
Phone No:- 9446787663, 9809558388

Seevakam
(5) Kerala state Industrial Training dept Instructional staff association
Central office, Jobin buildings, Estate Jn, Ettumanur - 686631

7/10/14 DT

A7/137138/2014 (2)

-237-

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To,

The Secretary,
X pay Revision Commission
Vth floor Swaraj Bhavan
Nanthencode
Thiruvananthapuram.

Sub - ITD-Estt - X pay Revision Commission -
Representation of associations forwarding of
reg.

Ref: SDR. No: 77/X PRC/2014 dt 4/8/14
of Member Secretary X PRC TVM
(2) Representation of Sri. P. Rajan
Assistant Director, Dte of Ty dt 25/8/14

Kind attention is invited to the reference 1st cited. The representation received from Sri. P. Rajan Assistant Director Dte. of Ty is ~~forwarded~~ endorsed h/w for specific consideration of the Xth Pay revision commission.

Enclo: as above

~~Representation~~

Copy to Sri P. Rajan. Asst. Director

Y. F
[illegible]
For DT

2401/2

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കേരള സർവ്വകലാശാല

അറിയിപ്പ്

ഡിഗ്രി പരീക്ഷയുടെ സപ്തംബർ - ഒക്ടോബർ മാസങ്ങളിലായി നടത്തിയ ഒന്നാം വർഷ ബി.കോം ഡിഗ്രി പരീക്ഷയിൽ ഓണനിയമപ്രകാരം ഉത്തരവായ പുനഃപരീക്ഷയുടെ ഫലം താഴെ ചേർക്കുന്നു.

പരീക്ഷാ സ്ഥാപനാധികാരിയുടെ (ഡീൻ) കത്ത്

നമ്പർ ഇ1/പരീക്ഷ/ഡി.എസ്.ഡബ്ല്യു/ബി.കോം.13ഓ/ഓ7/ഓണപ്പരീക്ഷ തിരുവനന്തപുരം, തീയതി: 11.11.87.

വിഷയം:-

11.11.87.

ഡിഗ്രിയിലെ ബാക്കിയുള്ള 30.7.87.4.8.87. തീയതി മിക്കവാറിലെ ഗ്രൂപ്പ്-1 പരീക്ഷയുടെ ഫലം പ്രസിദ്ധപ്പെടുത്തുന്നു.

...

ഉത്തരവ്

പ്രസ്തുത പരീക്ഷയ്ക്ക് ഹാജരായ വിദ്യാർത്ഥികളുടെ രജിസ്റ്റർ നമ്പർ/പേരു് ക്രമത്തിൽ താഴെ ചേർക്കുന്നു. ഓരോ വിഷയത്തിലും ജയിച്ചവരുടെ രജിസ്റ്റർ നമ്പർ മാത്രമേ ചേർത്തിട്ടുള്ളൂ. ഓരോ വിഷയത്തിലും ജയിച്ചവരുടെ രജിസ്റ്റർ നമ്പർ ക്രമത്തിൽ ഫലം പ്രസിദ്ധപ്പെടുത്തുന്നതിന് പരീക്ഷാ കൺട്രോളർ അധികാരപ്പെടുത്തിയിരിക്കുന്നു.

ഇതിനുമുമ്പ് പ്രസിദ്ധപ്പെടുത്തിയ ഫലത്തിൽ ഉൾപ്പെടാതെ പോയ വിദ്യാർത്ഥികളുടെ രജിസ്റ്റർ നമ്പർ ഈ ഫലത്തിൽ ചേർത്തിട്ടുണ്ടെങ്കിൽ അവർ ഇതിനുമുമ്പ് പരീക്ഷയ്ക്ക് ഹാജരായിട്ടുള്ള എല്ലാ വിഷയങ്ങളിലും ജയിച്ചിട്ടുള്ളവരാണെന്നു മനസ്സിലാക്കുക.

ഈ ഫലത്തിൽ ചേർത്തിട്ടുള്ള വിദ്യാർത്ഥികളുടെ ഏതെങ്കിലും വിഷയത്തിലുള്ള ഫലം ഇതിനുമുമ്പ് പ്രസിദ്ധപ്പെടുത്തിയ ഫലത്തിൽ ഏതെങ്കിലും പ്രസിദ്ധീകരണത്തിൽ ഏതെങ്കിലും വിഷയത്തിൽ ജയിച്ചതായി കാണുന്നുണ്ടെങ്കിൽ അവർ ആ വിഷയത്തിൽ ജയിച്ചിട്ടില്ലെന്നു മനസ്സിലാക്കുക.

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DEPARTMENT OF INDUSTRIAL TRAINING
(KERALA STATE)

No.A7/37133/2014(2)

KSHB,Santhinagar
Thiruvananthapuram-1
Dated 10.10.2014

From

The Director of Training

To

The Secretary
Xth Pay Revision Commission,
Vth Floor, Swaraj Bhavan,
Nanthencode,
Thiruvananthapuram.

Sir,

Sub:- Industrial Training Department –Establishment –Xth Pay Revision Commission- Representation of anomaly forwarding of- regarding:

Ref:- 1. Letter No.77/XPRC/2014 dated 04/08/2014 of Mamber Secretary XPRC Thiruvananthapuram.

2.Representation of Sri.P.Rajan Assistant Director, Directorate of Training dated 30/09/14.

Kind attention is invited to the reference cited. The representation received from Sri.P.Rajan Assistant Director of Directorate of Training is enclosed herewith for specific consideration of the Xth pay revision commission.

Yours faithfully,

For DIRECTOR OF TRAINING

Enclosure: As above

Copy to : Sri.P.Rajan, Assistant Director.

D :13/10/14

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DEPARTMENT OF INDUSTRIAL TRAINING
(KERALA STATE)

No.A7/37133/2014(1)

KSHB,Santhinagar
Thiruvananthapuram-1
Dated 10.10.2014

From

The Director of Training

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To

The Secretary
Xth Pay Revision Commission,
Vth Floor, Swaraj Bhavan,
Nanthencode,
Thiruvananthapuram.

Sir,

Sub:- Industrial Training Department –Establishment –Xth Pay Revision Commission-Furnishing details of 2nd Gazetted Post and details of authorised service organization- regarding:

Ref:- 1.I/Our Letter No.77/TPRC/2014 dated 05/09/2014.
2.T.O Letter even No. dated 25/09/14.

Kind attention is invited to the reference cited. The details called for vide reference Ist above is furnished below.

I. The details of 2nd Gazetted post.
   1. Accounts officer I
   2. Accounts Officer II
   3. Administrative Assistant

II. Details of authorised Service Organisations
   1. Secretary

      Association of Graduate Engineers

      Nandini Sadanam

      Ambalamukku, Perookada.P.O

      Thiruvananthapuram-695005

Phone: 0471-2430499, 9447250281

E-mail:agekerala@yahoo.co.in

2. President

   Kerala State Engineering diplomaholders Union

   State Committee, Govt.Quarter.No.48/599,

   Rajiv Nagar Melarannoor

   Karamana-P.O, Thiruvananthapuram.

   Phone No:0471-2348762, 9446730686

3. President

   Non-Technical Staff Association

   Meloottu, Sarabhai Nagar

   Karakulam.P.O, Thiruvananthapuram-695564

   PH:-9447427412.

4. President

   Kerala Industrial Training Department

   Technical Staff Organisation

   Lintu Nivas,Chandanathope.P.O

   Kollam-14.

   PH:-9446787663, 9809558388

5. Secretary

   Kerala State Industrial Training Department

   Instructional Staff Association,

   Central Office, Jobin buildings, Estate Junction,

   Ettumanoor-686631.

Yours faithfully,

For DIRECTOR OF TRAINING

D -10/10/14

-1-

2319

-247-

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കേരള സർക്കാർ

സംഗ്രഹം

വ്യാവസായിക പരിശീലന വകുപ്പ് - സ്റ്റേറ്റ് പ്രോജക്ട് ഇംപ്ലിമെന്റേഷൻ യൂണിറ്റ് (SPIU) - താല്ക്കാലിക തസ്തികകളുടെ കാലാവധി ദീർഘിപ്പിച്ച് / അവസാനിപ്പിച്ച് - ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും പുനരധിവാസവും (സി) വകുപ്പ്

സ.ഉ. (ആർടി) നം. 554/2014/തൊഴിൽ തിരുവനന്തപുരം, തീയതി 28.4.2014

പരാമർശം 1. 17.9.2008 ലെ സർക്കാർ ഉത്തരവ് (എ.കെ.എസ്) നം. 130/08/തൊഴിൽ.
2. 12.3.2010 ലെ സർക്കാർ ഉത്തരവ് (എം.എസ്) നം.36/2010/തൊഴിൽ
3. വ്യാവസായിക പരിശീലന വകുപ്പ് സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടറുടെ 19.11.2012-ലെ SPIU -2/3080.9/12 നമ്പർ കത്ത്.
4. വ്യാവസായിക പരിശീലന വകുപ്പ് സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടറുടെ 30.1.2014-ലെ SPIU -2/6478/13 നമ്പർ കത്ത്.

ഉത്തരവ്

ലോക ബാങ്ക് ധനസഹായത്തോടെ ഐ.ടി.ഐ. കളുടെ നിലവാരമുയർത്തി മികവിന്റെ കേന്ദ്രങ്ങളാക്കുന്ന കേന്ദ്രാവിഷ്കൃത പദ്ധതി ഐ.ടി.ഐ. കളിൽ നടപ്പാക്കുന്നതിന് മേൽനോട്ടം വഹിക്കുന്നതിന് താല്ക്കാലികമായി രൂപീകരിച്ചിട്ടുള്ള സ്റ്റേറ്റ് പ്രോജക്ട് ഇംപ്ലിമെന്റേഷൻ യൂണിറ്റ് (SPIU) - ൽ പരാമർശം 1 ലെയും പരാമർശം 2 - ലെയും സർക്കാർ ഉത്തരവുകൾ പ്രകാരം പ്രോജക്ട് പീരിയഡിലേയ്ക്ക് മാത്രമായി താല്ക്കാലികമായി സൃഷ്ടിച്ചിട്ടുള്ള ചുവടെ ചേർക്കുന്ന തസ്തികകൾക്ക്, പ്രോജക്ട് കാലാവധി 2014 നവംബർ മാസം 30 വരെ ദീർഘിപ്പിച്ച സാഹചര്യത്തിൽ, തുടർച്ചാനുമതി നൽകണമെന്ന് സൂചന 3. 4 കത്തുകൾ പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പ് സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ അഭ്യർത്ഥിക്കുകയുണ്ടായി.

തസ്തിക	എണ്ണം
1. അഡീഷണൽ സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ (അഡീഷണൽ ഡയറക്ടർ)	1
2. ഡെപ്യൂട്ടി ഡയറക്ടർ	1
3. സീനിയർ സൂപ്രണ്ട്	1
4. ജൂനിയർ സൂപ്രണ്ട്	2
5. യു.ഡി. ക്ലാർക്ക്	1
6. അസിസ്റ്റന്റ് ഡയറക്ടർ	1
7. എൽ.ഡി. ക്ലാർക്ക്	2
ആകെ	9

2. സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ച വ്യാവസായിക പരിശീലന കപ്പ് SPIU – ൽ പ്രോജക്ട് പീരിയഡിലേയ്ക്ക് മാത്രമായി പരാമർശം 1, 2 പ്രകാരം താല്ക്കാലികമായി സൃഷ്ടിച്ചിട്ടുള്ള തസ്തികകളിൽ ചുവടെ ചേർക്കുന്ന തസ്തികകളുടെ മാത്രം കാലാവധി 2011 നവംബർ 30 വരെ ദീർഘിപ്പിച്ച് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

1. അഡീഷണൽ സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ (അഡീഷണൽ ഡയറക്ടർ)	-	1
2. ജൂനിയർ സൂപ്രണ്ട്	-	1
3. എൽ.ഡി. ക്ലാർക്ക്	-	1
ആകെ	-	3

3. കൂടാതെ, തുടർച്ചാനുമതി നൽകാൻ കഴിയാത്ത സാഹചര്യത്തിൽ പരാമർശം 1, 2 പ്രകാരം SPIU – ൽ പ്രോജക്ട് പീരിയഡിലേയ്ക്ക് മാത്രമായി താല്ക്കാലികമായി സൃഷ്ടിച്ച ചുവടെ ചേർക്കുന്ന തസ്തികകളുടെ കാലാവധി അവസാനിപ്പിച്ചുകൊണ്ടും ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തസ്തിക	എണ്ണം
1. ഡെപ്യൂട്ടി ഡയറക്ടർ	1
2. സീനിയർ സൂപ്രണ്ട്	1
3. ജൂനിയർ സൂപ്രണ്ട്	1
4. യു.ഡി. ക്ലാർക്ക്	1
5. അസിസ്റ്റന്റ് ഡയറക്ടർ	1
6. എൽ.ഡി. ക്ലാർക്ക്	1
ആകെ	6

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)
സി. രാജേന്ദ്രൻ ചെട്ടിയാർ,
അണ്ടർ സെക്രട്ടറി.

ഡയറക്ടിനിംഗ് ഡയറക്ടർ/സ്റ്റേറ്റ് പ്രോജക്ട് ഡയറക്ടർ, വ്യാവസായിക പരിശീലന വകുപ്പ്, തിരുവനന്തപുരം.
പ്രിൻസിപ്പൽ അക്കൗണ്ടന്റ് ജനറൽ (ആഡിറ്റ്) കേരള, തിരുവനന്തപുരം.
അക്കൗണ്ടന്റ് ജനറൽ (എ ആന്റ് ഇ/ഡി.ബി. സെൽ) കേരള, തിരുവനന്തപുരം.
ധനകാര്യ വകുപ്പ് (നം.10950/H&L-B1/12/Fin, തീയതി 7.12.2012)
വിവര പൊതുജന സമ്പർക്ക വകുപ്പ് (ഗവ. വെബ് സൈറ്റിൽ നൽകുന്നതിനായി)
കരുതൽ ഫയൽ / ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം,

സെക്ഷൻ ഓഫീസർ

- 249 -

200

കേരള സർക്കാർ

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

നം. 23254/സി1/14/തൊഴിൽ

തിരുവനന്തപുരം
തീയതി 13.10.2014

DIRECTORATE OF EMPLOYMENT AND TRAINING
25 OCT 2014
THIRUVANANTHAPURAM

45881

ഗവൺമെന്റ് പ്രിൻസിപ്പൽ സെക്രട്ടറി.

Returned to Dept

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

മാഡം,

വിഷയം - ഐ.ടി.ഐ. ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പളവും തസ്തികാ പേരുകളും പുതുക്കി നിശ്ചയിക്കുന്നത് - സംബന്ധിച്ച്.

സൂചന – കേരള ഐ.ടി.ഐ. ടീച്ചിംഗ് സ്റ്റാഫ് അസോസിയേഷൻ 7.6.2014-ൽ ബഹു. മുഖ്യമന്ത്രിയ്ക്ക് സമർപ്പിച്ച നിവേദനം

സൂചനയിൽ പരാമർശിച്ചിരിക്കുന്ന നിവേദനത്തിന്റെ പകർപ്പ് താങ്കളുടെ റിപ്പോർട്ടിനായി അയയ്ക്കുന്നു.

വിശ്വസ്തതയോടെ,
സി. രാജേന്ദ്രൻ ചെട്ടിയാർ,
അണ്ടർ സെക്രട്ടറി.
പ്രിൻസിപ്പൽ സെക്രട്ടറിയ്ക്കുവേണ്ടി

അംഗീകാരത്തോടെ,

സെക്ഷൻ ഓഫീസർ.

C 23254
24 SEP 2014

2517/14/CM 20904

201

426/M(ഗ്രൂപ്പ്)/VIP/2014.

Min. (Labour)
please see

ബഹുമാനപ്പെട്ട കേരള സംസ്ഥാന മുഖ്യ മന്ത്രി ശ്രീ ഉമ്മൻ ചാണ്ടി അവർകൾ
മുൻപാകെ കേരള ഹൈടിഐ ടീച്ചിംഗ് സ്റ്റാഫ് അസോസിയേഷൻ
സമർപ്പിക്കുന്ന അപേക്ഷ

OOMMEN CHANDY
Chief Minister
Kerala

GOVT SECTT
TVPM.

THE CHIEF MINISTER
KERALA
THIRU

സാർ
വിഷയം : ഐ ടി ഐ ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പളവും തസ്തികാ പേരുകളും പുതുക്കി നിശ്ചയിക്കുന്നതിലേക്ക്.

Incipal Secretary
Examine

ഡയറക്ടർ ജനറൽ ഓഫ് എംപ്ലോയ്മെന്റ് & ട്രെയിനിംഗിന്റെ D G E T 19 (4)2011 cd -pt (1) (1.06.2013/19.06 .2013/25.06.2013) നമ്പർ കത്ത് പ്രകാരം ഐടിഐ കളിലെ സിലബസ്സുകൾ സമഗ്രമായി പരിഷ്കരിക്കുകയും 2013 ആഗസ്റ്റ് 1 മുതൽ എല്ലാ ഐടിഐ കളിലും സെമസ്റ്റർ സമ്പ്രദായം ആരംഭിക്കുകയും ചെയ്തിട്ടു . പരിഷ്കരിച്ച സിലബസ്സിനൊപ്പം ഐടിഐ ഇൻസ്ട്രക്ടർമാരുടെ പ്രവേശന തസ്തികയായ ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ യോഗ്യതയിൽ മാറ്റം വരുത്തുകയും ചെയ്തിട്ടുള്ളതാണ്. ബന്ധപ്പെട്ട ശാഖയിൽ എഞ്ചിനീയറിംഗ് ഡിപ്ലോമയും D G E T യുടെ ഒരു വർഷത്തെ ഇൻസ്ട്രക്ടർ ട്രെയ്നിങ്ങും അല്ലെങ്കിൽ എസ്എസ്എൽസിയും നാഷണൽ ട്രേഡ് സർട്ടിഫിക്കറ്റും അതിനുശേഷം പ്രസ്തുത ട്രേഡിൽ 3 വർഷത്തിൽ കുറയാത്ത തൊഴിൽ പരിചയവും ഒരു വർഷത്തെ ട്രെയ്നിങ്ങും ആയിരുന്നു മുൻപു ായിരുന്ന ജൂനിയർ ഇൻസ്ട്രക്ടർ മാരുടെ യോഗ്യതയായിരുന്നതെങ്കിൽ അത് നിലവിൽ D G E T ഇൻസ്ട്രക്ടർ തസ്തികയിലേക്ക് നിശ്ചയിക്കുന്ന ആദ്യ യോഗ്യത തന്നെ എഞ്ചിനീയറിംഗ് ഡിഗ്രിയും ഒരു വർഷത്തെ തൊഴിൽ പരിചയവും D G E T യുടെ ഒരു വർഷത്തെ C T I ഇൻസ്ട്രക്ടർ ട്രയിനിംഗും ആയി പരിഷ്കരിച്ചിരിക്കുന്നു. മാത്രമല്ല D G E T പ്രകാരം ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയുടെ പേര് 'വൊക്കേഷണൽ ഇൻസ്ട്രക്ടർ' എന്നാണ്. കേരളത്തിലെ ഒമ്പതാം ശമ്പള കമ്മീഷൻ ഉത്തരവ് പ്രകാരം എഞ്ചിനീയറിംഗ് ഡിഗ്രി മാത്രം യോഗ്യത ആയുള്ള അദ്ധ്യാപക തസ്തികയുടെ ഏറ്റവും താഴെയുള്ള ശമ്പള സ്കെയിൽ 19240 32210 ആകവേ നിലയിൽ ഐടിഐ ഇൻസ്ട്രക്ടർമാരുടെ തസ്തിക മാറ്റം കേരളത്തിൽ നടപ്പിലാക്കാത്തത് മൂലം അത് 13640 22360 ആണ് എന്നത് സങ്കടകരമായാ വസ്തുതയാണ്. 2014 ജനുവരിയിൽ എഞ്ചിനീയറിംഗ് കോളേജ് അദ്ധ്യാപകരുടെ യോഗ്യത ബി ടെകിൽ നിന്നും എം ടെക്കിലേക്ക് മാറ്റുന്നതിനു സർക്കാർ എക്സിക്യൂടീവ് ഉത്തരവിലൂടെ മാറ്റിയിരുന്നു. സമാന നടപടികളിലൂടെ സർക്കാർ ഐടിഐ ജീവനക്കാരുടെ തസ്തിക മാറ്റത്തിലും ഇടപെടണമെന്നാണ് ജീവനക്കാർ അപേക്ഷിക്കുന്നത്.

ഐടിഐ ജീവനക്കാരുടെ നിലവിലുള്ള തസ്തികകളിൽ D G E T യുടെ പരിഷ്കരിച്ച നടപടികളുടെ അടിസ്ഥാനത്തിൽ സ്പെഷൽ റൂൾ പരിഷ്കരിക്കുകയോ പിഎസ്സി ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയിൽ മാറ്റം വരുത്തുകയോ ചെയ്താൽ മാത്രമേ ഐടിഐ കളിൽ ഒഴിവു വരുന്ന തസ്തികകളിൽ പുതിയ നിയമനങ്ങൾ നല്കാൻ കഴിയൂ സ്പെഷൽ റൂൾ പരിഷ്കരിക്കുകയോ പിഎസ്സി ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയിൽ മാറ്റം വരുത്തുകയോ ചെയ്യുന്നതിനൊപ്പം പ്രവേശന തസ്തികയായ ജൂനിയർ ഇൻസ്ട്രക്ടർ, സീനിയർ ഇൻസ്ട്രക്ടർ, ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ, എന്നീ തസ്തികകളുടെ ശമ്പള സ്കെയിലും തസ്തികകളുടെ പേരുകളും പുതുക്കിയ യോഗ്യതക്കനുസരിച്ച് പരിഷ്കരിക്കേണ്ടിയിരിക്കുന്നു. കേരളത്തിലെ വിവിധ വിദ്യാഭ്യാസ മേഖലയിലെ മറ്റു അദ്ധ്യാപകരിൽ നിന്ന് വിഭിന്നമായി തുടർച്ചയായി 8 മണിക്കൂർ അദ്ധ്യയന സമയവും ആഴ്ചയിൽ 6 ദിവസം പ്രവർത്തി ദിവസവും ഐടിഐ ഇൻസ്ട്രക്ടർമാർ ജോലി ചെയ്യുന്നുണ്ട്. യാതൊരു തരത്തിലുള്ള വെക്കേഷനും ഐടിഐ ഇൻസ്ട്രക്ടർമാർക്ക് നിലവിൽ അർഹതയില്ല, മറ്റു അധ്യാപകരെക്കാൾ ഇരട്ടിയിലധികം സമയം ജോലി സമയവും ശമ്പളം പകുതിയോളം കുറവും. തിയറി ക്ലാസ്സുകളും അപകട സാധ്യതകളുള്ള യന്ത്രോപകരണങ്ങൾ ഉപയോഗിച്ച് കൊ ുള്ള പ്രായോഗിക പരിശീലന ക്ലാസ്സുകളും ആവശ്യമായ അസംസ്കൃത വസ്തുക്കളുടെ ചുമതലയും പഠനവുമായി ബന്ധപ്പെട്ട എല്ലാ മേഖലകളും ദിനം പ്രതി കൈകാര്യം ചെയ്യേ തും ഒരേ സമയം ചെയ്യേ ഇൻസ്ട്രക്ടർമാരുടെ ഭാരിച്ച ഉത്തരവാദിത്വങ്ങൾ ആണ്. 2008 മുതൽ ഒരു ട്രേഡ് യൂണിറ്റിൽ വിദ്യാർത്ഥികളുടെ പ്രവേശനം 20 ശതമാനം വർദ്ധിപ്പിക്കുകയും ചെയ്തിരിക്കുന്നു. മെരിറ്റ് അടിസ്ഥാനത്തിൽ എസ്എസ്എൽസി മുതൽ ഡിഗ്രി പൂർത്തിയായവർ വരെ പ്രവേശനം നേടുന്ന ഉയർന്ന പ്രാധാന്യമുള്ള മേഖല ആയിട്ടും ഐടി ഐ ഇൻസ്ട്രക്ടർമാരുടെ സ്കെയിൽ നിശ്ചയിക്കുമ്പോൾ ഒരു മാനദണ്ഡവും കഴിഞ്ഞ സർക്കാരുകൾ പാലിച്ചതായി കാണാൻ ആവില്ല. കേരള സർക്കാറിന്റെ തന്നെ 'പട്ടിക ജാതി വികസന കോർപ്പറേഷന്റെ ഐടിസികളിലെ സമാന യോഗ്യതയുള്ള ഇൻസ്ട്രക്ടർമാരുടെ രണ്ടാമത്തെ പ്രമോഷൻ തസ്തികയായ 'ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് ' തസ്തിക വളരെ മുന്നേ തന്നെ ഗസറ്റഡ് റാങ്കിലേക്ക് ഉയർത്തിയിട്ടുള്ളതാണ്. പൂർണ്ണമായും കേന്ദ്ര സർക്കാറിന്റെ നിർദ്ദേശത്തിന്റെ മാത്രം അടിസ്ഥാനത്തിൽ

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പ്രവർത്തിക്കുന്ന ഐടിഐ ഇൻസ്ട്രക്ടർമാർക്ക് കേന്ദ്ര സ്കെയിൽ നൽകണമെന്ന ഹൈക്കോടതി വിധിയും (WPC (No)31765 of 2005, 2811 2005) ഇത് വരെ പരിഗണിച്ചില്ല. 2004 ലെ ശമ്പള കമ്മീഷൻ റിപ്പോർട്ടിലെ പരാമർശത്തിൽ മാത്രം ഒതുങ്ങി നിന്നു. (Page 228 para 5.34.5). D G E T ശമ്പള സ്കെയിൽ കേരള മൊഴികെ മിക്ക സംസ്ഥാനങ്ങളും നടപ്പിലാക്കിയപ്പോൾ ഇവിടെ അതിനടുത്ത സ്കെയിൽ പോലും പ്രഖ്യാപിച്ചില്ല. പി ഡബ്ലിയു ഡി, ഇറിഗേഷൻ, മോട്ടോർ വെഹിക്കിൾ, ഹൌസിംഗ് ബോർഡ്, വാട്ടർ അതോറിറ്റി, കെഎസ്ആർടിസി, കെഎസ്ഇബി , മുൻസിപ്പൽ സർവ്വീസ് തുടങ്ങി മറ്റു സാങ്കേതിക വകുപ്പുകളിലും സ്ഥാപനങ്ങളിലും ഐടിഐ കളിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർ മാരുടെ സമാനപദവി യിലുള്ളവർക്ക് ആദ്യ പ്രമോഷൻ തന്നെ ഗസറ്റഡ് റാങ്ക് ലഭിക്കുമ്പോൾ ഇൻസ്ട്രക്ടർ ട്രെയ്നിംഗ് യോഗ്യത അധിമു ായിട്ടും ര ു പ്രമോഷൻ ലഭിച്ചാലും ഗസറ്റഡ് റാങ്ക് ലഭിക്കുന്നില്ല. 1973 മുതൽ ശമ്പള പരിഷ്കരണത്തിലും മറ്റു ആനുകൂല്യങ്ങളിലും മറ്റു വകുപ്പുകൾക്ക് ലഭിച്ചത് പോലെ ഐടിഐകൾക്ക് ലഭിച്ചിട്ടില്ലാ എന്നും പരീക്ഷാ ഡ്യൂട്ടിക്കും മറ്റു പ്രവർത്തനങ്ങൾക്കും നിയോഗിക്കപ്പെടുമ്പോൾ ലഭിക്കുന്ന അലവൻസും തുലോം കുറവാണെന്നും ആർക്കും ആദ്യ പരിശോധനയിൽ തന്നെ കാണാനാവുന്നതാണ്. ജോലി ഭാരം കൂടുതലും തുച്ഛമായ ശമ്പള സ്കെയിലും കാരണം നിരവധി വർഷം സർവീസ് ഉള്ളവർ പോലും ജോലി ഉപേക്ഷിച്ച് മറ്റ് തൊഴിൽ മേഖല കെ ത്തുന്നതിനുള്ള ശ്രമത്തിലാണ്. നിരവധി പേർ ഇതിനകം തന്നെ മാറി പോയിരിക്കുന്നു എന്ന ദുരവസ്ഥയും ഉ ്. കേരളത്തിലെ ഏറ്റവും കൂടുതൽ അവഗണ ഏറ്റു വാങ്ങേ 1 വന്ന ഒരു വിഭാഗം എന്ന പരിഗണന നൽകി സർക്കാർ അടിയന്തിരമായി ഐടിഐ ജീവനക്കാരുടെ തസ്തിക മാറ്റത്തിലും ശമ്പള സ്കെയിൽ പരിഷ്കരണത്തിലും ഇടപെടണമെന്നു ഐടിഐ ജീവനക്കാർ അപേക്ഷിക്കുന്നു. ഐടിഐ കളിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർ, സീനിയർ ഇൻസ്ട്രക്ടർ, ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ എന്നീ വിഭാഗങ്ങൾ പോലെ തന്നെ അവഗണന ഏറ്റുവാങ്ങുന്നവരാണ് പ്രിൻസിപ്പാൾ, വൈസ് പ്രിൻസിപ്പാൾ/പ്രിൻസിപ്പാൾ ക്ളാസ് 2/ട്രെയിനിംഗ് ഓഫീസർ/ ട്രേഡ് ടെസ്റ്റ് ഓഫീസർ, വർക്ക് ഷോപ്പ് അറ്റന്റർ എന്നീ തസ്തികയിലുള്ളവരും സർക്കാർ അവഗണന അനുഭവിക്കേ 1 വരുന്നവരാണ്.

ആയതിനാൽ മേൽ പറഞ്ഞ വസ്തുതകളുടെ അടിസ്ഥാനത്തിൽ സംസ്ഥാനത്തെ ഐടിഐ ജീവനക്കാരുടെ ആവശ്യങ്ങളായ ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പള സ്കെയിൽ സംസ്ഥാനത്തെ ബി.ടെക് അടിസ്ഥാനയോഗ്യതയുള്ള തസ്തികകളുടെ സ്കെയിലിന് തുല്യമാക്കി 15240 32210 ആയി ഉയർത്തണമെന്നും, ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പള സ്കെയിലിന് ആനുപാതികമായി സീനിയർ ഇൻസ്ട്രക്ടർ, പ്രിൻസിപ്പാൾ, വൈസ് പ്രിൻസിപ്പാൾ/പ്രിൻസിപ്പാൾ ക്ളാസ് 2/ട്രെയിനിംഗ് ഓഫീസർ/ ട്രേഡ് ടെസ്റ്റ് ഓഫീസർ, വർക്ക് ഷോപ്പ് അറ്റന്റർ എന്നീ തസ്തികയിലുള്ളവരുടെ ശമ്പളസ്കെയിലും പരിഷ്കരിക്കാനുള്ള സത്വര നടപടികൾ അങ്ങയുടെ ഭാഗത്തുനിന്നും സ്വീകരിക്കണമെന്ന് താഴ്മയായി അപേക്ഷിക്കുന്നു.

എന്ന്,
വിശ്വസ്തതയോടെ

പോൾസൺ പാട്രിക്
പ്രസിഡന്റ്
9249288559

പി.കെ നാഗേഷ്കുമാർ
ജനറൽ സെക്രട്ടറി
9037848644

സ്ഥലം : തിരുവനന്തപുരം
തീയതി : 07.06.2014

E7/37138/2014 255 12/17

203

To,

The Secretary
X^th pay Revision commission
V^th Floor Swaraj Bhavan
Vazhuthacaud
Thiruvananthapuram.

Sub - LTD-Estt - X^th pay Revision commission - Representation of anomaly - forwarding of reg.

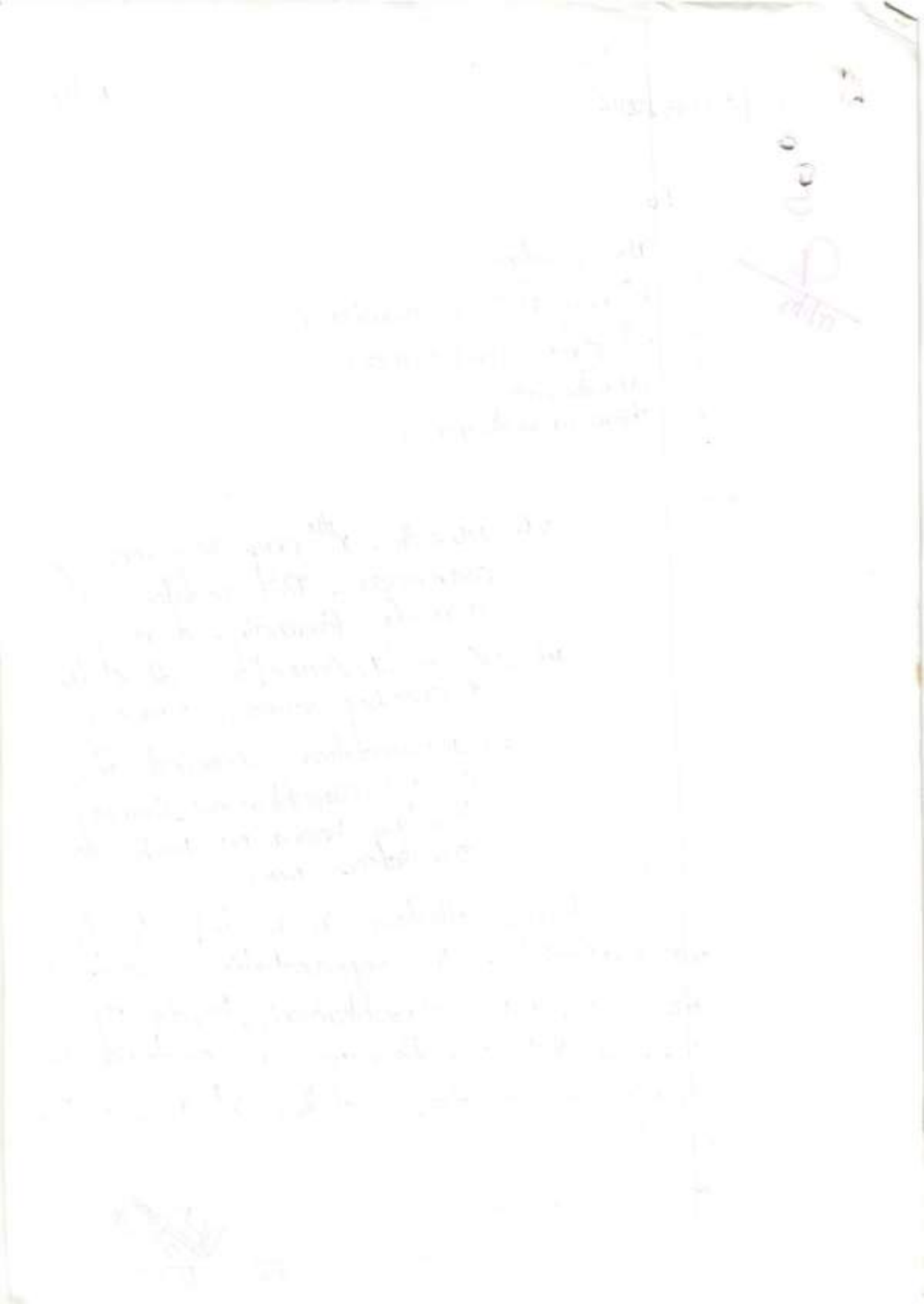
Ref :- (1) Kg. No: 77/XPRC/2014 dt 4/8/14 of member Secretary XPRC Tvm

(2) Representation received from Sri. P.K. Vijayakumar, General Secretary Kerala ITI teaching staff Association Tvm.

Kind attention is invited to the reference cited. The representation received from Sri. P.K. Vijayakumar, Kerala ITI Teaching staff Association Tvm is enclosed for specific consideration of the Xth pay revision commission

Enclosure - as above

For DT



/ 257 /

INDUSTRIAL TRAINING DEPARTMENT
(KERALA STATE)

A7/37133/2014

K.SH.B, Santhinagar,
Thiruvananthapuram,
Dated: 07.01.2015.

204

The Director of Training.

The Secretary,
Xth Pay Revision Commission,
Vth Floor Swaraj Bhavan,
Nanthancode, Thiruvananthapuram.

Sir,

Sub:- Industrial Training Department - Directorate of Training
- Establishment – Xth Pay Revision Commission
- Representation of anomly-forwarding of regarding.

Ref:- 1. Letter No: 77/XPRC/2014 dated:04/08/14 of member of Secretary XPRC, Thiruvananthapuram.
2. Representation received for Sri.P.K.Nageshkumar, General Secretary, Kerala ITI Teaching Staff Association, Thiruvananthapuram

****

Kind attention is invited to the reference 1st cited. The representation received from Sri. P.K. Nageshkumar, Kerala ITI Teaching Staff Association, Thiruvananthapuram is enclosed for specific consideration of the Xth Pay Revision Commission.

Yours faithfully,

for Director of Training

Encl:- As above.

S.17.1.15. An.

19/1/2015

എ7/37133/2014

259

To,

205

ശ്രീ ബിപിൻ തങ്കപ്പൻ,
ഞെട്ടിലും നെടുമുടിയും (വി)
മുഹ് നിരുവനന്തപുരം.

R

2/1/15

2(a)(i)

വിഷയം - വ്യാപാരവസ്തു - ഹിന്ദു -
ഉൽപ്പന്നങ്ങളുടെ ഞെട്ടിലും
ഇതര പേരുകളും ചേർക്കുന്നു
സംബന്ധിക്കുന്ന അറിയിപ്പ്.

സൂചന :- 18/10/2014 ലെ 33854/C1/14/
ഞെട്ടിൽ നമ്പർ

സൂചന പ്രകാരം ഞെട്ടിലും ഇതര പേരുകളും ചേർക്കുന്നതിനായി താങ്കൾ സമർപ്പിച്ച അപേക്ഷ പരിശോധിച്ചതിൽ താങ്കൾ ഉൽപ്പന്നങ്ങളുടെ ഞെട്ടിലും ഇതര പേരുകളും ചേർക്കുന്നതിന് ഈ വകുപ്പിന് യാതൊരു വിരോധവുമില്ലെന്ന് അറിയിക്കുന്നു.

ഒപ്പ്
ഡെപ്യൂട്ടി കമ്മീഷണർ
ഞെട്ടിലും നെടുമുടിയും (വി)

19/1/15

19/1/15

(59)

-261-

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GOVERNMENT OF kERALA

Office of the X Pay Revision Commission,
5th Floor, 'Swaraj Bhavan',
Thiruvananthapuram.

No. 329/TPRC-A1/2015

Dated: 13.04.2015

From

The Member Secretary,
10th Pay Revision Commission-2014.

12399

To

Smt.A. Shainamol, IAS,
Director,
Industrial Training.

Sir,

Sub: - X Pay Revision Commission- Discussion with the Heads of Department - Reg.

The Tenth Pay Revision Commission has concluded its discussions with the Employees Organisations of the State. The Commission would like to know the views of the respective Heads of Department on various demands raised by the Organisations. The Commission therefore like to have a discussion with you on the following date and time. Kindly make it convenient to attend the discussion.

Venue :- Chamber of Justice C.N. Ramachandran Nair
Hon Chairman, X Pay Revision Commission.

Date & Time :- 24/04/2015 10.15 a.m.

Yours faithfully,

T.S. SHEEJA
Additional Secretary to Govt.
For Member Secretary

20.4

Approved for issue

Section Officer

21/4/15

Meeting with Heads of Department on 20/04/2015 - 30/04/2015

Sl.No	Name of Department	Date & Time
1	Agriculture	20/04/2015 10.30 a.m.
2	Animal Husbandry	20/04/2015 11.00 a.m.
3	Archeology	20/04/2015 11.30 a.m.
4	Archives	20/04/2015 12.00 noon
5	Ayurveda Medical Education	20/04/2015 2.15 p.m.
6	Backward Communities Development Department	20/04/2015 2.45 p.m.
7	State Central Library	20/04/2015 3.15 p.m.
8	Chemical Examiner's Laboratory	20/04/2015 3.45 p.m.
9	Commercial Taxes	21/04/2015 10.15 a.m.
10	Collegiate Education	21/04/2015 11.00 a.m.
11	Dairy Development	21/04/2015 11.30 a.m.
12	Civil Supplies Department	21/04/2015 12.00 noon
13	Registrar of Co-operative Societies	21/04/2015 2.15 p.m.
14	Drugs Control	21/04/2015 2.45 p.m.
15	Economics and Statistics	21/04/2015 3.15 p.m.
16	Excise	21/04/2015 3.45 p.m.
17	Education	22/04/2015 10.15 a.m.
18	Higher Secondary Education	22/04/2015 10.45 a.m.
19	Fire and Rescue Service	22/04/2015 11.30 a.m.
20	Electrical Inspectorate	22/04/2015 12.00 noon
21	Factories and Boilers	22/04/2015 2.15 p.m.
22	Vocational Higher Secondary Education	22/04/2015 2.45 p.m.
23	Fisheries	22/04/2015 3.15 p.m.
24	Forest	22/04/2015 3.45 p.m.
25	Food Safety Commissionerate	23/04/2015 10.30 a.m.
26	Ground Water	23/04/2015 11.00 a.m.
27	Health Services	23/04/2015 11.30 p.m.

28	Harbour Engineering	23/04/2015 12.00 noon
29	Irrigation (Admn)	23/04/2015 2.15 p.m.
30	Insurance Medical Services	23/04/2015 2.45 p.m.
31	State Insurance	23/04/2015 3.15 p.m.
32	Information and Public Relations	23/04/2015 3.45 p.m.
33	Industrial Training	24/04/2015 10.15 a.m.
34	Industries and Commerce	24/04/2015 10.45 a.m.
35	Indian Systems of Medicine	24/04/2015 11.15 a.m.
36	Hydrographic Survey Wing	24/04/2015 11.45 a.m.
37	Jail	24/04/2015 2.15 p.m.
38	Land Revenue Commissionerate	24/04/2015 2.45 p.m.
39	Kerala Institute for Research, Training and Development Studies of Scheduled Castes and Schedules Tribes (KIRTHADS)	24/04/2015 3.15 p.m.
40	Land Board	24/04/2015 3.45 p.m.
41	Local Fund Audit	27/04/2015 10.15 a.m.
42	Medical Education	27/04/2015 10.45 a.m.
43	Mining and Geology	27/04/2015 11.15 a.m.
44	Motor Vehicles	27/04/2015 11.45 a.m.
45	Lotteries	27/04/2015 2.15 p.m.
46	Land Use Board	27/04/2015 2.45 p.m.
47	Labour Commissionerate	27/04/2015 3.15 p.m.
48	Legal Metrology	27/04/2015 3.45 p.m.
49	Museums and Zoos	28/04/2015 10.15 a.m.
50	NCC	28/04/2015 10.45 a.m.
51	National Employment Service (Kerala)	28/04/2015 11.15 a.m.
52	Panchayat	28/04/2015 11.45 a.m.
53	Printing	28/04/2015 2.15 p.m.
54	Public Works Department (Admn)	28/04/2015 2.30 p.m.
55	Water Transport	28/04/2015 2.45 p.m.

56	ainik Welfare Department	28/04/2015 3.15 p.m.
57	Police	29/04/2015 10.15 a.m.
58	Port	29/04/2015 10.45 a.m.
59	Scheduled Tribes Development	29/04/2015 11.15 a.m.
60	Social Justice	29/04/2015 11.45 a.m.
61	Registration	29/04/2015 2.15 p.m.
62	Soil Survey and Soil Conservation	29/04/2015 2.45 p.m.
63	Sports and Youth Affairs	29/04/2015 3.15 p.m.
64	Stationery	29/04/2015 3.45 p.m.
65	Rural Development Commissionerate	30/04/2015 10.15 a.m.
66	Survey and Land Records	30/04/2015 10.45 a.m.
67	Technical Education	30/04/2015 11.15 a.m.
68	Scheduled Caste Development	30/04/2015 11.45 a.m.
69	Town and Country Planning	30/04/2015 2.15 p.m.
70	Tourism	30/04/2015 2.45 p.m.
71	Treasury	30/04/2015 3.15 p.m.
72	Urban Affairs	30/04/2015 3.45 p.m.
73	Kerala Public Service Commission	30/04/2015 4.00 p.m.

എസ്/ 87133 /2014 — 269 — 24/4/15

To

മെമ്പർസെക്രട്ടറി

10-ാം കേരള കമ്മീഷൻ 2014

ഗ്രൗണ്ട് ഫ്ലോർ V^th Floor

തിരുവനന്തപുരം

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വിഷയം- വ്യ:പ:വ- ജീവനക്കാരും -
10-ാം കേരള കമ്മീഷൻ
ശുപാർശ അംഗീകരിച്ചു:

സൂചന ÷ 13/4/2015 ലെ 629/TPRC -
01/2015 നമ്പർ കത്ത്.

സൂചനയിലേക്ക് ആദരപൂർവ്വം ശ്രദ്ധ ക്ഷണിക്കുന്നു. വിഷയത്തിൽ പ്രകാരം 24/04/2015 - ൽ ബഹു: കേരള കമ്മീഷൻ ചെയർമാനുമായുള്ള ചർച്ചയിൽ നിർദ്ദേശത്തിന്റെയടിസ്ഥാനത്തിൽ താഴെ പറയുന്ന ശുപാർശകൾ പരിഗണനയ്ക്കായി സമർപ്പിക്കുന്നു.

1. Accounts officers II, Administrative Assistant, Accounts officers I തസ്തികയിലെ അനധികൃത ഹാജർ ക്രമപ്പെടുത്തുന്നതിനായി ഓഫീസ് :—

211

ഈ വകുപ്പിൽ വേർ തന്നെ
ഏതെങ്കിലും ഒരാൾ തെറ്റിദ്ധരിച്ചാൽ നിലവി-
ലുണ്ട്. ഈ (AO II (1) AA-1, AO II-1)
തിനിടയിൽ ഭൂമിയുടെ തരംതിരിവിൽ നിന്നും
വേർ തരംതിരിവിലേക്ക് ഉദ്യോഗക്കയറ്റം ലഭിക്കുന്ന്
Special Rule പ്രകാരം

feeder തസ്തിക: തിനിടയിൽ ഭൂമിയുടെ

↓

അക്കൗണ്ടന്റ് ഗ്രേഡ് II

↓

അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്

↓

അക്കൗണ്ടന്റ് ഗ്രേഡ് I

ഉദ്യോഗക്കയറ്റം തരംതിരിവിലൂടെയാണെങ്കിൽ പോലും
ഒരേ ശമ്പള നിരക്കാണ് നിലവിലുണ്ടായിരുന്നത് (21240-37040)
അതിനാൽ അക്കൗണ്ടന്റ് ഗ്രേഡ് II ന്റെ
ശമ്പള നിരക്ക് ₹. 20240-36140 എന്ന
നിരക്കിലും, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന്
₹. 21240-37040 നിരക്കിലും, അക്കൗണ്ടന്റ്
ഗ്രേഡ് I ന്റെത് ₹ 22960-37940 നിരക്കിലും
നിശ്ചയിച്ചു നൽകുന്നതിന് ഈ ചാർട്ട് ചേർക്കുന്നു.
Special Rule ന്റെ പകർപ്പ് ഇതോടൊപ്പം
ചേർക്കുന്നു.

212.

4) Inspector of Training

ക്ലർക്കിന്റെ ഇൻക്രിമെന്റ് ~~(2040-3840)~~ രണ്ടു ലോണുകളുടെ തവണ തിരിച്ചടവ് കൂടി കിഴിച്ച് 3) രണ്ട് തവണകൾക്കും ഒരേ തുക വരുത്തുന്ന (2040-3840) നിലവിലുണ്ട്. 3) രണ്ടിന്റെ ~~(2180-4360)~~ ~~(2110-4440)~~ നിരക്ക് അനുവദിച്ച് തെറ്റിക്കുവാൻ ഉത്തരവ് ചെയ്തു. തുടർന്ന് തെറ്റിക്കുവാൻ ഉത്തരവ് ചെയ്തു. Rule 5 Spl. Rule ഇൻക്രിമെന്റ് സംബന്ധിച്ചുള്ളതാണ്.

11) LD storekeeper, UD storekeeper തസ്തികയിൽ 1:1

ഈ വകുപ്പിൽ 77 സബ് സ്റ്റോറുകളിലായി 21 UD storekeeper, 65 LD storekeeper തസ്തികയിലാണ് നിലവിലുള്ളത്. UD storekeeper തസ്തികയിലേക്ക് ഉദ്യോഗക്കയറ്റം ജനറലായതിനാൽ LD storekeeper, UD storekeeper തസ്തികയിൽ 1:1 എന്ന തോതിൽ പുനഃക്രമീകരിക്കുന്നതിന് വേണ്ട നടപടി സ്വീകരിക്കുവാൻ ഉത്തരവ് ചെയ്യുന്നു. Special rule ഉടൻ തന്നെ ചെയ്യുന്നതാണ്.

UD storekeeper തസ്തികയിൽ നിലവിൽ ഉദ്യോഗക്കയറ്റം

പ്രത്യേകമായതിനാൽ 5) തൊഴിലാളിക്ക്
നിലവിലുള്ള 21 ജീവനക്കാരിലെ 25%
ജീവനക്കാർക്ക് ഹൈക്കോർട്ടിന്റെ അപ്പീൽ
നിരക്കിൽ (1:2520) ratio promotion
അനുവദിക്കാനാകുന്ന ഈ പാർശ്വപ്പെടുത്തൽ.

Administrative officer: (1) (Non-secretariate) Post
Employment Exchange (2) Dept) ന്നതിൽ Bi transfer വഴി
നേരിട്ട് നിയമിക്കപ്പെടുന്ന ഉദ്യോഗസ്ഥർക്ക് Special Rule വഴി
ഉദ്യോഗക്കയറ്റം ലഭ്യമല്ല. ഈ പോസ്റ്റ് Probation കഴിയുന്ന മുറയ്ക്ക്
S.A തിനുവേണ്ട Advo. ആയി നിയമിക്കപ്പെടുന്നു. മറ്റ് അസിസ്റ്റന്റ് തസ്തികയിൽ നിന്ന്
ഈ തസ്തികയിലേക്ക് 1:1 എന്ന അനുപാതത്തിൽ നിയമനം നടത്തുന്നതിന്
ഉത്തരവായിട്ടുണ്ടെങ്കിലും ഈ തസ്തികയിലേക്ക് നേരിട്ട് നിയമനം നടത്താൻ അധികാരപ്പെടുത്തിയിട്ടില്ല. ര: വ

ധനകാര്യ വകുപ്പിലേക്ക്

24.4.15

ഉപരോധം

Special Rule ന്റെ
പരിശോധനയ്ക്ക്

24/4/15

24/4/15

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം

നമ്പർ:എ7/37133/2014 തീയതി: 24/04/2015

പ്രേഷകൻ
ട്രെയിനിംഗ് ഡയറക്ടർ,

സ്വീകർത്താവ്
മെമ്പർ സെക്രട്ടറി
10-ാംശമ്പള കമ്മീഷൻ 2014,
സ്വരാജ് ഭവൻ, 5-ാം നില,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ്-എസ്റ്റാബ്ലിഷ്മെന്റ്-
10-ാം ശമ്പള കമ്മീഷൻ ശുപാർശ-സംബന്ധിച്ച്.

സൂചന:- 13/04/2015-ലെ 329/TPRC-A1/2015 നമ്പർ താങ്കളുടെ കത്ത്.

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സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. 24/04/2015-ൽ ബഹു.ശമ്പള കമ്മീഷൻ ചെയർമാനുമായി നടത്തിയ ചർച്ചയിലെ നിർദ്ദേശത്തിന്റെയടിസ്ഥാനത്തിൽ താഴെ പറയുന്ന ശുപാർശകൾ പ്രത്യേക പരിഗണനയ്ക്കായി സമർപ്പിക്കുന്നു.

I. <u>Accounts Officer II, Administrative Assistant, Accounts Officer I തസ്തികയിലെ അനോമലി പരിഹരിക്കുന്നത് സംബന്ധിച്ച്:-</u>

ഈ വകുപ്പിൻ മേൽ 3 തസ്തികകളിലും ഓരോ തസ്തികകളാണ് നിലവിലുള്ളത്. (Accounts Officer II-1, Administrative Assistant-1, Accounts Officer-I-1) സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നുമാണ് മേൽ തസ്തികയിലേയ്ക്ക് സ്പെഷ്യൽ റൂൾ പ്രകാരം ഉദ്യോഗക്കയറ്റം ലഭിയ്ക്കുന്നത്.

ഫീഡർ തസ്തിക- സീനിയർ സൂപ്രണ്ട്

↓

അക്കൗണ്ട് ഓഫീസർ II

↓

അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്

↓

അക്കൗണ്ട് ഓഫീസർ I

എന്നാൽ ഈ തസ്തികകൾക്ക് ഒരേ ശമ്പള നിരക്കാണ് നിലവിലുള്ളത് (21,240-37,040). ഇതുമൂലം ഉദ്യോഗക്കയറ്റം നൽകാൻ കഴിയുന്നില്ല. ആകയാൽ അക്കൗണ്ട് ഓഫീസർ II ന്റെ ശമ്പള നിരക്ക് Rs.20,740-36140 എന്ന നിരക്കിലും, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന് Rs.21,240-37040 നിരക്കിലും, അക്കൗണ്ട് ഓഫീസർ I ന്റേത് Rs.22,360-37,940 നിരക്കിലും ഉയർത്തി പ്രത്യേക സ്കെയിലുകൾ നിശ്ചയിച്ച് നൽകണമെന്ന് ശുപാർശ ചെയ്യുന്നു. സ്പെഷ്യൽ റൂളിന്റെ പകർപ്പുകൾ ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

II. Inspector of Training

പ്രിൻസിപ്പാൾ ക്ലാസ്സ്- I തസ്തികയുടെ അടുത്ത സ്ഥാനക്കയറ്റ തസ്തികയാണ് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്. ഈ തസ്തികയിലേക്ക് പ്രിൻസിപ്പാൾ ക്ലാസ്സ്- II/Vice Principal-ൽ നിന്നും നിയമനം നടത്താവുന്നതാണ്. പ്രിൻസിപ്പാൾ ക്ലാസ്-1, ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് എന്നീ രണ്ട് തസ്തികകൾക്കും ഒരേ ശമ്പള സ്കെയിലാണ് (24,040-38,840) നിലവിലുള്ളത്. ആയതിനാൽ ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തികയ്ക്ക് (29,180-43,640) നിരക്ക് അനുവദിച്ച് നൽകണമെന്ന് ശുപാർശ ചെയ്യുന്നു. ആകെ തസ്തികകളുടെ എണ്ണം: 5. സ്പെഷ്യൽ റൂളിന്റെ പകർപ്പ് സമർപ്പിക്കുന്നു.

III. L.D StoreKeeper, UD Store Keeper അനുപാതം 1:1

ഈ വകുപ്പിൽ 77 സ്ഥാപനങ്ങളിലായി 21 യു.ഡി.സ്റ്റോർകീപ്പർ, 65 എൽ.ഡി.സ്റ്റോർകീപ്പർ തസ്തികകളാണ് നിലവിലുള്ളത്. യു.ഡി.സ്റ്റോർകീപ്പർ തസ്തികയിലേക്ക് ഉദ്യോഗക്കയറ്റം കുറവായതിനാൽ എൽ.ഡി.സ്റ്റോർകീപ്പർ, യു.ഡി.സ്റ്റോർകീപ്പർ അനുപാതം 1:1 എന്ന ക്രമത്തിൽ പുനഃക്രമീകരിക്കുന്നതിന് ശമ്പള കമ്മീഷനോട് ശുപാർശ ചെയ്യുന്നു. സ്പെഷ്യൽ റൂൾ ഉള്ളടക്കം ചെയ്യുന്നു.

യു.ഡി.സ്റ്റോർകീപ്പർ തസ്തികയിൽ നിന്നും തുടർന്നുള്ള ഉദ്യോഗക്കയറ്റം ലഭ്യമല്ലാത്തതിനാൽ ടി തസ്തികയിൽ നിലവിലുള്ള 21 ജീവനക്കാരിലെ 25% ജീവനക്കാർക്ക് ഹെഡ്ക്ലാർക്കിന്റെ ശമ്പളനിരക്കിൽ (14,620-25,280) റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കണമെന്നും ശുപാർശ ചെയ്യുന്നു.

IV.Administrative Officer: Employment & Industrial Training (2 Departments) (Non-Secretariat)-1 Post

ഈ തസ്തികയിൽ ബൈ ട്രാൻസ്ഫർ വഴി നേരിട്ട് നിയമിക്കപ്പെടുന്ന ഉദ്യോഗസ്ഥർക്ക് സ്പെഷ്യൽ റൂൾ വഴി ഉദ്യോഗക്കയറ്റം ലഭ്യമല്ല. 2 വർഷം പ്രൊബേഷൻ കഴിയുന്ന മുറയ്ക്ക് സീനിയർ അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ ആയി നിയമിക്കപ്പെടാം. മറ്റ് അവസരങ്ങൾ ഇല്ല. ആയതിനാൽ ഈ തസ്തികയിൽ വരുന്നവർക്ക് 1:1 എന്ന അനുപാതത്തിൽ ഹയർ ഗ്രേഡ് നിശ്ചയിച്ച് നൽകാൻ ശുപാർശ ചെയ്യുന്നു.

താങ്കളുടെ വിശ്വസ്തൻ

അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ
ട്രെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

ഉള്ളടക്കം

Special Rule-ന്റെ പകർപ്പുകൾ

D:25/4/15

8. The Kerala Craftsmen Training Subordinate Service *

1. **Date of Commencement.**—These rules shall come into force from a day to be notified by the Government in the Gazette.

Constitution.—The service shall consist of the following categories of officers, namely:—

Category 1. Group Instructor/Millwright Foreman/Junior Apprenticeship Adviser (Technical)/ 1[Technical Assistant]

2[Category 1A. Junior Apprenticeship Adviser (Catering)]

Category 2. Senior Instructor/Millwright Instructor 3[x x x]

Category 3. Junior Instructor including Arithmetic-cum Drawing Instructor.

4[Category 3A. Junior Instructor (Stenography)]

Category 4. Workshop Attender.

5[Category 5. Cinema Operator]

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*Issued under G. O. (P) 408/71/PD dt. 29-11-1971 in K. G. Ext dt. 29-11-71. The Rules came into force on 29th November 1971 by Notification issued in G. O. (P) 106/72/ L B R dt. 23-11-1972 in K. G. No. 48 dated 5-12-1972.

1. Added by G. O. (MS) No. 48/77/LBR dated 30-6-1977 published as S R O No. 539/77 in K. G. No. 30 dated 26-7-1977.

2. Category 1A inserted by G. O. (P) No. 93/81/LBR dated 4-11-1981 published as S R O No. 1450/81 in K. G. No. 50 dated 15-12-1981.

3. The words 'Technical Assistant' deleted by G. O. (MS) No. 48/77/ L B R dated 30-6-1977.

4. Category 3A inserted by G. O. (P) No. 11/80/L B R dated 29-7-80 published as S R O No. 238/80 in K. G. No. 10 dated 4-3-1980.

5. Category 5 inserted by G. O. (MS) No. 1/76 L B R dt. 1-1-1976 published S R O No. 80/76 in K. G. No. 3 dated 20-1-1976.

3. **Appointment and qualifications for appointment.**—The me of appointment and qualifications for appointment to the several categ shall be as follows:—

Category	Method of appointment	Qualifications
(1)	(2)	(3)
1. Group Instructor/ Millwright Foreman/Junior Apprenticeship Adviser (Technical) 1[Technical Assistant]	By promotion from category 2. or in the absence of qualified persons for promotion from category 2, by promotion from category 3.	

2[Note:—1. Out of every nine vacancies for promotion, the fourth and the eighth shall be reserved for diploma holders and the 9th for a degree holder. A diploma/certificate holder who obtains the degree/diploma will also be eligible for promotion in the quota allotted for degree/diploma holders treating him/her as the junior-most degree/diploma holder. The seniority among such degree/diploma holders who obtsined the degree/ diploma after entry in service will be determined with reference to the date on which the degree/diploma was obtained; provided that this will not affect the right of such certificate/ diploma holders to get promotion under the normal rules of promotion.

2. In the absence of qualified candidates for promotion, the quota reserved for Engineering Graduates shall be filled by direct recruitment.]

1. Added by G. O. (MS) No. 48/77/L B R dated 30-6-197
2. Note under column (2) against category 1 substitu (P) No. 82/77/L B R dated 25-10-1977 published as S R O No K. G. No. 45 dated 8-11-1977. It ran; "Note:—For every thre under the normal rules of promotion, the fourth will be reserved is a diploma holder. A Certificate holder who obtains the dipl be eligible for promotion in the quota allotted for Diploma Ho ...ior most Diploma holder. The seniority among ... in service will b

(1)	(2)	(3)
		[1][For direct recruitment: A degree in any branch of Engineering of a recognised University or equivalent qualifications.]
[2][1A. Junior Apprenticeship adviser (Catering)	(1) By promotion from among qualified hands in the Department; or (2) In the absence of qualified candidates under item (1) above, by direct recruitment	1. S.S.L.C. or equivalent qualification with Diploma (Three years course) in Hotel & Catering Technology (in their absence) S.S.L.C. or equivalent qualifications with National Apprenticeship Certificate in Hotel Reception or Cook (General) trade (in their absence) Degree in any branch of Science with Certificate of Craftsmanship in Hotel Reception and Book keeping or Cook (General) trade obtained after the prescribed course in any of the recognised Food Craft Institutes or Hotel Management and Catering Technology Institutes.]
2. Senior Instructor/Millwright Instructor/[3][× × × ×]	By promotion from category 3	Note:—[4][Out of every four vacancies for promotion, the fourth shall be reserved for a diploma holder.] A certificate holder who obtains the diploma will also be eligible for promotion in the quota allotted for diploma holders treating him as the junior most diploma holder. The seniority among such Diploma

1. Under column (3) against category 1, inserted by G. O. (P) No. 82/77/L B R dated 25-10-1977.

2. Category 1A and entries against it inserted by G. O. (P) No. 93/81/L B R dated 4-11-1981.

3. The words 'Technical Assistant' deleted by G. O. (MS) No. 48/77/L B R dated 30-6-1977.

4. The first sentence in Note substituted by G. O. (P) 82/L B R dated 25-10-1977. It ran—"For every three promotions under the normal rules of promotion, the fourth will be reserved for one who is a diploma holder."

3. **Appointment and qualifications for appointment.**—The me of appointment and qualifications for appointment to the several categ shall be as follows:—

Category	Method of appointment	Qualification
(1)	(2)	(3)
1. Group Instructor/ Millwright Foreman/Junior Apprenticeship Adviser (Technical) 1[Technical Assistant]	By promotion from category 2, or in the absence of qualified persons for promotion from category 2, by promotion from category 3.	

2[Note:—1. Out of every nine vacancies for promotion, the fourth and the eighth shall be reserved for diploma holders and the 9th for a degree holder. A diploma/certificate holder who obtains the degree/diploma will also be eligible for promotion in the quota allotted for degree/diploma holders treating him/her as the junior-most degree/diploma holder. The seniority among such degree/diploma holders who obtained the degree/diploma after entry in service will be determined with reference to the date on which the degree/diploma was obtained; provided that this will not affect the right of such certificate/diploma holders to get promotion under the normal rules of promotion.

2. In the absence of qualified candidates for promotion, the quota reserved for Engineering Graduates shall be filled by direct recruitment.]

1. Added by G. O. (MS) No. 48/77/L B R dated 30-6-1977.

2. Note under column (2) against category 1 substituted (P) No. 82/77/L B R dated 25-10-1977 published as S R O No. 1 K. G. No. 45 dated 8-11-1977. It ran: "Note:—For every three p under the normal rules of promotion, the fourth will be reserved fo is a diploma holder. A Certificate holder who obtains the diplom be eligible for promotion in the quota allotted for Diploma Holder him as the junior most Diploma holder. The seniority among such holders who obtained the Diploma after entry in service will be d ... which the Diploma was obtained; pro ... at

(1)	(2)	(3)
		holders who obtained the Diploma after entry in service will be determined with reference to the date on which the Diploma was obtained; provided that this will not affect the right of such certificate holders to get promotion under the normal rules of promotion.
3. Junior Instructor including Arithmetic-cum-Drawing Instructor	By direct recruitment and by promotion from category 4 Workshop Attenders in the ratio of 3:1 Note:—If qualified persons are not available for promotion from category 4, the vacancies reserved for promotion shall be filled up by direct recruitment.	1. S. S. L. C. or equivalent qualification and 2. (a) National Trade Certificate in the appropriate trade with 3 years experience in the trade after obtaining the certificate or (b) National Apprenticeship Certificate in the appropriate trade with one year's experience after obtaining the Certificate. or (c) Diploma in the appropriate branch of Engineering from Government or Government recognised Polytechnic or its equivalent qualification.

Note (1):—The experience gained by Workshop Attender can also be deemed to be qualifying experience in the trade for selection to the posts under Category 3.

1[**Note (2):**—The candidates belonging to Scheduled Castes and Scheduled Tribes shall be exempted from the qualification of experience prescribed for direct recruitment.]

1. Added by G. O. Rt. 371/74/L B R dt. 17-4-1974 in K. G. No. dt. 7-5-74. S R O No 314/74.

CRAFTSMEN TRAINING SUBORDINATE

(1)	(2)	(3)
		1[For direct recruitment: A degree in any branch of engineering of a recognised University or equivalent qualifications.]
2[1A. Junior Apprenticeship adviser (Catering)	(1) By promotion from among qualified hands in the Department; or (2) In the absence of qualified candidates under item (1) above, by direct recruitment	1. S.S.L.C. or equivalent qualification with Diploma (Three years course) in Hotel & Catering Technology (in their absence) S.S.L.C. or equivalent qualifications with National Apprenticeship Certificate in Hotel Reception or Cook (General) trade (in their absence) Degree in any branch of Science with Certificate of Craftsmanship in Hotel Reception and Book keeping or Cook (General) trade obtained after the prescribed course in any of the recognised Food Craft Institutes or Hotel Management and Catering Technology Institutes.]
2. Senior Instructor/Millwright Instructor/3[x x x x]	By promotion from category 3	

Note:—4[Out of every four vacancies for promotion, the fourth shall be reserved for a diploma holder.] A certificate holder who obtains the diploma will also be eligible for promotion in the quota allotted for diploma holders treating him as the junior most diploma holder. The seniority among such Diploma

1. Under column (3) against category 1, inserted by G. O. (P) No. 82/77/L B R dated 25-10-1977.

2. Category 1A and entries against it inserted by G. O. (P) No. 93/81/L B R dated 4-11-1981.

3. The words "Technical Assistant" deleted by G. O. (MS) No. 48/77/L B R dated 30-6-1977.

4. The first sentence in Note substituted by G. O. (P) 82/L B R dated 25-10-1977. It ran—"For every three promotions under the normal rules of promotion, the fourth will be reserved for one who is a diploma holder."

(1)	(2)	(3)
		[1][Note (3):—In the case of promotion from category 4 to the reserved vacancies arising in the non-matric trades in categories 2 and 3, the minimum general educational qualification of S. S. L. C. shall not be insisted.]
		[2][Note (4):—Diploma holders recruited for particular trades may be posted as Instructors in any other trade for which they are qualified or as Arithmetic-cum-Drawing Instructors.]
[3][3A. Junior Instructor (Stenography)	1. By appointment by transfer of qualified persons from any other service, the order of preference being:— (i) Confidential Assistants, and (ii) Typists 2. In the absence of qualified persons under item (1) above, by direct recruitment.	1. Pass in the S. S. L. C. Examination or equivalent qualification. 2 (a) Three year Diploma in Commercial Practice with Typewriting and Shorthand as electives awarded by the Government of Kerala or its equivalent, with one year's experience as Instructor in Stenography or as Stenographer in Government or Quasi-Government service or in an Industrial Training Centre affiliated with the National Council for Training in Vocational Trades; or (b) National Trade Certificate in Stenography or its equivalent with one year's experience as Instructor in Stenography or as Stenographer in Government or

1. This Note under column (3) added by G. O. (P) No. 86/79/L&H dated 24-9-1979 published as S. R. O. No. 1189/79 in K. G. No. 43 dated 30-10-1979.

2. Existing Notes under column (3) numbered as Notes (1), (2) and (3) and this Note added by G. O. (P) No. 95/81/LBR dated 5-11-1981 published as S R O No. 1429-81 in K. G. No. 49 dated 8-12-1981

3. Category 3A and entries against it inserted by G. O. (P) No. 11/80/L B R dated 29-1-1980.

(1)	(2)	(3)
		holders who obtained the Diploma after entry in service will be determined with reference to the date on which the Diploma was obtained; provided that this will not affect the right of such certificate holders to get promotion under the normal rules of promotion.
3. Junior Instructor including Arithmetic-cum-Drawing Instructor	By direct recruitment and by promotion from category 4 Workshop Attenders in the ratio of 3:1 Note:—If qualified persons are not available for promotion from category 4, the vacancies reserved for promotion shall be filled up by direct recruitment.	1. S. S. L. C. or equivalent qualification and 2. (a) National Trade Certificate in the appropriate trade with 3 year's experience in the trade after obtaining the certificate or (b) National Apprenticeship Certificate in the appropriate trade with one year's experience after obtaining the Certificate. or (c) Diploma in the appropriate branch of Engineering from a Government or Government recognised Polytechnic or its equivalent qualification.

Note (1):—The experience gained by a Workshop Attender can also be deemed to be qualifying experience in the trade for selection to the posts under Category 3.

[1][Note (2):—The candidates belonging to Scheduled Castes and Scheduled Tribes shall be exempted from the qualification of experience prescribed for direct recruitment.]

(1)	(2)	(3)
		Quasi-Government Service or in an Industrial Training Centre affiliated with the National Council for Training in Vocational Trades. 3. **Desirable:** Higher academic qualifications.]
4. Workshop Attender	1[(i) By Transfer from members of Last Grade Service employed in the department of Craftsman Training (In the absence of qualified hands under item (i) above) (ii) By direct recruitment.	(1) Pass in Standard VII or equivalent qualification (2) Possession of National Trade Certificate or National Apprenticeship Certificate in the concerned trade]
5. Cinema Operator	(1) By transfer from the members of the Kerala Last Grade Service employed in the department or (2) In the absence of qualified hands for appointment by transfer, by direct recruitment.	(i) Pass in Standard VII or equivalent qualification (ii) Proficiency in operating Cinema Projector equipment (to be proved in a practical test.]

4. **Appointing authority.**—The appointing authority for 3[category 1 and category 1A] shall be the Director of Training and for the remaining categories, the Deputy Director of Training.

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1. Entries under columns (2) and (3) against Category 4 substituted by G. O. (MS) No. 95/75/LBR dated 11-12-1975 published as S R O No. 1/76 in K. G. No. 1 dated 6-1-1976. These ran: "By transfer from the members of Last Grade Service. In the absence of qualified hands for appointment by transfer, by direct recruitment. Possession of I. T. I. Certificate in the concerned trade."

2. Category 5 and entries against it inserted by G. O. (MS) No. 1/76/LBR dated 1-1-1976.

3. Substituted for "category 1" by G. O. (P) No. 93/81/LBR dated 4-11-1981.

5. Qualification regarding age.—No person shall be eligible for appointment by direct recruitment to any of the posts in categories 1[1, 3, 4 and 5] if he has not completed or will not complete 19 years of age or has completed or will complete 43 years of age, on the first day of January of the year in which applications for appointment are invited. 2[The rule regarding maximum age limit shall not apply for qualified persons in any service under the Department of Craftsman Training, for direct recruitment to category (1)]

6. Training.—Only those who have successfully completed training in the Central Training Institute shall be eligible for promotion. However, the eligibility of those who have not been deputed for training by the Government for no fault of theirs will not be affected if they are otherwise qualified for promotion but such persons should undergo training after promotion.

3[Note:—For purpose of promotion to category 1A. Junior Apprenticeship Adviser (Catering), Central Training Institute Training is not obligatory.]

7. Probation.—Every person appointed to any of the categories shall, from the date on which he joins duty, be on probation.—

(i) if recruited direct, or appointed by transfer from any other service, for a total period of two years on duty within a continuous period of three years; and

(ii) if appointed by promotion, for a total period of one year on duty within a continuous period of two years.

8. Reservation of Appointment.—The rules regarding reservation of appointment (General Rules 14-17) shall apply to appointments by direct recruitment to this service.

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1. Substituted for "1, 3, 4 and 5" by G. O. (P) No. 93/81/LBR dated 4-11-1981.
2. Added by G O (P) No. 82/77/LBR dated 25-10-1977.
3. In rule 6, Note added by G. O. (P) No. 93/81/LBR dated 4-11-81.

ANNEXURE- III

IV 287 227

GOVERNMENT OF KERALA

Abstract

Public Services – Kerala Craftsmen Training Service – Special Rules – Issued

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PUBLIC (RULES) Department

G.O.(P) No.214 **Dated, Trivandrum, 30th May 1966.**

NOTIFICATION

In exercise of the powers conferred by the proviso to Articles 309 of the Constitution of India and of all other powers here unto enabling and in supersession of all existing rules and orders on the subject. the Governor of Kerala hereby makes the following Special Rules for the Kerala Craftsmen Training Service.

Rules

1. CONSTITUTION :-The service shall consist of the following categories of officers, namely.

Category	1. Deputy Director of Training / Deputy Apprenticeship Adviser
Category	2. Inspector of Training.
Category	3.Principal Class I.
Category	4. Principal Class I / Vice Principal.

2. APPOINTMENT (a) Appointment to the various categories shall be made as follows:-

Category	Method of appointment
1. Deputy Director of Training / Deputy Apprenticeship Adviser	1. By appointment from the category of Inspector of Training or of Principal Classl OR 2.In the absence of qualified candidates for appointment from the category of Inspector of Training or of Principal Class I, by transfer from any other service. OR 3. In the absence of qualified candidates for appointment from the category of Inspector of Training or of Principal Class I or for transfer, by direct recruitment.

2. Inspector of Training	1. By promotion from the category of Principal, class II / Vice Principal. OR 2. In the absence of qualified candidates for promotion by transfer from any other service. OR 3. In the absence of qualified candidates for promotion transfer by direct recruitment.
3. Principal Class I	1. By promotion from the category of Principal Class II / Vice Principal. OR 2. In the absence of qualified candidates for promotion, by transfer from an other service. OR 3. In the absence of qualified candidates for promotion or transfer, by direct recruitment.
4. Principal Class II/ Vice Principal	1. By transfer from among Foreman Instructors in the Department. 2. In the absence of qualified candidates for transfer from among Foreman Instructors, by transfer from any other service. 3. In the absence of qualified candidates for transfer, by direct recruitment.

(b) Promotions to categories 2 and 3 and appointments by transfers from among Foreman Instructors to category 4 shall be made on ground of merit and ability are approximately equal. Persons included in a select list shall be ranked in the order of their seniority.

3. RESERVATION OF APPOINTMENTS: The rules relating to reservation of appointments (General Rules 14-17) shall apply to appointments by direct recruitment.

(a) QUALIFICATION REGARDING AGE : No person shall be eligible for appointment to the service by direct recruitment if 10 has not completed or will not complete the age of 30 years or is

he has or will complete the age of 40 years on the first day of July of the year in which applications i invited.

(b) OTHER QUALIFICATIONS : No person shall be eligible for appointment to the categc specified in column (1) of the table below unless he possesses the qualifications specified in t corresponding entry in column (2) thereof.

TABLE

CATEGORY	QUALIFICATIONS
1. Deputy Director of Training/ Deputy Apprenticeship Adviser.	**For appointment from the category of Inspector of Training or of Principal Class I** 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Five years experience subsequent to graduation i a supervisory capacity in workshops. 3. Organizing and administrative experience ir Engineering and allied matters. **For Transfer and Direct Recruitment** 1. A degree in Mechanical Engineering of a recognized university or equivalent qualification. 2. Five years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organizing and administrative experience in Engineering and allied matters. **Desirable** : Teaching experience in a recognized Institute
2. Inspector of Training	**For Promotion** 1. A degree in Mechanical Engineering of a recognized university or an equivalent qualification. 2. Three years experience subsequently to graduation in a supervisory capacity in workshop. 3. Organizing and administrative experience in Engineering and allied matters.

	For transfer and direct recruitment 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Three years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organising and administrative experience in Engineering and allied matters. **Desirable** : Teaching experience in a recognized Institute.
3. Principal Class I	**For Promotion** 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Three years experience subsequent to graduation in a supervisory capacity in workshops. 3. Organising and administrative experience in Engineering and allied matters. OR 1. Diploma in Mechanical or Electrical Engineering awarded after a 3 years course of study from a recognized University or Institution or equivalent qualification. 2. Ten years experience subsequent to obtaining the Diploma in a supervisory capacity in workshops. 3. Organizing and administrative experience in engineering and allied matters. **For transfer and direct recruitment** 1. A degree in Mechanical Engineering of a recognized University or equivalent qualification. 2. Three years experience subsequent to graduation in a supervisory capacity in the workshops. 3. Organising and administrative experience in Engineering and allied matters.

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Desirable : Teaching experience in a recognized Institute.

OR

1. Diploma in Mechanical or Electrical Engineering awarded after 3 year course of study from a recognized University, or institution or equivalent qualification.
2. Ten years experience subsequent to obtaining the diploma in supervisory capacity in workshops.
3. Organizing and administrative experience in Engineering and allied matters.

Desirable : Teaching experience in a recognized Institute.

4.Principal Class II / Vice Principal

1. A degree in Mechanical Engineering of a recognized University or equivalent qualification.
2. Two years experience subsequent to graduation in a supervisory capacity in workshops.
3. Organizing and administrative experience in Engineering and allied matters.

Desirable : Teaching experience in a recognized Institute.

OR

1. A diploma in Mechanical or Electrical Engineering awarded after a three year course of study from a recognized University or Institution or equivalent qualification.
2. Six years experience subsequent to obtaining the Diploma in a supervisory capacity in workshops.
3. Organizing and administrative experience in engineering and allied matters.

Desirable : Teaching experience in a recognized Institute.

Note : In the case of persons who entered service prior to 1955, the supervisory experience (item 2 of the qualifications for all the categories) acquired before or after taking the degree or the Diploma

will be counted as experience for promotion and transfer to the categories of Principal Class I, Principal Class II and Vice Principal.

5. PROBATION :- Every person appointed to any of the categories shall from the date on which he joins duty be on probation.

(i) If recruited direct or by transfer from any other service, for a total period of two years on duty within a continuous period of three years; and

(ii) If appointed by promotion, for a total period of one year on duty within a continuous period of two years.

6. Test :- Every person appointed to any of the categories shall, within the period of probation, pass the Account Test for Executive Officers if he has not already passed it.

By order of the Governor,
N.M.PATNAIK
Chief Secretary.

To

The Director of Training

(true copy)

for Director of Training

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Kerala Gazette No. 22 dated 29th May 1979
Part I

Section iv

GOVERNMENT OF KERALA

Labour and Housing (C) Department

NOTIFICATION

G.O.(P) No. 31/79/L & H

Dated, Trivandrum, 4th May 1979.

S.R.O. No 563/79 --- In exercise of the powers conferred by subsection (1) of section 2 of the Kerala Public Services Act. 1968 (19 of 1968) read with section 3 thereof, the Government of Kerala hereby make the following further amendments to the Special Rules for the Kerala Craftsmen Training Service issued in Notification No. G.O (P) 214/66/PD dated the 30th May, 1966, published in part I of the Kerala Gazette No. 24 dated the 14th June, 1966, namely :-

1. *Short title and commencement* :- *(a)* These rules may be called the Special Rules for the Kerala Craftsman Training Service (Amendment) Rules, 1979.

(b). These shall come into force at once.

2. *Amendments* :- In the Special Rules for the Kerala Craftsmen Training Service,

(i) In rule 1, for "Category 1. Deputy Director of Training / Deputy Apprenticeship Adviser" the following categories shall be substituted, namely:-

"Category 1. Joint Director of Training.

Categoty 1A. Deputy Apprenticeship Advisor".

(ii) in sub rule (a) of rule 2,-

(a) Category 1 shall be renumbered as category 1A and in category 1A as so renumbered.

(i) the words "Deputy Director of Training" occurring under the heading 'category' shall be omitted;

(ii) the words "or in the absence of qualified candidates for appointment from the category of Inspector of Training or of Principal Class I, by transfer from any other service" occurring as item 2 under the heading "method of appointment" shall be omitted.

(iii) In item 3 under the heading "method of appointment", the words "or by transfer" shall be omitted.

(b) *before category* 1A as so renumbered and the entries against it under the heading "Method of Appointment", the following category and entries thereto shall be inserted, namely:-

"1. **Joint Director of Training**	1. By promotion from the category of Deputy Apprenticeship Adviser.	
	Or	
	2. In the absence of qualified candidates under item (1) above, by promotion from the category of Inspector of Training.	
	Or	
	3. In the absence of qualified candidates under items (1) and (2) above, by direct recruitment.	

(c) In category "2 – Inspector of Training" :

(i) the words " or in the absence of qualified candidates for promotion by transfer from any other service" occurring as item 2 under the heading "Method of appointment" shall be omitted;

(ii) the words "or transfer" occurring in item 3 under the heading "Method of appointment" shall be omitted.

(iii) After item 3 under the heading "Method of appointment" the following note shall be added, namely:-

"Note :-Promotion to the category of Inspector of Training shall be made in the ratio 2:1 between Degree holders and Diploma holders in the category of Principal Class II / Vice Principal, subject to the condition that no Senior Degree Holder will be superseded by a Junior Diploma Holder."

(d) In category "3 – Principal Class 1" :

(i) the words " or in the absence of qualified candidates for promotion, by transfer from any other service" occurring as item 2 under the heading "Method of appointment" shall be omitted.

(ii) The words "or transfer" occurring in item 3 under the heading "Method of appointment" shall be omitted.

(c) In category "4- Principal Class II/ Vice Principal", the words "or in the absence of qualified candidates for transfer from among Foreman Instructors, by transfer from any other service" occurring as item 2 under the heading "Method of appointment" shall be omitted.

(iii) In the Table under sub-rule (b) of rule 4, for the existing entries under columns (1) and (2) thereof the following shall be substituted, namely:-

(1)	(2)
1. Joint Director of Training	***Essential***:- 1. A Degree in any branch of Engineering of a recognized University or equivalent qualification. 2. Seven years experience subsequent to obtaining degree or equivalent qualification in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry. *Preferential* :-Organising and Administrative experience in Engineering and allied matters in "any Engineering Industry or Institution".
1A. Deputy Apprenticeship Adviser:	***Essential*** :- 1. A Degree in any branch of Engineering of a recognized University of a equivalent qualification. 2. Five years experience subsequent to graduation in Teaching /Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry. ***Preferential*** :- Organising and Administrative experience in Engineering and alied matters in any Engineering Industry or Institution.
2. Inspector of Training	***Essential***:- 1. A degree in any branch of Engineering of a recognized University or

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equivalent qualification.

2. Three years experience subsequent to graduation in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry.

Or

1. A diploma in any branch of Engineering awarded after a three years course of study from a recognized University, or Institution or obtained after attending part-time diploma course or equivalent qualification.

2. Ten years experience subsequent to acquiring the diploma in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in Engineering Institutions or Industries, of which three years shall be as Principal Class II.

Preferential : Organising and administrative experience in Engineering and allied matters in an Engineering Industry or Institution (Common to Degree holders and Diploma holders).

3. Principal Class I

Essential : 1. A degree in any branch of Engineering of a recognized University or equivalent qualification.

2. Three years experience subsequent to graduation in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in an Engineering Institution or Industry.

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	Or 1. A diploma in any branch of Engineering awarded after a 3 years course of study from a recognized university or equivalent qualification. 2. Ten years experience subsequent to obtaining Diploma in Teaching / Administrative capacity in a Gazetted or Supervisory post or equivalent in any Engineering Institution or Industry. ***Preferential :*** Organizing and administrative experience in Engineering and allied matters in any Engineering Industry or Institution.
4. Principal Class II / Vice Principal	***Essential :*** 1. A degree in any branch of Engineering of a recognized university or equivalent qualification. 3. Two years experience subsequent to graduation in Teaching / Administrative capacity in a supervisory post or equivalent in an Engineering Institution or Industry. Or 1. A diploma in any branch of Engineering awarded after a 3 years course of study from a recognized university or Institution or equivalent qualification. 2. Seven years experience subsequent to obtaining diploma in Teaching /Administrative capacity in Supervisory post or equivalent n an Engineering Institution or Industry.

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Preferential : Organizing and Administrative experience in an Engineering Industry or Institution.

By order of the Governor,

C.P.Nayar,

Special Secretary.

Explanatory Note

(This does not form part of the notification but is intended to indicate its general purport).

In G.O.(P) 214/66/PD dated 30.05.1966 Orders have been issued fixing the qualifications and methods of appointment to the various categories of posts coming under the Kerala Craftsmen Training Service.

In view of the diversification of the Training Scheme in has been necessary to revise the qualifications fixed for various posts. Besides, post in the category of Joint Director of Training has been created in G.O.MS. No. 25/76/LBR dated 10.03.1976. The qualification and method of appointment to this post has also to be prescribed. The Special Rules for the Kerala Craftsman Training Service have to be amended for these purposes. The above notification is intended to achieve these objects.

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GOVERNMENT OF KERALA
Abstract

Industrial Training Department - Qualification and method of appointment to the post of Assistant Store Keeper - Fixing of - orders issued.

LABOUR (C) DEPARTMENT

G.O.(MS)124/80/LBR Dated, Trivandrum, 14.11.1980

Read: Correspondence resting with letter No.A3/20707/78 dated 17.5.1980 from the Director of Training.

2.Letter No.AII (2)9053/79/GW dated 25.9.1980 from the Secretary, Kerala Public Service Commission.

ORDER

Pending finalisation of the Special Rules for Kerala Ministerial Subordinate Service Government are pleased to prescribe the following qualification and method of appointment to the post of Assistant Store Keeper in the Industrial Training Department.

Qualification: S.S.L.C. or equivalent.

Method of appointment (a) By promotion from the category of Store Attenders

Or

(b) In their absence by promotion from the category of Workshop Attenders in the I.T.Department.

(By Order of the Governor)

Jacob Sebastian,
Under Secretary.

To

The Director of Training.
The Secretary, Kerala Public Service Commission (with C/L),
The Accountant General.
The General Administration(Rules)Department - Vide U.O.No.68396/Rules-1/78/GAD dated 9.8.78.

Forwarded/By Order
Sd/-
Section Officer.

Endt.on A3/29354/80 .....

Directorate of Training,
Thycaud, Trivandrum-14
Dated: 3.12.1980

Copy communicated to the Principals of all I.T.Is. and A.V.T.S., Training Officer of all R.I.Cs. for information.

Copy to: A3(SF),SS, A.O. (1) & (II)

Sd/-
Administrative Officer
for Director of Training.

Forwarded/By Order

IA 313 Annexure III

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Kerala Gazette No. 49 dated 13th December 1966.

PART I

GOVERNMENT OF KERALA

Abstract

PUBLIC SERVICES—KERALA GENERAL SERVICE—POSTS OF ACCOUNTS OFFICERS, SENIOR SUPERINTENDENTS, MANAGERS ETC.—SPECIAL RULES—ISSUED.

PUBLIC (RULES) DEPARTMENT

G. O. (P) No. 464. Dated, Trivandrum, 28th November 1966.

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and of all powers hereunto enabling and in supersession of all the existing rules and orders on the subject, the Governor of Kerala hereby makes the following Special Rules:—

RULES

1. *Constitution.*—The posts mentioned below shall constitute a separate class in the Kerala General Service.

Category 1.—

Accounts Officer, Office of the Director of Collegiate Education.
Accounts Officers, Offices of Directors of Agriculture and Training.
Accounts Officer, Office of the Director of Technical Education.
Accounts Officer, Medical College, Trivandrum.
Administrative Assistants in the Offices of the Chief Engineer (General & Irrigation) and Chief Engineer (Buildings and Roads).

Category 2.—

Managers, (Other than in the Offices of the Advocate General, Inspector General of Police and Excise, Branch of the Board of Revenue) Superintendent, Office of the Director of Public Relations, Senior Superintendents (other than in the Land Revenue, Agriculture, Income-tax and Sales tax, Civil Supplies and Excise Branches of the Board of Revenue, Stamp Manufactory Department, Hindu Religious and Charitable Endowment Department, Weights and Measures Department, Harijan Welfare Department, Health Services Department, Stationery Department and Registration Department).

G. 2393

Senior Superintendent, Chief Accountant General Medical Stores and Lay Secretary and Treasurer of Health Services Department	By transfer from the category of Junior Superintendents, Head Accountants and U. D. Clerks in the Health Services Department.
Office Manager/ Publication Assistant in the Printing Department	Recruitment by transfer from the category of Junior Superintendents in the Printing Department/Supervisor, Stamp Manufactory *Or* If no qualified candidate is available for such transfer, recruitment by transfer from Head Clerks and Chief Accountants in the Printing Department.
3. Divisional Accountant	(i) By absorption of Emergency Divisional Accountants (1/3 of the vacancies) (ii) By direct recruitment (1/3 of the vacancies) (iii) By transfer from among U. D. Clerks of all Departments (including Assistants Grade I of the Administrative Secretariat and the Finance Secretariat and U. D. Auditors of the Local Fund Audit Department) and those above U. D. Clerks in the Non-Gazetted cadre (1/3 of the vacancies).
4. Cost Accountant P. W. D. Engineering Workshops	By transfer from U. D. Clerks and Accountants in the Kerala Ministerial Subordinate Service employed in the Departmental unit.
5. Accounts Officer Office of the Director of fisheries	1. By transfer from Junior Superintendents in the Fisheries Department *Or* 2. If no qualified candidate is available among Junior Superintendents, by transfer from Head Clerks in the Fisheries Department 3. In the absence of suitable candidates for transfer as in item 1 or item 2, by transfer from U. D. Clerks in the Fisheries Department.

	Category	Method of appointment
1.	Accounts Officer, Medical College, Trivandrum	By promotion from the category of Senior Superintendents/Accounts Officers in Medical Colleges.
	Administrative Assistants in the Offices of the Chief Engineer (General and Irrigation) and Chief Engineer (Buildings and Roads)	By promotion from among senior Superintendents in the Department.
2.	Superintendent, Office of the Director of Public Relations	By transfer from the category of U. D. Clerks in the Kerala Ministerial Subordinate Service employed in the Public Relations Department. 1. Recruitment by transfer from among Junior Superintendents, Head Clerks or Chief Accountants in Kerala Ministerial Subordinate Service employed in the Departmental Unit; *Or* 2. If no qualified candidate is available for such transfer recruitment by transfer from the category of U. D. Clerks employed in the Departmental Unit.
	Accounts Officers in the Medical Colleges Managers and Senior Superintendents Personal Assistant to the Director, Tourist Department Personal Assistant to Special Officer, Coir Personal Assistant to Principal, Veterinary College Administrative Assistant to the Director of Indigenous Medicine	
	Senior Superintendent, Stationery Department	By transfer from:— (i) Category of Junior Superintendents in the Stationery Department: *Or* (ii) Category of Store-keeper (on Rs. 190-300) in the Stationery Department; *Or* (iii) Category of Inspectors of Stationery in the Kerala Stationery Subordinate Service.

(1)	(2)	(3)
Accounts Officer, Office of the Director of Technical Education	By promotion or transfer	1. Account Test (Higher). In the case of allotted Officers from Madras, Account Test for Subordinate Officers Part I will be accepted as sufficient qualification in lieu of Account Test (Higher). 2. A minimum service of 10 years in the Department. 3. A minimum period of 5 years experience in dealing with Accounts and Finance matters of Government.
Accounts Officer, Medical College, Trivandrum	By promotion	Five years' service as Senior Superintendent and / or Accounts Officers in Medical Colleges.
2. Senior Superintendent, Stationery Department	By transfer	Should have served in the Department for a minimum period of 10 years.
Senior Superintendents and Accounts Officers, Medical Colleges	do.	10 years service in the Ministerial Cadre of which not less than 3 years should be in and/or above of the rank of U. D. Clerks.
Administrative Assistant to the Director of Indigenous Medicine	do.	1. Minimum general educational qualification of the S. S. L. C. Standard. 2. Office experience for not less than 10 years.
3. Divisional Accountant	By direct recruitment	1. A University Degree with at least a Second Class. 2. Must not have completed 25 years of age on the 1st day of July of the year in which applications for appointment are invited.

(b) Promotion and appointment by transfer in/from the Departmental Unit shall be made from select lists prepared from among eligible officers on the basis of merit and ability, seniority being considered only where merit and ability are approximately equal. Persons included in the select list shall be ranked in the order of their seniority.

3. *Reservation of appointment.*—The rules relating to reservation of appointments (General Rules 16-17) shall apply to appointments by direct recruitment.

4. *Appointing Authority.*—The appointing authority in respect of category 1 shall be the Government, category 3 shall be the Finance Secretary to Government and categories 2, 4 and 5 shall be the Head of the Department concerned.

5. *Qualifications.*—No person shall be eligible for appointment to the categories in column (1) by the method specified in column (2) of the table below unless he possesses the qualifications specified in the corresponding entry in column (3) thereof:—

Table

Category. (1)	*Method.* (2)	*Qualifications.* (3)
Accounts Officer, Office of the Director of Collegiate Education	By promotion or transfer	1. Must have passed Account Test (Higher). In the case of allotted officers from Madras, Account Test for Subordinate Officers, Part I will be accepted as sufficient qualification in lieu of Account Test (Higher) 2. A minimum service of 10 years in the Department 3. A minimum period of 5 years experience in dealing with Accounts and Finance matters of Government.
Accounts Officers, Office of the Director of Agriculture and Training	By promotion or transfer	i. Graduation ii. Service in a Supervisory post for a minimum period of three years. iii. Experience in Accounts and Audit for at least three years.

(1)	(2)	(3)
Divisional Accountant	By transfer from the category of Junior Superintendents of the P. W. D. and P. H. Engineering Department	Must have passed Account Test (Higher) and P. W. D. Test or Corresponding Departmental Tests.
	By transfer from among U. D. Clerks of all Departments etc.	1. Must have passed the Account Test (Higher) 2. Must have put in not less than 5 years' total service of which one year should be in the upper division and/or in the higher grade.
5. Accounts Officer, Office of the Director of Fisheries	By transfer	An aggregate of 5 years' service in the posts of Junior Superintendents, Head Clerk or U. D. Clerk in the Fisheries Department. *Note.*—Preference will be given to persons possessing Account Test (Higher)

6. *Tests.*—(a) No person shall be eligible for appointment to categories 1, 2, 4 and 5 unless he has passed the Account Test (Lower)

(b) Every person appointed to category 3 shall within the prescribed period of training pass the Divisional Accountant's test examination.

Provided that the Emergency Divisional Accountants absorbed in the regular cadre shall be exempted from the operation of sub rule (b)

(c) Every person appointed to the post of Senior Superintendent in the Motor Vehicles Department shall within the prescribed period of probation pass the departmental tests which may be prescribed by Government.

7. *Probation.*—(a) Every person appointed to any of the posts in categories 1, 2, 4, and 5 shall from the date on which he joins duty be on probation;

(i) if recruited by transfer from any other service for a total period of two years on duty within a continuous period of three years; and

(ii) if appointed by promotion for a total period of one year on duty within a continuous period of two years.

(b) Every person appointed to category 3 shall from the date on which he joins duty be on probation for a total period of three years on duty (two years for training and one year for trial as Divisional Accountant). During the period he shall draw allowance as shall be prescribed by Government from time to time:

Provided that no probation is required in the case of Emergency Divisional Accountants who have put in three years service as Emergency Divisional Accountant:

Provided further that a person placed in independent charge of the Accounts of a division after passing the Divisional test examination shall during the period draw pay in the regular scale of pay of Divisional Accountants.

8. *Unit of appointment.*—The unit of application of the General Rules governing recruitment, discharge and reappointment of probationers and approved probationers and appointment of full members shall be the jurisdiction of each of the authorities which, according to Rule 4 are competent to make appointments.

9. *Security.*—Where the State Government have by General or Special Order directed that the holder of any specified post or category of posts shall deposit security for the due and faithful performance of his duties, appointment to such posts or categories of posts shall be made from among candidates who are able and willing to deposit such security.

10. *Training.*—Every person other than the Emergency Divisional Accountants appointed to category 3 shall, during the period of probation undergo practical training for a period of 2 years.

By order of the Governor,

N. M. PATNAIK,
Chief Secretary.

To

All Heads of Departments and Offices.
All Departments of the Secretariat.
The Secretary, Public Service Commission (with C. L.).
The Registrar, University of Kerala (with C. L.).
The Registrar, High Court of Kerala (with C. L.).
The Secretary, Vigilance Commission (with C. L.).
The General Manager, Kerala State Road Transport Corporation (with C. L.).
The Secretary, Kerala State Electricity Board (with C. L.).
The Accountant General.
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Assistant Secretaries to Government.
The Secretary to Governor.
The Private Secretaries to Advisers.
The Stenographer to the Chief Secretary.

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ANNEXURE III

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Government of Kerala Reg.No.KL/TV(N)/12/2003-05.

KERALA GAZETTE

EXTRAORDINARY

PUBLISHED BY AUTHORITY

Vol.XXVIII Thiruvananthapuram 22nd August 2003 No.1570
Friday

GOVERNMENT OF KERALA

Personnel and Administrative Reforms(Rules)Department

NOTIFICATION

G.O.(P) No.22/2003/P&ARD. Dated, Thiruvananthapuram,07.08.03.

S.R.O. No.793/2003.- In exercise of the powers conferred by sub-section (1) of section 2 of the Kerala Public Services Act; 1968 (19 of 1968), read with section 3 thereof, the Government of Kerala hereby make the following rules further to amend the Special Rules for the Kerala General Service, published under notification G.O.(P) No.464/66/Public/(Rules) Department dated the 28th November, 1966, in Part I of the Kerala Gazette No.49 dated the 13th December, 1966, namely:-

RULES

1. Short title and commencement-(1) These rules may be called the Kerala General Service (Amendment) Special Rules, 2003.

(2) They shall come into force at once.

2. Amendment of the rules - In the Special Rules for the Kerala General Service,

(1) In rule I, under category 1A, after the item "Administrative Assistants in Various Departments" the following item shall be inserted, namely:-

(2) In rule 2, 'Appointments', under Sub-rule (a)-

(1) for category 'Accounts Officer, Office of the Director of Training' in column (1) and the entries against it, in column (2) the following entries shall be substituted, namely:-

"Accounts Officer Grade I, Office of the Director of Training	(i) By promotion from the category of Administrative Assistant in the Department.
	(ii) In the absence of qualified hands under item (i) above, by promotion from the category of Accounts Officer Grade II in the Department.

....?..

(iii) In the absence of qualified hands under item (i) and (ii) above by promotion from the category of Senior Superintendents in the Department".

(ii) after the category Administrative Assistant in various Departments in column (1) and the entries against in Column (2), the following entries shall be inserted, namely:-

"Administrative Assistant, Office of the Director of Training	(i) By promotion from the category of Accounts Officer Grade II, in the Department in accordance with their seniority in the category of Senior Superintendent.
	(ii) In the absence of qualified hands under item (i) above, by promotion from the category of Senior Superintendent in the Department".

By order of the Governor
C. RAMACHANDRAN,
Principal Secretary to Government.

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport)

One post of Administrative Assistant was created in the Industrial Training Department in the scale of pay of Rs.1200-2400. Government have decided to include the post in the Special Rules for the Kerala General Service issued in G.O.(P) No.464/PD dated 20th November, 1966, as the post have direct feeder category posts than that of Administrative Assistant in the various Departments. Besides, the post of Administrative Assistant also has to be included as a feeder category to the post of Accounts Officer Grade I.

This notification is intended to achieve the above object.

To

All Heads of Departments and Officers.

Endt. No. A3/15968/03. Directorate of Training, Thycaud, Trivandrum-4, Dated : 07.10.2003.

Copy circulated to all ITI Principals for information.

for DIRECTOR OF TRAINING.

Copy to:- CA to PT/ADT/AA/JDT/DDT, Regional Directorate, Kannur/Ad.Assistant, Regional Directorate, Kannur/All Sr. Supdts/AG Section/AO (S/T)

07.10.03.

K. THOMAS
MEMBER SECRETARY

/323/

10th Pay Revision Commission
'Swaraj Bhavan', 5th Floor
Nanthencode, Kowdiar P. O.
Thiruvananthapuram-695 003
Phone No. : 0471-2311720

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20/04/2015

NOTE

The various types of allowances existing among the different categories of employees are published in the website of the Commission. The number of employees availing the allowance in the last financial year along with the details of allowances, not included in the list may be furnished to the Commission within 3 days positively. The details of allowances sanctioned after the 9th Pay Revision Order with supporting Government orders may also furnished. Allowances if any, not supported with documentary evidences will not be considered by the Commission for revision / continuance.

Member Secretary

To

The Director,
Industrial Training Department

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DEPARTMENT OF INDUSTRIAL TRAINING
(KERALA STATE)

No.A7/37133/2014

KSHB Building, 4th Floor,
Santhinagar, Thiruvananthapuram-1
Dated .04.2015

From
The Director of Training

To
The Secretary,
Xth Pay Revision Commission,
Vthe Floor, Swaraj Bhavan, Nanthencode,
Thiruvananthapuram.

Sub:- Industrial Training Department –Establishment –Xth Pay Revision Commission-Furnishing details of allowances.

Ref:- Your note dated 20/04/2015.

Kind attention is invited to the reference cited. The below mentioned allowance are existing among the different categories of employees in the Industrial Training Department. The details are furnished below. New allowance required for the employees are also included in the list. This may be sanctioned considering the necessity.

1. COMPENSATORY ALLOWANCE

Designation	9th PRC	Number of Employees availing the benefit	Remarks
Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)	230	19	
Part Time Medical Officer, I.T.I.	200		
Assistant Hostel Superintendent (PT), ITI, Kozhikode	80	01	
Group Instructor (Foreman ITI, Kalamasserry)	80	01	
Clerk, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	70	03	
Office Attendant, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	50	03	

2. SPECIAL ALLOWANCE

Principals, I.T.I. (Kalamasserry, Kozhikode and Thiruvananthapuram)	110	03	This allowance may be extended to the Principals of remaining 11 Nodal ITIs & Senior Superintendents of 14 Nodal ITIs. Due to the creation of Nodal ITIs in each District, the work load has been increased considerably.
Staff attached to the examination wing of the Directorate			
Pay Range of Rs.9690/- and above	170	10	This allowance may be extended to the clerks of all ITIs entrusted with the works related to trade test and training. This allowance is requested due to the
Pay Range between Rs.9190/- and Rs.9690/-	140	1	
Pay Range between Rs.8730/- and Rs.9189/-	110	01	
Pay Range below Rs.8730/-	100	-	

			implementation of **Management Information system by the Director General of Employment & Training, New Delhi.** The work load of both the trade test and training sections have been increased. They have to work even during holidays & night for uploading data to website. (2 clerks per ITI)(**70 Nos**)

3. CASHIER-Special Allowance admissible to Employees handling cash.

Over Rs.100,000/- and up to Rs.200,000/-	220 (9th PRC Annex-IV)		
Over Rs.200,000/- and up to Rs.500,000/-	270 (9th PRC Annex-IV)		
Over Rs.500,000/- and up to Rs.10,00,000/-	320 (9th PRC Annex-IV)		
0ver Rs.10,00,000/-	370 (9th PRC Annex-IV)		

4. PEON ON TREASURY DUTY

Last grade employees attending to treasury duty were in average monthly transaction of the office shall be above Rs.100,000/-	120 (9th PRC Annex-IV)		

5. SPECIAL ALLOWANCE -Administrative Officer

Administrative Officer/Finance Officer/Law Officer in Cadre of Under Secretary to Government	170 (9th PRC Annex-IV)		Administrative Officer in charge of two departments (Directorate of Employment and Training). The work load of Department is now increased. Considering the work load the special allowance may be increased to Rs.1000/-

6. SENIOR SUPERINTENDENTS-Directorate of Training

Special allowance for Senior Superintendents	-	-	They are working as DDOs. More than 10 lakhs amount on drawing and disbursing per month from treasury. Copy of delegation of power is enclosed. An amount of Rs.500/- may be sanctioned special allowance to DDOs.

7. UNIFORM ALLOWANCE

Senior Instructors/ Junior Instructors/ Group Instructors excluding ACD Instructors	-	-	Rs.1000/- per annum was sanctioned to the Instructors as per Training Manual. This may be included in Pay revision order. **Total no of Instructors-1554**
Watchman	-	-	Uniform may be made compulsory for the Watchman of all ITIs, and uniform allowance at the revised rate of Rs.1600/- per annum may be sanctioned. **Total No of watchman-205**

Yours Faithfully,

Administrative Officer

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STAFF DETAILS(STRENGTH) OF INDUSTRIAL TRAINING DEPARTMENT

Sl. No	Name of Posts	Number of Posts	Scale of Pay
1	2	3	4
1	Director of Training	1	IAS
2	Additional Director of Training	3	44640-58640
3	Joint Director	2	40640-57440
4	Deputy Director	2	36140-49740
5	Deputy State Apprenticeship Adviser	1	36140-49740
6	Inspector of Training	5	24040-38840
7	Principal Class- I	22	24040-38840
8	Vice Principal/Principal Class-II	77	22360-37940
9	Training Officer	9	22360-37940
10	Trade Test Officer	1	22360-37940
11	Group Instructor	116	16980-31360
12	Junior Apprenticeship Adviser (Technical)	20	16980-31360
13	Technical Assistant (TA)	1	16980-31360
14	Junior Apprenticeship Adviser (Catering)	1	16180-29180
15	AVTS Instructor	9	16180-29180
16	Post ITI Special Instructor	8	16180-29180
17	Senior Instructor/ACD	724	14620-25280
18	Junior Instructor/ACD	724	13900-24040
19	Social Studies Instructor	14	13900-24040
20	Officer in-charge Training-cum-orientation	5	14620-25280
21	Workshop Attender	180	9190-15780
22	Trade Assistant	7	9190-15780
23	Administrative Officer	1	Deputation from Secretariat
24	Finance Officer	1	Deputation from Secretariat
25	Accounts Officer-I	1	21240-37040
26	Accounts Officer-II	1	21240-37040
27	Administrative Assistant	1	22360-37940
28	Senior Superintendent	37	18740-33680
29	Junior Superintendent	77	16180-29180
30	Junior Apprenticeship Adviser (Non-Technical)	09	16180-29180
31	Head Clerk	17	14620-25280
32	Assistant Hostel Superintendent	12	13210-22360
33	Senior Clerk	197	13210-22360
34	Clerk	197	9940-16580
35	Fair Copy Superintendent	1	16180-29180

36	Selection Grade Typist	23	14620-2[illegible]
37	U.D. Typist	23	13210-22360
38	L.D. Typist	23	9940-16580
39	Clerk-cum-Typist	10	9940-16580
40	Selection Grade Confidential Assistant	1	19240-34500
41	Confidential Assistant	3	19240-34500
42	Office Attendant	190	8500-13210
43	Watchman	205	8500-13210
44	Sweeper	121	8500-13210
45	Special Grade Storekeeper	1	14620-25280
46	U.D Storekeeper	21	13210-22360
47	L.D Storekeeper	65	9940-16580
48	Store Attender	32	8730-13540
49	Dresser	17	8730-13540
50	Pharmacist	19	11620-20240
51	Driver	22	
52	Librarian	3	11620-20240
53	Painter	1	8960-14260
54	Part-time Sweeper	11	2500+DA
55	Part-time Scavenger(ITI Kalpatta)	1	8500-13210
56	Water carrier (ITI Malampuzha	1	8740-13540
	TOTAL	**3277**	

JOINT DIRECTOR

As 16.09.14

പ്രസിദ്ധീകരണത്തിന്

പത്താം ശമ്പള പരിഷ്കരണ കമ്മീഷൻ സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ നിലവിലെ തസ്തികകളുടെയും, ശമ്പള സ്കെയിലുകളുടെയും വകുപ്പ് തലത്തിലുള്ള പട്ടിക കമ്മീഷന്റെ വെബ്സൈറ്റിൽ പ്രസിദ്ധപ്പെടുത്തിയിട്ടുണ്ട്. ടി പട്ടിക അതാത് വകുപ്പ് അദ്ധ്യക്ഷന്മാർ പരിശോധിക്കേണ്ടതും പട്ടികയിൽ പിഴവുകൾ ഉണ്ടെങ്കിൽ ആയത് ബന്ധപ്പെട്ട സർക്കാർ ഉത്തരവുകളുടെ പകർപ്പ് സഹിതം 2015 മേയ് 27-ാം തീയതിയ്ക്കകം കമ്മീഷന്റെ ശ്രദ്ധയിൽപ്പെടുത്തേണ്ടതാണ്. സർവ്വീസ് സംഘടനകൾക്കും ജീവനക്കാർക്കും ടി പട്ടികയിൽ പിഴവുകൾ ഉണ്ടെങ്കിൽ തെളിവ് സഹിതം ചൂണ്ടിക്കാണിക്കാവുന്നതാണ്. പ്രസ്തുത തീയതിക്കുള്ളിൽ ഒരു അറിയിപ്പും ലഭിക്കാത്ത പക്ഷം പട്ടികയിലെ വിവരം അന്തിമമായി കണക്കാക്കുന്നതാണ്. അവസാന തീയതി കഴിഞ്ഞ് ലഭിക്കുന്ന പരാതികൾ സ്വീകരിക്കുന്നതല്ല.

41. INDUSTRIAL TRAINING DEPARTMENT

Sl. No.	Designation	No. of posts	Existing scale of pay
1.	Director of Training	1	IAS
2.	Addl.Director of Training	1	44640-58640
3.	Special officer STI	1	44640-58640
4.	Joint Director	2	40640-57440
5.	Deputy Director	2	36140-49740
6.	Deputy State Apprenticeship Advisor	1	36140-49740
7.	Inspector of Training	5	24040-38840
8.	Principal Class I	22	24040-38840
9.	Vice Principal/ Principal Class II	77	22360-37940
10.	Training Officer	9	22360-37940
11.	Trade Test Officer	1	22360-37940
12.	Accounts Officer	2	21240-37040
13.	*Group Instructor	116	16980-31360
14.	Junior Apprenticeship Advisor (Tech)	20	16980-31360
15.	Technical Assistant	1	16980-31360
16.	Junior Apprenticeship Advisor (Catering)	1	16980-31360
17.	AVTS Instructor	9	16180-29180
18.	Post ITI Special Instructor	8	16180-29180
19.	Senior Instructor/ACD Instructor	724	14620-25280
20.	Junior Instructor/ACD Instructor	724	13900-24040
21.	Special Grade Store Keeper	1	14620-25280
22.	Officer In-charge of Training and Orientation	5	14620-25280
23.	Workshop Attender	180	9190-15780
24.	Trade Assistant	7	9190-15780
25.	Junior Apprenticeship Advisor (Non-Technical)	9	16180-29180
26.	Assistant Hostel Superintendent	12	13210-22360
27.	Store Attender	32	8730-13540
28.	Dresser	17	8730-13540
29.	Painter	1	8960-14260
30.	Part Time Scavenger	1	8500-13210
31.	Water Carrier	1	8500-13210
	Posts held by personnel of other Departments		
32.	Administrative Officer	1	As in PD
33.	Finance Officer	1	As in PD
34.	Social Studies Instructor	14	As in PD
35.	Pharmacist	19	As in PD

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"ഭരണഭാഷ - മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

നമ്പർ A3/3605/2016

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്,
കെ.എസ്.എച്ച്.ബി.ബിൽഡിംഗ്,
ശാന്തിനഗർ, തിരുവനന്തപുരം
തീയതി: 17/02/2016.

അനൗദ്യോഗിക കുറിപ്പ്

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ്- ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്- ജീവനക്കാര്യം- 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവ്- വാച്ച്മാൻ, ഫുൾ ടൈം സ്വീപ്പർ തസ്തികകൾ ഉൾകൊള്ളിക്കാത്തത്- സംബന്ധിച്ച്.

സൂചന:- ജി.ഒ.(പി)നം. 7/2016/ഫിൻ തീയതി: 20/01/2016.

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1) പത്താം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ വകുപ്പിലെ വാച്ച്മാൻ, ഫുൾടൈം സ്വീപ്പർ തസ്തികകൾ Common Category- യിലോ വകുപ്പിലെ തസ്തികകളുടെ വിശദാംശങ്ങൾ ചേർത്തിരിയ്ക്കുന്ന ഭാഗത്തോ ഉൾകൊള്ളിച്ചിട്ടില്ല.

2) എൽ.ഡി സ്റ്റോർകീപ്പർമാർക്കു 1:1 പ്രകാരം Ratio അനുവദിക്കാൻ കമ്മീഷൻ ഉത്തരവായിരുന്നു. എന്നാൽ അനുവദിച്ചിട്ടില്ല.

3) AO I, AO II/ AA, തസ്തികകൾ ഒന്ന് ഒന്നിന്റെ പ്രൊമോഷൻ ആണ്. ഇവക്ക് നിലവിൽ ഒരേ ശമ്പളമായിരുന്നു. എന്നാൽ Pay Revision ഉത്തരവിൽ AA ക്ക് കൂടുതലും AO II, AO I തസ്തികകൾക്ക് കുറവും ശമ്പളമാണ്. ഇത് അപാകതയാണ്. ഇവയ്ക്ക് ഒരേ Scale അനുവദിക്കാൻ ആവശ്യപ്പെടുക.

4) Common Category യിൽ വരുന്ന Sr. Fo, Sr. Ao തസ്തികകൾക്ക് ഡെപ്യൂട്ടി സെക്രട്ടറി റാങ്ക് ആണ് അനുവദിച്ചിട്ടുള്ളത്. എന്നാൽ Sr.Fo/Sr.Ao Scale കൾ Deputy Secretary Scale കളിൽ നിന്നും കുറഞ്ഞാണ് വന്നിട്ടുള്ളത്. ഇതു അപാകതയാണ്. ഇവ തുല്യമാക്കി അനുവദിക്കാൻ ആവശ്യപ്പെടുക.

ഈ അപാകതകൾ പരിഹരിക്കാൻ സർക്കാരുമായി ബന്ധപ്പെട്ട് (Finance Pay Revision Cell, anomaly) നടപടികൾ ഉടൻ സ്വീകരിക്കേണ്ടതാണ്.

അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ

സ്വീകർത്താവ്

17.02.2016 JS(A)

ശ്രദ്ധയ്ക്ക്:- A7 സീറ്റ്

9895602383

RSP

പ്രേഷിതൻ,

പി.കെ.സതീഷ്കുമാർ
അക്കൗണ്ട്സ് ഓഫീസർ (റിട്ടയർഡ്)
ട്രെയിനിംഗ് ഡയറക്ടർട്രേറ്റ്
തിരുവനന്തപുരം

(വൈശാഖ്
പട്ടിത്താനം പി.ഒ
ഏറ്റുമാനൂർ പിൻ: 686631
കോട്ടയം)

സ്വീകർത്താവ്,

ഡയറക്ടർ
വ്യവസായിക പരിശീലന വകുപ്പ്
ഹൗസിംഗ് ബോർഡ് ബിൽഡിംഗ് ശാന്തി നഗർ, തിരുവനന്തപുരം-1

സർ,

വിഷയം : 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവ്- ശമ്പള സ്കെയിലിലെ അപാകത സംബന്ധിച്ച്,

സൂചന : 1) Go (P) No.7/2016/Fin Dated 20.01.2016, Tvm
2) Go (P) No.85/2011/Fin Dated 26.02.2011 Tvm.

മേൽ സൂചന (1) പ്രകാരം സർക്കാർ ജീവനക്കാരുടെ ശമ്പള സ്കെയിലുകൾ പരിഷ്ക്കരിച്ച് ഉത്തരവായിരുന്നു. അതിൽ പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർമാരുടെ ശമ്പള സ്കെയിൽ, 40500-85000 എണ്ണമായി നിജപ്പെടുത്തിയിരിക്കുന്നു. ഇത് കോമൺ കാറ്റഗറിയിലെ സീനിയർ സൂപ്രണ്ട് (ഹയർഗ്രേഡ്) നും സ്പെഷ്യൽ റൂൾ പ്രകാരം inter changeable തസ്തിക മാറ്റത്തിനും അനുവദിച്ചിരുന്ന ശമ്പള സ്കെയിൽ ആണ്. വകുപ്പിലെ സ്പെഷ്യൽ റൂൾ പ്രകാരം വകുപ്പിൽ നിലവിലുള്ള അക്കൗണ്ട് ഓഫീസർ (2), അഡ്മിനിസ്ട്രേറ്റീവ് അസ്സിസ്റ്റന്റ്, അക്കൗണ്ട് ഓഫീസർ(1) എന്നിവയിലേക്കുള്ള നിയമനം താഴെ പറയുന്ന രീതിയിലാണ്. അക്കൗണ്ട്സ് ഓഫീസർ-2- വകുപ്പിലെ സീനിയർ സൂപ്രണ്ടുമാരിൽ അക്കൗണ്ട് ടെസ്റ്റ് ഹയർ പാസ്സായവരിൽ സീനിയർ, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് - അക്കൗണ്ട്സ് ഓഫീസർ (2) ൽ നിന്നുമുള്ള പ്രമോഷൻ, അക്കൗണ്ട് ഓഫീസർ 1 : അഡ്മിനിസ്ട്രേറ്റീവ് അസ്സിസ്റ്റന്റിൽ നിന്നുമുള്ള പ്രമോഷൻ. കോമൺ കാറ്റഗറി അക്കൗണ്ട്സ് ഓഫീസർ,

അഡ്മിനിസ്ട്രേറ്റീവ് അസ്സിസ്റ്റന്റ് തസ്തികയിലെ നിയമനത്തിന് അക്കൗണ്ട് ടെസ്റ്റ് ഹയർ ആവശ്യമില്ല. എന്നാൽ ഈ വകുപ്പിലെ സ്പെഷ്യൽ റൂൾ അനുസരിച്ച് വകുപ്പിലെ മേൽപ്പറഞ്ഞ 3 തസ്തികയിലെ നിയമനത്തിനും അക്കൗണ്ട് ടെസ്റ്റ് ഹയർ ആവശ്യമാണ്. ആയതിനനുസരിച്ച് മുൻ ശമ്പള പരിഷ്കരണത്തിൽ (സൂചന 2) ടി തസ്തികളുടെ ശമ്പള സ്കെയിൽ ഏകീകരിക്കുകയും കോമൺ വിഭാഗത്തിലെ ശമ്പള സ്കെയിൽ ആയിരുന്ന 20740-36140 ൽ നിന്നും ഉയർത്തി 21240-37040 എന്ന സ്കെയിൽ അനുവദിക്കുകയുണ്ടായി. എന്നാൽ പുതിയ ഉത്തരവിൻ പ്രകാരം വകുപ്പിലെ അക്കൗണ്ട് ഓഫീസർമാരുടെ ശമ്പള സ്കെയിൽ സീനിയർ സൂപ്രണ്ട് ഹയർ ഗ്രേഡ്/ അക്കൗണ്ട്സ് ഓഫീസർ (സ്പെഷ്യൽ റൂൾ പ്രകാരം ഇന്റർ ചെയ്ഞ്ചബിൾ) എന്ന വിഭാഗത്തിൽ ഉൾപ്പെടുത്തി ഒരു ഗ്രേഡ് താഴ്ത്തി 40500-85000 എന്ന സ്കെയിലേക്ക് താഴ്ത്തുകയാണ് ചെയ്തത്. വകുപ്പിലെ സ്പെഷ്യൽ റൂൾ പ്രകാരം സീനിയർ സൂപ്രണ്ടും (ഹയർ ഗ്രേഡും) അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയും ഇന്റർ ചെയിഞ്ചിൾ അല്ല. ഈ വസ്തുത സർക്കാരിന്റെ സത്വര ശ്രദ്ധയിൽ കൊണ്ടു വരികയും അഡ്: അസിസ്റ്റന്റിന് അനുവദിച്ചിരിക്കുന്ന 42500-87000 സ്കെയിൽ അനുവദിച്ചു കിട്ടുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കുകയും ചെയ്യണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

പി കെ സതീഷ്കുമാർ

ഏറ്റുമാനൂർ
10.02.2016

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പ്രേഷിതൻ,

പി.കെ.സതീഷ്കുമാർ
അക്കൗണ്ട്സ് ഓഫീസർ (റിട്ടയർഡ്)
ട്രെയിനിംഗ് ഡയറക്ടർട്രേറ്റ്
തിരുവനന്തപുരം

(വൈശാഖ്
പട്ടിത്താനം പി.ഒ
ഏറ്റുമാനൂർ പിൻ: 686631
കോട്ടയം)

സ്വീകർത്താവ്,

ഡയറക്ടർ
വ്യവസായിക പരിശീലന വകുപ്പ്
ഹൗസിംഗ് ബോർഡ് ബിൽഡിംഗ് ശാന്തി നഗർ, തിരുവനന്തപുരം-1

സർ,

വിഷയം : 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവ്- ശമ്പള സ്കെയിലിലെ അപാകത സംബന്ധിച്ച്,

സൂചന : 1) Go (P) No.7/2016/Fin Dated 20.01.2016, Tvm
2) Go (P) No.85/2011/Fin Dated 26.02.2011 Tvm.

മേൽ സൂചന (1) പ്രകാരം സർക്കാർ ജീവനക്കാരുടെ ശമ്പള സ്കെയിലുകൾ പരിഷ്ക്കരിച്ച് ഉത്തരവായിരുന്നു. അതിൽ പ്രകാരം വ്യാവസായിക പരിശീലന വകുപ്പിലെ അക്കൗണ്ട്സ് ഓഫീസർമാരുടെ ശമ്പള സ്കെയിൽ, 40500-85000 എണ്ണമായി നിജപ്പെടുത്തിയിരിക്കുന്നു. ഇത് കോമൺ കാറ്റഗറിയിലെ സീനിയർ സൂപ്രണ്ട് (ഹയർഗ്രേഡ്) നും സ്പെഷ്യൽ റൂൾ പ്രകാരം inter changeable തസ്തിക മാറ്റത്തിനും അനുവദിച്ചിരുന്ന ശമ്പള സ്കെയിൽ ആണ്. വകുപ്പിലെ സ്പെഷ്യൽ റൂൾ പ്രകാരം വകുപ്പിൽ നിലവിലുള്ള അക്കൗണ്ട് ഓഫീസർ (2), അഡ്മിനിസ്ട്രേറ്റീവ് അസ്സിസ്റ്റന്റ്, അക്കൗണ്ട് ഓഫീസർ(1) എന്നിവയിലേക്കുള്ള നിയമനം താഴെ പറയുന്ന രീതിയിലാണ്. അക്കൗണ്ട്സ് ഓഫീസർ-2- വകുപ്പിലെ സീനിയർ സൂപ്രണ്ടുമാരിൽ അക്കൗണ്ട് ടെസ്റ്റ് ഫയർ പാസ്സായവരിൽ സീനിയർ, അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ് - അക്കൗണ്ട്സ് ഓഫീസർ (2) ൽ നിന്നുമുള്ള പ്രമോഷൻ, അക്കൗണ്ട് ഓഫീസർ 1 : അഡ്മിനിസ്ട്രേറ്റീവ് അസ്സിസ്റ്റന്റിൽ നിന്നുമുള്ള പ്രമോഷൻ. കോമൺ കാറ്റഗറി അക്കൗണ്ട്സ് ഓഫീസർ,

അഡ്മിനിസ്ട്രേറ്റീവ് അസ്സിസ്റ്റന്റ് തസ്തികയിലെ നിയമനത്തിന് അക്കൗണ്ട് ടെസ്റ്റ് ഹയർ ആവശ്യമില്ല. എന്നാൽ ഈ വകുപ്പിലെ സ്പെഷ്യൽ റൂൾ അനുസരിച്ച് വകുപ്പിലെ മേൽപ്പറഞ്ഞ 3 തസ്തികയിലെ നിയമനത്തിനും അക്കൗണ്ട് ടെസ്റ്റ് ഹയർ ആവശ്യമാണ്. ആയതിനനുസരിച്ച് മുൻ ശമ്പള പരിഷ്ക്കരണത്തിൽ (സൂചന 2) ടി തസ്തികളുടെ ശമ്പള സ്കെയിൽ ഏകീകരിക്കുകയും കോമൺ വിഭാഗത്തിലെ ശമ്പള സ്കെയിൽ ആയിരുന്ന 20740-36140 ൽ നിന്നും ഉയർത്തി 21240-37040 എന്ന സ്കെയിൽ അനുവദിക്കുകയുണ്ടായി. എന്നാൽ പുതിയ ഉത്തരവിൻ പ്രകാരം വകുപ്പിലെ അക്കൗണ്ട് ഓഫീസർമാരുടെ ശമ്പള സ്കെയിൽ സീനിയർ സൂപ്രണ്ട് ഹയർ ഗ്രേഡ്/ അക്കൗണ്ട്സ് ഓഫീസർ (സ്പെഷ്യൽ റൂൾ പ്രകാരം ഇന്റർ ചെയ്ഞ്ചബിൾ) എന്ന വിഭാഗത്തിൽ ഉൾപ്പെടുത്തി ഒരു ഗ്രേഡ് താഴ്ത്തി 40500-85000 എന്ന സ്കെയിലേക്ക് താഴ്ത്തുകയാണ് ചെയ്തത്. വകുപ്പിലെ സ്പെഷ്യൽ റൂൾ പ്രകാരം സീനിയർ സൂപ്രണ്ടും (ഹയർ ഗ്രേഡും) അക്കൗണ്ട്സ് ഓഫീസർ തസ്തികയും ഇന്റർ ചെയിഞ്ചിൾ അല്ല. ഈ വസ്തുത സർക്കാരിന്റെ സത്വര ശ്രദ്ധയിൽ കൊണ്ടു വരികയും അഡ്: അസിസ്റ്റന്റിന് അനുവദിച്ചിരിക്കുന്ന 42500-87000 സ്കെയിൽ അനുവദിച്ചു കിട്ടുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കുകയും ചെയ്യണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ,

പി കെ സതീഷ്കുമാർ

ഏറ്റുമാനൂർ
10.02.2016



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4418.

From,

Mary. M.D
Accounts Officer 1
Directorate of Training,
Industrial Training Department.

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To,

The Director,
Directorate of Training,
KSHB Building,
Santhi Nagar, Thiruvananthapuram.

Sir,

Sub: Pay Revision – anomaly reg.

I was appointed as Senior Superintendent in this department and joined on 25/04/1988. Then I promoted as Administrative Assistant on 23/07/1997 and Accounts Officer 1 on 01/12/2004. Now in the new pay revision order GO(P) No: 7/16/LBR dated 20/01/2016 the scale of pay of Accounts Officer is shown as 40,500-85,000, ie less than that of Administrative Assistant. Hence the anomaly may be rectified and allow the higher scale of pay accordingly.

Yours faithfully,

MARY M.D.

Place: Thiruvananthapuram.
Date : 15/02/2016

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From,

264

Mary. M.D
Accounts Officer 1
Directorate of Training,
Industrial Training Department.

To,

The Director,
Directorate of Training,
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Yours faithfully,

MARY M.D.

Place: Thiruvananthapuram.
Date : 15/02/2016

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"ഭരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം

നമ്പർ:എ7/37133/2014 തീയതി: /03/2016

പ്രേഷകൻ

ട്രെയിനിംഗ് ഡയറക്ടർ,

സ്വീകർത്താവ്

അഡീഷണൽ ചീഫ് സെക്രട്ടറി
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്,
ഗവ.സെക്രട്ടറിയേറ്റ്,
തിരുവനന്തപുരം.

സർ,

വിഷയം:-വ്യാവസായിക പരിശീലന വകുപ്പ്- ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്- ജീവനക്കാര്യം-10-ാം ശമ്പള പരിഷ്കരണം അനോമലികൾ പരിഹരിക്കുന്നത്-സംബന്ധിച്ച്.

സൂചന:- സർക്കാർ ഉത്തരവ് നം.07/2016/ധന തീയതി 20/01/16.

****

സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. ടി ഉത്തരവിൽ ഈ വകുപ്പുമായി ബന്ധപ്പെട്ട് ഉണ്ടായിട്ടുള്ള അപാകതകൾ പരിഹരിക്കുന്നതിനായി അങ്ങയുടെ ദയവാർന്ന പരിഗണനക്കായി സമർപ്പിക്കുന്നു.

1. ഈ വകുപ്പിൽ വിവിധ സ്ഥാപനങ്ങളിലായി 8500-13210/- രൂപ ശമ്പള നിരക്കിൽ 205 വാച്ച്മാൻ തസ്തികകളും 121 ഫുൾടൈം സ്വീപ്പർ തസ്തികകളും ഉണ്ട്. 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ ടി ജീവനക്കാരെ പൊതു പട്ടികയിലോ വകുപ്പുതല പട്ടികയിലൊ ഉൾപ്പെടുത്തിയതായി കാണുന്നില്ല. ബന്ധപ്പെട്ട തസ്തികകൾ ~~വകുപ്പുതല പട്ടികയിൽ~~ ഉൾപ്പെടുത്തേണ്ടതാണ്.

2. ഈ വകുപ്പിൽ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ II→ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→ അക്കൗണ്ട്സ് ഓഫീസർ-I എന്ന രീതിയിലാണ് ഉദ്യോഗക്കയറ്റം നൽകുന്നത്. ടി തസ്തികകൾക്ക് നിലവിൽ ഒരേ ശമ്പള നിരക്കായിരുന്നു IX-ാം ശമ്പള പരിഷ്ക്കരണത്തിൽ നിലവിലുണ്ടായിരുന്നത് എന്നാൽ പത്താം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന് 42500-87000/- രൂപ ശമ്പള സ്കെയിലും ഉയർന്ന തസ്തികയായ അക്കൗണ്ട്സ് ഓഫീസർ-I/II ന് താഴ്ന്ന ശമ്പള സ്കെയിലായ

40500-85000/- ആണ് അനുവദിച്ചിരിക്കുന്നത്. ഈ അപാകത പരിഹരിച്ച് ടി 3 തസ്തികകൾക്കും 42500-87000 ശമ്പള നിരക്ക് അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

3. ഈ വകുപ്പിൻ കീഴിൽ രൂപ 9940-16580/- ശമ്പള സ്കെയിലിൽ 65 എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളും 13210-22360/- ശമ്പള സ്കെയിലിൽ 21 യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളുണ്ട്. എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ അനുപാതം 1:1 റേഷ്യോ അനുവദിക്കുന്നതിന് ശുപാർശ ചെയ്ത പത്താം ശമ്പള കമ്മീഷൻ, ചെയ്തിരുന്നെങ്കിലും നടപ്പിലാക്കിയിട്ടില്ല. ആയത് നടപ്പിലാക്കുന്നതിന് നടപടി ഉണ്ടാകണമെന്ന അഭ്യർത്ഥിക്കുന്നു.

4. പൊതു വിഭാഗത്തിൽ വരുന്ന സീനിയർ ഫിനാൻസ് ഓഫീസർ, സീനിയർ അക്കൗണ്ട്സ് ഓഫീസർ എന്നീ തസ്തികകൾക്ക് ഡെപ്യൂട്ടി സെക്രട്ടറി റാങ്ക് ആണ് അനുവദിച്ചിട്ടുള്ളത്. എന്നാൽ ടി തസ്തികകൾക്കുള്ള ശമ്പള സ്കെയിൽ ഡെപ്യൂട്ടി സെക്രട്ടറി സ്കെയിൽ നിന്നും താഴ്ന്ന നിരക്കാണ് (68700-1,10,400/-) അനുവദിച്ചിട്ടുള്ളത്. ടി തസ്തികകൾക്ക് 77400-1,15,200 ശമ്പള സ്കെയിൽ അനുവദിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

മേൽ പറഞ്ഞ അനോമലികൾ പരിഹരിക്കുന്നതിന് അടിയന്തിര നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ട്രെയിനിംഗ് ഡയറക്ടർക്കു വേണ്ടി

ഡി-01/03/16

വ്യാവസായിക പരിശീലന വകുപ്പിലെഅഡീഷണൽഡയറക്ടറുടെഅടിസ്ഥാന ശമ്പളത്തിൽ 4900/- രൂപയുടെകുറവ്വരുത്തിയിരിക്കുന്നു. നിലവിലുളള 2014-ലെ ശമ്പളപരിഷ്ക്കരണത്തിന് മുൻപ് നിലവിലിരുന്ന ശമ്പളസ്കെയിൽ 44640-58640 ആയിരുന്നു. പുതുക്കിയ ശമ്പളസ്കെയിലായി അനുവദിച്ചിരിക്കുന്നത് 81000-117600 ആണ്.

എന്നാൽ 44640-58640 എന്ന ശമ്പളസ്ക്കെയിലിന് ആനുപാതികമായിലഭിക്കേണ്ടിയിരുന്നത് 85000-117600 ശമ്പള സ്ക്കെയിലാണ്. മറ്റ്എല്ലാഡിപ്പാർട്ട്മെന്റ്കളിലും 85000-117600 എന്ന പുതിയസ്കെയിലാണ് അനുവദിച്ചിരിക്കുന്നത്.

ഗവ: ഓഫ്ഇന്ത്യ, NCVT മാനദണ്ഡപ്രകാരം പരിശീലനം നടത്തുന്ന 81 ഐ.ടി.ഐകൾ,
500-ലധികംസ്വകാര്യഐ.ടി.ഐകൾഎന്നീസ്ഥാപനങ്ങളുടെചുമതലകൾ 3000-ൽപരംജീവനക്കാരുടെചുമതലയുംവഹിക്കുന്ന സംസ്ഥാനത്തെ പ്രധാന വകുപ്പുകളിലൊന്നായ B. Tech Degree Holder Aya ഈ വകുപ്പിലെഅഡീഷണൽഡയറക്ടർതസ്തികക്ക്അർഹമായ 85000-117600 എന്ന സ്കെയിൽ അനുവദിക്കണമെന്ന്താല്പര്യപ്പെടുന്നു.

21/03/16

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വ്യാവസായിക പരിശീലന വകുപ്പ്

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്
KSHB Building, ശാന്തി നഗർ,
തിരുവനന്തപുരം-1,
തീയതി: 03.2016.

നോട്ട്

G.O (P) No. 7/2016/Fin dated 20.01.2016 ശമ്പളപരിഷ്ക്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ താഴെപ്പറയുന്ന തസ്തികയിലെ ശമ്പളസ്കെയിലിൽ വന്നിട്ടുള്ള അപാകത ശമ്പള കമ്മീഷന്റെ ശ്രദ്ധയിൽ കൊണ്ടു വരുന്നതിന് താൽപര്യപ്പെടുന്നു.

വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർ തസ്തികയുടെ 2004 ലെ ശമ്പള സ്കെയിൽ 23200-31150 ആയിരുന്നത് 2009-ൽ ആനുപാതികമായി 40640-57440 ആക്കി നൽകിയിരുന്നു. ഇത് 2004-ലും 2009-ലും സെക്രട്ടറിയേറ്റിലെ ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു. എന്നാൽ തുടർന്ന് ജോയിന്റ് സെക്രട്ടറിമാരുടെ ശമ്പളം 44640-58640 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനുതുല്യമായി വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിരുന്നില്ല. 2014-ലെ റിപ്പോർട്ടിൽ 85000-117600 ആയി ഉയർത്തിയ സാഹചര്യത്തിൽ വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടറുടെ സ്കെയിൽ 77400-115000 ആയി നിലനിർത്തിയിരിക്കുകയാണ്. ആയതിനാൽ വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർക്കും സെക്രട്ടറിയേറ്റ് സർവ്വീസിലെ ജോയിന്റ് സെക്രട്ടറിയുടെ മുൻകാലങ്ങളിൽ നൽകിയിരുന്ന ശമ്പള സ്കെയിൽ- നൽകാനുള്ള നടപടികൾ സ്വീകരിയ്ക്കണമെന്ന് കമ്മീഷനോട് അഭ്യർത്ഥിക്കുവാൻ താൽപര്യപ്പെടുന്നു.

ജോയിന്റ് ഡയറക്ടർ

SUNIL JACOB
Joint Director of Training
Directorate of Industrial Training Dept.
Kerala Road Building
Thiruvananthapuram-695 001

സ്വീകർത്താവ്

ജെ.എസ്(എ7)

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വ്യാവസായിക പരിശീലന വകുപ്പ്

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്
KSHB Building, ശാന്തി നഗർ,
തിരുവനന്തപുരം-1,
തീയതി: 03.2016.

നോട്ട്

G.O (P) No. 7/2016/Fin dated 20.01.2016 ശമ്പളപരിഷ്ക്കരണ ഉത്തരവിൽ വ്യാവസായിക പരിശീലന വകുപ്പിലെ താഴെപ്പറയുന്ന തസ്തികയിലെ ശമ്പളസ്കെയിലിൽ വന്നിട്ടുള്ള അപാകത ശമ്പള കമ്മീഷന്റെ ശ്രദ്ധയിൽ കൊണ്ടു വരുന്നതിന് താൽപര്യപ്പെടുന്നു.

വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർ തസ്തികയുടെ 2004 ലെ ശമ്പള സ്കെയിൽ 20700-26600 ആയിരുന്നത് 2009-ൽ ആനുപാതികമായി 36140-49740 ആക്കി നൽകിയിരുന്നു. ഇത് 2004-ലും 2009-ലും സെക്രട്ടറിയേറ്റിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു. എന്നാൽ തുടർന്ന് ഡെപ്യൂട്ടി സെക്രട്ടറിമാരുടെ ശമ്പളം 40640-57440 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിരുന്നില്ല. 2014 -ലെ റിപ്പോർട്ടിൽ ഡെപ്യൂട്ടി സെക്രട്ടറിമാരുടെ ശമ്പളസ്കെയിൽ 77400-115200 ആയി ഉയർത്തിയെങ്കിലും വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ സ്കെയിൽ 68700-110400 ആയി നിലനിർത്തിയിരിക്കുകയാണ്. ആയതിനാൽ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർക്കും സെക്രട്ടറിയേറ്റ് സർവ്വീസിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ മുൻകാലങ്ങളിൽ നൽകിയിരുന്ന ശമ്പള സ്കെയിൽ നൽകാനുള്ള നടപടികൾ സ്വീകരിയ്ക്കണമെന്ന് കമ്മീഷനോട് അഭ്യർത്ഥിക്കുവാൻ താൽപര്യപ്പെടുന്നു.

ഡെപ്യൂട്ടി ഡയറക്ടർ
14/03/2016

D. MENEKSH PRASAD
DEPUTY DIRECTOR (PLANNING)
DIRECTORATE OF TRAINING
THIRUVANANTHAPURAM - 1

സ്വീകർത്താവ്

ജെ.എസ്(എ7)

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"ഭരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം
തീയതി: 18/03/2016

നമ്പർ:എ7/37133/2014

പ്രേഷകൻ

ട്രെയിനിംഗ് ഡയറക്ടർ.

സ്വീകർത്താവ്

സെക്രട്ടറി, ഫൈനാൻസ്,
(പേറിവിഷൻ),
ഗവ.സെക്രട്ടറിയേറ്റ്,
തിരുവനന്തപുരം.

സർ,

വിഷയം:-വ്യാവസായിക പരിശീലന വകുപ്പ്- ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്- ജീവനക്കാര്യം-10-ാം ശമ്പള പരിഷ്കരണം അനോമലികൾ പരിഹരിക്കുന്നത്-സംബന്ധിച്ച്.

സൂചന:- സർക്കാർ ഉത്തരവ് നം.07/2016/ധന തീയതി 20/01/16.

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സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. ടി ഉത്തരവിൽ ഈ വകുപ്പു മായി ബന്ധപ്പെട്ട് ഉണ്ടായിട്ടുള്ള താഴെപ്പറയുന്ന അപാകതകൾ പരിഹരിക്കുന്നതി നായി അങ്ങയുടെ ദയവാർന്ന പരിഗണനക്കായി സമർപ്പിക്കുന്നു.

1. ഈ വകുപ്പിൽ വിവിധ സ്ഥാപനങ്ങളിലായി 8500-13210 രൂപ ശമ്പള നിരക്കിൽ 205 വാച്ച്മാൻ തസ്തികകളും 121 ഫുൾടൈം സ്വീപ്പർ തസ്തിക കളും ഉണ്ട്. 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ ടി ജീവനക്കാരെ പൊതു പട്ടികയിലൊ(കോമൺ കാറ്റഗറി), വകുപ്പുതല പട്ടികയിലൊ ഉൾപ്പെടുത്തിയതായി കാണുന്നില്ല. ബന്ധപ്പെട്ട തസ്തികകൾ കോമൺ കാറ്റഗറിയിൽ ഉൾപ്പെടുത്തേണ്ടതാണ്.

2. ഈ വകുപ്പിൽ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും ഉദ്യോഗക്ക യറ്റം ലഭിക്കുന്ന അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ 3 തസ്തികകളുണ്ട്. സീനിയർ സൂപ്രണ്ടിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനി സ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ ക്രമത്തിലാണ് ഉദ്യോഗക്കയറ്റം നൽകുന്നത്. ഈ തസ്തികകൾക്ക് ഒരേ ശമ്പള നിരക്കാ യിരുന്നു IX-ാം ശമ്പള പരിഷ്ക്കരണത്തിൽ നിലവിലുണ്ടായിരുന്നത്. എന്നാൽ പത്താം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ അഡ്മിനിസ്ട്രേറ്റീവ്

അസിസ്റ്റന്റിന് 42500-87000/- രൂപ ശമ്പള സ്കെയിലും അതിന്റെ ഉയർന്ന തസ്തികയായ അക്കൗണ്ട്സ് ഓഫീസർ-I തസ്തികക്ക് താഴ്ന്ന ശമ്പള സ്കെയിലായ 40500-85000/- ആണ് അനുവദിച്ചിരിക്കുന്നത്. സ്പെഷ്യൽ റൂൾ പ്രകാരം സീനിയർ സൂപ്രണ്ടുമാരിൽ നിന്നും പ്രമോഷൻ നൽകിയാണ് ഈ പോസ്റ്റുകളിൽ നിയമനം നടത്തുന്നത്. ഈ അപാകത പരിഹരിച്ച് ടി 3 തസ്തികകൾക്കും 42500-87000 ശമ്പള നിരക്ക് അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

Existing	Revised	To be modified
Accounts Officer-II 21240-37040	40500-85000	42500-85000
Administrative Assistant 21240-37040	42500-87000	42500-87000
Accounts Officer-I 21240-37040	40500-85000	42500-85000

3. ഈ വകുപ്പിൻ കീഴിൽ രൂപ 9940-16580 ശമ്പള സ്കെയിലിൽ 65 എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളും 13210-22360/- ശമ്പള സ്കെയിലിൽ 21 യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളുമുണ്ട്. എൽ.ഡി സ്റ്റോർ കീപ്പർക്കും, യു.ഡി സ്റ്റോർ കീപ്പർക്കും ഓരേ തരത്തിലുള്ള ഡ്യൂട്ടി ആണ്. എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ അനുപാതം 1:1 റേഷ്യോ അനുവദിക്കുന്നതിന് പത്താം ശമ്പള കമ്മീഷൻ ശുപാർശ ചെയ്തിരുന്നെങ്കിലും നടപ്പിലാക്കിയിട്ടില്ല. ആയത് നടപ്പിലാക്കുന്നതിന് നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. സമാന സ്വഭാവമുള്ള എൽ.ഡി. ക്ലർക്ക്, എൽ.ഡി. ടൈപ്പിസ്റ്റ്, ജൂനിയർ ഇൻസ്ട്രക്ടർ, ഡ്രൈവർ, തുടങ്ങിയ തസ്തികകൾക്കു റേഷ്യോ അനുവദിച്ചിട്ടുള്ളതാണ്.

4. പൊതു വിഭാഗത്തിൽ വരുന്ന (Common Category) സീനിയർ ഫിനാൻസ് ഓഫീസർ, സീനിയർ അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ എന്നീ തസ്തികകൾക്ക് ഡെപ്യൂട്ടി സെക്രട്ടറി റാങ്ക് ആണ് അനുവദിച്ചിട്ടുള്ളത്. എന്നാൽ ടി തസ്തികകൾക്കുള്ള ശമ്പള സ്കെയിൽ ഡെപ്യൂട്ടി സെക്രട്ടറി സ്കെയിലിൽ നിന്നും താഴ്ന്ന നിരക്കാണ് (68700-1,10,400) അനുവദിച്ചിട്ടുള്ളത്. ടി തസ്തികകൾക്ക് 77400-1,15,200 ശമ്പള സ്കെയിൽ ആണ് ശുപാർശ ചെയ്തിരുന്നത്. ആയത് അനുവദിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. ഈ തസ്തികയിലേയ്ക്ക് ഡെപ്യൂട്ടേഷൻ വഴി ഡെപ്യൂട്ടി സെക്രട്ടറിമാരെയാണ് നിയമിക്കുന്നത്. അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർമാർക്ക് നൽകി വന്നിരുന്ന സ്പെഷ്യൽ അലവൻസ് 170 രൂപ ഈ ഉത്തരവിൽ ഒഴിവാക്കപ്പെട്ടിരിക്കുന്നു. ആയത് 500/- രൂപയാക്കി പുന:സ്ഥാപിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

5. ഈ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടറുടെ നിലവിലെ ശമ്പളനിരക്ക് 44640 - 58640 ആയിരുന്നു. അഡീഷണൽ ഡയറക്ടർക്ക് സെക്രട്ടേറിയറ്റിലെ അഡീഷണൽ സെക്രട്ടറിയുടെ സ്കെയിലിന് തുല്യമായ സ്കെയിൽ ആണ് ലഭിക്കേണ്ടത്. എന്നാൽ പുതിയ ശമ്പളപരിഷ്കരണത്തിൽ ആയതിന് ആനുപാതികമായി ലഭിക്കേണ്ടിയിരുന്ന 89000 - 120000 ന് പകരം 81000 - 117600 ആണ് അനുവദിച്ചിരിക്കുന്നത്. മറ്റെല്ലാ ഡിപ്പാർട്ടുമെന്റുകളിലും 85000 - 117600 നിരക്കാണ് അനുവദിച്ചിരിക്കുന്നത്.

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ആയത് പ്രകാരം 4900/- രൂപയുടെ കുറവ് അടിസ്ഥാന ശമ്പളത്തിൽ വന്നിട്ടുണ്ട്. സംസ്ഥാനത്തെ പ്രധാന വകുപ്പുകളിലൊന്നായ ഈ വകുപ്പിലെ B.Tech ബിരുദധാരികളായ ADT തസ്തികയ്ക്കും സമാന തസ്തികകൾക്കും അർഹമായ 89,000 - 1,20,000 എന്ന ശമ്പളനിരക്ക് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

6. വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർ തസ്തികയുടെ ശമ്പളസ്കെയിൽ 2004, 2009 ശമ്പളപരിഷ്കരണങ്ങളിൽ സെക്രട്ടേറിയറ്റിലെ ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു. എന്നാൽ പുതുക്കിയ ശമ്പളപരിഷ്കരണത്തിൽ ജോയിന്റ് സെക്രട്ടറിമാരുടെ ശമ്പളം 85,000 - 1,17,600 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർമാരുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിട്ടില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ജോയിന്റ് ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 77400 - 115000 ആണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിലായ 85000 - 117600 ലേക്ക് ഉയർത്തി നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

7. വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ സെക്രട്ടേറിയറ്റിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു (36140 - 49740). തുടർന്ന് ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളം 40640 - 57440 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി ഈ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിരുന്നില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ഡെപ്യൂട്ടി സെക്രട്ടറിമാരുടെ ശമ്പള സ്കെയിൽ 77400 - 115200 ആയി ഉയർത്തിയെങ്കിലും വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 68700 - 110400 ആയി നിലനിർത്തിയിരിക്കുകയാണ്. ആയതിനാൽ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർക്കും സെക്രട്ടേറിയറ്റ് സർവ്വീസിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിൽ (77400 - 115200) അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

മേൽ പറഞ്ഞ അനോമലികൾ പരിഹരിക്കുന്നതിന് അടിയന്തിര നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ട്രെയിനിംഗ് ഡയറക്ടർ I/c

പകർപ്പ് : അഡി: ചീഫ് സെക്രട്ടറി
തൊഴിലും നൈപുണ്യവും (സി വകുപ്പ്) (ആമുഖ കത്ത് സഹിതം)

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"ഭരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം

നമ്പർ:എ7/37133/2014 തീയതി: /03/2016

പ്രേഷകൻ

ട്രെയിനിംഗ് ഡയറക്ടർ,

സ്വീകർത്താവ്

സെക്രട്ടറി, ഫൈനാൻസ്,
(പേറിവിഷൻ),
ഗവ.സെക്രട്ടറിയേറ്റ്,
തിരുവനന്തപുരം.

സർ,

വിഷയം:-വ്യാവസായിക പരിശീലന വകുപ്പ്- ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്-ജീവനക്കാര്യം-10-ാം ശമ്പള പരിഷ്കരണം അനോമലികൾ പരിഹരിക്കുന്നത്-സംബന്ധിച്ച്.

സൂചന:- സർക്കാർ ഉത്തരവ് നം.07/2016/ധന തീയതി 20/01/16.

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സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. ടി ഉത്തരവിൽ ഈ വകുപ്പു മായി ബന്ധപ്പെട്ട് ഉണ്ടായിട്ടുള്ള താഴെപ്പറയുന്ന അപാകതകൾ പരിഹരിക്കുന്നതി നായി അങ്ങയുടെ ദയവാർന്ന പരിഗണനക്കായി സമർപ്പിക്കുന്നു.

1. ഈ വകുപ്പിൽ വിവിധ സ്ഥാപനങ്ങളിലായി 8500-13210 രൂപ ശമ്പള നിരക്കിൽ 205 വാച്ച്മാൻ തസ്തികകളും 121 ഫുൾടൈം സ്വീപ്പർ തസ്തിക കളും ഉണ്ട്. 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ ടി ജീവനക്കാരെ പൊതു പട്ടികയിലൊ(കോമൺ കാറ്റഗറി), വകുപ്പുതല പട്ടികയിലൊ ഉൾപ്പെടുത്തിയതായി കാണുന്നില്ല. ബന്ധപ്പെട്ട തസ്തികകൾ കോമൺ കാറ്റഗറിയിൽ ഉൾപ്പെടുത്തേണ്ടതാണ്.

2. ഈ വകുപ്പിൽ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും ഉദ്യോഗക്ക യറ്റം ലഭിക്കുന്ന അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ 3 തസ്തികകളുണ്ട്. സീനിയർ സൂപ്രണ്ടിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനി സ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ തസ്തികയിലാണ് ഉദ്യോഗക്കയറ്റം നൽകുന്നത്. ഈ തസ്തികകൾക്ക് ഒരേ ശമ്പള നിരക്കാ യിരുന്നു IX-ാം ശമ്പള പരിഷ്ക്കരണത്തിൽ നിലവിലുണ്ടായിരുന്നത്. എന്നാൽ പത്താം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ അഡ്മിനിസ്ട്രേറ്റീവ്

അസിസ്റ്റന്റിന് 42500-87000/- രൂപ ശമ്പള സ്കെയിലും അതിന്റെ ഉയർന്ന തസ്തികയായ അക്കൗണ്ട്സ് ഓഫീസർ-I തസ്തികക്ക് താഴ്ന്ന ശമ്പള സ്കെയിലായ 40500-85000/- ആണ് അനുവദിച്ചിരിക്കുന്നത്. സ്പെഷ്യൽ റൂൾ പ്രകാരം സീനിയർ സൂപ്രണ്ടുമാരിൽ നിന്നും പ്രമോഷൻ നൽകിയാണ് ഈ പോസ്റ്റുകളിൽ നിയമനം നടത്തുന്നത്. ഈ അപാകത പരിഹരിച്ച് ടി 3 തസ്തികകൾക്കും 42500-87000 ശമ്പള നിരക്ക് അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

Existing	Revised	To be modified
Accounts Officer-II 21240-37040	40500-85000	42500-85000
Administrative Assistant 21240-37040	42500-87000	42500-85000
Accounts Officer-I 21240-37040	40500-85000	42500-85000

3. ഈ വകുപ്പിൻ കീഴിൽ രൂപ 9940-16580 ശമ്പള സ്കെയിലിൽ 65 എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളും 13210-22360/- ശമ്പള സ്കെയിലിൽ 21 യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളുണ്ട്. എൽ.ഡി സ്റ്റോർ കീപ്പർക്കും, യു.ഡി സ്റ്റോർ കീപ്പർക്കും ഓരേ തരത്തിലുള്ള ഡ്യൂട്ടി ആണ്. എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ അനുപാതം 1:1 റേഷ്യോ അനുവദിക്കുന്നതിന് പത്താം ശമ്പള കമ്മീഷൻ ശുപാർശ ചെയ്തിരുന്നെങ്കിലും നടപ്പിലാക്കിയിട്ടില്ല. ആയത് നടപ്പിലാക്കുന്നതിന് നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

4. പൊതു വിഭാഗത്തിൽ വരുന്ന സീനിയർ ഫിനാൻസ് ഓഫീസർ, സീനിയർ അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ എന്നീ തസ്തികകൾക്ക് ഡെപ്യൂട്ടി സെക്രട്ടറി റാങ്ക് ആണ് അനുവദിച്ചിട്ടുള്ളത്. എന്നാൽ ടി തസ്തികകൾക്കുള്ള ശമ്പള സ്കെയിൽ ഡെപ്യൂട്ടി സെക്രട്ടറി സ്കെയിൽ നിന്നും താഴ്ന്ന നിരക്കാണ് (68700-1,10,400) അനുവദിച്ചിട്ടുള്ളത്. ടി തസ്തികകൾക്ക് (77400-1,15,200) തന്നെ ശമ്പള സ്കെയിൽ അനുവദിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർമാർക്ക് നൽകി വന്നിരുന്ന സ്പെഷ്യൽ അലവൻസ് 170 രൂപ ഈ ഉത്തരവിൽ ഒഴിവാക്കപ്പെട്ടിരിക്കുന്നു. ആയത് 500/- രൂപയാക്കി പുന:സ്ഥാപിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

5. ഈ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടറുടെ നിലവിലെ ശമ്പളനിരക്ക് 44640 - 58640 ആയിരുന്നു. പുതിയ ശമ്പള സ്കെയിലായി അനുവദിച്ചിരിക്കുന്നത് 81000 - 117600. എന്നാൽ പുതിയ ശമ്പളപരിഷ്കരണത്തിൽ ആയതിന് ആനുപാതികമായി ലഭിക്കേണ്ടിയിരുന്ന ~~85000~~ - ~~117600~~ ന് പകരം 81000 - 117600 ആണ് അനുവദിച്ചിരിക്കുന്നത്. മറ്റെല്ലാ ഡിപ്പാർട്ടുമെന്റുകളിലും 85000 - 117600 നിരക്കാണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് പ്രകാരം

4900/- രൂപയുടെ കുറവ് അടിസ്ഥാന ശമ്പളത്തിൽ വന്നിട്ടുണ്ട്. സംസ്ഥാനത്തെ പ്രധാന വകുപ്പുകളിലൊന്നായ ഈ വകുപ്പിലെ B.Tech ബിരുദധാരിയായ ADT തസ്തികയ്ക്കും സമാന തസ്തികകൾക്കും അർഹമായ ~~85000 - 117600~~ 87000 - 120,000 എന്ന ശമ്പളനിരക്ക് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

6. വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർ തസ്തികയുടെ ശമ്പളസ്കെയിൽ സെക്രട്ടേറിയറ്റിലെ ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു. എന്നാൽ പുതുക്കി ശമ്പളപരിഷ്കരണത്തിൽ ജോയിന്റ് സെക്രട്ടറിമാരുടെ ശമ്പളം ~~[illegible] ൽ നിന്നും~~ 85000 - 117600 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർമാരുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിട്ടില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ജോയിന്റ് ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 77400 - 115000 ആണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിലായ 85000 - 117600 ലേക്ക് ഉയർത്തി നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

7. വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ സെക്രട്ടേറിയറ്റിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു (36140 - 49740). തുടർന്ന് ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളം 40640 - 57440 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിരുന്നില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ഡെപ്യൂട്ടി സെക്രട്ടറിമാരുടെ ശമ്പള സ്കെയിൽ 77400 - 115200 ആയി ഉയർത്തിയെങ്കിലും വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 68700 - 110400 ആയി നിലനിർത്തിയിരിക്കുകയാണ്. ആയതിനാൽ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർക്കും സെക്രട്ടേറിയറ്റ് സർവ്വീസിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിൽ (77400 - 115200) അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

മേൽ പറഞ്ഞ അനോമലികൾ പരിഹരിക്കുന്നതിന് അടിയന്തിര നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ട്രെയിനിംഗ് ഡയറക്ടർ

പുറപ്പ്: [illegible]

എസ്.കെ. 15/03/16 ഡി.

A7/37133/14 367 തിയതി - 3-16

ടൈപ്പിസ്റ്റ് സഹായകൻ

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കോഴി. ചീഫ് സെക്രട്ടറി

തൊഴിൽ മന്ത്രിയും മറ്റു ചുമതലയും (സി വകുപ്പ്)

തിരുവനന്തപുരം.

സർ

22/3/16 വിഷയം: വ്യ. ച. വ: ടൈപ്പി: സ: ജീവനക്കാരുടെ-
10 ാം ശമ്പള പരിഷ്കരണം കോമ്പോ-
സിറ്റ് പരിഗണിക്കുന്നത് - സംബന്ധിച്ച്

സൂചന: സർക്കാർ ഉത്തരവ് നം: 7/2016/ധന
തിയതി 20-01-16

2) 18/3/2016 തിയതിയിലെ ഇതോടൊപ്പമുള്ള
സൂചിപ്പിക്കുന്നു

മേൽ സൂചിപ്പിച്ച ഉത്തരവിൽ
ടൈപ്പിസ്റ്റ് സഹായകൻ എന്ന വകുപ്പുമായി
ബന്ധപ്പെട്ട ശമ്പള പരിഷ്കരണം
കോമ്പോസിറ്റ് പരിഗണിക്കുന്നതിനായി
സർക്കാർ ഉത്തരവായിട്ടുള്ളതാണ്.

22/3/16 ആയത് പ്രകാരം ടൈപ്പിസ്റ്റ് സഹായകൻ, പേഴ്സണൽ -ന്
കോമ്പോസിറ്റ് പരിഗണിച്ചുകൊണ്ടുള്ള ആനുകൂല്യങ്ങൾ
കോപ്പി മന്ത്രിയുടെ ചേമ്പർ ഓഫീസിലേക്കായി
ഉടൻതന്നെ ലഭ്യമാക്കുന്നതിനായി നിർദ്ദേശിക്കുന്നു. നിലവിലുള്ള പരിഗണനയിലിരിക്കുന്ന -
നിലവിലുള്ള സാഹചര്യത്തിൽ ഇക്കാര്യത്തിന് സർക്കാർ.

വിശ്വാസപൂർവ്വം

ടൈപ്പിസ്റ്റ് സഹായകൻ

ഒപ്പ്: ടി

21/3/16

21/3/16

21/3/16

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"ഉരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം
തീയതി: 18/03/2016

നമ്പർ:എ7/37133/2014

പ്രേഷകൻ
ട്രെയിനിംഗ് ഡയറക്ടർ.

സ്വീകർത്താവ്
സെക്രട്ടറി, ഫൈനാൻസ്,
(പേറിവിഷൻ),
ഗവ.സെക്രട്ടറിയേറ്റ്,
തിരുവനന്തപുരം.

സർ,

വിഷയം:-വ്യാവസായിക പരിശീലന വകുപ്പ്- ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്-ജീവനക്കാര്യം-10-ാം ശമ്പള പരിഷ്കരണം അനോമലികൾ പരിഹരിക്കുന്നത്-സംബന്ധിച്ച്.

സൂചന:- സർക്കാർ ഉത്തരവ് നം.07/2016/ധന തീയതി 20/01/16.

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സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. ടി ഉത്തരവിൽ ഈ വകുപ്പുമായി ബന്ധപ്പെട്ട് ഉണ്ടായിട്ടുള്ള താഴെപ്പറയുന്ന അപാകതകൾ പരിഹരിക്കുന്നതിനായി അങ്ങയുടെ ദയവാർന്ന പരിഗണനക്കായി സമർപ്പിക്കുന്നു.

1. ഈ വകുപ്പിൽ വിവിധ സ്ഥാപനങ്ങളിലായി 8500-13210 രൂപ ശമ്പള നിരക്കിൽ 205 വാച്ച്മാൻ തസ്തികകളും 121 ഫുൾടൈം സ്വീപ്പർ തസ്തികകളും ഉണ്ട്. 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ ടി ജീവനക്കാരെ പൊതു പട്ടികയിലൊ(കോമൺ കാറ്റഗറി), വകുപ്പുതല പട്ടികയിലൊ ഉൾപ്പെടുത്തിയതായി കാണുന്നില്ല. ബന്ധപ്പെട്ട തസ്തികകൾ കോമൺ കാറ്റഗറിയിൽ ഉൾപ്പെടുത്തേണ്ടതാണ്.

2. ഈ വകുപ്പിൽ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും ഉദ്യോഗക്കയറ്റം ലഭിക്കുന്ന അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ 3 തസ്തികകളുണ്ട് സീനിയർ സൂപ്രണ്ടിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ ക്രമത്തിലാണ് ഉദ്യോഗക്കയറ്റം നൽകുന്നത്. ഈ തസ്തികകൾക്ക് ഒരേ ശമ്പള നിരക്കായിരുന്നു IX-ാം ശമ്പള പരിഷ്ക്കരണത്തിൽ നിലവിലുണ്ടായിരുന്നത്. എന്നാൽ പത്താം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ അഡ്മിനിസ്ട്രേറ്റീവ്

അസിസ്റ്റന്റിന് 42500-87000/- രൂപ ശമ്പള സ്കെയിലും അതിന്റെ ഉയർന്ന തസ്തികയായ അക്കൗണ്ട്സ് ഓഫീസർ-I തസ്തികക്ക് താഴ്ന്ന ശമ്പള സ്കെയിലായ 40500-85000/- ആണ് അനുവദിച്ചിരിക്കുന്നത്. സ്പെഷ്യൽ റൂൾ പ്രകാരം സീനിയർ സൂപ്രണ്ടുമാരിൽ നിന്നും പ്രമോഷൻ നൽകിയാണ് ഈ പോസ്റ്റുകളിൽ നിയമനം നടത്തുന്നത്. ഈ അപാകത പരിഹരിച്ച് ടി 3 തസ്തികകൾക്കും 42500-87000 ശമ്പള നിരക്ക് അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

Existing	Revised	To be modified
Accounts Officer-II 21240-37040	40500-85000	42500-87000
Administrative Assistant 21240-37040	42500-87000	42500-87000
Accounts Officer-I 21240-37040	40500-85000	42500-87000

3. ഈ വകുപ്പിൻ കീഴിൽ രൂപ 9940-16580 ശമ്പള സ്കെയിലിൽ 65 എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളും 13210-22360/- ശമ്പള സ്കെയിലിൽ 21 യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളുമുണ്ട്. എൽ.ഡി സ്റ്റോർ കീപ്പർക്കും, യു.ഡി സ്റ്റോർ കീപ്പർക്കും ഓരേ തരത്തിലുള്ള ഡ്യൂട്ടി ആണ്. എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ അനുപാതം 1:1 റേഷ്യോ അനുവദിക്കുന്നതിന് പത്താം ശമ്പള കമ്മീഷൻ ശുപാർശ ചെയ്തിരുന്നെങ്കിലും നടപ്പിലാക്കിയിട്ടില്ല. ആയത് നടപ്പിലാക്കുന്നതിന് നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. സമാന സ്വഭാവമുള്ള എൽ.ഡി. ക്ലർക്ക്, എൽ.ഡി. ടൈപ്പിസ്റ്റ്, ജൂനിയർ ഇൻസ്ട്രക്ടർ, ഡ്രൈവർ, തുടങ്ങിയ തസ്തികകൾക്കു റേഷ്യോ അനുവദിച്ചിട്ടുള്ളതാണ്.

4. പൊതു വിഭാഗത്തിൽ വരുന്ന (Common Category) സീനിയർ ഫിനാൻസ് ഓഫീസർ, സീനിയർ അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ എന്നീ തസ്തികകൾക്ക് ഡെപ്യൂട്ടി സെക്രട്ടറി റാങ്ക് ആണ് അനുവദിച്ചിട്ടുള്ളത്. എന്നാൽ ടി തസ്തികകൾക്കുള്ള ശമ്പള സ്കെയിൽ ഡെപ്യൂട്ടി സെക്രട്ടറി സ്കെയിലിൽ നിന്നും താഴ്ന്ന നിരക്കാണ് (68700-1,10,400) അനുവദിച്ചിട്ടുള്ളത്. ടി തസ്തികകൾക്ക് 77400-1,15,200 ശമ്പള സ്കെയിൽ ആണ് ശുപാർശ ചെയ്തിരുന്നത്. ആയത് അനുവദിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. ഈ തസ്തികയിലേയ്ക്ക് ഡെപ്യൂട്ടേഷൻ വഴി ഡപ്യൂട്ടി സെക്രട്ടറിമാരെയാണ് നിയമിക്കുന്നത്. അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർമാർക്ക് നൽകി വന്നിരുന്ന സ്പെഷ്യൽ അലവൻസ് 170 രൂപ ഈ ഉത്തരവിൽ ഒഴിവാക്കപ്പെട്ടിരിക്കുന്നു. ആയത് 500/- രൂപയാക്കി പുന:സ്ഥാപിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

5. ഈ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടറുടെ നിലവിലെ ശമ്പളനിരക്ക് 44640 - 58640 ആയിരുന്നു. അഡീഷണൽ ഡയറക്ടർക്ക് സെക്രട്ടേറിയറ്റിലെ അഡീഷണൽ സെക്രട്ടറിയുടെ സ്കെയിലിന് തുല്യമായ സ്കെയിൽ ആണ് ലഭിക്കേണ്ടത്. എന്നാൽ പുതിയ ശമ്പളപരിഷ്കരണത്തിൽ ആയതിന് ആനുപാതികമായി ലഭിക്കേണ്ടിയിരുന്ന 89000 - 120000 ന് പകരം 81000 - 117600 ആണ് അനുവദിച്ചിരിക്കുന്നത്. മറ്റെല്ലാ ഡിപ്പാർട്ടുമെന്റുകളിലും 85000 - 117600 നിരക്കാണ് അനുവദിച്ചിരിക്കുന്നത്.

ആയത് പ്രകാരം 4900/- രൂപയുടെ കുറവ് അടിസ്ഥാന ശമ്പളത്തിൽ വന്നിട്ടുണ്ട്. സംസ്ഥാനത്തെ പ്രധാന വകുപ്പുകളിലൊന്നായ ഈ വകുപ്പിലെ B.Tech ബിരുദധാരികളായ ADT തസ്തികയ്ക്കും സമാന തസ്തികകൾക്കും അർഹമായ 89,000 - 1,20,000 എന്ന ശമ്പളനിരക്ക് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

6. വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർ തസ്തികയുടെ ശമ്പളസ്കെയിൽ 2004, 2009 ശമ്പളപരിഷ്കരണങ്ങളിൽ സെക്രട്ടേറിയറ്റിലെ ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു. എന്നാൽ പുതുക്കിയ ശമ്പളപരിഷ്കരണത്തിൽ ജോയിന്റ് സെക്രട്ടറിമാരുടെ ശമ്പളം 85,000 - 1,17,600 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർമാരുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിട്ടില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ജോയിന്റ് ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 77400 - 115000 ആണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിലായ 85000 - 117600 ലേക്ക് ഉയർത്തി നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

7. വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ സെക്രട്ടേറിയറ്റിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു (36140 - 49740). തുടർന്ന് ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളം 40640 - 57440 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി ഈ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിരുന്നില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ഡെപ്യൂട്ടി സെക്രട്ടറിമാരുടെ ശമ്പള സ്കെയിൽ 77400 - 115200 ആയി ഉയർത്തിയെങ്കിലും വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 68700 - 110400 ആയി നിലനിർത്തിയിരിക്കുകയാണ്. ആയതിനാൽ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർക്കും സെക്രട്ടേറിയറ്റ് സർവ്വീസിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിൽ (77400 - 115200) അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

മേൽ പറഞ്ഞ അനോമലികൾ പരിഹരിക്കുന്നതിന് അടിയന്തിര നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ട്രെയിനിംഗ് ഡയറക്ടർ

പകർപ്പ് : അസി: ചീഫ് സെക്രട്ടറി
തൊഴിലും നൈപുണ്യവും (സി വകുപ്പ്) (ആമുഖ കത്ത് സഹിതം)

873

280-
11310

GOVERNMENT OF KERALA

-016-LBRD

Labour & Skills (C)
Department
Thiruvananthapuram,
Dated:19/04/2016

DIRETORATE OF EMPLOYMENT AND TRAINING
26 APR 2016
THIRUVANANTHAPURAM

From
The Additional Chief Secretary to Government

To
The Director of Training, Thiruvananthapuram.

Sir,

Sub: Pay revision 2016- Rectification of Anomalies

Ref: 1. Circular No. 7/2016/Fin dated 20.01.2016
2. UO Note No. 122/ARC1/2016/Fin dated 23.03.2016

I am to invite your attention to the reference cited and to inform you that, as per the circular read above Finance Department has issued detailed guidelines for submitting proposals regarding rectification of anomalies said to have been crept in the pay revision order 2016. Hence the representation received vide reference 2nd cited is forwarded herewith for necessary action as contemplated in the circular.

Yours Faithfully,
PREETHA.K.S

UNDER SECRETARY

For Secretary to Government.

Approved for Issue.

Section Officer

11/TARC/2015.
144/2016/Fin

KERALA STATE ENGINEERING DIPLOMA HOLDERS UNION

(G.O(MS) 28/PD DATED 02.02.1968)
GOVT QUARTERS 48/599, RAJIVNAGAR, MELARANNOOR
KARAMANA. P.O., THIRUVANANTHAPURAM-695002

B.Sreekumaran	K.K.Sivan	K.G. Rahulan
President	*Treasurer*	*General Secretary*
9946730686	9447527847	9496185677

No EDU/R-48/2014 Date: 27.12.2014

ബഹു ശമ്പളകമ്മിഷൻ മുമ്പാകെ ഇൻഡസ്ട്രിയൽ ട്രെയിനിംഗ് വകുപ്പിലെ സാങ്കേതിക വിഭാഗം ജീവനക്കാരുടെ സേവന വേതന മേഖലയുമായി ബന്ധപ്പെട്ട വിവിധ പ്രശ്നങ്ങൾ 10-ാം ശമ്പളകമ്മിഷന്റെ പരിഗണനയ്ക്കായി സമർപ്പിക്കുന്നു.

സർ,

കേന്ദ്രസർക്കാരിന്റെ ക്രാഫ്റ്റ്സ്മാൻ ട്രെയിനിംഗ് പദ്ധതിപ്രകാരം കേരള സർക്കാരിന്റെ വ്യാവസായിക പരിശീലന വകുപ്പിൻ കീഴിൽ പ്രവർത്തിച്ചുവരുന്ന സ്ഥാപനങ്ങളാണ് വ്യാവസായിക പരിശീലന സ്ഥാപനങ്ങൾ (ഐ.ടി.ഐകൾ)

ഈ വകുപ്പിന്റെ ലക്ഷ്യങ്ങൾ അനുബന്ധം 'A' യിൽ സൂചിപ്പിക്കുന്നു.

കേന്ദ്ര, സംസ്ഥാന സർക്കാരുകളുടെ വിവിധ സർവ്വേകൾ പ്രകാരം മൊത്തം ആഭ്യന്തര ഉത്പാദന വർദ്ധനവിലും (GDP), തൊഴിലില്ലായ്മ പരിഹരിക്കുന്നതിലും വിദഗ്ധ പരിശീലനത്തിലൂടെ ഐ.ടി.ഐകൾ നികച്ച സംഭാവനകളാണ് നൽകുന്നത്. ഉയർന്ന വ്യവസായ ഉത്പാദനത്തിന്റെ നിലനിർത്താൻ ഐ.ടി.ഐ കൾക്കാണ് പ്രാധാന്യം നൽകേണ്ടതി എന്ന് ബഹുമാനപ്പെട്ട മുൻ കേന്ദ്ര ധനകാര്യവകുപ്പ് മന്ത്രി ശ്രീ. പി.ചിദംബരം ഒരു ബഡ്ജറ്റ് പ്രസംഗത്തിൽ എടുത്ത് പറഞ്ഞിട്ടുണ്ട്. രാജ്യത്ത് വിദഗ്ദ്ധ തൊഴിലാളികളുടെ എണ്ണത്തിലും ഗുണമേന്മയിലും വൻവർദ്ധനവ് വരുത്താൻ വിവിധ വികസന പദ്ധതികളാണ് കേന്ദ്ര/സംസ്ഥാന സർക്കാരുകൾ ഈ മേഖലയിൽ നടപ്പിലാക്കുന്നത്. എഞ്ചിനീയറിംഗ് മേഖലയിൽ നേരിട്ട് തൊഴിൽ ചെയ്യുന്നത് ഐ.ടി.ഐ യോഗ്യത നേടിയവരാണ്. ഇതെല്ലാം തന്നെ ഐ.ടി.ഐയുടെ പ്രസക്തിക്ക് മാറ്റുകൂട്ടുന്നു.

വ്യാവസായിക പരിശീലന വകുപ്പിലെ പ്രവേശനതസ്തിക ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയാകുന്നു. ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ യോഗ്യത എഞ്ചിനീയറിംഗ് ഡിഗ്രിയും ഒരു വർഷത്തെ തൊഴിൽ പരിചയവും, കൂടാതെ ഇൻസ്ട്രക്ടർ ട്രെയിനിംഗും വിജയിച്ചിരിക്കണം. അല്ലെങ്കിൽ എഞ്ചിനീയറിംഗ് ഡിപ്ലോമയും രണ്ട് വർഷത്തെ പ്രവർത്തി പരിചയവും, പി.ഇ.ടിയും അല്ലെങ്കിൽ ബന്ധപ്പെട്ട ട്രേഡിൽ നാഷണൽ ട്രേഡ് സർട്ടിഫിക്കറ്റ്/നാഷണൽ അപ്രന്റീസ് ട്രേഡ് സർട്ടിഫിക്കറ്റും മൂന്നു

വർഷത്തെ പ്രവർത്തി പരിചയവും കൂടാതെ പി.ജി. കോഴ്സും പാസ്സായിരിക്കണം എന്നതാണ്. (ഡി.ജി.ഇ.ടി ഉത്തരവിന്റെ പകർപ്പ് അനുബന്ധം-ബിയായി ഉൾക്കൊള്ളിക്കുന്നു.) വർക്കുഷോപ്പ് അറ്റൻഡർമാരിൽ നിന്നും 25% പേർക്ക് ഉദ്യോഗക്കയറ്റവും ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയിലേക്ക് നൽകിവരുന്നു (ഡി.ജി.ഇ.ടി യുടെ ഫീൽഡ് ഇൻസ്റ്റിറ്റ്യൂട്ടുകളിലും മറ്റ് സംസ്ഥാനങ്ങളിലും വൊക്കേഷണൽ ഇൻസ്ട്രക്ടർ എന്ന് നാമകരണം ചെയ്യുന്നു)

ജൂനിയർ ഇൻസ്ട്രക്ടർമാരിൽ നിന്നും 1:1 എന്ന അംശബന്ധത്തിൽ സീനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയിലേക്ക് ഉദ്യോഗക്കയറ്റം നൽകുന്നു. സീനിയർ ഇൻസ്ട്രക്ടർ ഒരു ഉദ്യോഗക്കയറ്റ തസ്തികയാണെങ്കിലും ഈ രണ്ട് തസ്തികകളുടേയും ജോലി സ്വഭാവവും ജോലി സമയവും ഒന്നുതന്നെയാകുന്നു. (ഇൻസ്ട്രക്ടർമാരുടെ ജോലി സ്വഭാവം അനുബന്ധം C യിൽ കാണിച്ചിരിക്കുന്നു.

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സീനിയർ ഇൻസ്ട്രക്ടറിൽ നിന്നും ഉദ്യോഗക്കയറ്റം നൽകിവരുന്ന സൂപ്പർവൈസറി തസ്തികയാകുന്ന ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർമാരായി ഉദ്യോഗക്കയറ്റം ലഭിക്കുന്ന ജീവനക്കാരെ റിട്ടേഡ് ഇൻസ്ട്രക്ഷൻ സെന്ററുകളിൽ ജൂനിയർ അപ്രന്റീസ്ഷിപ്പ് അഡൈസറായും, ഡയറക്ടറേറ്റിൽ ടെക്നിക്കൽ അസിസ്റ്റന്റായും നിയമിക്കാറുണ്ട്. ഐ.ടി.ഐ കളിലെ പഠന പഠനേതര പ്രവർത്തനങ്ങൾക്ക് മേൽനോട്ടം വഹിക്കേണ്ട സുപ്രധാന സൂപ്പർവൈസറി തസ്തികയാണ് ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ. ഈ തസ്തികയുടെ ജോലിസ്വഭാവം അനുബന്ധം C യിലും D, E യിലുമായി കാണിച്ചിരിക്കുന്നു. ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തികക്ക് തുല്യമായിരുന്നതോ, താഴ്ന്ന ഘടനയിൽ ഉണ്ടായിരുന്നതോ ആയ നിരവധി തസ്തികകൾ യോഗ്യതയിലോ, ജോലി സ്വഭാവത്തിലോ മാറ്റം വരുത്താതെ വിവിധ ശമ്പള പരിഷ്കരണങ്ങളിലായി ഗസറ്റഡ് റാങ്കിലേക്ക് ഉയർത്തിയിട്ടുണ്ട്. 10-ഓളം ഉദാഹരണങ്ങൾ ഇതോടൊപ്പം സമർപ്പിക്കുന്ന അനുബന്ധം F ൽ ഉൾക്കൊള്ളിക്കുന്നു.

മറ്റ് മേഖലയിലെ അദ്ധ്യാപകരിൽ നിന്നും വിഭിന്നമായി രാവിലെ 7 മണി മുതൽ 2 മണിവരെയും 9 മണി മുതൽ 5 മണിവരെയും രണ്ട് വ്യത്യസ്ത ഷിഫ്റ്റുകളിലായി തുടർച്ചയായി 8 മണിക്കൂർ അദ്ധ്യയന സമയവും ആഴ്ചയിൽ 6 പ്രവൃത്തി ദിവസവുമാണ് ഐ.ടി.ഐ ഇൻസ്ട്രക്ടർമാർക്കുള്ളത്. DGET നിബന്ധനപ്രകാരം ആഴ്ചയിൽ 42 മണിക്കൂറാണ് പ്രവർത്തിസമയം. ഐ.ടി.ഐ ഇൻസ്ട്രക്ടർമാരുടെ പ്രവർത്തി സമയവും മറ്റിതര മേഖലയിലെ പ്രവർത്തി സമയവും തമ്മിലുള്ള താരതമ്യം ഒരു വായിച്ചാലും.

സ്ഥാപനങ്ങൾ	പരമാവധി പ്രവർത്തി ദിനങ്ങൾ	പരമാവധി പ്രവർത്തന സമയം മണിക്കൂറിൽ	പരമാവധി പ്രവർത്തി ദിനങ്ങൾ ഒരു വർഷത്തെ	ആകെ പ്രവർത്തന മണിക്കൂർ/വർഷം
ഐ.ടി.ഐ	6	25	247	1440
സെക്കന്റ് ഗ്രേഡുകൾ	5	18	250	720
ഹയർ സെക്കന്ററി/തത്തുല്യ ഗ്രേഡ്	6	18	227	681
പോളിടെക്നിക് എഞ്ചിനീയറിംഗ് കോളേജ്	5	18	200	720
കോളേജ്	5	18	200	640

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പ്രിൻസിപ്പാൾ

ഓരോ ഐ.ടി.ഐകളുടെയും സ്ഥാപന മേധാവി എന്നത് പ്രിൻസിപ്പാൾ ആകുന്നു. ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയിൽ കയറുന്ന ഒരു ഉദ്യോഗസ്ഥൻ ഏതാണ്ട് 25 വർഷത്തിനുശേഷമാണ് ഈ തസ്തികയിൽ എത്തിച്ചേരുന്നത്. ഡി.ജി & ടി നൽകുന്ന മാനദണ്ഡങ്ങൾക്കനുസൃതമായി വിവിധ കോഴ്സുകൾ നടത്തുവാൻ നേതൃത്വം നൽകുന്ന ഒരു തസ്തികയാണ് ഇത്. 1000 ന് മുകളിൽ പരിശീലനാർത്ഥികളുള്ള സ്ഥാപനങ്ങളിൽ പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I ഉം, 400 പരിശീലനാർത്ഥികളുള്ള സ്ഥാപനങ്ങളിൽ പ്രിൻസിപ്പാൾ ക്ലാസ്സ് II തസ്തികയുമാണുള്ളത്. പ്രിൻസിപ്പാൾ ക്ലാസ്സ് രണ്ട് തസ്തികയിൽ നിന്നും സീനിയോറിറ്റി ക്രമത്തിലാണ് പ്രിൻസിപ്പാൾ ക്ലാസ് I ലേയ്ക്കുള്ള നിയമനം. നിയമനം തികച്ചും ഉദ്യോഗകയറ്റത്തിലൂടെയാണ് നൽകുന്നത്. സ്ഥാപനമേധാവി, അഡ്മിനിസ്ട്രേറ്റർ, കോടിക്കണക്കിന് രൂപയുടെ പർച്ചേസ്, വിവിധ പരീക്ഷകളുടെ ചുമതല, ജില്ലാതല നോഡൽ ഓഫീസർ തുടങ്ങി ഒട്ടേറെ ചുമതലകൾ നിർവ്വഹിക്കുന്നു. എല്ലാ ജില്ലകളിലും ഇൻസ്പെക്ടർ ഓഫ് ട്രേയിനിംഗ് തസ്തിക ഇല്ലാത്തതിനാൽ ഇവർ ചെയ്യേണ്ട ചുമതലകൾ നിർവ്വഹിക്കേണ്ടിവരിക പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I ആണ്. ഡി.ജി.ഇ & ടി നിർദ്ദേശിക്കുന്ന വിവിധതരം സ്കീമുകളുടെ നടപ്പിലാക്കൽ ചുമതലകളും ഇപ്പോൾ വഹിച്ചുവരുന്നുണ്ട്. ഈ വക കാര്യങ്ങൾ പരിശോധിച്ച് പ്രിൻസിപ്പാൾ ക്ലാസ്സ് ഒന്നിന് പോളിടെക്നിക്ക് പ്രിൻസിപ്പാൾമാർക്ക് ലഭിച്ചുവരുന്ന ശമ്പളത്തേക്കാൾ ഉയർന്ന ശമ്പള ഘടന സ്ഥാപിച്ചു നൽകേണ്ടതാണ്.

വൈസ് പ്രിൻസിപ്പാൾ

400-ന് താഴെ പരിശീലനാർത്ഥികൾ പരിശീലനം നേടുന്ന ഐ.ടി.ഐ. കളുടെ സ്ഥാപന മേധാവി, അഡ്മിനിസ്ട്രേറ്റർ, കോടിക്കണക്കിന് രൂപയുടെ ക്രയവിക്രയം, പത്തോളം പരീക്ഷകളുടെ നടത്തിപ്പുചുമതല തുടങ്ങി പ്രിൻസിപ്പാൾ ക്ലാസ്സ് ഒന്നിന്റെ ജോലിയോടൊപ്പം ജോലി നോക്കുന്ന തസ്തികയാണ്. പ്രിൻസിപ്പാൾ ക്ലാസ്സ് II/ വൈസ് പ്രിൻസിപ്പാൾ ഇവരുടെ ശമ്പള ഘടന നിലവിൽ പോളിടെക്നിക് ലക്ച

ർമാർക്കും താഴെയാണ്. ജോലിയുടെ സ്വഭാവം നിയമനരീതി എന്നിവ പരിഗണിച്ച് പോളിടെക്നിക് പ്രിൻസിപ്പാൾമാർക്ക് ലഭിക്കുന്ന ശമ്പളഘടന നൽകണമെന്ന ആവശ്യപ്പെടുന്നു.

ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്

ഡയറക്ടർ ജനറൽ ഓഫ് എംപ്ലോയ്മെന്റ് ആന്റ് ട്രെയിനിംഗ് നിശ്ചയിക്കുന്ന മാനദണ്ഡങ്ങൾക്കനുസൃതമായി ഓരോ ജില്ലകളിലെയും സർക്കാർ/സഹകരണ വ്യാവസായിക പരിശീലന സ്ഥാപനങ്ങൾ പ്രവർത്തിക്കുന്നുണ്ടോ എന്നും അവയുടെ ദൈനംദിനവും, കാലാകാലങ്ങളിലുള്ള പ്രവർത്തനത്തെയും കുറിച്ച് പഠിക്കുകയും, പോരായ്മകൾ ചൂണ്ടിക്കാണിച്ച് അവ തിരുത്തി മെച്ചപ്പെട്ട പരിശീലനം പരിശീലനാർത്ഥികൾക്ക് നൽകുന്നുണ്ടെന്ന് ഉറപ്പ് വരുത്തേണ്ടിയ ഒരു തസ്തികയാണ് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്. നിലവിൽ സംസ്ഥാനത്ത് അഞ്ച് ഐ.ടി. തസ്തികകളാണുള്ളത്. ഇവർ ഇപ്പോൾ മൂന്ന് ജില്ലകളുടെ വീതം ഉത്തരവാദിത്വങ്ങൾ നിർവ്വഹിച്ചു വരികയാണ്. ട്രെയിനിംഗ് നിലവാരം, യന്ത്രങ്ങളും സാമഗ്രികളും, ഉദ്യോഗസ്ഥരുടെ കൃത്യനിഷ്ഠ തുടങ്ങിയുള്ള ട്രയിനിംഗ് മാനുവലിലെ അനുബന്ധം XII ൽ പറയുന്നവ പരിശോധിച്ച് ഉചിതമായ നടപടി സ്വീകരിക്കേണ്ട ഉദ്യോഗസ്ഥരാണ് ഇവർ. ട്രെയിനിംഗ് മാനുവലിലെ പേജ് നമ്പർ 48-ൽ സൂചിപ്പിച്ചിരിക്കുന്നത് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗും, അസിസ്റ്റന്റ് ഡയറക്ടർ തസ്തികയും അന്യോന്യം മാറാവുന്ന തസ്തികയാണ് എന്നുള്ളതാണ്.

1982-ലെ നാലാം ശമ്പളപരിഷ്കരണം അവരുടെ റിപ്പോർട്ടിലെ 61.4-20-ാം ഖണ്ഡികയിൽ ഈ തസ്തികയെക്കുറിച്ചുള്ള കുറിപ്പ് നൽകി പ്രിൻസിപ്പാൾ ക്ലാസ് I നേക്കാൾ ഉയർന്ന ശമ്പള ഘടന നൽകിയിരുന്നു. എന്നാൽ പിന്നീടുവന്ന പരിഷ്കരണങ്ങളിൽ ഈ തസ്തികയെ പ്രിൻസിപ്പാൾ ക്ലാസ് I ന് തുല്യമായി പരിഗണിക്കുകയാണ് ചെയ്തിട്ടുള്ളത്. ഈ തസ്തികയുടെ ജോലിസ്വഭാവം പരിശോധിച്ചാൽ തികച്ചും പ്രിൻസിപ്പാൾ ക്ലാസ് I നേക്കാൾ ഉത്തരവാദിത്വമുള്ളതാണ് എന്ന് മനസ്സിലാക്കാവുന്നതാണ്. എന്ന് മാത്രമല്ല വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ പ്രവർത്തി വർധിപ്പിക്കുവാനായി ഓരോ ജില്ലകളിലും ഓരോ ഐ.ടി തസ്തികയുടെ ആവശ്യകത കൂടി പരിഗണിച്ച് ഒരു ജില്ലാതല ഓഫീസർക്ക് നൽകുന്ന ശമ്പള ഘടന നിർദ്ദേശിക്കേണ്ടതാണ്.

മേൽ കാര്യങ്ങൾ സഗ്രമായി വിശകലനം ചെയ്ത് കമ്മീഷനിൽ നിന്നും താഴെ പറയുന്ന കാര്യങ്ങൾ ഐ.ടി.ഐ ഇൻസ്ട്രക്ടർ മാർക്ക് അനുവദിച്ച് തരണമെന്ന് താഴ്മയോടെ അപേക്ഷിക്കുന്നു.

1. പൂർണ്ണമായി കേന്ദ്രസർക്കാർ നിബന്ധനപ്രകാരം ഐ.ടി.ഐകളിൽ ജോലി ചെയ്യുന്ന ജൂനിയർ ഇൻസ്ട്രക്ടർമാർക്ക് മാർക്ക് DGET നൽകുന്ന വിധത്തിലുള്ള പെ പ്രൊട്ടക്ട് ശമ്പളഘടനയായ 16990-31280 അനുവദിക്കുക.

2. Group Instructor തസ്തികയുടെ പ്രാധാന്യവും ഉത്തരവാദിത്വവും സർവ്വീസ് സീനിയോരിറ്റിയും സൂപ്പർവൈസറി സ്റ്റാറ്റസ്സും കണക്കിലെടുത്ത് പെ പ്രൊട്ടക്ട് ശമ്പള സ്കെയിലോടുകൂടി (22260-37940) ഗസറ്റഡ് റാങ്കിലേയ്ക്കുയർത്തുക.

3. ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തിക "വൊക്കേഷണൽ ഇൻസ്ട്രക്ടർ (ജൂനിയർ)" എന്നും സീനിയർ ഇൻസ്ട്രക്ടർ തസ്തിക "വൊക്കേഷണൽ ഇൻസ്ട്രക്ടർ (സീനിയർ)" എന്നും ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തിക "ട്രെയിനിംഗ് ഓഫീസർ എന്നും RI സെന്ററിലെ ട്രെയിനിംഗ് ഓഫീസർ തസ്തിക Asst. Apprenticeship Advisor എന്നും പുനർ നാമകരണം ചെയ്യുക. അതുപോലെ വർക്ക്ഷോപ്പ് അറ്റൻഡർ തസ്തികയുടെ പേര് "ട്രേഡ് അസിസ്റ്റന്റ്" അല്ലെങ്കിൽ "ട്രെയിനിംഗ് അസിസ്റ്റന്റ്" എന്നാക്കി മാറ്റുക. വർക്ക്ഷോപ്പ് അറ്റൻഡർമാരുടെ ജോലി സ്വഭാവം അവരുടെ സാങ്കേതിക പരിജ്ഞാനവും പരിഗണിച്ച് പ്രസ്തുത ഉദ്യോഗസ്ഥർക്ക് 14620-25280 എന്ന ശമ്പള ഘടന അനുവദിക്കുക.

4. പ്രമോഷൻ വഴി ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയിൽ പ്രവേശിക്കുന്നവരുടെ നിയമനം ട്രൈഡാൻസ്ഫർ നിയമനമായി പരിഗണിച്ച് ഉത്തരവുകൾ അനുവദിക്കുക.

5. ലക്ഷക്കണക്കിന് രൂപ വിലപിടിപ്പുള്ള ഉപകരണങ്ങളുടെയും മെഷീനറികളുടെയും ഉത്തരവാദിത്വം ഇൻസ്ട്രക്ടർമാർക്കാണ് അപകട സാദ്ധ്യതയുള്ള യന്ത്രോപകരണങ്ങൾ ഉപയോഗിച്ച് പൊടിപടലങ്ങൾ നിറഞ്ഞ വർക്ക് ഷോപ്പ് അന്തരീക്ഷത്തിലാണ് 8 മണിക്കൂർ തുടർച്ചയായി പ്രാക്ടിക്കൽ ക്ലാസ്സ് കൈകാര്യം ചെയ്യേണ്ടത്. ആയതിനാൽ റിസ്ക അലവൻസ് അനുവദിക്കുക.

6. സ്കെയിൽ നിർണ്ണയത്തിൽ ഇൻസ്ട്രക്ടർമാരുടെ യോഗ്യതയോടൊപ്പം ജോലി സമയം, ഉത്തരവാദിത്വം. യഥാർത്ഥ പ്രവർത്തന സമയം വ്യാവസായിക പരിശീലന സാങ്കേതിക വിദ്യാഭ്യാസ രംഗത്ത് ഐ.ടി.ഐയുടെ പങ്ക് എന്നിവ കൂടി പരിഗണനാ വിഷയമാക്കുക.

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ബഹുമാനത്തോടെ

ജനറൽ സെക്രട്ടറി

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ANNEXURE- A

INDUSTRIAL TRAINING INSTITUTES (I T I)

I T I s are the Technical training institutes functioning under craftsmen training scheme. The scheme was introduced by Govt. of India in 1950. The day to day administration of I T I is under state Govt. according to the direction of Govt of India.

AIMS OF ITI

1. To ensure a steady flow of skilled workers in different trades for the industry.
2. To raise the quality and quantity of industrial production by systematic training.
3. To reduce unemployment among the educated youth by equipping them for suitable industrial employment.
4. To cultivate a Technical and industrial attitude in the minds of younger generation.
5. To give sufficient Technical knowledge to start self employment.
6. Encourage the students to start self employment.

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The entire training programme is controlled by national Council for vocational Training (NCVT) which is an advisory body to Govt of India. Qualifications of Instructors, working hours duties and responsibilities, syllabus of course, conducting examinations, issuing certificates ...etc are same all over India as per NCVT norms.

RELATED INSTRUCTION CENTRE

Related Instruction Centre (R I Centre) is an office functioning under same department , dealing with the matters related with National Apprenticeship training programme for I T I passed out students and others.

The academic matters of ITI s are controlled by the Director General of employment and Training (DGET) , under Ministry of Labour , Govt. of India.

Trivandrum

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ANNEXURE - B[

യോഗ്യത സംബന്ധിച്ച് DGET-
ക്കുള്ള സൂചിക ഇതാണ്

DGE&T-1(4 8)/2008-CD
Government of India
M/o Labour & Employment
Directorate General of Employment & Training

Shram Shakti Bha
New Delhi dated 15th December,2

To,

1. Secretaries/Principal Secretaries of all the State Govts / UT Administration dealing with Vocational Training
2. Directors dealing with Vocational Training of all States/ UT Administrations

Subject: Norms for Instructor qualification for trades under Craftsmen Training scheme.

Sir,

This is to inform you that the 37th meeting of the National Council for Vocatic Training, (NCVT) under the Chairmanship Hon'ble Minister of State for Labour Employment (IC), was held on 23rd November,2008 . Norms for Instructor qualification trades under Craftsmen Training scheme were discussed vide Agenda item No 3.4 in meeting

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2. Following minimum Qualification (academic as well as technical) for appointment vocational instructor in ITIs/ITCs for trades under CTS was approved by the council

Qualification		Experience in trade relevant field after technical qualification	Desirable
Academic	Technical		
10th class pass or equivalent	i *Degree in Engineering / **Three year Diploma in appropriate branch of trade concerned or ii National Apprenticeship Certificate or National Trade Certificate in relevant trade	One year for degree and two years for Diploma Three years for NAC/ NTC	Passed Principle of Teaching (POT) course from any of DGE&T institutes

* Degree should be from recognized University

**Diploma should be from recognized Board/ institution

3. Government of India has accepted the above recommendation of Council implementation with immediate effect. Accordingly, instructors with above qualification shy be appointed in ITIs/ITCs and same would be strictly followed for grant of affiliation of the institutes.

Yours faithfu

(R.L. Sin
Director of Train
Member secretary NC

Duties and responsibilities of instructors (DGET Training manual para55d)

ANNEXURE C

1. Conducting Theory classes for trainees according to the prescribed syllabus.
2. Conducting Practical classes according to the graded exercises.
3. Prepare lesson plan and Demonstration plan.
4. Checking and correcting theory notes, practical records and conducting class tests.
5. Maintaining attendance register , Progress cards ,raw material register, tools and equipment register and other sectional records in accordance with the instructions.
6. Check the conditions of tools and equipments and maintain them in good working condition.
7. Checking the practical jobs of the trainees.
8. Preparing charts, drawings and other visual aid materials for the section.
9. Ensure the machines in the section are in good working condition and are properly cleaned at the closing time daily
10. Make requisition of tools and raw materials required for the section and keep it in safe custody.

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ANNEXURE-D

Duties And Responsibilities Of Group Instructors (DGET Training manual para 55b)

1. Group instructors are in charge of group of trades in the ITI, allotted to them by Principal from time to time.
2. The Group Instructors will guide the instructors in right way to ensure better training.
3. Maintain co-ordination in all sections and ensure the training programme is carried out efficiently by personal close check and inspections.
4. Ensure the tests are regularly carried out , the trainees work is accessed and proper record is kept in the progress cards.
5. Prepare Raw material requirements of the sections well in advance to enable supply to be arranged in time.
6. Ensure the trade sections functions strictly according to the time schedule lay down and proper discipline maintained.
7. Ensure safety precautions are observed in the workshops.
8. Conduct model lessons in his own or connected subjects.
9. Check the lessons prepared by the Instructors. This may be done in the beginning of each working day
10. Ensure lessons are prepared with proper planning and right standards.
11. The Group Instructors have to attend these lectures from time to time to ensure proper teaching techniques are followed.
12. Each Group Instructor has to record his remarks of inspection of different trade sections in his diary and submit to the principal every week.
13. They have to go around the Theory and Practical classes and check whether the classes are held in scheduled hours.
14. During the inspection of the sections, the Group Instructors have to check the following.

    Random checking of Practical jobs, Attendance Register , Diary of Trainees , job evaluation sheet, Split up syllabus , Theory notes and Practical records assignment sheets , trainees tools etc.
15. The Group Instructor is also responsible to carry out any additional work entrusted to him by the Principal from time to time.

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ANNEXURE- E 1/3

ഐ.ടി.ഐ.കളിലെ GROUP INSTRUCTOR മാരുടെയും റിലേറ്റഡ് ഇൻസ്ട്രക്ഷൻ സെന്ററുകളിലെ(R.I Centre) JR. APPRENTICESHIP ADVISOR (TECHNICAL) മാരുടെയും ഡ്യൂട്ടി സംബന്ധിച്ച വിശദീകരണത്തിൽ നിന്നുള്ള പകർപ്പ്

DUTIES AND RESPOSIBILITIES OF GROUP INSTRUCTORS AND JR. APP. ADVISOR (TECHNICAL)

Introduction

GROUP INSTRUCTORS and JAA (T) are the middle management level or supervisory cadres of ITI's. There is no such post in any dept. having the task of managing so much components regarding training.

Responsibilities

The main responsibilities can be listed below

1. Coordinate the training process and activities in an institute
2. Coordinate the trainers, trainees and other components together to maintain a good training atmosphere
3. Supervise the training process and give necessary directions to the instructional staff time to time
4. Coordinate the instructional staff & trainees with the administrative authority and vice versa
5. Assist the head of institute and other authorities in the administrative matters of ITI
6. Additional to this the responsibilities of GI's & JAA's are increasing due to new vocational training programmes of Gov. of India ,such as –
   - National mission for skills
   - Skill development initiatives

   These programmes includes:-
   a) Centre of excellence CoE
   b) Modular Employable Skills MES
   c) Short term courses STC
   d) Skill up gradation of working force
   e) Optimum utilization of infrastructure etc,

The main objectives of these programmes are to address the deficit of skilled work forces in our country and to keep in track with the market demand of skilled labour force in the international labour market. And also to increase the labour productivity of Indian labours which is now very low. The target is to produce one million trained work forces in the next five years and then one million per year. (Vision 2020).

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Duties of GROUP INSTRUCTORS

1. Selection of trainees in the correct procedure observing the rules and regulations of the dept.
2. Familiarize the trainees with the trades and training atmosphere
3. Supervise the instructors to prepare the programme of training ie yearly, monthly and daily plan
4. Ensure that sufficient training materials for training is available in the sections
5. Inspect the conditions of tools, equipments and machineries and confirm that they are in good working condition
6. Keep a good and close relation between trainers and trainees by personal close check.
7. Verify the lesson plan,& damonstration plan of instructors daily
8. Help the instructors to prepare teaching aids such as chart, OHP sheets, PowerPoint presentation etc.

Trivandrum

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9. Verify the log of training and confirm that the log is accordance with the monthly/yearly plan
10. Conduct periodical test and evaluation and record the result in the progress card
11. Verify the attendance daily and prepare monthly attendance statement of trainees.
12. Ensure that the safety precautions are observed in the workshops
13. Ensure that the function of all sections strictly to the time table
14. Help the instructors and the head of institute to keep a good and disciplined training atmosphere.
15. Super check the diary, Log books and records of the trainees time to time.
16. Inspect the store and stock of section physically once in a month and record the observations in the inspection book of each trade.
17. Verify the progress card of trainees and give proper directions to the trainees whose level of learning is low and uplift their training achievements.
18. Conduct model lessons and demonstrations
19. Attend the classes of instructors time to time to ensure that proper teaching technique is followed.
20. Verify the section stock registers of tools plants and consumable and ensure that the material management is done property.
21. Ensure that the machineries and equipments are well maintained and prepare and exhibit history sheets of machineries in the prescribed Performs
22. Take interest to conduct deferent classes using the service of expert guest faculty like - entrepreneurship, personality development etc.
23. Make availability of training materials prepared by **NIMI** and other reference books & periodicals
24. Attend the duties of **AITT** and **AIATT** as per the directions of the Head of dept. and Principal
25. Keep interest in the welfare of trainees and trainers
26. Supervise and guide the extra circular activities of trainees.
27. Report the training progress and other training matters to the Principal
28. Forward the submissions of the instructors with relevant remarks to the Principal
29. Verify the tenders /quotations and give proper recommendations to the Principal to procure the materials /equipments
30. Proper follow up of passed out trainees and make placement to them

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<u>Duties of Junior Apprenticeship Advisor (Technical)</u>

1. To assist the Assistant Apprenticeship Advisor (AAA) for enforcing the Apprentice Act 1961 in the district
2. Assist the AAA/TO for locating the industries to be covered under the App. Act with the assistance of various association of industries, such as CII, Chamber of commerce, Govt. depts.., employment exchanges, local bodies etc. A list of such identified industries should be prepared in the prescribed Performa(Annexure IV)
3. Conduct survey as per instructions of AAA and locate the seats in Engg. Trades as well as in informal trade groups, and collect man power data.
4. Maintain ratio of apprentices to the labours
5. Assist the AAA/TO to prepare the panel and utilize the identified seats.
6. Ensure that the selected trainees are registered the contract and have minimum basic qualifications as per act.
7. Conduct R I classes and check their notes diary log book etc.
8. Terminate the contract completed apprentices
9. Direct the contract completed apprentices to attend the NAC test
10. Maintain Estt. registers with inclusion of seats located and seats utilized
11. Prepare and send the returns of apprentices periodically

Records and registers related to training

To be prepared and kept by instructors and inspected by GIs

1. Plan of training
2. Lesson plan
3. Demonstration plan A
4. Job sheet
5. Job evaluation sheet
6. Mark sheet of theory papers
7. Port folio of trainees
8. Section stock registers/utilization registers
9. Manufacture register
10. Maintenance chart of machineries
11. Attendance register of trainees
12. Progress card duly filled with marks and attendance
13. Progress chart of trainees
14. Submission book
15. Log of training

To be prepared by trainees and verified by instructors and super check by GI's

1. Daily diary
2. Log book of practical
3. Record book of theory and Work shop Calculation & Science Subjects
4. Drawing records of Engineering Drawing

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To be prepared by GI's

1. Monthly attendance statement of trainees
2. Register of progress
3. Leave register of trainees
4. Record of submissions of instructors which is already forwarded to the Principal for further action

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...ഐ. ടി. ഐ. അദ്ധ്യാപകർ അവഗണിക്കപ്പെടുന്നു എന്നതിന്റെ സാക്ഷ്യപത്രം

GROUP INSTRUCTOR (ITI)

...ACTION FROM SENIOR INSTRUCTORS AND RATIO PROMOTION (DIRECT RECRUITMENT FROM 25 PER CENT)

...നങ്ങളിൽ ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിലിന് താഴെ ഉണ്ടായിരുന്നതും, മറ്റു സ...
...ഡമെന്റ് സർവ്വീസിലെ വിവിധ തസ്തികകളുടെ ഇന്നത്തെ ശമ്പള സ്കെയിൽ താഴെ കൊടുക്കുന്നു. ഇവയെ...
...50 തസ്തികകളുടെ ഉദാഹരണങ്ങൾ മാത്രം ഇവിടെ നൽകുന്നു. നിരവധി തസ്തികകൾ വേറെയുണ്ട്. ...
...ഇൻസ്ട്രക്ടർ തസ്തിക ഗസറ്റഡ് തലത്തിലേക്ക് ഉയർത്തണമെന്ന് സർക്കാരുണ്ടായിരുന്നു. പല്ലേശ്വരം വികസന വകുപ്പിന്റെ ...
...ളുടെ തലത്തേക്കാളും പ്രമോഷൻ അവസരങ്ങളുള്ള "ഇൻസ്ട്രക്ടർ ഗ്രേഡ് വ്യവസ്ഥയിൽ" തസ്തിക വരുമെന്നും ...
...കൾക്കും 1973-ൽ നിലവിലുണ്ടായിരുന്ന പ്രമോഷൻ/നിയമന രീതിയും ജോലി സമയവും, ഗസറ്റഡ് പദവിയും ...
യാണ് ഇപ്പോഴുള്ളത്, എങ്കിലും ചില തസ്തികകൾ ഒഴികെ)

Sl. No.	Name of post and Department	Working Hrs./ Week	Pay scale as on 1973 Order No.Go(P) 91/74 dt.5.4.74	as on 1978 Order No. Go(P)860/78 dt 16 - 12 - 78	as on 1983 Go(P) 515 / 85 dt 16 - 09 - 85	as on 1988 Go(P) 480/89 dt 01-11-89	as on 1993 Go(P) 600/93 dt 25-09-93	as on 1997 Go(P) 3000/98 dt 25-11-98	as on 2004 Go(P) 149 dt 25. 03.
	GROUP INSTRUCTOR (INDUSTRIAL TRAINING)	48Hrs.	465 - 775	600 - 1100 Order Page No.47	1050 - 2000 Order Page No.51	1350 - 2555 Order page No. 64	1640 - 2900 Order page No. 46	5500 - 9075 Order page No. 89	9190 -15510 Order page No. 14
1	AEO / MUSLIM EDUCATION INSPECTOR	42 Hrs.	435 - 775	570 - 1070 (Page No.31)	1150 - 2270 (Page No 31)	1450 - 2825 (page No. 36)	2800 - 3200 (page No. 33)	8675 - 10550 (page No. 45)	11070 -19450 (Order page No. 14
2	AGRICULTURE OFFICER	42 Hrs.	435 - 775	600 - 1150 (Page No.15)	1050 - 2000 (Page No.58)	1400 - 2825 (page no. 18)	2065 - 3200 (page No. 5)	8675 - 10550 (page No. 21)	11070 -19450 (Order page No. 14
3	ASST. ELECTRICAL INSPECTOR	42 Hrs.	465 - 775	600 - 1100 (Page No.38)	1050 - 2000 (Page No.52)	1450 - 2825 (page no. 46)	2060 - 3200 (page No. 36)	8675 - 10550 (page no. 63)	11070 -19450 (Order page No. 14
4	ASST. ENGINEER (PWD) (ELECTRICAL)	42 Hrs	465 - 775	600 - 1100	1050 - 2000	1450 - 2825 (page no. 84)	2060 - 3200 (page No. 72)	8675 - 10550 (page No. 126)	11070 -19450 (Order page No. 14
5	DIVISIONAL INSPECTOR /SENIOR INSPECTOR WEIGHTS AND MEASURES/LEGAL METROLOGY	42 Hrs.	465 - 660	520 - 920 (Page No.80)	1100 - 2100 (Page No.96)	1370 - 2640 (Page No 117)	2060 - 3200 (page No. 54)	6500 - 10550 (page No. 98)	10290 -19450 (Order page No. 14
6	DRUGS INSPECTOR (DRUGS CONTROL)	42 Hrs	485 - 825	570 - 1070 (Page No.18)	1050 - 2000 (Page No.19)	1450 - 2825 (page no. 32)	2065 - 3200 (page No. 16)	8675 - 10550 (page no. 42)	11070 - 19450 (Order page No. 14

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Sl. No.	Name of post and Department	Working Hrs./ Week	Pay scale as on 1973 Order No.Go(P) 91/74 dt.5.4.74	as on 1978 Order No. Go(P)860/78 dt 16 - 12- 78	as on 1983 Go(P) 515 / 85 dt 16- 09 - 85	as on1988 Go(P) 480/89 dt 01-11-89	as on 1992 Go(P) 600/93 dt 25-09-93	as on 1997 Go(P) 3000/98 dt 25-11-98	as on 2006 Go(P) 145/06 dt 25-03-06
	GROUP INSTRUCTOR (INDUSTRIAL TRAINING)	48Hrs.	465 - 775	600 - 1100 Order Page No.47	1050 - 2000 Order Page No.51	1330 - 2555 Order page No.64	1640 - 2900 Order page No. 46	5500 - 9075 Order page No. 47	9190 - 15210 Order page No.
7	DAIRY EXTENSION OFFICER (DAIRY DEVELOPMENT)	42 Hrs.	445 - 835	600 - 1100 (Page No.17)	1080 - 2080 (Page No.18)	1450 - 2825 (page no. 31)	2060 - 3200 (page No. 15)	6675 - 10550 (page No. 2)	11070 - 18470 (page No.
8	RURAL ECONOMICS JUNIOR LECTURER (RURAL DEVELOPMENT)	42 Hrs.	410 - 715	535 - 950 (Page No.16)	970 - 1720 (Page No.17)	1250 - 2230 (page no. 90)	1600 - 2640 (page No. 75)	6550 - 10550 (page No. 139)	10700 - 18470 (page No.
9	SUPERINTENDENT (COMMERCIAL INSTITUTE)	42 Hrs.	435 - 835	570 - 1070 (Page No.29)	1100 - 2100 (Page No.31)	13740 - 2640 (page no. 45)	2090 - 3200 (page No. 29)	6500 - 10550 (page No. 63)	10750 - 18470 (page No.
10	SUPERINTENDENT (COLLEGE OF FINE ARTS)	42 Hrs.	405 - 660	700 - 1270 (Page No.28)	1300 - 2650 (Page No.30)	1650 - 3175 (page no. 44)	2375 - 3500 (page No. 28)	7450 - 11475 (page No. 61)	13650 - 21470 (page No.
11	SUPDT. BORSTAL SCHOOL (JAIL)	48 Hrs.	405 - 660	520 - 900 (Page No.60)	950 - 1640 (Page No.72)	1370 - 2640 (page no. 90)	2090 - 3200 (page No. 69)	6500 - 10550 (page No. 123)	10750 - 18470 (page No.
12	NURSING SUPDT. ESI Gr II	48 Hrs.	445 - 835	570 - 1070	1050 - 2000	1330 - 2555	1640 - 2900	5500 - 9075	10750 - 16000 (page No.
13	FOREST RANGER (FOREST)	48 Hrs.	445 - 835	570 - 1070	1050 - 2000	1330 - 2555	1640 - 2950 (page No. 34)	6675 - 10553 (page No. 66)	10970 - 18470 (page No.
14	NURSING TUTOR (HEALTH)	36 Hrs.	405 - 660	535 - 950 (Page No.43)	970 - 1720 (Page No.43)	1250 - 2230 (page No. 55)	2000 - 3200 (page No. 38)	6500 - 10550 (page No. 74)	10750 - 18470 (page No.
15	TECHNICAL ASST. Gr. II (PUBLIC HEALTH)	42 Hrs.	410 - 715	520 - 900	1100 - 2100	1370 - 2640	2000 - 3200	6500 - 10550	10750 - 18470 (page No.
16	TUTOR - MUSIC COLLEGE	36 Hrs.	410 - 715	570 - 1070 (Page No.20)	1100 - 2100 (Page No.22)	1370 - 2640 (Page No.34)	2000 - 3200 (page No. 18)	6675 - 10550 (page No. 43)	11372 - 18470
17	INSPECTOR (STATIONARY)	42 Hrs.	405 - 660	520 - 900 (Page No.77)	1100 - 2100 (Page No.90)	1370 - 2640 (Page No.111)	2000 - 3200 (page No. 88)	6500 - 10550	10750 - 18470 (page No.
18	CHITTY INSPECTOR / CHITTY AUDITOR (REGISTRATION)	42 Hrs.	345 - 580	470 - 830 (Page No.73)	950 - 1640 (Page No.81)	1220 - 2150 (Page No.97)	1520 - 2660 (page No. 74)	6500 - 10550 (page No. 128)	10700 - 18470 (page No. 197)
19	TECHNICAL SUPERVISOR (INDUSTRIES)	42 Hrs.	410 - 715	535 - 950 (Page No.48)	1050 - 2000 (Page No.52)	1330 - 2555 (Page No.65)	1640 - 2900 (page No. 47)	6675 - 10550 (page No. 62)	10970 - 18470
20	INSPECTOR OF INDUSTRIAL SCHOOLS(TECHNICAL EDUCATION)	42 Hrs.	435 - 835	570 - 1070 (Page No.26)	1050 - 2000 (Page No.28)	1330 - 2555 (Page No.41)	1640 - 2900 (page No. 25)	5500 - 9075 (page No. 57)	10750 - 18470 (page No.
21	ASST. LABOUR OFFICER Gr. I (LABOUR)	42 Hrs.	465 - 775	600 - 1100	1050 - 2000	1370 - 2640 (Page No.71)	2000 - 3200 (page No. 53)	6500 - 10550 (page No. 97)	10750 - 18470 (page No.
22	ASST. LUCTURER POLYTECHNIC	37 Hrs.	465 - 775	600 - 1100	1050 - 2000	1330 - 2555 (Page No.42)	1640 - 2900 (page No. 28)	6675 - 10550 (page No. 60)	10970 - 18470 (page No.
23	TECHNICAL ASST. / CARTO-GRATHER (SOIL CONSERVATION)	42 Hrs.	435 - 775	600 - 1100 (Page No.74)	1150 - 2270 (Page No.88)	1450 - 2825 (Page No.108)	2060 - 3200 (page No. 69)	6675 - 10550 (page No. 140)	11070 - 18470 (page No. 270)
24	SENIOR SCINTIFIC ASST. (AGRICULTURE)	42 Hrs.	435 - 775	570 - 1070 (Page No.11)	1050 - 2000 (Page No.30)	1370 - 2640 (Page No.18)	2000 - 3200 (page No. 55)	6500 - 10550 (page No. 25)	10750 - 18470 (page No.

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Sl. No.	Name of post and Department	Working Hrs./ Week	Pay scale as on 1973 Order No.Go(P) 91/74 dt.5.4.74	as on 1979 Order No. Go(P)860/79 dt 16 - 12- 79	as on 1983 Go(P) 515 / 85 dt 16- 09 - 85	as on1988 Go(P) 480/89 dt 01-11-89	as on 1992 Go(P) 600/93 dt 25-08-93	as on1997 Go(P) 3000/98 dt 25-11-98	as on 2004 Go(P) 147 dt 25-
-	GROUP INSTRUCTOR (INDUSTRIAL TRAINING)	48Hrs.	465 - 775	600 - 1100 Order Page No.47	1050 - 2000 Order Page No.51	1330 - 2565 Order page No. 64	1640 - 2900 Order page No. 46	5500 - 9075 Order page No. 89	9190 - Order page No.
35	RESEARCH ASST. / SCINTIFIC ANALYST ANIMAL HUSBANDRY	42 Hrs.	405 - 660	520 - 960 (Page No.14)	950 - 1640 (Page No.9)	1230 - 2150 (Page No.19)	2000 - 3200 (page No. 25)	6500 - 10550 (page No. 26)	10790 -
36	SCINTIFIC ASST. AYURVEDA	42 Hrs.	285 - 540	420 - 720	780 - 1320	1450 - 2825	2060 - 3200	6675 - 10550	11070 -
37	ASST. DRILLING ENGINEER (DRILLING AND GEOLOGY)	42 Hrs.	465 - 775	600 - 1100 (Page No.56)	1050 - 2000 (Page No.62)	1450 - 2825 (Page No.77)	2060 - 3200 (page No. 56)	6675 - 10550 (page No. 104)	11070 - (page No.
28	FIELD OFFICER- AGRICULTURE	42 Hrs.	445 - 835	570 - 1100	1050 - 2000	1330 - 2565	1640 - 2900 (page No. 06)	5500 - 10550 (page No. 25)	10790 - (page No.
29	FRAM NEWS EDITOR (AGRICULTURE)	42 Hrs.	445 - 835	600 - 1100 (Page No.13)	1150 - 2270 (Page No.7)	1650 - 3175 (page No. 100	2375 - 3500 (page No. 06)	7450 - 11475 (page No. 26)	12250 - (page No.
30	SR. ART INSTRUCTOR (FINE ARTS INSTITUTE)	42 Hrs.	275 - 525	450 - 785	1100 - 2100 (Page No.31)	1370 - 2640 (page No. 44)	2000 - 3200 (page No. 29)	6500 - 10550 (page No. 81)	10790 - (page No.
31	LIVE STOCK SUPERVISOR/ LAB SUPERVISOR(ANIMAL HUSBANDRY)	42 Hrs.	465 - 775	600 - 1100	1050 - 2000 (Page No.32)	1370 - 2640 (page No. 21)	2000 - 3200 (page No. 05)	6500 - 10550 (page No. 25)	10790 - (page No.
32	SR. INSTRUCTOR (ANIMAL HUSBANDRY)	42 Hrs.	465 - 775	600 - 1100	1050 - 2000 (Page No.02)	1370 - 2640 (page No. 21)	2000 - 3200 (page No. 06)	6500 - 10550 (page No. 27)	10790 - (page No.
33	EPIGRAPHY ASST. ARCHAEOLOGY	42 Hrs.	410 - 715	520 - 960 (Page No.15)	1100 - 2100 (Page No.10)	1370 - 2640 (Page No.22)	2000 - 3200 (page No. 28)	6500 - 10550 (page No. 29)	10790 - (page No.
34	TECH. ASST. FACTORIES AND BOILERS	42 Hrs.	285 - 540	420 - 720	780 - 1320	1450 - 2825	2060 - 3200	6675 - 10550	11070 -
35	FIELD OFFICER - SOIL CONSERVATION	42 Hrs.	465 - 775	600 - 1100	1050 - 2000	1330 - 2565	1640 - 2900	5500 - 9075	10790 - (page No.
36	JR. SCIENTIFIC OFFICER (CHEMICAL EXAM. LAB)	42 Hrs.	410 - 715	535 - 952 (page No. 10)	1050 - 2000 (Page No.14)	1450 - 2825 (Page No.27)	2060 - 3200 (page No. 14)	6675 - 10550 (page No. 30)	11070 - (page No.
37	ORTHOPTIC TECHNICIAN (MEDICAL)	37 Hrs.	410 - 715	520 - 900	1100 - 2100	1370 - 2640	2000 - 3200	6500 - 10550	10790 - (page No.
38	TUTOR TECHNICIAN (OPTOMETRY) MEDICAL	37 Hrs.	410 - 715	520 - 900	1100 - 2100	1370 - 2640	2000 - 3200	6500 - 10550	10790 - (page No.
39	HSA (II TIME BOUND HIGHER GRADE	30 Hrs.			1050 - 2000	1330 - 2565	1640 - 2900	5500 - 9075	10790 - (page No.
40	SPECIALIST - NATURE CURE CENTRE - ISM	42 Hrs.				1330 - 2565	1640 - 2900	5500 - 9075	10790 - (page No.
41	INSPECTOR OF TRAINING(1st Promotion Instructor of SCD Department ITC)	42 Hrs.				1370 - 2640	2000 - 3200	6500 - 10550 (page No. 132)	10790 - (page No.
42	HEAD DRAFTSMAN - (FACTORIES AND BOILERS)	42 Hrs.	465 - 775	600 - 1100 (Page No.33)	1050 - 2000 (Page No.33)	1330 - 2565 (Page No.47)	1640 - 2900 (Page No.31)	6675 - 10550 (page No. 84)	11070 - (page No.
43	DIST. LAB TECHNICIAN (HEALTH)	42 Hrs.	405 - 660	520 - 900	950 - 1640	1220 - 2150	1520 - 2660	5867 - 9150	10790 - (page No.

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Sl. No.	Name of post and Department	Working Hrs./ Week	Pay scale as on 1973 Order No.Go(P) 91/74 dt.5.4.74	as on 1978 Order No. Go(P)660/78 dt 16 - 12- 78	as on 1983 Go(P) 515 / 85 dt 16- 09 - 85	as on1988 Go(P) 480/89 dt 01-11-89	as on 1992 Go(P) 600/93 dt 25-09-93	as on1997 Go(P) 3000/98 dt 25-11-98	as on 2004 Go(P) 145 dt 29- 03-
	GROUP INSTRUCTOR (INDUSTRIAL TRAINING)	48Hrs.	465 - 775	600 - 1100 Order Page No.47	1050 - 2000 Order Page No.51	1330 - 2555 Order page No. 64	1640 - 2900 Order page No. 46	6500 - 9075 Order page No. 89	9190 - 15510 Order page No.
44	SCIENTIFIC ASST. PHYSIOTHERAPHY(MEDICAL EDUCATION)	37 Hrs.			1060 - 2000	1330 - 2550 (Page No.75)	1640 - 2900 (Page No.55)	6500 - 10550 (page No. 101)	10730 - 15 (page No.
45	SOIL SURVEY ASST. (LAND USE BOARD)	42 Hrs.			1050 - 2000	1450 - 2825 (Page No.72)	2060 - 3200 (Page No.53)	6675 - 10550 (Page No.96)	11070 - 15 (page No.
46	REHABILITATION CO-ORDINATOR (MEDICAL EDUCATION)	42 Hrs.	465 - 775	600 - 1100	1050 - 2000	1370 - 2640 (page No. 75)	2000 - 3200 (page No. 58)	6500 - 10550 (page No. 101)	10730 - 15 (page No.
47	ASST. ENGINEER - PORT	42 Hrs.	465 - 775	600 - 1100 (Page No.63)	1050 - 2000 (Page No.70)	1450 - 2825 (Page No.67)	2060 - 3200 (page No. 58)	6675 - 10550 (page No. 118)	11070 - 15 (page No.
48	JR. HYDRO GEOLOGIST - (GROUND WATER)	42 Hrs.	465 - 775	600 - 1100	1050 - 2000	1330 - 2550 (Page No.51)	2060 - 3200 (page No. 53)	6675 - 10550 (page No. 73)	11070 - 15 (page No.
49	DANCE MASTER / BHARATHA-NATYAM INSTRUCTOR (MUSIC COLLEGE)	37 Hrs.	410 - 715	535 - 950	975 - 1720	1250 - 2330	1600 - 2660	5250 - 8150	11070 - 15 (page No.
50	JUNIOR SCIENTIFIC OFFICER (MEDICAL EDUCATION)	42 Hrs.	465 - 775	600 - 1100	1050 - 2000	1330 - 2555	1640 - 2900	6500 - 9075	10730 - 15 (page No.

(തുടർച്ച താഴെയുണ്ട്)

- 1973 -ൽ AEO തസ്തികയുടെ ശമ്പള സ്കെയിലിന് (435 - 775) രണ്ട് സ്കെയിൽ മുകളിലായിരുന്നു. GROUP INSTRUCTOR സ്കെയിൽ (465 - 775)
- 2004 പരിഷ്കരണം എത്തിയപ്പോഴേക്കും HSA യുടെ ആദ്യഗ്രേഡ് സ്കെയിലിന്റെ (9590 - 16650) താഴെയായി GROUP INSTRUCTOR സ്കെയിൽ (9190-15510)

407 TPRC 51/15 128/2016/A1

Respected Sir, I would like to point out following facts in Industries and commerce department for your kind attention and favourable action regarding the pay revision 2014

1. Career Advancement Scheme (CAS) has been introduced for professionally qualified persons who are directly recruited in government service. There are around 70 IEOs (Industries Extension Officers) who are directly recruited engineering graduates in Industries and Commerce department. As the job profile of IEOs requires more technical skills to help entrepreneurs, Government of Kerala has already decided the minimum educational qualification, for the direct recruitment as IEO,as engineering degree in any branch. Unfortunately, at present, the professionally qualified direct recruited IEOs in this department are not considered for the benefits of CAS. As this is a clear case of pay revision anomaly, I kindly request to consider the directly recruited IEOs for the benefits of CAS.

2 As the minimum educational qualification required for direct recruitment to the post of IEO is engineering degree, the scale of pay of the post may be upgraded to the revised scale corresponding to the scale Rs 20740-33680, which is the present scale of professionally qualified direct recruited persons in almost all other departments. Sir, I kindly invite your attention to the Report of 9th pay revision commission -2010 also, about the CAS, that all professionally qualified direct recruited persons may be allowed the scale of pay corresponding to Rs 11910-19350(that is Rs 20740-33680)

[Report of 9th Pay Revision Commission -2010,page no 101, para-5.27]

3 At present, the scale of pay of IEO is Rs 18740-31360.Even though all other posts enjoying the same scale of pay(like Senior Superintendent) are gazetted, IEO is not a gazetted post. As IEOs are the implementing officers of the industrial projects of Block Panchayat,similar to other implementing officers of the Block Panchayat (like Diary Extension Officers,CDPO etc)who are enjoying gazetted status, IEOs may also be recommended to give Gazetted status

yours faithfully
Chemmam L.S.

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123/7PRC/2015

INDUSTRIAL TRAINING DEPARTMENT
(KERALA STATE)

143/2016/

A7/371.../2014

K.SH.B, Santhinagar,
Thiruvananthapuram,
Dated: 07.01.2015.

The Director of Training.

The Secretary,
X[th] Pay Revision Commission,
V[th] Floor Swaraj Bhavan,
Nanthancode, Thiruvananthapuram.

Sir,

Sub:- Industrial Training Department - Directorate of Training
- Establishment – X[th] Pay Revision Commission
- Representation of anomly-forwarding of regarding.

Ref:- 1. Letter No: 77/XPRC/2014 dated:04/08/14 of member of Secretary XPRC, Thiruvananthapuram.
2. Representation received for Sri.P.K.Nageshkumar, General Secretary, Kerala ITI Teaching Staff Association, Thiruvananthapuram

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Kind attention is invited to the reference 1[st] cited. The representation received from Sri. P.K. Nageshkumar, Kerala ITI Teaching Staff Association, Thiruvananthapuram is enclosed for specific consideration of the X[th] Pay Revision Commission.

Yours faithfully,

for Director of Training

Encl:- As above.

S.17.1.15. As

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Min. (Labour)
please see

ബഹുമാനപ്പെട്ട കേരള സംസ്ഥാന മുഖ്യ മന്ത്രി ശ്രീ ഉമ്മൻ ചാണ്ടി സാറിന്,
തിരുവനന്തപുരം കേരള ടെക്നിക്കൽ ടീച്ചിംഗ് സ്റ്റാഫ് അസോസിയേഷൻ
സമർപ്പിക്കുന്ന അപേക്ഷ

വിഷയം : കെ ടി ഐ ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പളവും തസ്തികാ പേരുകളും പുതുക്കി നിശ്ചയിക്കുന്നതിലേക്ക്.

സ്വാശ്രയ സ്കൂൾ ബാന്റ് ഓഫ് എംപ്ലോയീസിന്റെ & ട്രെയിനിംഗിന്റെ D G E T ന (4)2011 cd-pt (തിരുവനന്തപുരം 06.2013/25.06.2013) നമ്പർ കത്ത് പ്രകാരം പോളിടെക്നിക്കുകളിലെ സിലബസ്സുകൾ സമഗ്രമായി പരിഷ്കരിക്കുകയുണ്ടായ സാഹചര്യത്തിൽ മുതൽ എല്ലാ പോളിടെക്നിക്കുകളിലും സെമസ്റ്റർ സമ്പ്രദായം ആരംഭിക്കുകയും ചെയ്തിരിക്കുന്നു. പരിഷ്കരിച്ച സിലബസ്സിനൊപ്പം പോളിടെക്നിക് ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പളവും തസ്തികയുടെ പേരും പുതുക്കി നിശ്ചയിക്കുന്നതിനായി ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ യോഗ്യതയിൽ മാറ്റം വരുത്തുകയും ചെയ്തിട്ടുണ്ടല്ലോ. ബന്ധപ്പെട്ട ശാഖയിൽ എഞ്ചിനീയറിംഗ് ഡിപ്ലോമയും D G E T യുടെ ഒരു വർഷത്തെ ഇൻസ്ട്രക്ടർ ട്രെയിനിംഗും അല്ലെങ്കിൽ എസ്എസ്എൽസിയും നാലഞ്ച് വർഷത്തെ പ്രവൃത്തി പരിചയവും സർട്ടിഫിക്കറ്റും അടിസ്ഥാനശമ്പള പ്രസക്തമായ ഒരു വർഷത്തിൽ കുറയാത്ത തൊഴിൽ പരിചയവും ഒരു വർഷത്തെ ട്രെയിനിംഗും ആയിരുന്നു മുൻപു നിലവിലുണ്ടായിരുന്ന ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയുടെ യോഗ്യതയായിരുന്നതെങ്കിൽ അത് നിലവിൽ D G E T ഇൻസ്ട്രക്ടർ തസ്തികയിലേക്ക് നിശ്ചയിക്കുന്ന ആദ്യ യോഗ്യത തന്നെ എഞ്ചിനീയറിംഗ് ഡിപ്ലോമയും ഒരു വർഷത്തെ തൊഴിൽ പരിചയവും D G E T യുടെ ഒരു വർഷത്തെ C T I ഇൻസ്ട്രക്ടർ ട്രെയിനിംഗും ആയി പരിഷ്കരിച്ചിരിക്കുന്നു. മറ്റൊരു D G E T പ്രകാരം ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയുടെ പേര് 'വൊക്കേഷണൽ ഇൻസ്ട്രക്ടർ' എന്നാണ്. പുതിയതിലെ ബേസിക് ശമ്പള കമ്മീഷൻ ഉത്തരവ് പ്രകാരം പുതുക്കിനിശ്ചയിച്ചിട്ടുള്ള ശമ്പള യോഗ്യതയുള്ള അധ്യാപക തസ്തികയുടെ ഏറ്റവും താഴെയുള്ള ശമ്പള സ്കെയിൽ 9300-34800 ആകുന്നു. ഗ്രൂപ്പിൽ പെടുന്ന ഇൻ ' ടെക്നിക്കുകളുടെ തസ്തിക മാറ്റം കേരളത്തിൽ ഒട്ടുമിക്കവാറും 2300-4200 ആണ്. എന്നാൽ സർക്കാരുമായി വന്നുചേർന്ന 2014 ജനുവരിയിൽ എഞ്ചിനീയറിംഗ് ഡിപ്ലോമ അധ്യാപകരുടെ യോഗ്യത ബി ടെക്കിൽ നിന്നും എം ടെക്കിലേക്ക് മാറ്റുന്നതിനു സർക്കാർ തലത്തിൽ കൂടിക്കൂടിവന്ന് ഉത്തരവിലൂടെ മാറിയിരുന്നു. സമാന തസ്തികകളുടെ സർക്കാർ പോളിടെക്നിക്കുകളിലെ ജീവനക്കാരുടെ തസ്തിക മാറ്റത്തിലും ഉപരിപഠനത്തിലും ഇപ്പോഴത്തെയാണ് ജീവനക്കാർ അപേക്ഷിക്കുന്നത്.

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പോളിടെക്നിക് ജീവനക്കാരുടെ നിലവിലുള്ള തസ്തികകളിൽ D G E T യുടെ പരിഷ്കരിച്ച തസ്തികകളുടെ അടിസ്ഥാനത്തിൽ സ്പെഷൽ റൂൾ പരിഷ്കരിക്കുകയോ പി.എസ്.സി ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയിൽ മാറ്റം വരുത്തുകയോ ചെയ്താൽ മാത്രമേ പോളിടെക്നിക് കളിൽ ഒഴിവു വരുന്ന തസ്തികകളിൽ പുതിയ നിയമനങ്ങൾ നടക്കാൻ കഴിയൂ സ്പെഷൽ റൂൾ പരിഷ്കരിക്കുകയോ പി.എസ്.സി ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തികയിൽ മാറ്റം വരുത്തുകയോ ചെയ്യുന്നതിനൊപ്പം പ്രസക്തമായ തസ്തികയായ ജൂനിയർ ഇൻസ്ട്രക്ടർ, സീനിയർ ഇൻസ്ട്രക്ടർ, ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ, എന്നീ തസ്തികകളുടെ ശമ്പള സ്കെയിലും തസ്തികകളുടെ പേരുകളും പുതുക്കിയ യോഗ്യതയനുസരിച്ച് പരിഷ്കരിക്കേണ്ടതായിവരുന്നു. കേരളത്തിലെ വിവിധ വിദ്യാഭ്യാസ മേഖലയിലെ മറ്റു അദ്ധ്യാപകരിൽ നിന്ന് വ്യത്യസ്തമായി ദൈർഘ്യമേറിയ 6 മണിക്കൂർ അദ്ധ്യയന സമയവും ആഴ്ചയിൽ 6 ദിവസം പ്രവർത്തി ദിവസവും പോളിടെക്നിക് ഇൻസ്ട്രക്ടർമാർ ജോലി ചെയ്യുന്നുണ്ട്. യാതൊരു വരുമാനവുമില്ലാത്ത വെക്കേഷനും പോളിടെക്നിക് ഇൻസ്ട്രക്ടർമാർക്ക് നിലവിൽ അവകാശമില്ല. മറ്റു അദ്ധ്യാപകരെക്കാൾ ഇരട്ടിയിലധികം സമയം ജോലി സമയവും ശമ്പളം പകുതിയോളം കുറവും, നിയന്ത്രണങ്ങളും അധിക ചുമതലകളുള്ള യന്ത്രസംവിധാനങ്ങൾ ഉപയോഗിച്ച് കൊണ്ടുള്ള പ്രായോഗിക പരിശീലന ക്ലാസ്സുകളും ആവശ്യമായ അസംസ്കൃത വസ്തുക്കളുടെ ചുമതലയും പഠനവുമായി ബന്ധപ്പെട്ട എല്ലാ രേഖകളും നിരന്തരം സൂക്ഷിക്കേണ്ടതും ഓഡിറ്റ് മുതലായ ഔദ്യോഗിക ചുമതലകളും ഇൻസ്ട്രക്ടർമാരുടെ മാത്രം ഉത്തരവാദിത്തങ്ങൾ ആണ്. 2008 മുതൽ ഒരു ഡിഡി യൂണിറ്റിലെ വിദ്യാർത്ഥികളുടെ പ്രവേശനം 20 ശതമാനം വർദ്ധിപ്പിക്കുകയും ചെയ്തിരിക്കുന്നു. മാത്രമല്ല അദ്ധ്യാപനത്തിൽ എസ്എസ്എൽസി മുതൽ വിദ്യാഭ്യാസയോഗ്യത കുറഞ്ഞ പ്രവേശനം നടത്തുന്ന ഉയർന്ന പ്രായപരിധിയുള്ള രേഖ ആയിട്ടും പോളിടെക്നിക് ഇൻസ്ട്രക്ടർമാരുടെ പ്രവേശനം കഴിഞ്ഞ 10 വർഷത്തിൽ സിലബസിലുണ്ടായ മാറ്റങ്ങളും കഴിഞ്ഞ സർക്കാരുകൾ പരിഗണിച്ചതായി കാണാൻ കഴിഞ്ഞിട്ടില്ല. കേരള സർക്കാരിന്റെ തന്നെ 'പട്ടിക ജാതി വികസന കോർപ്പറേഷനിലെ പോളിടെക്നിക്കുകളിലെ സമാന യോഗ്യതയുള്ള ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പളത്തെ പ്രമാണമാക്കി തസ്തികയുടെ 'ഇൻസ്ട്രക്ടർ ഓഫ് ട്രേഡിനിംഗ് ' തസ്തിക വഴിയെ മുതൽ തന്നെ ഗസറ്റഡ് റാങ്കിലേക്ക് ഉയർത്തിയിട്ടുള്ളതാണ്. പൂർണ്ണമായും തന്നെ സർക്കാരിന്റെ നിർണ്ണയത്തിന്റെ മാത്രം അടിസ്ഥാനത്തിൽ

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പ്രവർത്തിക്കുന്ന... എടിഐ ഇൻസ്ട്രക്ടർമാർക്ക് കേന്ദ്ര സർക്കാരിന്റെ തൊഴിലാളി വിരുദ്ധ (WPC (No)3191) of 2005, 28th 2005) ഇത് വരെ പരിഗണിച്ചിട്ടില്ല. 2004 ലെ ശമ്പള കമ്മീഷൻ റിപ്പോർട്ടിലെ പാരഗ്രാഫിൽ മാത്രം ഒതുങ്ങി നിന്നു. (Page 228 para 5.34.5). D G E T ശമ്പള സ്കെയിൽ കൊള്ള കൊടിക്ക നിരെ സംസ്ഥാനങ്ങളും നടപ്പിലാക്കിയപ്പോൾ ഇവിടെ അതിനടുത്ത സ്കെയിൽ പോലും പ്രഖ്യാപിച്ചില്ല. പി വർക്കിയ, വർ, ഇൻസ്ട്രക്ടർ, മോട്ടോർ മെക്കാനിക്ക്, ഫോർമാൻ/ ഡെമോൺസ്ട്രേറ്റർ, ഡ്രൈവർ ഓപ്പറേറ്റർ, കെഎസ്ആർടിസി, കെഎസ്ഇബി , മുൻസിപ്പൽ സർവ്വീസ് തുടങ്ങി മറ്റു സാമൂഹിക വകുപ്പുകളിലും സ്ഥാപനങ്ങളിലും ഐടിഐ കളിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർ മാരുടെ സ്ഥാനപ്പേരിൽ തന്നെ ശമ്പള സ്കെയിൽ നൽകിയിരിക്കുമ്പോൾ ഇൻസ്ട്രക്ടർ ട്രെയിനിംഗ് യോഗ്യത അധിക വർഷവും ഒ ; പ്രമോഷൻ ലഭിച്ചാലും ശമ്പള സ്കെയിൽ നൽകുന്നില്ല. 1972 മുതൽ ശമ്പള പരിഷ്കരണത്തിലും മറ്റു ആനുകൂല്യങ്ങളിലും മറ്റു വകുപ്പുകൾക്ക് ലഭിച്ചത് പോലെ ഐടിഐകൾക്ക് ലഭിച്ചിട്ടില്ല എന്നും പറയേണ്ടി വരുന്നതിലും മറ്റു പ്രവർത്തനങ്ങൾക്കും നിയോഗിക്കപ്പെടുമ്പോൾ ലഭിക്കുന്ന അലവൻസും തുലോം കുറവാണെന്നും ആർക്കും ആരു പരിശോധനയിൽ തന്നെ കാണാവുന്നതാണ്. ജോലി ഭാരം കൂടുതലും തുച്ഛമായ ശമ്പള സ്കെയിലും കാരണം നിരവധി വർഷം സർവീസ് ഉള്ളവർ പോലും ജോലി ഉപേക്ഷിച്ച് മറ്റ് തൊഴിൽ മേഖല കണ്ടെത്തുന്നതിനുള്ള ശ്രമത്തിലാണ്. നിരവധി പേർ ഇതിനകം തന്നെ രാജി വെച്ചു പോയിക്കൊണ്ടിരിക്കുന്നു എന്ന വസ്തുതയും ഉ ' കേരളത്തിലെ ഏറ്റവും കൂടുതൽ അവഗണന ഏറ്റു വാങ്ങുന്ന 1 വർഗ്ഗം ഒരു വിഭാഗം എന്ന പരിഗണന നൽകി സർക്കാർ അടിയന്തിരമായി ഐടിഐ ജീവനക്കാരുടെ സാമൂഹിക മാറ്റത്തിനും ശമ്പള സ്കെയിൽ പരിഷ്കരണത്തിനും ഇടപെടണമെന്നു ഐടിഐ ജീവനക്കാർ അപേക്ഷിക്കുന്നു. ഐടിഐ കളിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർ, സീനിയർ ഇൻസ്ട്രക്ടർ, ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ എന്നീ വിഭാഗങ്ങൾ പോലെ തന്നെ അവഗണന നേരിടുന്നവരാണ് പ്രിൻസിപ്പാൾ, വൈസ് പ്രിൻസിപ്പാൾ/പ്രിൻസിപ്പാൾ കിട്ടാസ് 2/ട്രെയിനിംഗ് ഓഫീസർ/ ട്രേഡ് ഇൻസ്ട്രക്ടർ, വർക്ക് ഷോപ്പ് സൂപ്രണ്ട് എന്നീ തസ്തികയിലുള്ളവരും സർക്കാർ അവഗണന അനുഭവിക്കുന്ന 1 വിഭാഗമാണ്.

ആയതിനാൽ മേൽ പറഞ്ഞ വസ്തുതകളുടെ അടിസ്ഥാനത്തിൽ സംസ്ഥാനത്തെ ഐടിഐ കളിലെ ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പള സ്കെയിൽ സംസ്ഥാനത്തെ ഹയർ സെക്കൻഡറി അടിസ്ഥാനയോഗ്യതയുള്ള തസ്തികകളുടെ സ്കെയിലിന് തുല്യമാക്കി 19240 - 32210 ആയി ഉയർത്തണമെന്നും, ജൂനിയർ ഇൻസ്ട്രക്ടർമാരുടെ ശമ്പള സ്കെയിലിന് തുല്യമായി സീനിയർ ഇൻസ്ട്രക്ടർ, പ്രിൻസിപ്പാൾ, വൈസ് പ്രിൻസിപ്പാൾ/പ്രിൻസിപ്പാൾ കിട്ടാസ് 2/ട്രെയിനിംഗ് ഓഫീസർ/ ട്രേഡ് ഇൻസ്ട്രക്ടർ, വർക്ക് ഷോപ്പ് സൂപ്രണ്ട് എന്നീ തസ്തികയിലുള്ളവരുടെ ശമ്പളസ്കെയിലും പരിഷ്കരിക്കാനുള്ള സത്വര നടപടികൾ അങ്ങയുടെ ഭാഗത്തുനിന്നും സ്വീകരിക്കണമെന്ന് താഴ്മയായി അപേക്ഷിക്കുന്നു.

എന്ന്,
വിശ്വസ്തതയോടെ

പ്രസിഡന്റ് പ്രദീപ്
പ്രസിഡന്റ്
9249286559

പി.കെ നാരായണകുമാർ
ജനറൽ സെക്രട്ടറി
9037648544

സ്ഥലം : തിരുവനന്തപുരം
തീയതി : 07.06.2014

GOVERNMENT OF KERALA

No: C1/17/2016-LBRD

Labour & Skills (C) Department
Thiruvananthapuram.
Dated:19/04/2016

27 APR 2016

From
The Additional Chief Secretary to Government

To
The Director of Training, Thiruvananthapuram.

Sir,

Sub: ITD - Estt - പത്താം ശമ്പള പരിഷ്കരണം - അധനാമലികൾ പരിചയപ്പെടുത്തൽ സംബന്ധിച്ച്

Ref: 1.സ.ഉ. (പി) നം.07/2016/ധന തീയതി 20.01.2016
2. സർക്കുലർ നം. 20/2016/ധന തീയതി 11.03.2016
3. താങ്കളുടെ, 21.03.2016 ലെ എ7/37133/2014 നമ്പർ കത്ത്

സൂചന 3 പ്രകാരം താങ്കൾ സമർപ്പിച്ച നിർദ്ദേശങ്ങൾ സൂചന 1 ലെ ഉത്തരവിന്റെ വെളിച്ചത്തിൽ പരിശോധിച്ച് ആവശ്യമെങ്കിൽ സൂചന 2 ലെ സർക്കുലർ പ്രകാരം സമർപ്പിക്കുവാൻ താൽപര്യപ്പെടുന്നു.

Yours Faithfully,
PREETHA.K.S
UNDER SECRETARY

For Secretary to Government.

Approved for Issue.

Asst Section Officer

GOVERNMENT OF KERALA.

Finance (ARC)Department.

CIRCULAR

No: 20/2016/Fin

Dated,Thiruvananthapuram,11/03/2016

Sub: Pay Revision 2014 – Rectifications of anomalies – Mode of submission of proposals – instructions/guidelines – issued.

Ref:1. G.O.(P) 7/2016/Fin dated 20/01/2016.
2. G.O.(P) 10/2016/Fin dated 21/01/2016
3. G.O.(Ms) 81/2016/Fin dated 17/02/2016.

As per G.Os read 1st and 2nd above Government have issued orders revising Pay and Allowances of State Government employees, staff of educational institutions, Teachers, Part Time Contingent Service,Casual Sweepers and University employees. As per G.O. read as 3rd above Government have constituted Anomaly Rectification Cell in Finance Department for processing representations requesting rectification of anomalies said to have been crept in the Pay Revision Orders. Accordingly Government issued following guidelines/instructions for the submission of proposals for rectification of anomalies.

1. Those proposals should be forwarded to Finance Department only through the Administrative Department concerned along with specific recommendation of Head of Department and Administrative Department. The proposals should be supported with relevant documents including Special rules, Statutes, Act etc. as the case may be, and the orders creating the posts in cases where those category of posts were created after the issuance of 9th Pay Revision Order.

2. There should be specific remarks of Head of Department and Administrative Department mentioning on each point of anomaly which is said to have arisen by the 10th Pay Revision, with special references of administrative difficulties if any, being faced by the department owing to the said anomaly.

3. The proposal involving amendment of special rules, the remarks/concurrence of Personal & Administrative Reforms Department/other Administrative Department if any, should invariably be obtained before forwarding the proposals to Finance Department.

4. If rectification proposal involving claim for re-establishment of erstwhile parity in comparison with similarly placed posts in other departments, those proposals should be supported by relevant special rules of the posts compared with.

5. Orders regarding change in Scale of Pay, Allowances, ratio/percentage in cases of

ratio/percentage based promotions etc. to any category of posts contained in the pay revision order will be issued by the Finance Department. Orders issued by other department contrary to this will be treated as irregular.

6. The proposal should be supported with the statement showing the average annual financial commitment involved in the event of rectification of anomaly.

Dr. K.M. ABRAHAM
Additional Chief Secretary (Finance)

To
The Principal Accountant General (A&E), Kerala, Thiruvananthapuram
The Principal Accountant General(G&SSA),Kerala, Thiruvananthapuram
The Accountant General (E&RSA), Kerala, Thiruvananthapuram
The Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
All Heads of Departments & Offices etc.
The Director of Public Relations.
All Department and all Sections of the Secretariat.
The Secretary, Kerala Public Service Commission (with C.L).
The Registrar, All Universities (with C.L)
The Advocate General , Kerala, Ernakulam (with C.L).
The Secretary to Governor.
The Private Secretary to the Chief Minister and other Ministers.
The Nodal Officer, www.finance.kerala.gov.in.

Forwarded / By Order

Section Officer

"ഭരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം

നമ്പർ:എ7/37133/2014 തീയതി: /06/2016

പ്രേഷകൻ

ട്രെയിനിംഗ് ഡയറക്ടർ.

സ്വീകർത്താവ്

സെക്രട്ടറി, ഫൈനാൻസ്,
(പേറിവിഷൻ),
ഗവ.സെക്രട്ടറിയേറ്റ്,
തിരുവനന്തപുരം.

സർ,

വിഷയം:-വ്യാവസായിക പരിശീലന വകുപ്പ്- ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്- ജീവനക്കാര്യം-10-ാം ശമ്പള പരിഷ്കരണം അനോമലികൾ പരിഹരിക്കുന്നത്-സംബന്ധിച്ച്.

സൂചന:-1)സർക്കാർ ഉത്തരവ് നം.07/2016/ധന തീയതി 20/01/16.
2) സർക്കാരിൽ നിന്നുള്ള C1/14/2016-LBRD നമ്പരായ 19-04-2016 ലെ കത്ത്

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സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. ടി ഉത്തരവിൽ ഈ വകുപ്പു മായി ബന്ധപ്പെട്ട് ഉണ്ടായിട്ടുള്ള താഴെപ്പറയുന്ന അപാകതകൾ പരിഹരിക്കുന്നതി നായി അങ്ങയുടെ ദയവാർന്ന പരിഗണനക്കായി സമർപ്പിക്കുന്നു.

1. ഈ വകുപ്പിൽ വിവിധ സ്ഥാപനങ്ങളിലായി 8500-13210 രൂപ ശമ്പള നിരക്കിൽ 205 വാച്ച്മാൻ തസ്തികകളും 121 ഫുൾടൈം സ്വീപ്പർ തസ്തിക കളും ഉണ്ട്. 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ ടി ജീവനക്കാരെ പൊതു പട്ടികയിലൊ(കോമൺ കാറ്റഗറി), വകുപ്പുതല പട്ടികയിലൊ ഉൾപ്പെടുത്തിയതായി കാണുന്നില്ല. ബന്ധപ്പെട്ട തസ്തികകൾ കോമൺ കാറ്റഗറിയിൽ ഉൾപ്പെടുത്തേണ്ടതാണ്.

2. ഈ വകുപ്പിൽ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും ഉദ്യോഗക്ക യറ്റം ലഭിക്കുന്ന അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ 3 തസ്തികകളുണ്ട്. സീനിയർ സൂപ്രണ്ടിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനി സ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ ക്രമത്തിലാണ് ഉദ്യോഗക്കയറ്റം നൽകുന്നത്. ഈ തസ്തികകൾക്ക് ഒരേ ശമ്പള നിരക്കാ

യിരുന്നു IX-ാം ശമ്പള പരിഷ്ക്കരണത്തിൽ നിലവിലുണ്ടായിരുന്നത് എന്നാൽ പത്താം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന് 42500-87000/- രൂപ ശമ്പള സ്കെയിലും അതിന്റെ ഉയർന്ന തസ്തികയായ അക്കൗണ്ട്സ് ഓഫീസർ-I തസ്തികക്ക് താഴ്ന്ന ശമ്പള സ്കെയിലായ 40500-85000/- ആണ് അനുവദിച്ചിരിക്കുന്നത്. സ്പെഷ്യൽ റൂൾ പ്രകാരം സീനിയർ സൂപ്രണ്ടുമാരിൽ നിന്നും പ്രമോഷൻ നൽകിയാണ് ഈ പോസ്റ്റുകളിൽ നിയമനം നടത്തുന്നത്. ഈ അപാകത പരിഹരിച്ച് ടി 3 തസ്തികകൾക്കും 42500-87000 ശമ്പള നിരക്ക് അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

Existing	Revised	To be modified
Accounts Officer-II 21240-37040	40500-85000	42500-87000
Administrative Assistant 21240-37040	42500-87000	42500-87000
Accounts Officer-I 21240-37040	40500-85000	42500-87000

3. ഈ വകുപ്പിൻ കീഴിൽ രൂപ 9940-16580 ശമ്പള സ്കെയിലിൽ 65 എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളും 13210-22360/- ശമ്പള സ്കെയിലിൽ 21 യു.ഡി.സ്റ്റോർ കീപ്പർ തസ്തികകളുമുണ്ട്. എൽ.ഡി സ്റ്റോർ കീപ്പർക്കും, യു.ഡി സ്റ്റോർ കീപ്പർക്കും ഓരേ തരത്തിലുള്ള ഡ്യൂട്ടി ആണ്. എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ അനുപാതം 1:1 റേഷ്യോ അനുവദിക്കുന്നതിന് പത്താം ശമ്പള കമ്മീഷൻ ശുപാർശ ചെയ്തിരുന്നെങ്കിലും നടപ്പിലാക്കിയിട്ടില്ല. ആയത് നടപ്പിലാക്കുന്നതിന് നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. സമാന സ്വഭാവമുള്ള എൽ.ഡി. ക്ലർക്ക്, എൽ.ഡി. ടൈപ്പിസ്റ്റ്, ജൂനിയർ ഇൻസ്ട്രക്ടർ, ഡ്രൈവർ, തുടങ്ങിയ തസ്തികകൾക്കു റേഷ്യോ അനുവദിച്ചിട്ടുള്ളതാണ്.

4. പൊതു വിഭാഗത്തിൽ വരുന്ന (Common Category) സീനിയർ ഫിനാൻസ് ഓഫീസർ, സീനിയർ അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ എന്നീ തസ്തികകൾക്ക് ഡെപ്യൂട്ടി സെക്രട്ടറി റാങ്ക് ആണ് അനുവദിച്ചിട്ടുള്ളത്. എന്നാൽ ടി തസ്തികകൾക്കുള്ള ശമ്പള സ്കെയിൽ ഡെപ്യൂട്ടി സെക്രട്ടറി സ്കെയിലിൽ നിന്നും താഴ്ന്ന നിരക്കാണ് (68700-1,10,400) അനുവദിച്ചിട്ടുള്ളത്. ടി തസ്തികകൾക്ക് 77400-1,15,200 ശമ്പള സ്കെയിൽ ആണ് ശുപാർശ ചെയ്തിരുന്നത്. ആയത് അനുവദിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. ഈ തസ്തികയിലേയ്ക്ക് ഡെപ്യൂട്ടേഷൻ വഴി ഡപ്യൂട്ടി സെക്രട്ടറിമാരെയാണ് നിയമിക്കുന്നത്. അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർമാർക്ക് നൽകിവന്നിരുന്ന സ്പെഷ്യൽ അലവൻസ് 170 രൂപ ഈ ഉത്തരവിൽ ഒഴിവാക്കപ്പെട്ടിരിക്കുന്നു. ആയത് 500/- രൂപയാക്കി പുന:സ്ഥാപിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

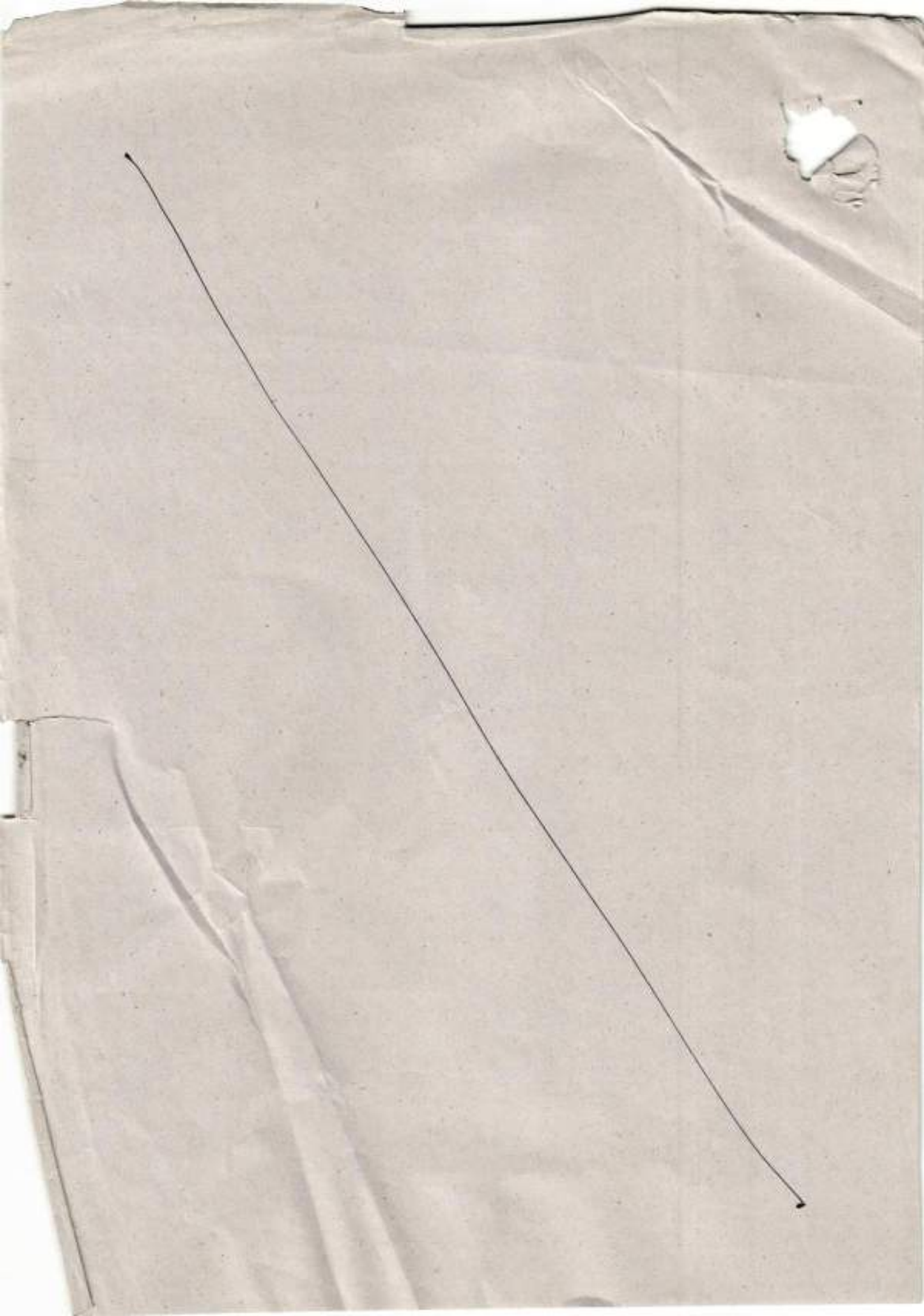
5. ഈ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടറുടെ നിലവിലെ ശമ്പളനിരക്ക് 44640 - 58640 ആയിരുന്നു. അഡീഷണൽ ഡയറക്ടർക്ക് സെക്രട്ടേറിയറ്റിലെ അഡീഷണൽ സെക്രട്ടറിയുടെ സ്കെയിലിന് തുല്യമായ സ്കെയിൽ ആണ് ലഭിക്കേണ്ടത്. എന്നാൽ പുതിയ ശമ്പളപരിഷ്കരണത്തിൽ ആയതിന് ആനുപാതികമായി ലഭിക്കേണ്ടിയിരുന്ന 89000 - 120000

ന് പകരം 81000 - 117600 ആണ് അനുവദിച്ചിരിക്കുന്നത്. മറ്റെല്ലാ ഡിപ്പാർട്ടുമെന്റുകളിലും 85000 - 117600 നിരക്കാണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് പ്രകാരം 4900/- രൂപയുടെ കുറവ് അടിസ്ഥാന ശമ്പളത്തിൽ വന്നിട്ടുണ്ട്. സംസ്ഥാനത്തെ പ്രധാന വകുപ്പുകളിലൊന്നായ ഈ വകുപ്പിലെ B.Tech ബിരുദധാരികളായ ADT തസ്തികയ്ക്കും സമാന തസ്തികകൾക്കും അർഹമായ 89,000 - 1,20,000 എന്ന ശമ്പളനിരക്ക് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

6. വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർ തസ്തികയുടെ ശമ്പളസ്കെയിൽ 2004, 2009 ശമ്പളപരിഷ്കരണങ്ങളിൽ സെക്രട്ടേറിയറ്റിലെ ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു. എന്നാൽ പുതുക്കിയ ശമ്പളപരിഷ്കരണത്തിൽ ജോയിന്റ് സെക്രട്ടറിമാരുടെ ശമ്പളം 85,000 - 1,17,600 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർമാരുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിട്ടില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ജോയിന്റ് ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 77400 - 115000 ആണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിലായ 85000 - 117600 ലേക്ക് ഉയർത്തി നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

7. വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ സെക്രട്ടേറിയറ്റിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു (36140 - 49740). തുടർന്ന് ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളം 40640 - 57440 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി ഈ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിരുന്നില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ഡെപ്യൂട്ടി സെക്രട്ടറിമാരുടെ ശമ്പള സ്കെയിൽ 77400 - 115200 ആയി ഉയർത്തിയെങ്കിലും വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 68700 - 110400 ആയി നിലനിർത്തിയിരിക്കുകയാണ്. ആയതിനാൽ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർക്കും സെക്രട്ടേറിയറ്റ് സർവ്വീസിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിൽ (77400 - 115200) അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

Con - (5)



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ഇങ്ങനൊരു ടിറന്റെ കളിയും സ്ഥാപനമേധാവി അതല ട്രിൻസിപ്പാൾ, സയന്റിസ്റ്റ് ജനറൽ ഓഫ് ഇൻഫ്രാസ്ട്രക്ചർ ടെക്നിംഗ് നൽകുന്ന മാനദണ്ഡങ്ങൾ അനുസൃതമായി വിവിധ കോഴ്സുകൾ നടത്തുവാൻ നേതൃത്വം നൽകുന്ന ഒരു സന്നിധികളാണ്. സ്ഥാപന മേധാവി, ടെക്നിംഗിനുള്ള ഉപകരണങ്ങളുടെ സംരക്ഷണത്തിന്റെ ചുമതലയുള്ള ~~ടെക്നിക്കൽ അസിസ്റ്റന്റ്~~ ചീഫ് സൂപ്രണ്ട്, നടപടിക്രമ വിവിധ പരീക്ഷകളുടെ ചുമതല, ~~ജില്ലാ നോഡൽ~~ ~~ഓഫീസർ~~ തുടങ്ങി ഒരേറെ ചുമതലകൾ നിർവ്വഹിക്കേണ്ടി വരുന്നു. ഇൻസ്ട്രക്ടർ ഓഫ് ടെക്നിംഗ് തസ്തിക ഇല്ലാത്ത ജില്ലകളിൽ ടി ചുമതലകൾ കൂടി നിർവഹിക്കുക, DGET നിർദ്ദേശിക്കുന്ന വിവിധതരം സ്കീമുകൾ നടപ്പിലാക്കുക എന്നീ ചുമതലകളും ട്രിൻസിപ്പാൾ നിർവഹിക്കേണ്ടി വരുന്നു. ഈ കാര്യങ്ങൾ പരിഗണിച്ച് ട്രിൻസിപ്പാൾ ക്ലാസ് I ന് ചോദിക്കേണ്ടിക്ക് ട്രിൻസിപ്പാൾമാർക്ക് ലഭിച്ചു വരുന്ന ശമ്പളത്തേക്കാൾ ഉയർന്ന ശമ്പള ഘടന സ്വീകരിച്ചു നൽകണമെന്ന് അപേക്ഷിക്കുന്നു

9. 400 ന് താഴെ ചതുരശ്രമീറ്റർ വിസ്തീർണ്ണമുള്ള നാടൻ കലാരൂപങ്ങൾ അവതരിപ്പിക്കുന്നതിനുള്ള സ്ഥാപനങ്ങൾക്ക് ഫൈൻ ആർട്സ് സൊസൈറ്റിക്കുള്ള ~~കൊടിക്കുന്നിൽ~~ ~~കേരളവിഭാഗം~~ ~~പദ്ധതി~~ പരിശീലന കേന്ദ്രങ്ങൾ തുടങ്ങി ഫൈൻ ആർട്സ് I ന്റെ തൊഴിലധിഷ്ഠിതമായ നൈപുണ്യ കോഴ്സുകൾ നടത്തുന്നതിന്. ഫൈൻ ആർട്സ് ഫൈൻ ആർട്സ് II/ ഫൈൻ ആർട്സ് എന്നിവരുടെ ശബ്ദ ചലന നിലവിൽ പോഷിപ്പിക്കുന്നതിന് ലെക്ചർ മാർക്കും താഴെയുള്ള തൊഴിലധിഷ്ഠിതമായ സ്വഭാവം, നിലവാരമില്ലാത്ത എന്നിവ പരിഗണിച്ച് പോഷിപ്പിക്കുന്നതിന് ഫൈൻ ആർട്സ് മാർക്കും നൽകുന്ന ശബ്ദചലന ലഭ്യമാക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു

10 DGET നിഷ്കർഷിക്കുന്ന മാനദണ്ഡങ്ങൾക്കനുസൃതമായി ഒരേ തൊഴിൽ കേന്ദ്രങ്ങളിലെയും സർക്കാർ/സ്വകാര്യ വ്യവസായിക പരിശീലന സ്ഥാപനങ്ങൾ പ്രവർത്തിക്കുന്നതിനും, അവയുടെ തൊഴിലധിഷ്ഠിതമായും കാലാകാലങ്ങളിൽ പുതുക്കുന്ന പ്രവർത്തനരീതികളും പാഠ്യപദ്ധതികളും പരിഷ്കരിക്കുന്നതിനും പരിശീലനം നൽകുന്നതിനും

(7)

പരിശീലനാർത്ഥികൾക്ക് നൽകുന്നതിനുള്ള ഉപകരണങ്ങൾ വാങ്ങുക, ട്രെയിനിംഗ് നിലവാരം, യന്ത്രങ്ങളുടെ സാമഗ്രികളും, ഉദ്യോഗസ്ഥരുടെ കുറവ് നികത്തുക എന്നിവ പരിശോധിച്ച് ഉചിതമായ നടപടി സ്വീകരിക്കുക എന്നീ കാര്യങ്ങൾ നിർവഹിക്കേണ്ടതുണ്ട്. ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്. 1983 ലെ നാലാം ശനിയാഴ്ച പരീക്ഷയിൽ ടൈപ്പിസ്റ്റ് ഗ്രേഡ് II പരീക്ഷയുടെ ഫലം നൽകിയിരുന്നതുകൊണ്ട് ഫലം വന്നതിനുശേഷം പരീക്ഷയിൽ ടൈപ്പിസ്റ്റ് ഗ്രേഡ് II ന് തുല്യമായി പരിഗണിക്കുകയാണ് ചെയ്തിട്ടുള്ളത്. വ്യവസായിക പരിശീലന വകുപ്പിന്റെ ഉപയോഗിച്ചുകൊണ്ടിരിക്കുന്നതിനായി ഓഫീസ് ഫർണിച്ചറുകൾ ഒന്നോ രണ്ടോ ടൈപ്പ്റൈറ്റർ മേശകൾ കൂടി പരിശോധിച്ച്

→ (8)

ഒരു ജില്ലാതല ഓഫീസർക്കു നൽകുന്ന ശുപാർശ-
കത്തോടെ നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

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" സിനിയർ അസിസ്റ്റന്റിൽ നിന്നും ഉദ്യോഗക്കയറ്റം
നൽകി വരുന്ന തസ്തികയാണ് ഗ്രൂപ്പ് അസിസ്റ്റന്റുമാരെ
നിയോഗിക്കുന്നത്. അസിസ്റ്റന്റ് സെക്രട്ടറിക്കു ശേഷം
അക്കൗണ്ടിംഗ് ചുമതലയും ഓഫീസുകളിൽ
ടൈപ്പിസ്റ്റ് അക്കൗണ്ടന്റ് തസ്തികയും നിലവിലുണ്ട്.
ഓഫീസിലെ കണക്കിലെ പഠനം-പഠനേതര പ്രവർത്തന-
ങ്ങൾക്ക് മേൽനോട്ടം വഹിക്കേണ്ട മുഖ്യമായ
ചുമതല വെയ്ക്കുന്ന തസ്തികയാണ് ഗ്രൂപ്പ് അസിസ്റ്റന്റ്.
G.I തസ്തികയ്ക്ക് തുല്യമായിരുന്നതോ താഴ്ന്ന ശമ്പള-
ത്തിലോ ഉണ്ടായിരുന്നതോ ആയ നിരവധി തസ്തികകൾ
മെയിന്റനൻസിലേയും, ജോലി സ്വഭാവത്തിലേയും മാറ്റം വരുത്തുന്നതും
വിവിധ ശമ്പള പരിഷ്കരണത്തിലായി ശമ്പള
സ്കെയിലുകൾ ഉയർത്തിയിട്ടുണ്ട്. G.I തസ്തികയുടെ
മുഖ്യമായും ഓഫീസുമായി ബന്ധപ്പെട്ട സർവ്വീസ്
സിനിയോറിറ്റിയും കണക്കിലെടുത്ത് 4 2500-87000/-
എന്ന ശമ്പള സ്കെയിലോടുകൂടി ശമ്പള സ്കെയിലേക്ക്
ഓഫീസുകളിൽ നിന്നും അപേക്ഷിക്കുന്നു

→ 9)

12. പൂർണ്ണമായും തകർന്ന സർക്കാർ നിബന്ധന പ്രകാരം നാ.ടി.നാ കമ്പിൽ സേവനമനുഷ്ഠിക്കുന്ന ജൂനിയർ ഡ്രാഫ്റ്റ്സ്മാൻക്ക് DGET നൽകുന്ന വിധത്തിലുള്ള മൈനസ്പേ ശമ്പള ഘടനയായ 32300-68700 അനുവദിച്ചു നൽകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

13. ജൂനിയർ ഡ്രാഫ്റ്റ്സ്മാൻ തസ്തിക "വൈദ്യുതീകരണം ഡ്രാഫ്റ്റ്സ്മാൻ (ജൂനിയർ)" എന്നും സീനിയർ ഡ്രാഫ്റ്റ്സ്മാൻ തസ്തിക "വൈദ്യുതീകരണം ഡ്രാഫ്റ്റ്സ്മാൻ (സീനിയർ)" എന്നും G.I തസ്തിക "ട്രേസിങ്ങ് ഓഫീസർ" എന്നും R.C തിരുത്തി ട്രേസിങ്ങ് ഓഫീസർ എന്നും "അസിസ്റ്റന്റ് ഡ്രാഫ്റ്റ്സ്മാൻ" എന്ന പുനർനാമകരണം ചെയ്യുക.

14. വർക്ക് ചെയ്ത് ഡ്രാഫ്റ്റ്സ്മാൻ തസ്തികയുടെ പേര് "ട്രേസ് അസിസ്റ്റന്റ്" എന്നുള്ളതിൽ "ട്രേസിങ്ങ് അസിസ്റ്റന്റ്" എന്നാക്കി മാറ്റുകയും ഫോട്ടോ സ്വഭാവം എന്നിവ ചേർത്തിരിക്കുന്നതും

(410)

5) തസ്തികയുടെ ശമ്പളഘടന 27800-59400 രൂപയായി നിശ്ചയിക്കുകയും ചെയ്യണമെന്ന് അഭ്യർത്ഥിക്കുന്നു

15. പ്രൊമോഷൻ വഴി ജൂനിയർ അസിസ്റ്റന്റ് തസ്തികയിൽ പ്രവേശിക്കുന്നവരുടെ നിലവിലെ ഗ്രാൻസ്മർ നിയമനത്തിന് പകരം നിയമനാധികാരി പരിഗണിച്ച് ഡിപ്പാർട്ട്മെന്റ് അഭ്യർത്ഥിക്കുന്നു

15. പരീക്ഷാകണക്കിന് ഇപ്പോൾ വിലവർദ്ധിച്ചിട്ടുള്ള പേപ്പറുകളും മഷിനറികളും ഉപയോഗിച്ചും അസിസ്റ്റന്റുമാർക്കാണ്. അപേക്ഷ സമർപ്പിക്കുന്നതിനും പരീക്ഷാകണക്കുകൾ ചെലവഴിച്ചും പരീക്ഷാകേന്ദ്രത്തിലാണ് 5 മണിക്കൂർ തുടർച്ചയായി പ്രാക്ടിക്കൽ ക്ലാസ് നടത്തുകയും ചെയ്യുന്നു. അതിനാൽ നിന്ന് അലവൻസ് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

16. സർവീസിൽ നിർബ്ബന്ധമായിൽ അസിസ്റ്റന്റുമാരുടെ യോഗ്യതയോടൊപ്പം ജോലി സമയം, ഉപയോഗിച്ചും യഥാർത്ഥ പ്രവർത്തനസമയം, വ്യാവസായിക

(11)

429

313

21/6/16

26/10/16

431

314

"ഭരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം

നമ്പർ:എ7/37133/2014

തീയതി: ~~28/10/2016~~ 10/11/16

പ്രേഷകൻ

ട്രെയിനിംഗ് ഡയറക്ടർ.

സ്വീകർത്താവ്

സെക്രട്ടറി, ഫൈനാൻസ്,
(പേറിവിഷൻ),
ഗവ.സെക്രട്ടറിയേറ്റ്,
തിരുവനന്തപുരം.

സർ,

വിഷയം:-വ്യാവസായിക പരിശീലന വകുപ്പ്- ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്-ജീവനക്കാര്യം-10-ാം ശമ്പള പരിഷ്കരണം അനോമലികൾ പരിഹരിക്കുന്നത്-സംബന്ധിച്ച്.

സൂചന:- 1. സർക്കാർ ഉത്തരവ് നം.07/2016/ധന തീയതി 20/01/16.
2. സർക്കാരിൽ നിന്നുള്ള സി1/17/2016 - ഘഅആഞഉ നമ്പരായ 19.04.2016 ലെ കത്ത്.

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സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. ടി ഉത്തരവിൽ ഈ വകുപ്പുമായി ബന്ധപ്പെട്ട് ഉണ്ടായിട്ടുള്ള താഴെപ്പറയുന്ന അപാകതകൾ പരിഹരിക്കുന്നതിനായി അങ്ങയുടെ ദയവാർന്ന പരിഗണനക്കായി സമർപ്പിക്കുന്നു.

1. ഈ വകുപ്പിൽ വിവിധ സ്ഥാപനങ്ങളിലായി 8500-13210 രൂപ ശമ്പള നിരക്കിൽ 205 വാച്ച്മാൻ തസ്തികകളും 121 ഫുൾടൈം സ്വീപ്പർ തസ്തികകളും ഉണ്ട്. 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ ടി ജീവനക്കാരെ പൊതു പട്ടികയിലൊ(കോമൺ കാറ്റഗറി), വകുപ്പുതല പട്ടികയിലൊ ഉൾപ്പെടുത്തിയ തായി കാണുന്നില്ല. ബന്ധപ്പെട്ട തസ്തികകൾ കോമൺ കാറ്റഗറിയിൽ ഉൾപ്പെടുത്തേണ്ടതാണ്.

2. ഈ വകുപ്പിൽ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും ഉദ്യോഗക്കയറ്റം ലഭിക്കുന്ന അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ 3 തസ്തികകളുണ്ട്. സീനിയർ സൂപ്രണ്ടിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ്. ഓഫീസർ-I എന്നീ ക്രമത്തിലാണ് ഉദ്യോഗക്കയറ്റം നൽകുന്നത്. ഈ തസ്തികകൾക്ക് ഒരേ ശമ്പള നിരക്കായിരുന്നു IX-ാം ശമ്പള

പരിഷ്കരണത്തിൽ നിലവിലുണ്ടായിരുന്നത് എന്നാൽ പത്താം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന് 42500-87000/- രൂപ ശമ്പള സ്കെയിലും അതിന്റെ ഉയർന്ന തസ്തികയായ അക്കൗണ്ട്സ് ഓഫീസർ-I തസ്തികക്ക് താഴ്ന്ന ശമ്പള സ്കെയിലായ 40500-85000/- ആണ് അനുവദിച്ചിരിക്കുന്നത്. സ്പെഷ്യൽ റൂൾ പ്രകാരം സീനിയർ സൂപ്രണ്ടുമാരിൽ നിന്നും പ്രമോഷൻ നൽകിയാണ് ഈ പോസ്റ്റുകളിൽ നിയമനം നടത്തുന്നത്. ഈ അപാകത പരിഹരിച്ച് ടി 3 തസ്തികകൾക്കും 42500-87000 ശമ്പള നിരക്ക് അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

Existing	Revised	To be modified
Accounts Officer-II 21240-37040	40500-85000	42500-87000
Administrative Assistant 21240-37040	42500-87000	42500-87000
Accounts Officer-I 21240-37040	40500-85000	42500-87000

3. ഈ വകുപ്പിൻ കീഴിൽ രൂപ 9940-16580 ശമ്പള സ്കെയിലിൽ 65 എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളും 13210-22360/- ശമ്പള സ്കെയിലിൽ 21 യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളുമുണ്ട്. എൽ.ഡി സ്റ്റോർ കീപ്പർക്കും, യു.ഡി സ്റ്റോർ കീപ്പർക്കും ഓരേ തരത്തിലുള്ള ഡ്യൂട്ടി ആണ്. എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ അനുപാതം 1:1 റേഷ്യോ അനുവദിക്കുന്നതിന് പത്താം ശമ്പള കമ്മീഷൻ ശുപാർശ ചെയ്തിരുന്നെങ്കിലും നടപ്പിലാക്കിയിട്ടില്ല. ആയത് നടപ്പിലാക്കുന്നതിന് നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. സമാന സ്വഭാവമുള്ള എൽ.ഡി. ക്ലർക്ക്, എൽ.ഡി. ടൈപ്പിസ്റ്റ്, ജൂനിയർ ഇൻസ്ട്രക്ടർ, ഡ്രൈവർ, തുടങ്ങിയ തസ്തികകൾക്കു റേഷ്യോ അനുവദിച്ചിട്ടുള്ളതാണ്.

4. പൊതു വിഭാഗത്തിൽ വരുന്ന (Common Category) സീനിയർ ഫിനാൻസ് ഓഫീസർ, സീനിയർ അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ എന്നീ തസ്തികകൾക്ക് ഡെപ്യൂട്ടി സെക്രട്ടറി റാങ്ക് ആണ് അനുവദിച്ചിട്ടുള്ളത്. എന്നാൽ ടി തസ്തികകൾക്കുള്ള ശമ്പള സ്കെയിൽ ഡെപ്യൂട്ടി സെക്രട്ടറി സ്കെയിലിൽ നിന്നും താഴ്ന്ന നിരക്കാണ് (68700-1,10,400) അനുവദിച്ചിട്ടുള്ളത്. ടി തസ്തികകൾക്ക് 77400-1,15,200 ശമ്പള സ്കെയിൽ ആണ് ശുപാർശ ചെയ്തിരുന്നത്. ആയത് അനുവദിക്കണെമെന്ന് അഭ്യർത്ഥിക്കുന്നു. ഈ തസ്തികയിലേയ്ക്ക് ഡെപ്യൂട്ടേഷൻ വഴി ഡപ്യൂട്ടി സെക്രട്ടറിമാരെയാണ് നിയമിക്കുന്നത്. അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർമാർക്ക് നൽകി വന്നിരുന്ന സ്പെഷ്യൽ അലവൻസ് 170 രൂപ ഈ ഉത്തരവിൽ ഒഴിവാക്കപ്പെട്ടിരിക്കുന്നു. ആയത് 500/- രൂപയാക്കി പുന:സ്ഥാപിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

5. ഈ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടറുടെ നിലവിലെ ശമ്പളനിരക്ക് 44640 - 58640 ആയിരുന്നു. അഡീഷണൽ ഡയറക്ടർക്ക് സെക്രട്ടേറിയറ്റിലെ അഡീഷണൽ സെക്രട്ടറിയുടെ സ്കെയിലിന് തുല്യമായ സ്കെയിൽ ആണ് ലഭിക്കേണ്ടത്. എന്നാൽ പുതിയ ശമ്പളപരിഷ്കരണത്തിൽ ആയതിന് ആനുപാതികമായി ലഭിക്കേണ്ടിയിരുന്ന 89000 - 120000-ന് പകരം 81000 - 117600 ആണ് അനുവദിച്ചിരിക്കുന്നത്. മറ്റെല്ലാ ഡിപ്പാർട്ടുമെന്റുകളിലും 85000 - 117600 നിരക്കാണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് പ്രകാരം 4900/- രൂപയുടെ കുറവ്

അടിസ്ഥാന ശമ്പളത്തിൽ വന്നിട്ടുണ്ട്. സംസ്ഥാനത്തെ പ്രധാനവകുപ്പുകളിലൊന്നായ ഈ വകുപ്പിലെ B.Tech ബിരുദധാരികളായ ADT തസ്തികയ്ക്കും സമാന തസ്തികകൾക്കും അർഹമായ 89,000 - 1,20,000 എന്ന ശമ്പളനിരക്ക് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

6. വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർ തസ്തികയുടെ ശമ്പളസ്കെയിൽ 2004, 2009 ശമ്പളപരിഷ്കരണങ്ങളിൽ സെക്രട്ടേറിയറ്റിലെ ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു. എന്നാൽ പുതുക്കിയ ശമ്പളപരിഷ്കരണത്തിൽ ജോയിന്റ് സെക്രട്ടറിമാരുടെ ശമ്പളം 85,000 - 1,17,600 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർമാരുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിട്ടില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ജോയിന്റ് ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 77400 - 115000 ആണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിലായ 85000 - 117600 ലേക്ക് ഉയർത്തി നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

7. വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ സെക്രട്ടേറിയറ്റിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു (36140 - 49740). തുടർന്ന് ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളം 40640 - 57440 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി ഈ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിരുന്നില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ഡെപ്യൂട്ടി സെക്രട്ടറിമാരുടെ ശമ്പള സ്കെയിൽ 77400 - 115200 ആയി ഉയർത്തിയെങ്കിലും വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 68700 - 110400 ആയി നിലനിർത്തിയിരിക്കുകയാണ്. ആയതിനാൽ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർക്കും സെക്രട്ടേറിയറ്റ് സർവ്വീസിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിൽ (77400 - 115200) അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

8. ഓരോ ഐ.ടി.ഐ കളുടെയും സ്ഥാപന മേധാവി ആയ പ്രിൻസിപ്പാൾ, ഡയറക്ടർ ജനറൽ ഓഫ് എംപ്ലോയ്മെന്റ് ആന്റ് ട്രെയിനിംഗ് നൽകുന്ന മാനദണ്ഡങ്ങൾക്കനുസൃതമായി വിവിധ കോഴ്സുകൾ നടത്തുവാൻ നേതൃത്വം നൽകുന്ന ഒരു തസ്തികയാണ്. സ്ഥാപനമേധാവി, അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ, ട്രെയിനിംഗിനുള്ള ഉപകരണങ്ങളുടെ സംഭരണ നടപടികൾ, വിവിധ പരീക്ഷകളുടെ ചുമതല, തുടങ്ങി ഒട്ടേറെ ചുമതലകൾ നിർവ്വഹിക്കേണ്ടി വരുന്നു. ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ് തസ്തിക ഇല്ലാത്ത ജില്ലകളിൽ ടി ചുമതലകൾ കൂടി നിർവ്വഹിക്കുക, ഡി.ജി.ഇ.റ്റി നിർദ്ദേശിക്കുന്ന വിവിധതരം സ്കീമുകൾ നടപ്പിലാക്കുക എന്നീ ചുമതലകളും പ്രിൻസിപ്പാൾ നിർവ്വഹിക്കേണ്ടി വരുന്നു. ഈ കാര്യങ്ങൾ പരിഗണിച്ച് പ്രിൻസിപ്പാൾ ക്ലാസ്സ്I-ന് പോളിടെക്നിക് പ്രിൻസിപ്പാൾമാർക്ക് ലഭിച്ചുവരുന്ന ശമ്പളത്തേക്കാൾ ഉയർന്ന ശമ്പളഘടന സ്ഥാപിച്ചു നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

9. 400-ന് താഴെ പരിശീലനാർത്ഥികൾ പരിശീലനം നേടുന്ന ഐ.ടി.ഐ കളുടെ സ്ഥാപന മേധാവിയായ വൈസ് പ്രിൻസിപ്പാൾ, അഡ്മിനിസ്ട്രേറ്റർ, പരീക്ഷകളുടെ നടത്തിപ്പ് ചുമതല തുടങ്ങി പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I ന്റെ ജോലിയോടൊപ്പമുള്ള തസ്തികയാണിത്. പ്രിൻസിപ്പാൾ ക്ലാസ്സ് II/ വൈസ് പ്രിൻസിപ്പാൾ എന്നിവരുടെ ശമ്പള ഘടന നിലവിൽ പോളിടെക്നിക് ലെക്ചർമാർക്കും താഴെയാണ്. ജോലിയുടെ സ്വഭാവം, നിയമന രീതി എന്നിവ

പരിഗണിച്ച് പോളിടെക്നിക് പ്രിൻസിപ്പാൾമാർക്കു നൽകുന്ന ശമ്പള ഘടന ലഭ്യമാക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

10. ഡി.ജി.ഇ.റ്റി നിഷ്കർഷിക്കുന്ന മാനദണ്ഡങ്ങൾക്കനുസൃതമായി ഓരോ ജില്ലകളിലെയും സർക്കാർ/ സ്വകാര്യ വ്യവസായിക പരിശീലന സ്ഥാപനങ്ങൾ പ്രവർത്തിക്കുന്നുണ്ടോ എന്നും, അവയുടെ ദൈനംദിനവും കാലാകാലങ്ങളിലുള്ള പ്രവർത്തനത്തെയും കുറിച്ച് പഠിക്കുകയും പോരായ്മകൾ ചൂണ്ടി കാട്ടി അവ തിരുത്തി മെച്ചപ്പെട്ട പരിശീലനം പരിശീലനാർത്ഥികൾക്ക് നൽകുന്നുണ്ടെന്ന് ഉറപ്പുവരുത്തുക, ട്രെയിനിംഗ് നിലവാരം, യന്ത്രങ്ങളും സാമഗ്രികളും, ഉദ്യോഗസ്ഥരുടെ കൃത്യനിഷ്ഠ എന്നിവ പരിശോധിച്ച് ഉചിതമായ നടപടി സ്വീകരിക്കുക എന്നീ ഉത്തരവാദിത്വങ്ങൾ നിർവ്വഹിക്കേണ്ട തസ്തികയാണ് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്. 1983 ലെ നാലാം ശമ്പള പരിഷ്കരണത്തിൽ ടി തസ്തികയ്ക്ക് പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I നേക്കാൾ ഉയർന്ന ശമ്പള ഘടന നൽകിയിരുന്നു. എന്നാൽ പിന്നീട് വന്ന ശമ്പള പരിഷ്കരണങ്ങളിൽ ടി തസ്തിക പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I -ന് തുല്യമായി പരിഗണിക്കുകയാണ് ചെയ്തിട്ടുള്ളത്. വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ പ്രസക്തി വർദ്ധിപ്പിക്കുന്നതിനായി ഓരോ ജില്ലകളിലും ഓരോ ഐ.ടി തസ്തികയുടെ ആവശ്യകത കൂടി പരിശോധിച്ച് ഒരു ജില്ലാതല ഓഫീസർക്കു നൽകുന്ന ശമ്പള ഘടന നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

11. സീനിയർ ഇൻസ്ട്രക്ടറിൽ നിന്നും ഉദ്യോഗക്കയറ്റം നൽകി വരുന്ന തസ്തികയായ ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർമാരെ റിലേറ്റഡ് ഇൻസ്ട്രക്ഷൻ സെന്ററുകളിൽ ജൂനിയർ അപ്രന്റിസ്ഷിപ്പ് അഡ്വൈസറായും ഡയറക്ടറേറ്റിൽ ടെക്നിക്കൽ അസിസ്റ്റന്റായും നിയമിക്കാറുണ്ട്. ഐ.ടി.ഐ കളിലെ പഠന-പഠനേതര പ്രവർത്തനങ്ങൾക്ക് മേൽനോട്ടം വഹിക്കേണ്ട സുപ്രധാന സൂപ്പർ വൈസറി തസ്തികയാണ് ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ. ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തികയ്ക്ക് തുല്യമായിരുന്നതോ താഴ്ന്ന ഘടനയിൽ ഉണ്ടായിരുന്നതോ ആയ നിരവധി തസ്തികകൾ യോഗ്യതയിലോ ജോലി സ്വഭാവത്തിലോ മാറ്റം വരുത്താതെ വിവിധ ശമ്പള പരിഷ്കരണങ്ങളിലായി ഗസറ്റഡ് റാങ്കിലേക്ക് ഉയർത്തിയിട്ടുണ്ട്. ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തികയുടെ പ്രാധാന്യവും ഉത്തരവാദിത്വവും സർവ്വീസ് സീനിയോറിറ്റിയും കണക്കിലെടുത്ത് 42,500-87,000/- എന്ന ശമ്പള സ്കെയിലോടുകൂടി ഗസറ്റഡ് റാങ്കിലേക്ക് ഉയർത്തണമെന്ന് അപേക്ഷിക്കുന്നു.

12. പൂർണ്ണമായും കേന്ദ്ര സർക്കാർ നിബന്ധന പ്രകാരം ഐ.ടി.ഐ -കളിൽ സേവനമനുഷ്ഠിക്കുന്ന ജൂനിയർ ഇൻസ്ട്രക്ടർമാർക്ക് ഡി.ജി.ഇ.റ്റി നൽകുന്ന വിധത്തിലുള്ള മെച്ചപ്പെട്ട ശമ്പള ഘടനയായ 32300-68700 അനുവദിച്ച് നൽകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. 2004-ലെ പരിഷ്കരണങ്ങൾക്ക് മുമ്പ് High school അദ്ധ്യാപകരുടെ ശമ്പള സ്കെയിലിന് തുല്യമായിരുന്നു. എന്നാൽ പിന്നീട് ഇത് കുറച്ചു. ഇക്കാര്യം കൂടി പരിഗണിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

13. ജൂനിയർ ഇൻസ്ട്രക്ടർ തസതിക " വൊക്കേഷണൽ ഇൻസ്ട്രക്ടർ (ജൂനിയർ)" എന്നും സീനിയർ ഇൻസ്ട്രക്ടർ തസ്തിക "വൊക്കേഷണൽ ഇൻസ്ട്രക്ടർ (സീനിയർ)" എന്നും ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തിക "'ട്രെയിനിംഗ് ഓഫീസർ" എന്നും ആർ.ഐ.സി യിലെ ട്രെയിനിംഗ് ഓഫീസർ തസ്തിക "അസിസ്റ്റന്റ് അപ്രന്റിസ്ഷിപ്പ് അഡ്വൈസർ" എന്നും പുനർനാമകരണം ചെയ്യുക. ചെയ്തുതരണമെന്ന് അപേക്ഷിക്കുന്നു.

14. വർക്ക്ഷോപ്പ് അറ്റൻഡർ തസ്തികയുടെ പേര് "ട്രേഡ് അസിസ്റ്റന്റ്" അല്ലെങ്കിൽ "ട്രെയിനിംഗ് അസിസ്റ്റന്റ്" ~~അല്ലെങ്കിൽ "ട്രെയിനിംഗ് അസിസ്റ്റന്റ്"~~ എന്നായി മാറ്റുകയും ജോലി, സ്വഭാവം, സാങ്കേതിക പരിജ്ഞാനം എന്നിവ പരിശോധിച്ച് ടി തസ്തികയുടെ ശമ്പള ഘടന 27,800-59,400 അനുവദിക്കുകയും ചെയ്യണമെന്ന് അപേക്ഷിക്കുന്നു.

15. ലക്ഷക്കണക്കിന് രൂപ വിലപിടിപ്പുള്ള ഉപകരണങ്ങളുടെയും മെഷിനറികളുടെയും ഉത്തരവാദിത്വം ഇൻസ്ട്രക്ടർമാർക്കാണ്. അപകട സാധ്യതയുള്ള യന്ത്രോപകരണങ്ങൾ ഉപയോഗിച്ച് പൊടിപടങ്ങൾ നിറഞ്ഞ വർക്ക്ഷോപ്പ് അന്തരീക്ഷത്തിലാണ് 5 മണിക്കൂർ തുടർച്ചയായി പ്രാക്ടിക്കൽ ക്ലാസ്സ് കൈകാര്യം ചെയ്യേണ്ടത്. ആയതിനാൽ റിസ്ക് അലവൻസ് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

16. സ്കെയിൽ നിർണ്ണയത്തിൽ ഇൻസ്ട്രക്ടർമാരുടെ യോഗ്യതയോടൊപ്പം ജോലി സമയം, ഉത്തരവാദിത്വം യഥാർത്ഥ പ്രവർത്തനസമയം, വ്യാവസായിക പരിശീലന സാങ്കേതിക വിദ്യാഭ്യാസ രംഗത്ത് ഐ.ടി.ഐ യുടെ പങ്ക് എന്നിവ കൂടി പരിഗണനാവിഷയമാക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

മേൽ പറഞ്ഞ അനോമലികൾ പരിഹരിക്കുന്നതിന് അടിയന്തിര നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ട്രെയിനിംഗ് ഡയറക്ടർ

2/11/16 2/11/16 4/11/16

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"ഭരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം
തീയതി: 10/11/2016

നമ്പർ:എ7/37133/2014

പ്രേഷകൻ

ട്രെയിനിംഗ് ഡയറക്ടർ.

സ്വീകർത്താവ്

സെക്രട്ടറി, ഫൈനാൻസ്,
(പേറിവിഷൻ),
ഗവ.സെക്രട്ടറിയേറ്റ്,
തിരുവനന്തപുരം.

സർ,

വിഷയം:-വ്യാവസായിക പരിശീലന വകുപ്പ്- ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്-ജീവനക്കാര്യം-10-ാം ശമ്പള പരിഷ്കരണം അനോമലികൾ പരിഹരിക്കുന്നത്-സംബന്ധിച്ച്.

സൂചന:- 1. സർക്കാർ ഉത്തരവ് നം.07/2016/ധന തീയതി 20/01/16.
2. സർക്കാരിൽ നിന്നുള്ള സി1/17/2016 - LBRD നമ്പരായ 19.04.2016 ലെ കത്ത്.

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സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. ടി ഉത്തരവിൽ ഈ വകുപ്പുമായി ബന്ധപ്പെട്ട് ഉണ്ടായിട്ടുള്ള താഴെപ്പറയുന്ന അപാകതകൾ പരിഹരിക്കുന്നതിനായി അങ്ങയുടെ ദയവാർന്ന പരിഗണനക്കായി സമർപ്പിക്കുന്നു.

1. ഈ വകുപ്പിൽ വിവിധ സ്ഥാപനങ്ങളിലായി 8500-13210 രൂപ ശമ്പള നിരക്കിൽ 205 വാച്ച്മാൻ തസ്തികകളും 121 ഫുൾടൈം സ്വീപ്പർ തസ്തികകളും ഉണ്ട്. 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ ടി ജീവനക്കാരെ പൊതു പട്ടികയിലൊ(കോമൺ കാറ്റഗറി), വകുപ്പുതല പട്ടികയിലൊ ഉൾപ്പെടുത്തിയ തായി കാണുന്നില്ല. ബന്ധപ്പെട്ട തസ്തികകൾ കോമൺ കാറ്റഗറിയിൽ ഉൾപ്പെടുത്തേണ്ടതാണ്.

2. ഈ വകുപ്പിൽ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും ഉദ്യോഗക്കയറ്റം ലഭിക്കുന്ന അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ 3 തസ്തികകളുണ്ട്. സീനിയർ സൂപ്രണ്ടിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ ക്രമത്തിലാണ് ഉദ്യോഗക്കയറ്റം നൽകുന്നത് ഈ തസ്തികകൾക്ക് ഒരേ ശമ്പള നിരക്കായിരുന്നു IX-ാം ശമ്പള

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പരിഷ്ക്കരണത്തിൽ നിലവിലുണ്ടായിരുന്നത് എന്നാൽ പത്താം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന് 42500-87000/- രൂപ ശമ്പള സ്കെയിലും അതിന്റെ ഉയർന്ന തസ്തികയായ അക്കൗണ്ട്സ് ഓഫീസർ-I തസ്തികക്ക് താഴ്ന്ന ശമ്പള സ്കെയിലായ 40500-85000/- ആണ് അനുവദിച്ചിരിക്കുന്നത്. സ്പെഷ്യൽ റൂൾ പ്രകാരം സീനിയർ സൂപ്രണ്ടുമാരിൽ നിന്നും പ്രമോഷൻ നൽകിയാണ് ഈ പോസ്റ്റുകളിൽ നിയമനം നടത്തുന്നത്. ഈ അപാകത പരിഹരിച്ച് ടി 3 തസ്തികകൾക്കും 42500-87000 ശമ്പള നിരക്ക് അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

Existing	Revised	To be modified
Accounts Officer-II 21240-37040	40500-85000	42500-87000
Administrative Assistant 21240-37040	42500-87000	42500-87000
Accounts Officer-I 21240-37040	40500-85000	42500-87000

3. ഈ വകുപ്പിൻ കീഴിൽ രൂപ 9940-16580 ശമ്പള സ്കെയിലിൽ 65 എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളും 13210-22360/- ശമ്പള സ്കെയിലിൽ 21 യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികകളുമുണ്ട്. എൽ.ഡി സ്റ്റോർ കീപ്പർക്കും, യു.ഡി സ്റ്റോർ കീപ്പർക്കും ഓരേ തരത്തിലുള്ള ഡ്യൂട്ടി ആണ്. എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ അനുപാതം 1:1 റേഷ്യോ അനുവദിക്കുന്നതിന് പത്താം ശമ്പള കമ്മീഷൻ ശുപാർശ ചെയ്തിരുന്നെങ്കിലും നടപ്പിലാക്കിയിട്ടില്ല. ആയത് നടപ്പിലാക്കുന്നതിന് നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. സമാന സ്വഭാവമുള്ള എൽ.ഡി. ക്ലർക്ക്, എൽ.ഡി. ടൈപ്പിസ്റ്റ്, ജൂനിയർ ഇൻസ്ട്രക്ടർ, ഡ്രൈവർ, തുടങ്ങിയ തസ്തികകൾക്കു റേഷ്യോ അനുവദിച്ചിട്ടുള്ളതാണ്.

4. പൊതു വിഭാഗത്തിൽ വരുന്ന (Common Category) സീനിയർ ഫിനാൻസ് ഓഫീസർ, സീനിയർ അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ എന്നീ തസ്തികകൾക്ക് ഡെപ്യൂട്ടി സെക്രട്ടറി റാങ്ക് ആണ് അനുവദിച്ചിട്ടുള്ളത്. എന്നാൽ ടി തസ്തികകൾക്കുള്ള ശമ്പള സ്കെയിൽ ഡെപ്യൂട്ടി സെക്രട്ടറി സ്കെയിലിൽ നിന്നും താഴ്ന്ന നിരക്കാണ് (68700-1,10,400) അനുവദിച്ചിട്ടുള്ളത്. ടി തസ്തികകൾക്ക് 77400-1,15,200 ശമ്പള സ്കെയിൽ ആണ് ശുപാർശ ചെയ്തിരുന്നത്. ആയത് അനുവദിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. ഈ തസ്തികയിലേയ്ക്ക് ഡെപ്യൂട്ടേഷൻ വഴി ഡപ്യൂട്ടി സെക്രട്ടറിമാരെയാണ് നിയമിക്കുന്നത്. അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർമാർക്ക് നൽകി വന്നിരുന്ന സ്പെഷ്യൽ അലവൻസ് 170 രൂപ ഈ ഉത്തരവിൽ ഒഴിവാക്കപ്പെട്ടിരിക്കുന്നു. ആയത് 500/- രൂപയാക്കി പുന:സ്ഥാപിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

5. ഈ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടറുടെ നിലവിലെ ശമ്പളനിരക്ക് 44640 - 58640 ആയിരുന്നു. അഡീഷണൽ ഡയറക്ടർക്ക് സെക്രട്ടേറിയറ്റിലെ അഡീഷണൽ സെക്രട്ടറിയുടെ സ്കെയിലിന് തുല്യമായ സ്കെയിൽ ആണ് ലഭിക്കേണ്ടത്. എന്നാൽ പുതിയ ശമ്പളപരിഷ്കരണത്തിൽ ആയതിന് ആനുപാതികമായി ലഭിക്കേണ്ടിയിരുന്ന 89000 - 120000-ന് പകരം 81000 - 117600 ആണ് അനുവദിച്ചിരിക്കുന്നത്. മറ്റെല്ലാ ഡിപ്പാർട്ടുമെന്റുകളിലും 85000 - 117600 നിരക്കാണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് പ്രകാരം 4900/- രൂപയുടെ കുറവ്

അടിസ്ഥാന ശമ്പളത്തിൽ വന്നിട്ടുണ്ട്. സംസ്ഥാനത്തെ പ്രധാനവകുപ്പുകളിലൊന്നായ ഈ വകുപ്പിലെ B.Tech ബിരുദധാരികളായ ADT തസ്തികയ്ക്കും സമാന തസ്തികകൾക്കും അർഹമായ 89,000 – 1,20,000 എന്ന ശമ്പളനിരക്ക് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

6. വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർ തസ്തികയുടെ ശമ്പളസ്കെയിൽ 2004, 2009 ശമ്പളപരിഷ്കരണങ്ങളിൽ സെക്രട്ടേറിയറ്റിലെ ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു. എന്നാൽ പുതുക്കിയ ശമ്പളപരിഷ്കരണത്തിൽ ജോയിന്റ് സെക്രട്ടറിമാരുടെ ശമ്പളം 85,000 – 1,17,600 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർമാരുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിട്ടില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ജോയിന്റ് ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 77400 – 115000 ആണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിലായ 85000 – 117600 ലേക്ക് ഉയർത്തി നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

7. വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ സെക്രട്ടേറിയറ്റിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു (36140 – 49740). തുടർന്ന് ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളം 40640 – 57440 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി ഈ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിരുന്നില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ഡെപ്യൂട്ടി സെക്രട്ടറിമാരുടെ ശമ്പള സ്കെയിൽ 77400 – 115200 ആയി ഉയർത്തിയെങ്കിലും വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 68700 – 110400 ആയി നിലനിർത്തിയിരിക്കുകയാണ്. ആയതിനാൽ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർക്കും സെക്രട്ടേറിയറ്റ് സർവ്വീസിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിൽ (77400 – 115200) അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

8. ഓരോ ഐ.ടി.ഐ കളുടെയും സ്ഥാപന മേധാവി ആയ പ്രിൻസിപ്പാൾ, ഡയറക്ടർ ജനറൽ ഓഫ് എംപ്ലോയ്മെന്റ് ആന്റ് ട്രെയിനിംഗ് നൽകുന്ന മാനദണ്ഡങ്ങൾക്കനുസൃതമായി വിവിധ കോഴ്സുകൾ നടത്തുവാൻ നേതൃത്വം നൽകുന്ന ഒരു തസ്തികയാണ്. സ്ഥാപനമേധാവി, അഡ്മിനിസ്ട്രേറ്റർ, ട്രെയിനിംഗിനുള്ള ഉപകരണങ്ങളുടെ സംഭരണ നടപടികൾ, വിവിധ പരീക്ഷകളുടെ ചുമതല ഡി.ജി.ഇ.റ്റി നിർദ്ദേശിക്കുന്ന വിവിധതരം സ്കീമുകൾ നടപ്പിലാക്കുക തുടങ്ങി ഒട്ടേറെ ചുമതലകൾ പ്രിൻസിപ്പാൾ നിർവ്വഹിക്കേണ്ടി വരുന്നു. ഈ കാര്യങ്ങൾ പരിഗണിച്ച് പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I-ന് പോളിടെക്നിക് പ്രിൻസിപ്പാൾമാർക്ക് ലഭിച്ചുവരുന്ന ശമ്പളത്തേക്കാൾ ഉയർന്ന ശമ്പളഘടന സ്ഥാപിച്ചു നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

9. 400-ന് താഴെ പരിശീലനാർത്ഥികൾ പരിശീലനം നേടുന്ന ഐ.ടി.ഐ കളുടെ സ്ഥാപന മേധാവിയായ വൈസ് പ്രിൻസിപ്പാൾ, അഡ്മിനിസ്ട്രേറ്റർ, പരീക്ഷകളുടെ നടത്തിപ്പ് ചുമതല തുടങ്ങി പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I ന്റെ ജോലിയോടൊപ്പമുള്ള തസ്തികയാണിത്. പ്രിൻസിപ്പാൾ ക്ലാസ്സ് II/വൈസ് പ്രിൻസിപ്പാൾ എന്നിവരുടെ ശമ്പള ഘടന നിലവിൽ പോളിടെക്നിക് ലെക്ചർമാർക്കും താഴെയാണ്. ജോലിയുടെ സ്വഭാവം, നിയമന രീതി എന്നിവ പരിഗണിച്ച് പോളിടെക്നിക് പ്രിൻസിപ്പാൾമാർക്കു നൽകുന്ന ശമ്പള ഘടന ലഭ്യമാക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

10. ഡി.ജി.ഇ.റ്റി നിഷ്കർഷിക്കുന്ന മാനദണ്ഡങ്ങൾക്കനുസൃതമായി ഓരോ ജില്ലകളിലെയും സർക്കാർ/ സ്വകാര്യ വ്യവസായിക പരിശീലന സ്ഥാപനങ്ങൾ പ്രവർത്തിക്കുന്നുണ്ടോ എന്നും, അവയുടെ ദൈനംദിനവും കാലാകാലങ്ങളിലുള്ള പ്രവർത്തനത്തെയും കുറിച്ച് പഠിക്കുകയും പോരായ്മകൾ ചൂണ്ടി കാട്ടി അവ തിരുത്തി മെച്ചപ്പെട്ട പരിശീലനം പരിശീലനാർത്ഥികൾക്ക് നൽകുന്നുണ്ടെന്ന് ഉറപ്പുവരുത്തുക, ട്രെയിനിംഗ് നിലവാരം, യന്ത്രങ്ങളും സാമഗ്രികളും, ഉദ്യോഗസ്ഥരുടെ കൃത്യനിഷ്ഠ എന്നിവ പരിശോധിച്ച് ഉചിതമായ നടപടി സ്വീകരിക്കുക എന്നീ ഉത്തരവാദിത്വങ്ങൾ നിർവ്വഹിക്കേണ്ട തസ്തികയാണ് ഇൻസ്പെക്ടർ ഓഫ് ട്രെയിനിംഗ്. 1983 ലെ നാലാം ശമ്പള പരിഷ്കരണത്തിൽ ടി തസ്തികയ്ക്ക് പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I നേക്കാൾ ഉയർന്ന ശമ്പള ഘടന നൽകിയിരുന്നു. എന്നാൽ പിന്നീട് വന്ന ശമ്പള പരിഷ്കരണങ്ങളിൽ ടി തസ്തിക പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I -ന് തുല്യമായി പരിഗണിക്കുകയാണ് ചെയ്തിട്ടുള്ളത്. വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ പ്രസക്തി വർദ്ധിപ്പിക്കുന്നതിനായി ഓരോ ജില്ലകളിലും ഓരോ ഐ.ടി തസ്തികയുടെ ആവശ്യകത കൂടി പരിശോധിച്ച് ഒരു ജില്ലാതല ഓഫീസർക്കു നൽകുന്ന ശമ്പള ഘടന നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

11. സീനിയർ ഇൻസ്ട്രക്ടറിൽ നിന്നും ഉദ്യോഗക്കയറ്റം നൽകി വരുന്ന തസ്തികയായ ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർമാരെ റിലേറ്റഡ് ഇൻസ്ട്രക്ഷൻ സെന്ററുകളിൽ ജൂനിയർ അപ്രന്റിസ്ഷിപ്പ് അഡ്വൈസറായും ഡയറക്ടറേറ്റിൽ ടെക്നിക്കൽ അസിസ്റ്റന്റായും നിയമിക്കാറുണ്ട്. ഐ.ടി.ഐ കളിലെ പഠന-പഠനേതര പ്രവർത്തനങ്ങൾക്ക് മേൽനോട്ടം വഹിക്കേണ്ട സുപ്രധാന സൂപ്പർ വൈസറി തസ്തികയാണ് ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ. ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തികയ്ക്ക് തുല്യമായിരുന്നതോ താഴ്ന്ന ഘടനയിൽ ഉണ്ടായിരുന്നതോ ആയ നിരവധി തസ്തികകൾ യോഗ്യതയിലോ ജോലി സ്വഭാവത്തിലോ മാറ്റം വരുത്താതെ വിവിധ ശമ്പള പരിഷ്കരണങ്ങളിലായി ഗസറ്റഡ് റാങ്കിലേക്ക് ഉയർത്തിയിട്ടുണ്ട്. ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തികയുടെ പ്രാധാന്യവും ഉത്തരവാദിത്വവും സർവ്വീസ് സീനിയോറിറ്റിയും കണക്കിലെടുത്ത് 42,500-87,000/- എന്ന ശമ്പള സ്കെയിലോടുകൂടി ഗസറ്റഡ് റാങ്കിലേക്ക് ഉയർത്തണമെന്ന് അപേക്ഷിക്കുന്നു.

12. പൂർണ്ണമായും കേന്ദ്ര സർക്കാർ നിബന്ധന പ്രകാരം ഐ.ടി.ഐ -കളിൽ സേവനമനുഷ്ഠിക്കുന്ന ജൂനിയർ ഇൻസ്ട്രക്ടർമാർക്ക് ഡി.ജി.ഇ.റ്റി നൽകുന്ന വിധത്തിലുള്ള മെച്ചപ്പെട്ട ശമ്പള ഘടനയായ 32300-68700 അനുവദിച്ച് നൽകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. 2004-ലെ പരിഷ്കരണങ്ങൾക്ക് മുമ്പ് High school അദ്ധ്യാപകരുടെ ശമ്പള സ്കെയിലിന് തുല്യമായിരുന്നു. എന്നാൽ പിന്നീട് ഇത് കുറച്ചു. ഇക്കാര്യം കൂടി പരിഗണിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

13. ജൂനിയർ ഇൻസ്ട്രക്ടർ തസതിക " വൊക്കേഷണൽ ഇൻസ്ട്രക്ടർ (ജൂനിയർ)" എന്നും സീനിയർ ഇൻസ്ട്രക്ടർ തസ്തിക "വൊക്കേഷണൽ ഇൻസ്ട്രക്ടർ (സീനിയർ)" എന്നും ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തിക "'ട്രെയിനിംഗ് ഓഫീസർ" എന്നും ആർ.ഐ.സി യിലെ ട്രെയിനിംഗ് ഓഫീസർ തസ്തിക "അസിസ്റ്റന്റ് അപ്രന്റിസ്ഷിപ്പ് അഡ്വൈസർ" എന്നും പുനർനാമകരണം ചെയ്യണമെന്ന് അപേക്ഷിക്കുന്നു.

14. വർക്ക്ഷോപ്പ് അറ്റൻഡർ തസ്തികയുടെ പേര് "ട്രേഡ് അസിസ്റ്റന്റ്" അല്ലെങ്കിൽ "ട്രെയിനിംഗ് അസിസ്റ്റന്റ്" എന്നായി മാറ്റുകയും ജോലി, സ്വഭാവം, സാങ്കേതിക പരിജ്ഞാനം എന്നിവ പരിശോധിച്ച് ടി തസ്തികയുടെ ശമ്പള ഘടന 27,800-59,400 അനുവദിക്കുകയും ചെയ്യണമെന്ന് അപേക്ഷിക്കുന്നു.

15. ലക്ഷക്കണക്കിന് രൂപ വിലപിടിപ്പുള്ള ഉപകരണങ്ങളുടെയും മെഷിനറികളുടെയും ഉത്തരവാദിത്വം ഇൻസ്ട്രക്ടർമാർക്കാണ്. അപകട സാധ്യതയുള്ള യന്ത്രോപകരണങ്ങൾ ഉപയോഗിച്ച് പൊടിപടങ്ങൾ നിറഞ്ഞ വർക്ക്ഷോപ്പ് അന്തരീക്ഷത്തിലാണ് 5 മണിക്കൂർ തുടർച്ചയായി പ്രാക്ടിക്കൽ ക്ലാസ്സ് കൈകാര്യം ചെയ്യേണ്ടത്. ആയതിനാൽ റിസ്ക് അലവൻസ് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

16. സ്കെയിൽ നിർണ്ണയത്തിൽ ഇൻസ്ട്രക്ടർമാരുടെ യോഗ്യതയോടൊപ്പം ജോലി സമയം, ഉത്തരവാദിത്വം യഥാർത്ഥ പ്രവർത്തനസമയം, വ്യാവസായിക പരിശീലന സാങ്കേതിക വിദ്യാഭ്യാസ രംഗത്ത് ഐ.ടി.ഐ യുടെ പങ്ക് എന്നിവ കൂടി പരിഗണനാവിഷയമാക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

മേൽ പറഞ്ഞ അനോമലികൾ പരിഹരിക്കുന്നതിന് അടിയന്തിര നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ട്രെയിനിംഗ് ഡയറക്ടർക്കുവേണ്ടി
ഇ. സലീമുദ്ദീൻ
അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ

എസ്.എ 01.11.18

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GOVERNMENT OF KERALA

No: C1/17/2016-LBRD

Labour & Skills (C) Department
Thiruvananthapuram,
Dated:19/04/2016

From
The Additional Chief Secretary to Government
To
The Director of Training, Thiruvananthapuram.
Sir,

Sub: ITD - Estt - പത്താം ശമ്പള പരിഷ്കരണം - അനോമലികൾ പരിഹരിക്കുന്നത് സംബ

Ref: 1.സ.ഉ. (പി) നം.07/2016/ധന തീയതി 20.01.2016
2. സർക്കുലർ നം. 20/2016/ധന തീയതി 11.03.2016
3. താങ്കളുടെ, 21.03.2016 ലെ എ7/37133/2014 നമ്പർ കത്ത്

സൂചന 3 മുഖേന താങ്കൾ സമർപ്പിച്ച നിർദ്ദേശങ്ങൾ സൂചന 1 ലെ ഉത്തരവിന്റെ വെളിച്ചത്തിൽ പരിശോധിച്ച് ആവശ്യമെങ്കിൽ സൂചന 2 ലെ സർക്കുലർ പ്രകാരം സമർപ്പിക്കുവാൻ താൽപര്യപ്പെടുന്നു.

Yours Faithfully,
PREETHA.K.S

UNDER SECRETARY

For Secretary to Government.

Approved for Issue,

Section Officer.

File No.LBRD-C1/17/2016-LBRD

കേരള സർക്കാർ
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സി1/17/2016/തൊഴിൽ

തിരുവനന്തപുരം
തീയതി: 19/05/2017

23 MAY 2017

ഗവൺമെന്റ് അഡിഷണൽ ചീഫ് സെക്രട്ടറി

ടെയിനിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം

സർ,

വിഷയം: തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക പരിശീലന വകുപ്പ് -പത്താം ശമ്പള പരിഷ്കരണ ഉത്തരവുമായി ബന്ധപ്പെട്ട് വ്യാവസായിക പരിശീലന വകുപ്പിൽ ഉണ്ടായിട്ടുള്ള അനോമലീകൾ റെക്റ്റിഫൈ ചെയ്യുന്നത് സംബന്ധിച്ച് .

സൂചന: 1) താങ്കളുടെ 10.11.2016-ലെ എ7/37133/2014 നമ്പർ കത്ത്.

2) 11/03/2016-ലെ 20/2016/ധന നമ്പർ സർക്കുലർ.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. സൂചന 1-ലെ ശിപാർശയിലെ 2,3 ഇനങ്ങൾക്ക് പ്രത്യേകം സമർപ്പിച്ചിട്ടുള്ള ശിപാർശകൾ സർക്കാർ പരിശോധിച്ചു വരുന്ന സാഹചര്യത്തിൽ മറ്റ് അനോമലികൾ പരിഹരിക്കപ്പെട്ടിട്ടുണ്ടോ എന്ന് വ്യക്തമാക്കുവാനും ഇല്ലായെങ്കിൽ ആയത് സൂചന 2 സർക്കുലറിലെ എല്ലാ വ്യവസ്ഥകളും പാലിച്ച് വ്യക്തമായ ശിപാർശ സഹിതം സർക്കാറിലേയ്ക്ക് സമർപ്പിക്കണമെന്നും താല്പര്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ,

പ്രീത കെ എസ് ,
അണ്ടർ സെക്രട്ടറി
അഡിഷണൽ ചീഫ് സെക്രട്ടറിയ്ക്കുവേണ്ടി

അനുബന്ധം:

സെക്ഷൻ ഓഫീസർ.

File No.LBRD-C1/204/2017-LBRD

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കേരള സർക്കാർ
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

10858

സി1/204/2017/തൊഴിൽ

തിരുവനന്തപുരം
തീയതി :20/06/2017

DIRECTORATE OF EMPLOYMENT AND TRAINING
23 JUN 2017

ഗവൺമെന്റ് അഡീഷണൽ ചീഫ് സെക്രട്ടറി

ഡെയറിംഗ് ഡയറക്ടർ,
തിരുവനന്തപുരം.

സർ,

വിഷയം: തൊഴിലും നൈപുണ്യവും വകുപ്പ്-വ്യവസായിക പരിശീലന വകുപ്പിലെ എൽ.ഡി.സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തിക വകുപ്പ് പട്ടികയിൽ ഉൾപ്പെടുത്തുന്നത് സംബന്ധിച്ച്

സൂചന: 1) താങ്കളുടെ 18/03/2016-ലെ എ7/37133/2014 നമ്പർ കത്ത്.
2)വ്യവസായിക പരിശീലന വകുപ്പ് സ്റ്റോർ കീപ്പേഴ്സ് അസ്സോസിയേഷന്റെ 22/03/2016-ലെ നിവേദനം.
3) കേരള എൻ.ജി.ഒ. യൂണിയന്റെ 21/03/2016 ലെ നിവേദനം.

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. ഒന്നാം ശമ്പള പരിഷ്കരണ ഉത്തരവിലും രണ്ടാം ശമ്പള പരിഷ്കരണ ഉത്തരവിലും സ്റ്റോർ കീപ്പർ എന്ന തസ്തിക കോമൺ കാറ്റഗറിയിൽ രണ്ടു വ്യത്യസ്ത ശമ്പള സ്കെയിലുകളിൽ കാണുന്നുണ്ട്. എന്നാൽ കഴിഞ്ഞ രണ്ടു ശമ്പള പരിഷ്കരണ ഉത്തരവുകളിലും വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ കീഴിലുള്ള ഈ തസ്തികകൾ കാണാത്തതിനാൽ വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ പ്രത്യേക തസ്തികകളാണ് ഇവയെന്ന് അനുമാനിക്കാൻ കഴിയില്ല. രണ്ടാം ശമ്പള പരിഷ്കരണ റിപ്പോർട്ടിൽ വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ കീഴിലുള്ള എൽ.ഡി.സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികകൾ എൽ.ഡി ക്ലാർക്ക്, യു.ഡി. ക്ലാർക്ക് തസ്തികകൾക്ക് നൽകിയിട്ടുള്ള അതേ ശമ്പള സ്കെയിലുകളിൽ ഉൾപ്പെടുത്തുകയും പുതുതായി ശേഷിയും പ്രൊമോഷൻ നിശ്ചയിക്കുകയും ചെയ്തിട്ടുണ്ട്. എന്നാൽ രണ്ടാം ശമ്പള പരിഷ്കരണത്തിനുശേഷം പുറപ്പെടുവിച്ചിട്ടുള്ള അനേകമായി വകുപ്പുകളുടെ ഭാഗമായുള്ള ഉത്തരവുകളിലൊന്നും തന്നെ ടി തസ്തികകൾ വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ കീഴിൽ ഉൾപ്പെടുത്തിയിട്ടില്ലാത്ത സാഹചര്യത്തിൽ രണ്ടാം ശമ്പള പരിഷ്കരണത്തിനുശേഷം ടി തസ്തികകളിൽ ജോലി ചെയ്യുന്നവർക്ക് ഏതു തസ്തികയുടെ സ്കെയിലിന്റെ അടിസ്ഥാനത്തിൽ ശമ്പളം പരിഷ്കരിച്ചു നൽകിയെന്നും വകുപ്പിൽ നിലവിലുള്ള തസ്തികകളെപ്പറ്റിയുണ്ടായിരുന്നു. ആയത് ശമ്പള പരിഷ്കരണ റിപ്പോർട്ടിൽ ഉൾപ്പെടുത്താൻ ഉണ്ടായ സാഹചര്യവും അറിയിക്കുവാനും താഴെപ്പറയുന്ന ക്ലാരിക്കൽ കേഡറിൽ നിലവിലുള്ള സ്റ്റോർ കീപ്പർ തസ്തികകൾ വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ സൂപ്രണ്ടിന്റെ സ്കെയിൽ പ്രകാരം പ്രത്യേകമായി ഉൾപ്പെടുത്തിയിട്ടുള്ള

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തസ്തികകളാണെങ്കിൽ ടി ഡിസിന്റെ പകർപ്പ് ലഭ്യമാക്കേണ്ടതും സൂചന 1-ലെ താങ്കളുടെ ശിപാർശ, സൂചന 2.3 നിവേദനങ്ങളിലെ (പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു) മറ്റ് ആവശ്യങ്ങൾ എന്നിവ 11/03/2016 ലെ 20/2016/ധന സർക്കുലറിലെ നിർദ്ദേശങ്ങൾ അനുസരിച്ച് സമർപ്പിക്കാനും താല്പര്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ

സരള്ജ എസ്
അണ്ടർ സെക്രട്ടറി
അഡീഷണൽ ചീഫ് സെക്രട്ടറിയുടേത്

അംഗീകാരത്തോടെ

സെക്ഷൻ ഓഫീസർ.

Industrial Training Department Storekeepers' Association
Department of Industrial Training
TC 14/1543, Elengomvilakom, Kumarapuram, Medical College P.O, Thiruvananthapuram - 695011

President	Vice President	Secretary	Joint Secretary	Treasurer
Nazar K M	**George V Joseph**	**Selva Raj D S**	**Sajan Kumar A S**	**Shamsu K K**
LD Store Keeper	LD Storekeeper	LD Store Keeper	Technical Attender	U D Storekeeper
Govt. ITI, Mala	Govt. ITI, Ettumanoor	Govt. ITI, Cheekkuda	Office of the Commissioner	Govt. ITI, Ettumanoor
Thrissur	Kottayam	Thrissur	for Entrance Exams, TVPM	Kottayam
Phone : 9446864131	Phone : 9447300292	Phone : 9895696109	Phone : 9447583219	Phone : 9946617811

Date : 22-03-2016

To

The Additional Chief Secretary
Finance Deparment
Govt. Secretariat
Thiruvananthapuram

Sir,

വിഷയം : **Industrial Training Department ലെ L D Store Keeper, U D Store Keeper എന്നീ തസ്തികകൾ 10-ാം pay revision order ൽ ഉൾപ്പെടുത്തുന്നത് സംബന്ധിച്ച്-**

10 - ാം pay revision commission report ൽ 5.42 Industrial Training Department എന്ന ശീർഷകത്തിൽ 29, 30 എന്നീ സീരിയൽ നമ്പർ ആയി L D Store Keeper, U D Store Keeper എന്നീ തസ്തികകൾ ഉൾപ്പെടുത്തിയിട്ടുണ്ട്. എന്നാൽ 10-ാം pay revision order ൽ Industrial Training Department ൽ ഈ തസ്തികകൾ ഉൾപ്പെടുത്തിയതായികാണുന്നില്ല.

കൂടാതെ 10-ാം pay revision commission report ൽ 5.42 Industrial Training Department ൽ 3-ാം നമ്പർ recommendation ആയി L D Store Keeper, U D Store Keeper അനുപാതം 1:1 ആയി ഉയർത്തുന്നതിന് ശുപാർശ ചെയ്തിട്ടുണ്ട്. 9-ാം pay revision commission report ലും 7.37 Industrial Training Department ൽ 7.37.3 (vii) ആയി L D Store Keeper, U D Store Keeper അനുപാതം 1:1 ആയി ഉയർത്തണമെന്ന് ശുപാർശ ചെയ്തിരുന്നു. എന്നാൽ, കഴിഞ്ഞ pay revision ലോ ഈ pay revision ലോ ഇത് നടപ്പാക്കിയിട്ടില്ല. Common Category യിൽ ഇതേ Scale of pay ഉള്ള L D Clerk, U D Clerk തസ്തികകൾക്ക് 1:1 അനുപാതം നിലവിൽ നൽകിയിട്ടുണ്ട്. സംസ്ഥാനത്ത് 77 ITI കളിലായി 65

L D Store Keeper തസ്തികയും 21 U D Store Keeper തസ്തികയും ഒന്ന്, 1:1 അനുപാതം അനുവദിച്ചാൽ തന്നെയും നിലവിലുള്ള 65 L D Store Keeper തസ്തികയിലെ ഭൂരിഭാഗം പേരും U D Store Keeper ന്റെ scale of pay യുടെ LTS നേക്കാളും കൂടുതൽ Basic Pay ഉള്ളവരായതിനാൽ വലിയൊരു സാമ്പത്തിക ബാദ്ധ്യത ഉണ്ടാകാൻ സാദ്ധ്യതയില്ല. അതിനാൽ promotion സാദ്ധ്യത വളരെ കുറഞ്ഞ ഈ വിഭാഗത്തിലുള്ളവർക്കും 1:1 അനുപാതം നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

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പുരുക്കത്തിൽ, Industrial Training Department ലെ L D Store Keeper, U D Store Keeper തസ്തികകൾ pay revision order ൽ ഉൾക്കൊള്ളിക്കണമെന്നും പ്രസ്തുത തസ്തികകൾ തമ്മിലുള്ള അനുപാതം 1:1 ആക്കി നൽകണമെന്നും താഴ്മയായി അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ

Selvaraj D S
Secretary

1554880/2017/(C) LBRD 16/Fin

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Phone : 0471 - 2314367
Fax : 0471 - 2315694
Web : www.keralangounion.in
e-mail : ngounionvpm@gmail.com
ngounionjubilee@gmail.com

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KERALA N.G.O. UNION

N. G. O. UNION BUILDING
P.M.G. JN., THIRUVANANTHAPURAM - 695 033

President : **P.H.M. ISMAIL** Gl. Secretary : **T.C. MATHEWKUTTY**

21.03.2016

അഡീഷണൽ ചീഫ് സെക്രട്ടറി (ധനകാര്യം)
പത്താം ശമ്പളപരിഷ്ക്കരണ അനോമലി സെൽ
തിരുവനന്തപുരം

സർ,

വിഷയം:- പത്താം ശമ്പളപരിഷ്ക്കരണം - ഓഫീസ് അറ്റൻഡന്റുമാരെ സംബന്ധിച്ച്

സൂചന :- ജി.ഒ.(പി) 7/16/ഫിൻ തീയതി 20.01.2016

ഓഫീസ് അറ്റൻഡന്റുമാരുടെ വിദ്യാഭ്യാസ യോഗ്യത എസ്.എസ്.എൽ.സി. ആയി ഉയർത്തി നിശ്ചയിച്ച് ഈ വിഭാഗത്തിന് 1:1 അനുപാതത്തിൽ ഹയർഗ്രേഡ് അനുവദിക്കാൻ നടപടികൾ സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

വിശ്വസ്തതയോടെ

ജനറൽ സെക്രട്ടറി

AS(Acc)
24/4

Acc Sec
8/4

453

എ1| 37133| 2014 2/2018

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അഡീഷണൽ ചീഫ് സെക്രട്ടറി
ഫിഷറീസ് മൈനർ ഇറിഗേഷൻ (സി) വകുപ്പ്
തിരുവനന്തപുരം.

സർ,

വിഷയം: ട്രെയിനിംഗ് സ്കൂൾ ഡയറക്ടറേറ്റ് - ജീവനക്കാരുടെ പുതുക്കിയ ശമ്പള പരിഷ്കരണം - അനുമതി പുനഃപരിശോധിക്കുന്നത് സംബന്ധിച്ച്.

സൂചന: (1) ഈ കാര്യത്തിൽ നിലവിലുള്ള 24.4.2015 ലെ ഉത്തരവിനെതിരെ കേസ്
(2) ഈ കാര്യത്തിൽ നിലവിലുള്ള 10.11.2016 ലെ ഉത്തരവിനെതിരെ കേസ്
(3) 20.06.2018 ലെ നി.| 204| 2017| ഫിഷ് നമ്പരായ സർക്കാർ കത്ത്.

സൂചനകളനുസരിച്ച് വ്യവസായിക പരിശീലന വകുപ്പിൽ കീഴിൽ വരുന്ന ഗവ. ഐ.ടി.ഐ കളിൽ പരിശീലനത്തിനായി പ്രവേശനം നേടിയിട്ടുള്ള ട്രെയിനികൾക്ക് വിവിധ ട്രേഡുകളിൽ ട്രെയിനിംഗ് നൽകുന്നതിന് ഉതകുന്ന രീതിയിൽ സജ്ജീകരിച്ചിട്ടുള്ള വർക്ക്ഷോപ്പുകൾ പ്രവർത്തിക്കുന്നു. ടി വർക്ക്ഷോപ്പുകളിലേക്ക് ആവശ്യമായ മെഷീനറികളും കണ്ടുപിടിക്കുന്നതും വിതരണം ചെയ്യുന്നതും ഐ.ടി.ഐ കളിലെ ട്രെയിനിംഗ് സ്റ്റോറുകൾ വഴിയാണ്. ടി സ്റ്റോറുകളിൽ, ട്രെയിനിംഗ് സെന്ററുകളുടെ ചുമതലയുള്ള സീനിയർ ഇൻസ്ട്രക്ടർമാരിൽ നിന്നും തെരഞ്ഞെടുക്കുന്ന സീനിയർ സൂപ്രണ്ടുമാരുടെ കീഴിൽ ജീവനക്കാരെ നിയോഗിക്കുന്നു. വകുപ്പിൽ നിലവിലുള്ള ജീവനക്കാരുടെ തസ്തികകളുടെ വിവരം താഴെ ചേർക്കുന്നു.

സൂപ്രണ്ട്, ഇൻഡന്റ് സ്റ്റോർ കീപ്പർ	- 1
ഡ്യൂട്ടി സ്റ്റോർ കീപ്പർ	- 21
നോൺ-ഡി സ്റ്റോർ കീപ്പർ	- 69
സ്റ്റോർ അസിസ്റ്റന്റ്	- 35

സർക്കാർ ഉത്തരവ് നമ്പർ (MS) 124/80 LBR തീയതി
14.11.80 പ്രകാരം മേലുത്തരവിടുന്നു. തസ്തികയിലേക്ക് / ജൂനി. സ്റ്റോർകീപ്പർ / ജൂനി. സ്റ്റോർകീപ്പർ (ടെക്നിക്കൽ പോസ്റ്റുകൾ ഒഴികെ) വിഭാഗത്തിലെ ഉദ്യോഗകയറ്റം വഴിയും നേരിട്ടുള്ള നിയമനം വഴിയും നികത്തുന്നതിനുള്ള നിയമനം നടത്തിവരുന്നു (ഉത്തരവിന്റെ പകർപ്പ് ഉള്ളടക്കം ചേർക്കുന്നു) 4-ാം ഖണ്ഡിക പ്രകാരം നിശ്ചയിക്കപ്പെട്ട തസ്തികയിലേക്കും 10-ാം ഖണ്ഡിക പ്രകാരം നിശ്ചയിക്കപ്പെട്ട തസ്തികയിലേക്കും കേരളത്തിലെ ഇൻഡസ്ട്രിയൽ കോഓപ്പറേറ്റീവ് ബാങ്കുകളിൽ ഇൻഡസ്ട്രിയൽ കോഓപ്പറേറ്റീവ് സ്റ്റോർ കീപ്പർ, സ്റ്റോർ അസിസ്റ്റന്റ്മാർ തസ്തികകൾ വകുപ്പിനുള്ളിൽ പ്രത്യേകമായി സൃഷ്ടിച്ചിട്ടുണ്ട്. ഇതനുസരിച്ച് ഇൻഡസ്ട്രിയൽ കോഓപ്പറേറ്റീവ് സ്റ്റോർ കീപ്പർ, ജൂനി സ്റ്റോർ കീപ്പർ തസ്തികകൾ ഇതുവരെ നിലവിലില്ല. 24.4.15 ൽ നിലവിലുണ്ടായിരുന്ന ശമ്പള സ്കെയിലുകൾക്ക് പകരമായി നടപ്പിലാക്കിയ പുതിയ ശമ്പള പരിഷ്കരണത്തിന്റെ അടിസ്ഥാനത്തിൽ ഇതുവരെ നിലവിലുണ്ടായിരുന്ന സീനിയർ സ്റ്റോർ കീപ്പർ/ജൂനി സ്റ്റോർ കീപ്പർ തസ്തികയിൽ 1:1 എന്ന അനുപാതത്തിൽ ജൂനി സ്റ്റോർ കീപ്പർ തസ്തികയിൽ 25% ജീവനക്കാർക്ക് പ്രൊമോഷൻ നൽകുന്നതിനുള്ള നടപടി നിർത്തിവെച്ച് പ്രൊമോഷൻ നൽകുന്നതിനുള്ള നടപടി സ്വീകരിച്ചിരുന്നു.

(1) പ്രകാരം ശുപാർശ സമർപ്പിച്ചിരുന്നു.

മേൽസൂചിപ്പിച്ച സാഹചര്യങ്ങൾ പരിഗണിച്ച വകുപ്പിലെ സീനിയർ/ജൂനി. സ്റ്റോർകീപ്പർ തസ്തികകൾ സൃഷ്ടിക്കുന്നതിലെ വ്യവസായിക പ്രാധാന്യം കണക്കിലെടുത്ത് ഇതുവരെയുള്ള 1:1 എന്ന അനുപാതം 1:1 എന്ന കണക്കിലും ജൂനി. സ്റ്റോർ കീപ്പർ തസ്തികയിൽ 25% ജീവനക്കാർക്ക് പ്രൊമോഷൻ നൽകുന്നതിനുള്ള നടപടിയുണ്ടാകണമെന്നും അഭ്യർത്ഥിച്ചിരുന്നു.

ഈ വകുപ്പിലെ പ്രസ്തുത തസ്തികയ്ക്കുള്ള ചരിത്രപരമായ ഉത്തരവ് സംബന്ധമായി നിരവധി പരിചരിക്കുന്നതിനായി സൂചന (2) പ്രകാരം കത്തയച്ചിരുന്നു. നിരവധി നിവേദനങ്ങൾ പരിഗണിക്കപ്പെട്ടിട്ടില്ല. സൂചനയിലെ കത്തിന്റെ പകർപ്പ് ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

നിർവ്വ

[illegible]

'ഭരണ ഭാഷ - മാതൃഭാഷ'

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൊഴിൽ ഭവൻ
വികാസ് ഭവൻ പി.ഒ.,
തിരുവനന്തപുരം.33
തീയതി: 06/02/2018.

നം.എ7/37133/2014

പ്രേഷിതൻ

ട്രെയിനിംഗ് ഡയറക്ടർ

സ്വീകർത്താവ്

അഡീഷണൽ ചീഫ് സെക്രട്ടറി,
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്,
ഗവ. സെക്രട്ടറിയേറ്റ്, തിരുവനന്തപുരം.

സർ,

വിഷയം:- വ്യവാസിക പരിശീലന വകുപ്പ്-ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്-ജീവനക്കാര്യം-പത്താം ശമ്പള പരിഷ്കരണം-അനോമലി പരിഹരിക്കുന്നത്-സംബന്ധിച്ച്.

സൂചന:-1) ഈ ഓഫീസിൽ നിന്നുള്ള 24/04/2015-ലെ ഇതേ നമ്പർ കത്ത്
2) ഈ ഓഫീസിൽ നിന്നുള്ള 10/11/2016-ലെ ഇതേ നമ്പർ കത്ത്.
3) 20/06/2017-ലെ സി1/204/2017/തൊഴിൽ നമ്പരായ സർക്കാർ കത്ത്.

സൂചന കണ്ടാലും. വ്യാവസായിക പരിശീലന വകുപ്പിൻ കീഴിൽ വരുന്ന ഗവ.ഐ.ടി.ഐകളിൽ പരിശീലനത്തിനായി പ്രവേശനം നേടിയിട്ടുള്ള ട്രെയിനികൾക്ക് വിവിധ ട്രേഡുകളിൽ ട്രെയിനിംഗ് നൽകുന്നതിന് ഉതകുന്ന തരത്തിൽ സജ്ജീകരിച്ചിട്ടുള്ള വർക്ക്ഷോപ്പുകൾ പ്രവർത്തിക്കുന്നു. ടി വർക്ക് ഷോപ്പുകളിലേയ്ക്ക് ആവശ്യമായ മെഷിനറികളും കൺസ്യൂമബിൾസും സംഭരിക്കുന്നതും വിതരണം ചെയ്യുന്നതും ഐ.ടി.ഐകളിലെ സ്റ്റോറുകൾ വഴിയാണ്. ടി സ്റ്റോറുകളിൽ ട്രെയിനികളുടെ എണ്ണത്തിന്റെ അടിസ്ഥാനത്തിൽ യു.ഡി.സ്റ്റോർകീപ്പർ, എൽ.ഡി സ്റ്റോർകീപ്പർ, സ്റ്റോർ അറ്റൻഡർ എന്നീ തസ്തികകൾ അനുവദിച്ചിട്ടുണ്ട്. വകുപ്പിൽ ടി തസ്തികയിൽ താഴെപ്പറയുന്ന ജീവനക്കാർ നിലവിൽ സേവനമനുഷ്ഠിച്ചു വരുന്നു.

ക്രമ.നം	തസ്തിക	എണ്ണം
1	സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർകീപ്പർ	1
2	യു.ഡി.സ്റ്റോർകീപ്പർ	21
3	എൽ.ഡി.സ്റ്റോർകീപ്പർ	69
4	സ്റ്റോർ അറ്റൻഡർ	35

സർക്കാർ ഉത്തരവ് നമ്പർ (എം.എസ്)124/80/തൊഴിൽ തീയതി 14/11/80 പ്രകാരം യോഗ്യത നിർണ്ണയിച്ച് അനുവദിക്കപ്പെട്ട എൽ.ഡി.സ്റ്റോർകീപ്പർ/അസിസ്റ്റന്റ് സ്റ്റോർകീപ്പർ തസ്തികയിലേയ്ക്ക് ഉദ്യോഗക്കയറ്റം വഴിയും നേരിട്ടുള്ള സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റ് വഴിയും നിയമനം നടത്തിവരുന്നു.(ഉത്തരവിന്റെ പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു) 9-ാം ശമ്പള പരിഷ്കരണം ഉത്തരവിലും 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിലും കോമൺ കാറ്റഗറിയിലും ഉൾപ്പെട്ടിട്ടില്ലാത്ത സ്പെഷ്യൽ ഗ്രേഡ് സ്റ്റോർകീപ്പർ, സ്റ്റോർ അറ്റൻഡർ തസ്തികകൾ വകുപ്പിന്റെ ഷെഡ്യൂളുകളിൽ ഉൾപ്പെടുത്തിയിട്ടുണ്ട്. എന്നാൽ എൽ.ഡി.സ്റ്റോർകീപ്പർ, യു.ഡി.സ്റ്റോർകീപ്പർ തസ്തികകൾ ഉൾപ്പെടുത്തിയിട്ടില്ല. 24/04/15-ൽ ബഹു.ശമ്പള കമ്മീഷൻ ചെയർമാനുമായി നടത്തിയ ചർച്ചയിലെ നിർദ്ദേശത്തിന്റെ അടിസ്ഥാനത്തിൽ എൽ.ഡി./യു.ഡി.സ്റ്റോർകീപ്പർ അനുപാതം 1:1 എന്ന ക്രമത്തിൽ അനുവദിക്കുന്നതിനും യു.ഡി.സ്റ്റോർകീപ്പർ തസ്തികയിൽ 25% ജീവനക്കാർക്ക് ഹെഡ് ക്ലാർക്കിന്റെ ശമ്പള നിരക്കിൽ റേഷ്യോ പ്രൊമോഷൻ അനുവദിക്കുന്നതിനും സൂചന (1) പ്രകാരം ശുപാർശ സമർപ്പിച്ചിരുന്നു.

മേൽ സൂചിപ്പിച്ച സാഹചര്യങ്ങൾ പരിഗണിച്ച് വകുപ്പിലെ എൽ.ഡി./ യു.ഡി.സ്റ്റോർകീപ്പർ തസ്തികകൾ ശമ്പളപരിഷ്കരണ ഉത്തരവിലെ വ്യാവസായിക പരിശീലന വകുപ്പിന്റെ ഷെഡ്യൂളിൽ ഉൾപ്പെടുത്തുന്നതിനും ടി തസ്തികകളുടെ അനുപാതം 1:1 എന്ന ക്രമത്തിലും യു.ഡി.സ്റ്റോർകീപ്പർമാർക്ക് 25% റേഷ്യോ പ്രൊമോഷൻ ഹെഡ്ക്ലാർക്കിന്റെ ശമ്പള നിരക്കിൽ അനുവദിക്കുന്നതിനും നടപടിയുണ്ടാകണമെന്നും അപേക്ഷിക്കുന്നു.

ഈ വകുപ്പിലെ പത്താം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട അനോമലി പരിഹരിക്കുന്നതിനായി സൂചന (2) പ്രകാരം കത്തയച്ചിരുന്നു. അനോമലികൾ പരിഹരിക്കപ്പെട്ടിട്ടില്ല. സൂചന (2) കത്തിന്റെ പകർപ്പും ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

വിശ്വസ്തതയോടെ,

സബിൻ ജോസ്
അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ
ട്രെയിനിംഗ് ഡയറക്ടർക്ക് വേണ്ടി

ഉള്ളടക്കം: മേൽപ്രകാരം

എസ്/62/18

Government of Kerala.

Abstract

334

...lifications for posts under the Craftsmen Training ...me - Fixation of -

Labour & Local Administration Dept. (Labour)

G.O.Rt.1872 Dated, Trivandrum 19-5-1958

Read: Letter No.T1/5601/57 dated 6.2.1958 from the Director of Technical Education.
2.Letter No.A1-2143/58 dated 14.3.1958 from the Public Service Commission.
3.G.O.Rt.1234 dated 1..4..1958.

O R D E R

Government are pleased to fix the qualifications for the following posts in slight modification of the G.O. readk as III paper above:-

1. Store keeper on Rs.80-150

Educational: Passed S.S.L.C. or equivalent.

Experience: Experience in handling Engineering Stores for at least 2 years.

Security: Rs.500/-

2. Drawing Instructor on Rs. 80-150.

Pass in Matriculation or equivalent examination with Mathematics as one of the subjects.

A Government diploma or certificate in the trade of Draughtsman (Mechanic) after at least 18 months regular course at a recognised Institution.

Persons with teaching or practical experience as a Drawing or Draughtsman Instructor will be given preference.

3. Workshop Attenders on Rs.30-40

Pass in Form III

Certificate from recognised Government Institution in the concerned subject

Or

Five years experience in the respective trade.

(By order of the Governor)

Sd/- K. Raghavan,
Assistant Secretary.

To

The Deputy Director of Training.

(True copy)

GOVERNMENT OF KERALA
Abstract

(1)

338

Qualifications for posts under the Craftsmen Training Scheme - fixation of -

Labour and Local Administration Dept. (Labour)
G.O.Rt.1234. Dt. Trivandrum 1-4-1958

Read: 1. Letter T1/5601/57 dated 6.2.1958 from the Director of Technical Education.

2. Letter A1-2143/58 dt. 14.3.1958 from the Public Service Commission

O R D E R

Government are pleased to fix the qualifications for the following posts:-

I. Store Keeper on Rs.80-150

Educational: Passed S.S.L.C. or Equivalent.

Experience: Experience in handling Engineering stores for at least two years is essential.

Security: Rs.500/-

II. Drawing Instructors on Rs.80-150.

(i) Pass in Matriculation or equivalent examination with Mathematics as one of the subjects.

(ii) A Govt. Diploma or certificate in the trade of Draughtsman (Mechanic) after at least 18 months regular course at a recognised institution.

Persons with teaching or Practical experience as a Drawing Instructor will be given preference.

III. Workshop Attenders on Rs. 30-40

1. Pass in Form III
2. Certificate from recognised Govt. Institution in the concerned subject

or

Five Years experience in the respective trade

The Deputy Director of Training will forward proposals fo fixing the Security for the post of the Store Keeper.

(By order of the Governor)
Sd/-K. Raghavan,
Assistant Secretary.

To

The Deputy Director of Training

(True copy)

GOVERNMENT OF KERALA
Abstract

Industrial Training Department - Qualification and method of appointment to the post of Assistant Store Keeper - Fixing of - orders issued.

LABOUR (G) DEPARTMENT

G.O.(MS)124/80/LBR Dated, Trivandrum, 14.11.1980

Read: Correspondence resting with letter No.A3/20707/78 dated 17.5.1980 from the Director of Training.

2.Letter No.AII (2)9053/79/GW dated 25.9.1980 from the Secretary, Kerala Public Service Commission.

ORDER

Pending finalisation of the Special Rules for Kerala Ministerial Subordinate Service Government are pleased to prescribe the following qualification and method of appointment to the post of Assistant Store Keeper in the Industrial Training Department.

Qualification: S.S.L.C. or equivalent.

Method of appointment (a) By promotion from the category of Store Attenders

Or

(b) In their absence by promotion from the category of Workshop Attenders in the I.T.Department.

(By Order of the Governor)

Jacob Sebastian,
Under Secretary.

To

The Director of Training.
The Secretary, Kerala Public Service Commission (with C/L),
The Accountant General.
The General Administration(Rules)Department - Vide U.O.No.68396/Rules-1/78/GAD dated 9.8.78.

Forwarded/By Order
Sd/-
Section Officer.

.....

Endt.on A3/29354/80

Directorate of Training,
Thycaud, Trivandrum-14
Dated: 3.12.1980

Copy communicated to the Principals of all I.T.Is. and A.V.T.S., Training Officer of all R.I.Cs. for information.

Copy to: A3(SF),SS, A.O. (1) & (II)

Sd/-
Administrative Officer
for Director of Training.

Forwarded/By Order

337.

"ഭരണഭാഷ-മാതൃഭാഷ"

വ്യാവസായിക പരിശീലന വകുപ്പ്
(കേരള സംസ്ഥാനം)

ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്, KSHB,
ശാന്തിനഗർ, തിരുവനന്തപുരം

നമ്പർ:എ7/37133/2014 തീയതി: 10/11/2016

പ്രേഷകൻ

ട്രെയിനിംഗ് ഡയറക്ടർ.

സ്വീകർത്താവ്

സെക്രട്ടറി, ഫൈനാൻസ്,
(പേറിവിഷൻ),
ഗവ.സെക്രട്ടറിയേറ്റ്,
തിരുവനന്തപുരം.

സർ,

വിഷയം:-വ്യാവസായിക പരിശീലന വകുപ്പ്- ട്രെയിനിംഗ് ഡയറക്ടറേറ്റ്- ജീവനക്കാര്യം-10-ാം ശമ്പള പരിഷ്കരണം അനോമലികൾ പരിഹരിക്കുന്നത്-സംബന്ധിച്ച്.

സൂചന:- 1. സർക്കാർ ഉത്തരവ് നം.07/2016/ധന തീയതി 20/01/16.
2. സർക്കാരിൽ നിന്നുള്ള സി1/17/2016 - LBRD നമ്പരായ 19.04.2016 ലെ കത്ത്.

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സൂചനയിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. 1 ഉത്തരവിൽ ഈ വകുപ്പുമായി ബന്ധപ്പെട്ട് ഉണ്ടായിട്ടുള്ള താഴെപ്പറയുന്ന അപാകതകൾ പരിഹരിക്കുന്നതിനായി അങ്ങയുടെ ദയവാർന്ന പരിഗണനക്കായി സമർപ്പിക്കുന്നു.

1. ഈ വകുപ്പിൽ വിവിധ സ്ഥാപനങ്ങളിലായി 8500-13210 രൂപ ശമ്പള നിരക്കിൽ 205 വാച്ച്മാൻ തസ്തികകളും 121 ഹൾടൈം സ്വീപ്പർ തസ്തികകളും ഉണ്ട്. 10-ാം ശമ്പള പരിഷ്ക്കരണ ഉത്തരവിൽ 1 ജീവനക്കാരെ പൊതു പട്ടികയിലൊ(കോമൺ കാറ്റഗറി), വകുപ്പുതല പട്ടികയിലൊ ഉൾപ്പെടുത്തിയതായി കാണുന്നില്ല. ബന്ധപ്പെട്ട തസ്തികകൾ കോമൺ കാറ്റഗറിയിൽ ഉൾപ്പെടുത്തേണ്ടതാണ്.

2. ഈ വകുപ്പിൽ സീനിയർ സൂപ്രണ്ട് തസ്തികയിൽ നിന്നും ഉദ്യോഗക്കയറ്റം ലഭിക്കുന്ന അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ 3 തസ്തികകളുണ്ട്. സീനിയർ സൂപ്രണ്ടിൽ നിന്നും അക്കൗണ്ട്സ് ഓഫീസർ II→അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റ്→അക്കൗണ്ട്സ് ഓഫീസർ-I എന്നീ ക്രമത്തിലാണ് ഉദ്യോഗക്കയറ്റം നൽകുന്നത്. ഈ തസ്തികകൾക്ക് ഒരേ ശമ്പള നിരക്കായിരുന്നു IX-ാം ശമ്പള

പരിഷ്കരണത്തിൽ നിലവിലുണ്ടായിരുന്നത് എന്നാൽ പത്താം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ അഡ്മിനിസ്ട്രേറ്റീവ് അസിസ്റ്റന്റിന് 42500-87000/- രൂപ ശമ്പള സ്കെയിലും അതിന്റെ ഉയർന്ന തസ്തികയായ അക്കൗണ്ട്സ് ഓഫീസർ-I തസ്തികക്ക് താഴ്ന്ന ശമ്പള സ്കെയിലായ 40500-85000/- ആണ് അനുവദിച്ചിരിക്കുന്നത്. സ്പെഷ്യൽ റൂൾ പ്രകാരം സീനിയർ സൂപ്രണ്ടുമാരിൽ നിന്നും പ്രമോഷൻ നൽകിയാണ് ഈ പോസ്റ്റുകളിൽ നിയമനം നടത്തുന്നത്. ഈ അപാകത പരിഹരിച്ച് 51 തസ്തികകൾക്കും 42500-87000 ശമ്പള നിരക്ക് അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

Existing	Revised	To be modified
Accounts Officer-II 21240-37040	40500-85000	42500-87000
Administrative Assistant 21240-37040	42500-87000	42500-87000
Accounts Officer-I 21240-37040	40500-85000	42500-87000

3. ഈ വകുപ്പിൽ കീഴിൽ രൂപ 9940-16580 ശമ്പള സ്കെയിലിൽ 65 എൽ.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളും 13210-22360/- ശമ്പള സ്കെയിലിൽ 21 യു.ഡി സ്റ്റോർ കീപ്പർ തസ്തികകളുമുണ്ട്. എൽ.ഡി സ്റ്റോർ കീപ്പർക്കും, യു.ഡി സ്റ്റോർ കീപ്പർക്കും ഏറെ തരത്തിലുള്ള ഡ്യൂട്ടി ആണ് എൽ.ഡി സ്റ്റോർ കീപ്പർ, യു.ഡി സ്റ്റോർ കീപ്പർ അനുപാതം 1:1 റേഷ്യോ അനുവദിക്കുന്നതിന് പരിഷ്കരണ കമ്മീഷൻ ശുപാർശ ചെയ്തിരുന്നെങ്കിലും നടപ്പിലാക്കിയിട്ടില്ല. ആയത് നടപ്പിലാക്കുന്നതിന് നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. സമാന സ്വഭാവമുള്ള എൽ.ഡി ക്ലർക്ക്, എൽ.ഡി ടൈപ്പിസ്റ്റ്, ജൂനിയർ ഇൻസ്ട്രക്ടർ, ഡ്രൈവർ, തുടങ്ങിയ തസ്തികകൾക്കു റേഷ്യോ അനുവദിച്ചിട്ടുള്ളതാണ്.

4. പൊതു വിഭാഗത്തിൽ വരുന്ന (Common Category) സീനിയർ ഫിനാൻസ് ഓഫീസർ, സീനിയർ അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ എന്നീ തസ്തികകൾക്ക് ഡെപ്യൂട്ടി സെക്രട്ടറി റാങ്ക് ആണ് അനുവദിച്ചിട്ടുള്ളത് എന്നാൽ 51 തസ്തികകൾക്കുള്ള ശമ്പള സ്കെയിൽ ഡെപ്യൂട്ടി സെക്രട്ടറി സ്കെയിലിൽ നിന്നും താഴ്ന്ന നിരക്കാണ് (68700-1,10,400) അനുവദിച്ചിട്ടുള്ളത്. 51 തസ്തികകൾക്ക് 77400-1,15,200 ശമ്പള സ്കെയിൽ ആണ് ശുപാർശ ചെയ്തിരുന്നത്. ആയത് അനുവദിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. ഈ തസ്തികയിലേയ്ക്ക് ഡെപ്യൂട്ടേഷൻ വഴി ഡെപ്യൂട്ടി സെക്രട്ടറിമാരെയാണ് നിയമിക്കുന്നത്. അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർമാർക്ക് നൽകി വന്നിരുന്ന സ്പെഷ്യൽ അലവൻസ് 170 രൂപ ഈ ഉത്തരവിൽ ഒഴിവാക്കപ്പെട്ടിരിക്കുന്നു. ആയത് 500/- രൂപയാക്കി പുനഃസ്ഥാപിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

5. ഈ വകുപ്പിലെ അഡീഷണൽ ഡയറക്ടറുടെ നിലവിലെ ശമ്പളനിരക്ക് 44640 - 58640 ആയിരുന്നു. അഡീഷണൽ ഡയറക്ടർക്ക് സെക്രട്ടേറിയറ്റിലെ അഡീഷണൽ സെക്രട്ടറിയുടെ സ്കെയിലിന് തുല്യമായ സ്കെയിൽ ആണ് ലഭിക്കേണ്ടത്. എന്നാൽ പുതിയ ശമ്പളപരിഷ്കരണത്തിൽ ആയതിന് ആനുപാതികമായി ലഭിക്കേണ്ടിയിരുന്ന 89000 - 120000 നു പകരം 81000 - 117600 ആണ് അനുവദിച്ചിരിക്കുന്നത്. മറ്റെല്ലാ ഡിപ്പാർട്ടുമെന്റുകളിലും 85000 - 117600 നിരക്കാണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് പ്രകാരം 4900/- രൂപയുടെ കുറവ്

അടിസ്ഥാന ശമ്പളത്തിൽ വന്നിട്ടുണ്ട്. സംസ്ഥാനത്തെ പ്രധാനവകുപ്പുകളിലൊന്നായ ഈ വകുപ്പിലെ B.Tech ബിരുദധാരികളായ ADI തസ്തികയ്ക്കും സമാന തസ്തികകൾക്കും അർഹമായ 89,000 - 1,20,000 എന്ന ശമ്പളനിരക്ക് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

6. വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർ തസ്തികയുടെ ശമ്പളസ്കെയിൽ 2004, 2009 ശമ്പളപരിഷ്കരണങ്ങളിൽ സെക്രട്ടേറിയറ്റിലെ ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു. എന്നാൽ പുതുക്കിയ ശമ്പളപരിഷ്കരണത്തിൽ ജോയിന്റ് സെക്രട്ടറിമാരുടെ ശമ്പളം 85,000 - 1,17,600 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി വകുപ്പിലെ ജോയിന്റ് ഡയറക്ടർമാരുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിട്ടില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ജോയിന്റ് ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 77400 - 115000 ആണ് അനുവദിച്ചിരിക്കുന്നത്. ആയത് ജോയിന്റ് സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിലായ 85000 - 117600 ലേക്ക് ഉയർത്തി നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

7. വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർ തസ്തികയുടെ ശമ്പള സ്കെയിൽ സെക്രട്ടേറിയറ്റിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളത്തിന് സമാനമായിരുന്നു (36140 - 49740). തുടർന്ന് ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പളം 40640 - 57440 ആക്കി ഉയർത്തിയപ്പോൾ ഇതിനു തുല്യമായി ഈ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ ഉയർത്തിയിരുന്നില്ല. 10-ാം ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ ഡെപ്യൂട്ടി സെക്രട്ടറിമാരുടെ ശമ്പള സ്കെയിൽ 77400 - 115200 ആയി ഉയർത്തിയെങ്കിലും വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടറുടെ ശമ്പള സ്കെയിൽ 68700 - 110400 ആയി നിലനിർത്തിയിരിക്കുകയാണ്. ആയതിനാൽ വകുപ്പിലെ ഡെപ്യൂട്ടി ഡയറക്ടർക്കും സെക്രട്ടേറിയറ്റ് സർവ്വീസിലെ ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ ശമ്പള സ്കെയിൽ (77400 - 115200) അനുവദിക്കുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

8. ഓരോ ഐ.ടി.ഐ കളുടെയും സ്ഥാപന മേധാവി ആയ പ്രിൻസിപ്പാൾ, ഡയറക്ടർ ജനറൽ ഓഫ് എംപ്ലോയ്മെന്റ് ആന്റ് ട്രെയിനിംഗ് നൽകുന്ന മാനദണ്ഡങ്ങൾക്കനുസൃതമായി വിവിധ കോഴ്സുകൾ നടത്തുവാൻ നേതൃത്വം നൽകുന്ന ഒരു തസ്തികയാണ്. സ്ഥാപനമേധാവി, അഡ്മിനിസ്ട്രേറ്റർ, ട്രെയിനിംഗിനുള്ള ഉപകരണങ്ങളുടെ സംരക്ഷണ നടപടികൾ, വിവിധ പരീക്ഷകളുടെ ചുമതല ഡി.ജി.ഇ.റ്റി നിർദ്ദേശിക്കുന്ന വിവിധതരം സ്കീമുകൾ നടപ്പിലാക്കുക തുടങ്ങി ഒട്ടേറെ ചുമതലകൾ പ്രിൻസിപ്പാൾ നിർവ്വഹിക്കേണ്ടി വരുന്നു. ഈ കാര്യങ്ങൾ പരിഗണിച്ച് പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I-ന് പോളിടെക്നിക് പ്രിൻസിപ്പാൾമാർക്ക് ലഭിച്ചുവരുന്ന ശമ്പളത്തേക്കാൾ ഉയർന്ന ശമ്പളഘടന സ്ഥാപിച്ചു നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

9. 400-ന് താഴെ പരിശീലനാർത്ഥികൾ പരിശീലനം നേടുന്ന ഐ.ടി.ഐ കളുടെ സ്ഥാപന മേധാവിയായ വൈസ് പ്രിൻസിപ്പാൾ, അഡ്മിനിസ്ട്രേറ്റർ, പരീക്ഷകളുടെ നടത്തിപ്പ് ചുമതല തുടങ്ങി പ്രിൻസിപ്പാൾ ക്ലാസ്സ് I ന്റെ ജോലിയോടൊപ്പമുള്ള തസ്തികയാണിത്. പ്രിൻസിപ്പാൾ ക്ലാസ്സ് II/വൈസ് പ്രിൻസിപ്പാൾ എന്നിവരുടെ ശമ്പള ഘടന നിലവിൽ പോളിടെക്നിക് ലെക്ചർമാർക്കും താഴെയാണ്. ജോലിയുടെ സ്വഭാവം, നിയമന രീതി എന്നിവ പരിഗണിച്ച് പോളിടെക്നിക് പ്രിൻസിപ്പാൾമാർക്കു നൽകുന്ന ശമ്പള ഘടന ലഭ്യമാക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

10. ഡിജിറ്റൽ നിശ്ചയിക്കുന്ന മാനദണ്ഡങ്ങൾക്കനുസൃതമായി ഫീൽഡുകളിലെയും സർക്കാർ/ സഹകരണ വ്യവസായിക പരിശീലന സ്ഥാപനങ്ങൾ പ്രവർത്തിക്കുന്നുണ്ടോ എന്നും, അവയുടെ നൈപുണ്യവും കാലാകാലങ്ങളിലുള്ള പ്രവർത്തനത്തെയും കുറിച്ച് പരിശോധിക്കുകയും പോരായ്മകൾ പൂണ്ടു കാട്ടി അവ തിരുത്തി മെച്ചപ്പെട്ട പരിശീലനം പരിശീലനാർത്ഥികൾക്ക് നൽകുന്നുണ്ടെന്ന് ഉറപ്പുവരുത്തുക, ടെയിനിംഗ് നിലവാരം, യന്ത്രങ്ങളും സാമഗ്രികളും, ഉദ്യോഗസ്ഥരുടെ കുറവുനിഷ്ട എന്നിവ പരിശോധിച്ച് ഉചിതമായ നടപടി സ്വീകരിക്കുക എന്നീ ഉത്തരവാദിത്തങ്ങൾ നിർവ്വഹിക്കേണ്ട തസ്തികയാണ് ഇൻസ്പെക്ടർ ഓഫ് ടെയിനിംഗ്. 1983 ലെ നാലാം ശമ്പള പരിഷ്കരണത്തിൽ ടി തസ്തികയ്ക്ക് പ്രിൻസിപ്പൽ ഗ്രേഡിനേക്കാൾ ഉയർന്ന ശമ്പള ഘടന നൽകിയിരുന്നു. എന്നാൽ പിന്നീട് വന്ന ശമ്പള പരിഷ്കരണങ്ങളിൽ ടി തസ്തിക പ്രിൻസിപ്പൽ ഗ്രേഡിന് തുല്യമായി പരിഗണിക്കുകയാണ് ചെയ്തിട്ടുള്ളത്. വ്യവസായിക പരിശീലന വകുപ്പിന്റെ പ്രസക്തി വർദ്ധിപ്പിക്കുന്നതിനായി ഓരോ ജില്ലകളിലും ഓരോ ഐ.ടി തസ്തികയുടെ അധിക്കുറവ് കൂടി പരിശോധിച്ച് ഒരു ജില്ലയിലെ ഓഫീസർക്കു നൽകുന്ന ശമ്പള ഘടന നൽകണമെന്ന് അപേക്ഷിക്കുന്നു.

11. സീനിയർ ഇൻസ്ട്രക്ടറിൽ നിന്നും ഉദ്യോഗക്കയറ്റം നൽകി വരുന്ന തസ്തികയായ ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർമാരെ റിലേറ്റഡ് ഇൻസ്ട്രക്ഷൻ സെന്ററുകളിൽ ജൂനിയർ അപ്രന്റീസ്ഷിപ്പ് അഡൈസറായും ഡയറക്ടറേറ്റിൽ ടെക്നിക്കൽ അസിസ്റ്റന്റായും നിയമിക്കുന്നുണ്ട്. ഐ.ടി.ഐ കളിലെ ഗാന-പഠനേതര പ്രവർത്തനങ്ങൾക്ക് മേൽനോട്ടം വഹിക്കണ്ട സുപ്രധാന സൂപ്പർ വൈസറി തസ്തികയാണ് ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ. ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തികയ്ക്ക് തുല്യമായിരുന്നതോ താഴ്ന്ന ഏടനയിൽ ഉണ്ടായിരുന്നതോ ആയ നിരവധി തസ്തികകൾ യോഗ്യതയിലോ ജോലി സ്വഭാവത്തിലോ ഒട്ടും വ്യത്യാസമില്ലാതെ വിവിധ ശമ്പള പരിഷ്കരണങ്ങളിലൂടെ സീനിയർ ഗ്രേഡിലേക്ക് ഉയർത്തിയിട്ടുണ്ട്. ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തികയുടെ വ്യായാമവും ഉത്തരവാദിത്വവും സർവ്വീസ് സീനിയോറിറ്റിയും കണക്കിലെടുത്ത് 42,500-87,000/- എന്ന ശമ്പള സ്കെയിലോടുകൂടി സീനിയർ ഗ്രേഡിലേക്ക് ഉയർത്തണമെന്ന് അപേക്ഷിക്കുന്നു.

12. പൂർണ്ണമായും കേന്ദ്ര സർക്കാർ നിബന്ധന പ്രകാരം ഐ.ടി.ഐ കളിൽ സേവനമനുഷ്ഠിക്കുന്ന ജൂനിയർ ഇൻസ്ട്രക്ടർമാർക്ക് ഡിജിറ്റൽ നൽകുന്ന വിവരത്തിലുള്ള മെച്ചപ്പെട്ട ശമ്പള ഘടനയായ 32300-68700 അനുവദിച്ച് നൽകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. 2004-ലെ പരിഷ്കരണത്തിനുമുമ്പ് High school അധ്യാപകരുടെ ശമ്പള സ്കെയിലിന് തുല്യമായിരുന്നു. എന്നാൽ പിന്നീട് ഇത് കുറച്ചു. ഇക്കാര്യം കൂടി പരിഗണിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

13. ജൂനിയർ ഇൻസ്ട്രക്ടർ തസ്തിക "വൊക്കേഷണൽ ട്രെയിനർ (ജൂനിയർ)" എന്നും സീനിയർ ഇൻസ്ട്രക്ടർ തസ്തിക "വൊക്കേഷണൽ ഇൻസ്ട്രക്ടർ (സീനിയർ)" എന്നും ഗ്രൂപ്പ് ഇൻസ്ട്രക്ടർ തസ്തിക "ട്രെയിനിംഗ് ഓഫീസർ" എന്നും ആർ.ഐ.സി യിലെ ട്രെയിനിംഗ് ഓഫീസർ തസ്തിക "അഡീഷണൽ അപ്രന്റീസ്ഷിപ്പ് അഡൈസർ" എന്നും പുനർനാമകരണം ചെയ്യണമെന്ന് അപേക്ഷിക്കുന്നു.

14. വർക്ക്ഷോപ്പ് അറ്റൻഡർ തസ്തികയുടെ പേര് "ട്രേഡ് അസിസ്റ്റന്റ്" അല്ലെങ്കിൽ "ട്രെയിനിംഗ് അസിസ്റ്റന്റ്" എന്നായി മാറ്റുകയും ജോലി, സ്വഭാവം, സാങ്കേതിക പരിജ്ഞാനം എന്നിവ പരിശോധിച്ച് ടി തസ്തികയുടെ ശമ്പള ഘടന 27,800-59,400 അനുവദിക്കുകയും ചെയ്യണമെന്ന് അപേക്ഷിക്കുന്നു.

15. ലക്ഷക്കണക്കിന് രൂപ വിലപിടിപ്പുള്ള ഉപകരണങ്ങളുടെയും മെഷിനറികളുടെയും ഉത്തരവാദിത്വം ഇൻസ്ട്രക്ടർമാർക്കാണ്. അപകട സാധ്യതയുള്ള യന്ത്രോപകരണങ്ങൾ ഉപയോഗിച്ച് പൊടിപടങ്ങൾ നിറഞ്ഞ വർക്ക്ഷോപ്പ് അന്തരീക്ഷത്തിലാണ് 5 മണിക്കൂർ തുടർച്ചയായി പ്രാക്ടിക്കൽ ക്ലാസ്സ് കൈകാര്യം ചെയ്യേണ്ടത്. ആയതിനാൽ റിസ്ക് അലവൻസ് അനുവദിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

16. സ്കെയിൽ നിർണ്ണയത്തിൽ ഇൻസ്ട്രക്ടർമാരുടെ യോഗ്യതയോടൊപ്പം ജോലി സമയം, ഉത്തരവാദിത്വം യഥാർത്ഥ പ്രവർത്തനസമയം, വ്യാവസായിക പരിശീലന സാങ്കേതിക വിദ്യാഭ്യാസ രംഗത്ത് ഐ.ടി.ഐ യുടെ പങ്ക് എന്നിവ കൂടി പരിഗണനാവിഷയമാക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

മേൽ പറഞ്ഞ അനോമലികൾ പരിഹരിക്കുന്നതിന് അടിയന്തിര നടപടി ഉണ്ടാകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

വിശ്വസ്തതയോടെ,

ട്രെയിനിംഗ് ഡയറക്ടർക്കുവേണ്ടി
ഇ. സലീമുദ്ദീൻ
അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ

എസ്.എ 8111

ഫെ/37133/14 2/2018

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ജനറൽ മാനേജർ ചീഫ് ഓഫീസർക്കുള്ള
തൊഴിലും തൊഴിലാളിയും സി) വകുപ്പ്
തിരുവനന്തപുരം.

സർ,

വിഷയം: ഓട്ടോമിനിമം സ്വയംതൊഴിൽ ~~ഓട്ടോമേഷൻ~~
ജീവനക്കാരും - മോട്ടോർ ഓർഡിനറി
സ്റ്റോർകീപ്പർ, ഫ്യൂസി. സ്റ്റോർകീപ്പർ
തസ്തിക വകുപ്പ് ചട്ടികയിൽ ഉൾപ്പെടു
ത്തുന്നത് സംബ:-

സൂചന: (1) 20.06.2017 തീ സി1/204/2017/
തൊഴിൽ നമ്പർ സർക്കാർ ഉത്തരവ്
(2) ഈ കാര്യത്തിൽ നിന്നുള്ള
6.2.2018 തീ ഇതേ നമ്പർ കത്ത്.

സൂചന ~~കത്തിലൂടെ~~ പ്രകാരം ആവശ്യപ്പെട്ടിരുന്നു. ഈ വകുപ്പിന്റെ വിവിധ ഓഫീസുകളിൽ നിലവിലുള്ള ഓർഡിനറി ഗ്രേഡ് സ്റ്റോർകീപ്പർ, ഫ്യൂസി. സ്റ്റോർകീപ്പർ തസ്തികകൾ ~~നിലവിലുള്ള~~ സർക്കാർ ഉത്തരവുകളിൽ ടി തസ്തികകൾക്ക് ഓർഡിനറി ഗ്രേഡ് സ്റ്റോർകീപ്പർ, ഫ്യൂസിക്കൽ സ്റ്റോർകീപ്പർ തസ്തിക എന്നിവയുടെ ~~കൂടിക്കലർ~~ സമാന രീതിയിലാണ് നിലവിലുള്ളത്. ~~ഇതിനാവശ്യമായ~~ സർക്കാർ ഉത്തരവുകളുടെ പകർപ്പുകൾ ഇതോടൊപ്പം ഉൾപ്പെടുത്തിയിരിക്കുന്നു.

16/02

തൊഴിലിന് സ്വയംതൊഴിൽ

17/2/18

16/02/2018

16/2/18

"മരണമോഷ-മാതൃമോഷ്"

വ്യാവസായിക പരിശീലന വകുപ്പ്

(കേരള സംസ്ഥാനം)

നമ്പർ :എ7/37133/14

ടെയിനിംഗ് ഡയറക്ടറേറ്റ്,
തൊഴിൽഭവൻ, തിരുവനന്തപുരം-33
തീയതി : 16.02.18

ടെയിനിംഗ് ഡയറക്ടർ

അഡീഷണൽ ചീഫ് സെക്രട്ടറി,
തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്,
സെക്രട്ടറിയേറ്റ്,
തിരുവനന്തപുരം.

സർ,

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - ടെയിനിംഗ് ഡയറക്ടറേറ്റ്- ജീവനക്കാര്യം- വകുപ്പിലെ എൽ.ഡി. സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തിക വകുപ്പ് പട്ടികയിൽ ഉൾപ്പെടുത്തുന്നത്- സംബന്ധിച്ച്.

സൂചന:-1) 20.06.2017 ലെ സി1/204/2017/തൊഴിൽ നമ്പർ സർക്കാർ കത്ത്.
2) ഈ ഓഫീസിൽ നിന്നുള്ള 06.02.2018 ലെ ഇതേ നമ്പർ കത്ത്.

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സൂചനകളിലേക്ക് സാദരം ശ്രദ്ധ ക്ഷണിക്കുന്നു. ഈ വകുപ്പിലെ വിവിധ ഐ.ടി.ഐകളിൽ തസ്തികകൾ അനുവദിച്ചുകൊണ്ടുള്ള സർക്കാർ ഉത്തരവിനോടൊപ്പം ഉൾച്ചേർത്തിട്ടുള്ള പട്ടികയിൽ എൽ.ഡി. സ്റ്റോർ കീപ്പർ, യു.ഡി. സ്റ്റോർ കീപ്പർ തസ്തികകൾക്ക് എൽ.ഡി. ക്ലാർക്ക്, യു.ഡി.ക്ലാർക്ക് തസ്തികകളുടെ സമാന സ്കെയിലാണ് അനുവദിച്ചിട്ടുള്ളത് എന്ന വിവരവും സൂചന (1) നു മറുപടിയായി അറിയിച്ചുകൊള്ളുന്നു. സർക്കാർ ഉത്തരവുകളുടെ പകർപ്പുകൾ ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

വിശ്വസ്തതയോടെ

സബിൻ ജോസ്
അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ
ടെയിനിംഗ് ഡയറക്ടർക്കുവേണ്ടി

എസ്.എച്ച്. 17.02.18 എസ്.എ.

കേരള സർക്കാർ

സംഗ്രഹം

വ്യാവസായിക പരിശീലന വകുപ്പ് - കണ്ണൂർ ഗവ. ഐ.ടി.ഐ. യിൽ 9 തസ്തികകൾ സൃഷ്ടിച്ച് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തൊഴിലും നൈപുണ്യവും (സി) വകുപ്പ്

സ.ഉ (കൈയെഴുത്ത്) നം. 16/2016/തൊഴിൽ തിരുവനന്തപുരം, തീയതി 27.01.2016

പരാമർശം : 1. 03.09.2013 ലെ സ.ഉ (കൈയെഴുത്ത്) 104/2013/തൊഴിൽ എന്ന നമ്പർ സർക്കാർ ഉത്തരവ്.
2. ടെയിനിംഗ് ഡയറക്ടറുടെ 17.07.2015 ലെയും 23.09.2015 ലെയും ഐ 4/5572/13 എന്ന നമ്പർ കത്തുകൾ.

ഉത്തരവ്

മേൽ സൂചിപ്പിച്ച പരാമർശം ഒന്നിലെ സർക്കാർ ഉത്തരവ് പ്രകാരം കണ്ണൂർ കണ്ണപുരത്തിൽ ഒരു പുതിയ ഗവ. ഐ.ടി.ഐ. ആരംഭിക്കുന്നതിന് ഭരണാനുമതി നൽകി ഉത്തരവ് പുറപ്പെടുവിച്ചിരുന്നു. ഈ ഐ.ടി.ഐ. യുടെ പ്രവർത്തനത്തിന് അവശ്യം വേണ്ടതായ 9 തസ്തികകൾ സൃഷ്ടിക്കണമെന്ന് ടെയിനിംഗ് ഡയറക്ടർ പരാമർശം രണ്ടിലെ കത്തുകളിലൂടെ ആവശ്യപ്പെട്ടുകയുണ്ടായി.

2. സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ച് ഇതിന്റെ അടിസ്ഥാനത്തിൽ കണ്ണൂർ കണ്ണപുരം ഗവ. ഐ.ടി.ഐ. - യിൽ താഴെപ്പറയുന്ന 9 തസ്തികകൾ സൃഷ്ടിച്ച് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

No.	Name of Post	Scale of Pay	Number of Post
1	Principal Grade II	22360 - 37940	1
2	Clerk	9940 - 16580	1
3	Junior Instructor	13900 - 24040	1
4	ACD Instructor	13900 - 24040	1
5	LD Store Keeper	9940 - 16580	1
6	Office Attendant	8500 - 13210	1
7	Part Time Sweeper (On Contract basis Kudumbasree)	350/- Per day + Service Tax	1
8	Watchman (On Contract basis)		2
	Total		9

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)

ടോം ജോസ്

അഡീഷണൽ ചീഫ് സെക്രട്ടറി

ടെയിനിംഗ് ഡയറക്ടർ, തിരുവനന്തപുരം

അക്കൗണ്ടന്റ് ജനറൽ (ആഡിറ്റ് /എ ആന്റ് ഇ/ഡി.ബി. സെൽ) കേരള, തിരുവനന്തപുരം.

ധനകാര്യ വകുപ്പ് (05.12.2015 ലെ 82120/H&L-B1/15/Fin പ്രകാരം)

പൊളിറ്റിക്കൽ (എസ് സി) വകുപ്പ്

ഡയറക്ടർ, വിവര പൊതുജന സമ്പർക്ക വകുപ്പ് (പരസ്യപ്പെടുത്തുന്നതിനായി)

വിവര പൊതുജന സമ്പർക്ക വകുപ്പ്. (വെബ്സൈറ്റിൽ പരസ്യപ്പെടുത്തുന്നതിനായി)

കണ്ടിൻജൻ ഫയൽ / ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം,

സെക്ഷൻ ഓഫീസർ.

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GOVERNMENT OF KERALA

Abstract

Industrial Training Department - Starting of 10 new ITIs - Administrative Sanction accorded - Orders issued.

Labour & Rehabilitation (C) Department

G.O. (Ms) No. 75 /2009/LBR. Dated, Thiruvananthapuram, 19/6/2009

Read: - D.O. Letter No. I-4/4317/09 dated 02.04.2009 from the Director of Training, Thiruvananthapuram.

ORDER

As per the D.O. Letter read above, the Director of Training has furnished proposal for starting 10 new ITIs in the State during the year 2009-10 as declared in the budget speech and also requested sanction of funds to the tune of Rs. 380 Lakhs for the implementation of the scheme by creating a new head of account, as no provision is available in the current year budget for the scheme. The Director of Training also requested sanction for the creation of 20 posts in each of the ITIs proposed to be started.

2. Government have examined the proposal of the Director of Training in detail and are pleased to accord Administrative Sanction for starting the following 10 ITIs with the trades noted against each:-

Sl. No	Name of ITI	Trades Proposed	
1.	Parasala	D Civil	C.O.P.A
2.	Kayamkulam	D Civil	C.O.P.A
3.	Thiruvarpu	Electrician	Plumber
4.	Arakkuzha/Muvattupuzha	D Civil	Plumber
5.	Maneed	Surveyor	Welder
6.	Vaniyamkulam /Ottappalam	D Civil	Fashion Technology
7.	Puzhakkattiri	D Civil	Electrician
8.	Peravoor	D Civil	Mechanic Motor vehicle
9.	Karumathoor	Elec. Mechanic	Mech. Agriculture Machinery
10.	Madikkai	D Civil	Welder

3. Sanction is also accorded for the creation of 17 new posts in each ITI as detailed below:-

SL No	Name of Post	No. of posts	Scale of Pay
1	Principal Grade II	1	12,930-20,250
2	Junior Superintendent	1	9,190-15,510
3	Group Instructor	1	9,190-15,510
4	Junior Instructor	2	7,990-12,930
5	A.C.D. Instructor	1	7,990-12,930
6	Work Shop Attender	1	5,250-8,390
7	U.D. Clerk	1	6,680-10,790
8	L.D. Clerk	2	5,250-8,390
9	L.D. Typist	1	5,250-8,390
10	L.D. Store Keeper	1	5,250-8,390
11	Peon	2	4,510-6,230
12	Sweeper	1	4,510-6,230
13	Watchman	2	4,510-6,230
TOTAL		17	

4 The funds required for starting the new ITIs will be sanctioned by observing "New Service" procedure. The Director of Training will ensure that the land and buildings are available /given by LSG's before starting the above ten new ITIs.

5. The Director of Training will take up the proposal for creation of additional posts in the Directorate to cater to the increase in the work load of directorate due to the formation of new ITIs separately.

(By Order of the Governor),
NEELA GANGADHARAN
Chief Secretary

To

The Director of Training, Thiruvananthapuram.
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
The Accountant General (A&E)/(D.B.Cell), Kerala, Thiruvananthapuram.
The Finance Department Vide U.O. No. 29135/H&L.B1/09/Fin. dated 23.5.2009.
The GAD (SC) Department vide Cabinet Item No. 3381, dated 17/6/2009.
The Director, Information & Public Relations Department.
The Stock File/Office Copy.

Forwarded by Order,

Section Officer

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GOVERNMENT OF KERALA

Abstract

Industrial Training Department - Starting of 13 new ITIs - Sanctioned - Orders issued.

Labour & Rehabilitation (C) Department

G.O. (Ms) No. 107/2008/LBR. Dated, Thiruvananthapuram, 8.8.2008.

Read: - 1. Letters No. I-4/18130/06 dated 30.5.2008 and 10.6.2008 from the Director of Training, Thiruvananthapuram.
2. D.O. Letter No. I-4/18130/06 dated 3.6.2008 from the Director of Training, Thiruvananthapuram.

ORDER

As per the letters read as 1st paper above, the Director of Training has forwarded proposals for starting 22 new ITIs in the State during the year 2008-09. at a total cost of Rs. 803.33 Lakhs. But the budget allocation for the year 2008-09, is Rs. 420 Lakhs only for formation of new ITIs.

2. Government have therefore prioritorised the proposals in order to limit the expenditure within the Budget allocations and are pleased to accord Administrative Sanction for the establishment of the following 13 new ITIs at an estimated project cost of Rs. 467.36 Lakhs, excluding cost of land, building and furniture, as detailed below:

Sl. No.	Place	District	Expenditure (in Lakhs)
1.	Uduma	Kasaragod	53.19
2	Nenmeni	Wayanad	30.61
3	Mezhuveli	Pathanamthitta	31.75
4	Rajakkad	Idukki	27.42
5	Purakkad	Alappuzha	31.49
6	Ilamad (Chadayamangalam)	Kollam	49.98
7	Beypore	Kozhikode	30.18
8	Mulakkulam (Peruva)	Kottayam	26.42

9	Maranchery	Malappuram		38.18
10	Payyannur	Kannur		27.21
11	Chelakkara	Thrissur		43.88
12	Valayam	Kozhikode		40.18
13	Eriyad	Thrissur		36.87
TOTAL				**467.36**

3. Sanction is also accorded for creation of 221 new posts (17 posts in each ITI) for the 13 ITIs as detailed below:

Sl. No	Name of Post	No. of posts	Scale of Pay
1	Principal Grade II	1	12,930-20,250
2	Junior Superintendent	1	9,190-15,510
3	Group Instructor	1	9,190-15,510
4	Junior Instructor	2	7,990-12,930
5	A.C.D. Instructor	1	7,990-12,930
6	Work Shop Attender	1	5,250-8,390
7	U.D. Clerk	1	6,680-10,790
8	L.D. Clerk	2	5,250-8,390
9	L.D. Typist	1	5,250-8,390
10	L.D. Store Keeper	1	5,250-8,390
11	Peon	2	4,510-6,230
12	Sweeper	1	4,510-6,230
13	Watchman	2	4,510-6,230
TOTAL		17	

4. The expenditure in this regard will be debited to the Head of Account 2230-03-101-80 (Plan) & 4202-02-800-95 where there is a total provision of Rs. 420 Lakhs. The remaining sum of Rs. 47 Lakhs will be provided through additional authorisation of funds at the disposal of the Director of Training who will in turn submit separate proposals in this regard.

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CHATHANNOOR

Principal
Govt. Industrial Training Institute
Chathannoor

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ANNEXURE

(Posts required for New I.T.I, Chathannoor)

Sl. No.	Name of Post	Scale of Pay	No. of Posts
1.	Principal Class II	2500-4000	1
2.	Senior Superintendent	2000-3200	1
3.	U.D.Clerk	1200-2040	2
4.	L.D.Clerk	950-1500	2
5.	L.D.Typist	950-1500	1
6.	Assistant Hostel Superintendent	1200-2040	1
7.	O.C.Storekeeper	1200-2040	1
8.	Store Attender	800-1200	1
9.	Watchman	775-1065	3
10.	Cook	775-1065	2
11.	Sweeper	775-1065	1
12.	Water Carrier	775-1065	1
13.	Junior Instructor	1350-2200	9
14.	Senior Instructor	1350-2200	1
		Total :	26

for Director of Technical Education

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Chathannoor.