



GOVERNMENT OF KERALA

Abstract

Revision of Scales of Pay and allied matters as well as Pension – Report of the Eighth Pay Revision Commission – Accepted - Orders Issued.

FINANCE (PRC-C) DEPARTMENT

G.O.(P)No.125/06/Fin Dated, Thiruvananthapuram, 17th March2006.

Read: 1. G.O.(Ms)No.115/2005/Fin. dated 14.3.2005.
2. G.O.(Ms)No.153/2005/Fin. dated 30.3.2005.
3. G.O.(Ms)No. 267/2005/Fin. dated 6.6.2005.
4. G.O.(P)No. 384/2005/Fin. dated 16.8.2005.

ORDER

The Govt. in their order read as 1st paper above appointed a Pay Revision Commission with the following terms of reference:

- (i) To examine and suggest necessary modifications of pay and allowances of:
 - (a) posts under Kerala Government Service, including part-time contingent service;
 - (b) posts, including part-time posts, under educational institutions of the Government, aided schools and colleges, institutions covered by direct payment scheme and autonomous institutions under the State Government (excluding those covered by U.G.C/AICTE etc., scheme of scales of pay and also posts for which Central scales of pay have already been allowed, such as teaching staff in Medical Colleges, etc;) and
 - (c) posts under local bodies
- (ii) To examine the present structure of pay and allowances, other emoluments and service conditions, including promotion avenues and fringe benefits, available to the above categories of employees and recommend necessary changes on these items, indicating the dates from which each such change shall be applicable. Also to consider the extension of fringe benefits which are available to Central Government employees at present and not available to State Government employees. Further, to examine whether other service benefits enjoyed by State Government employees but which are not available to the

Central Government employees, shall be continued and if so to what extent and to what period.

- (iii) To examine the present Civil service set up as a whole and make suggestions to increase its efficiency and social accountability.
- (iv) To examine the need to give interim relief to employees and submit the Commission's views in this regard within three months.

2. Subsequently, as per the G.O. second cited, the terms of reference were modified to include the case of service pensioners also. Later, Government had deleted "autonomous institutions" from the terms of reference of the Commission as per G.O. third cited.

3. The Commission submitted an interim report on 5.8.2005 on the issue relating to the payment of Interim Relief to employees and pensioners. Government, after the examining the above report, issued orders vide G.O. fourth cited, for payment of Interim Relief to employees and pensioners.

4. The Commission submitted its final report to Government on 22.2.2006. After examining the recommendations of the Pay Revision Commission, the Government are pleased to accept these in toto without any modification.

5. The existing scales of pay will be revised with effect from 1.7.2004 as shown in Annexure 1. Separate detailed orders will be issued regarding the revised scales of pay of various posts in the various Departments and local bodies, the rules for fixation of pay, the emoluments payable to part time contingent employees, promotional prospects, time bound higher grades, revision of allowances including HRA, CCA, TA etc, surrender of earned leave, training allowance, etc.

6. State Govt. employees, staff of educational institutions, local bodies and part-time contingent employees etc. whose pay and allowance stand revised according to this Govt. order will be eligible for the following rate of DA from the date mentioned below:

<i>Date from which payable</i>	<i>Rate of DA</i>
From 1.7.2004	5%

The payment of DA from the date indicated above shall be made after adjusting the instalment of DA already sanctioned.

7. Date of effect of revised scales will be from 1.7.2004. Date of effect of revised time bound higher grade scheme, various allowances and other benefits will be from 1.3.2006. Date of effect of improved ratio/percentage based higher grades will be from the date of this order.

8. Interim Relief will not be payable from the date from which the employee opts for the revised scale. The Interim Relief already drawn by the employees till such date of option will be adjusted from their entitlements on account of pay revision.

9. The revised scale of pay and allowances will be granted in cash in the salary for the month of March 2006 onwards.

10. Arrears of salary on fixation of pay in the revised pay scales for the period from 1.7.2004 to 31.3.2005 will be notional. The arrears from 1.4.2005 to 28.2.2006 will be impounded and credited to the PF account of the employee. The arrears will not be withdrawn till 31.3.2010, except in the case of those who are retiring before 31.3.2010, in which case the arrears so impounded will be released on their retirement. Arrears may be claimed with attached Provident Fund Schedule for crediting the amount to the GPF account of the employee. Interest on the arrears credited to the GPF account will accrue from the first date of the month in which the bill is presented in the treasury. No time limit is prescribed for crediting Pay Revision arrears to PF account. In the case of employees who have opted not to subscribe to PF account during the last one year of service and in those cases where it is not obligatory to maintain PF account, arrears will be paid in cash. In the case of those employees who have not started subscription to PF, the drawal of arrears will be deferred and as and when the PF account is opened, it shall be drawn and deposited in it.

11. The revised scales of pay and other benefits sanctioned in this order will be applicable to all State Govt. employees including staff of aided schools, colleges and polytechnics, full time employees borne on the contingent and work-charged establishments, employees of local bodies and personal staff of Chief Minister, other Ministers, Leader of the Opposition, Government Chief Whip and MLAs.

12. In respect of Public Sector Undertakings, statutory Corporations/Boards, autonomous bodies and grant-in-aid institutions including Universities, where State scales of pay are allowed to their employees, formal approval/sanction of the Government will have to be obtained for extending the new pay scales etc. to their employees.

13. As regards pension, the present system of computation of pension at 50% of ten months average emoluments in all cases, subject to the satisfaction of the condition of earning full pension or part thereof, will continue. The minimum basic pension will be enhanced to Rs.2400/- (plus DA @ 5%) per month from Rs.1275/- (plus DA @ 59%) per month. The maximum ceiling of pension will be 50% of the maximum of the highest scale of pay under State Government.

14. The Pension/Family Pension of the pensioners and Family Pensioners will be revised after allowing fitment benefit @ 6% of basic pension/family pension.

15. The revised Basic Pension/Family Pension shall comprise of the following:

- (i) Existing Pension/Family Pension
- (ii) Fitment benefit of 6%
- (iii) 59% of DR.

If the total amount is less than 50% of the minimum of the revised scale of the equivalent post, the pension shall be stepped up to 50% of the minimum of such revised scale. If it is greater than 50% of the minimum of the revised scale of the equivalent post, it will be fixed at the immediate next stage of the revised scale. The existing pension calculation formula based on qualifying service will then be applied. Pensioners with lesser Qualifying Service are eligible only for proportionate pension. If the designations are not exactly matching with the latest revisions, pension shall be fixed based on the corresponding scale of pay.

16. While making such calculations, a minimum benefit of Rs.200/- shall be ensured.

17. DR in the revised pension will be what remains after merger of 59% DR, subject to increase from time to time as admissible to Government employees.

18. If, in any case, the amount so arrived at is less than the minimum pension (Rs.2400) it shall be enhanced to the level of the revised minimum pension.

19. The total of the Interim Relief drawn by the Pensioner/Family Pensioner from 01-08-2005 will be adjusted in lump from the arrears payable.

20. The minimum Family Pension will be Rs.2400/- per month plus DR that remains after merger of 59% DR. Normal rate of Family Pension will be 30% of pay last drawn by the retired employee. The ceiling on the amount of maximum Family Pension will be 30% of the highest pay in the State Government.

21. For those retiring after 1.3.2006, the existing rate of 1/3rd of the basic pension for commutation of pension will be enhanced to 40%. Commuted portion will be restored after 12 years from the date of commutation as it exists now, in cases where commutation is done at retirement at the age of 55. In other cases, the turn for restoration will be determined with reference to the commutation factor (rounded) adopted in each case, as at present.

22. The ceiling on maximum amount of DCRG will be raised from Rs.2.80 lakh to Rs 3.30 lakh.

23. Pensioners / Family Pensioners are eligible for medical allowance of Rs.100/- per month irrespective of their age. This will have effect from 1.3.2006.

24. The arrears on account of revision of pension/family pension shall be disbursed in cash.

25. An ad hoc increase of 10% in the pension is sanctioned to all ex-gratia pensioners.

26. The rate of pension and family pension admissible to the part-time contingent employees will be revised as follows:

	Existing	Revised (after merger of 59% DR)
<u>Part time Contingent Pensioners</u>		
Minimum	425	800
Maximum	850	1500
<u>Part time Contingent Family Pensioners</u>		
Minimum	375	700
Maximum	750	1200

DR as applicable to other pensioners will also be applicable to part-time contingent pensioners and family pensioners.

27. Gratuity for part time contingent employees will be paid @ ½ months basic pay last drawn for every completed year of service, subject to a maximum of 16 ½ times of basic pay, as at present Dearness Allowance on the date of retirement will also be reckoned.

28. Those retiring after 1-7-2004 will have their pension revised, based on their revised pay scales. They will be entitled to corresponding increase in commuted value of pension, DCRG and terminal surrender of earned leave. These as well as the arrears of pension from 1-7-2004 will be paid in cash after adjustment of interim relief received.

29. Those retiring on or before 30-6-2004 will have their pension revised with effect from 1-4-2005. In this case, the increase in pension will not be allowed to be commuted. The arrears will be payable in cash after adjustment of interim relief.

30. Detailed instructions regarding schedule for reckoning the revised pension for various years of qualifying service, norms for

fixation authority to revise pension etc will be issued separately in consultation with the Accountant General.

31. Existing rules and regulations regarding pension will continue in the case of pensioners coming under UGC/AICTE scheme, who continue to be governed by State Government pension rules.

32. This order, as far as it relates to pension is not applicable to the pensioners of Public Sector Undertakings, autonomous institutions, statutory corporations, etc.

(By order of the Governor)

(K. Jose Cyriac)
Principal Secretary (Finance)

To

The Accountant General (A&E), Kerala, Thiruvananthapuram.
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
All Heads of Departments and Offices.
All Departments (All Sections) of the Secretariat.
The Secretary, Kerala Public Service Commission (with C.L).
The Registrar, University of Kerala/Cochin/Calicut)with C.L).
The Registrar, Mahatma Gandhi University, Kottayam (with C.L).
The Registrar, University of Kannur, Kannur.
The Registrar. Kerala Agricultural University, Thrissur (with C.L).
The Registrar, University of Sanskrit, Ernakulam.
The Secretary. Kerala State Electricity Board (with C.L).
The General Manager, KSRTC. (with C.L).
The Registrar, High Court. Ernakulam.
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
The Private Secretaries to Chief Minister and other Ministers.
The Private Secretaries to Speaker. Deputy Speaker, the Leader of Opposition and Government Chief Whip.
The Director of Public Relations, Thiruvananthapuram.
The Secretary to Governor.
The Additional/Deputy Secretary to the Chief Secretary.
The Accountant General (A&E), Tamil Nadu, Chennai.
The Accountant General (A&E), Andhra Pradesh, Hyderabad.
The Accountant General (A&E), Karnataka. Bangalore.
The Accountant General (A&E.), Maharashtra. Mumbai.
The Accountant General (A&E), Rajasthan. Jaipur.
The Accountant General (A&E). Gujarat, Gandhi Nagar.
The Accountant General (A&E). Hariyana, Chandigarh.
The Accountant General (A&E), Punjab, Chandigarh.
The Accountant General (A&E), Jammu & Kashmir, Srinagar.
The Accountant General (A&E). Himachal Pradesh, Shimla.

The Principal Accounts Officer, Delhi Administration. Vikas Bhavan, New Delhi.

The Accountant General (A&E), Madhya Pradesh, Gwalior.

The Accountant General (A&E), Orissa, Bhubaneswar.

The Accountant General (A&E), Uttar Pradesh. Allahabad.

The Accountant General (A&E), Bihar. Patna.

The Accountant General (A&E), West Bengal, Kolkata.

The Accountant General (A&E), Assam, Dispur, Gauhati.

The Accountant General (A&H), Manipur, Imphal.

The Accountant General (A&F), Tripura, Agartala.

The Accountant General (A&E), Nagaland, Kohima.

The Accountant General (A&E), Arunachal Pradesh, Itanagar.

The Accountant General (A&E), Utharanchal, Dehradun.

The Accountant General (A&E), Goa, Panaji.

The Accountant General (A&F). Chattisgarh, Raipur.

The Accountant General (A&E), Jharkhand, Ranchi.

The Accountant General (A&E), Missoram. Iswal.

The Accountant General (A&E), Meghalaya, Shillong.

The Accountant General (A&E), Sikkim, Gangtok.

The Reserve Bank of India, Government and Bank Accounts (NB) Section, Bandra (E), Bombay (250 copies).

The Head Offices of all Nationalised Banks (250 copies).

The Chief Manager. Finance and Accounts, State Bank of Travancore, Thiruvananthapuram.

The Regional Manager, Union Bank of India, Ernakulam.

The Assistant Divisional Manager, Central Bank of India. Thiruvananthapuram.

The Senior Manager, Canara Bank, Thiruvananthapuram.

The Senior Manager, Circle Office (Annexe Canara Bank, Thiruvananthapuram.

The Chief Regional Manager, State Bank of India, Thiruvananthapuram.

The Divisional Manager. Syndicate Bank. Thiruvananthapuram.

The Regional Manager, Indian Bank, Thiruvananthapuram.

The Regional Manager, Indian Overseas Bank, Thiruvananthapuram.

The Regional Manager. Vijaya Bank, Thiruvananthapuram.

The Director of Treasuries. Thiruvananthapuram.

The District Treasuries/Sub Treasuries.

ANNEXURE I

	Existing scales of pay		Revised scales of pay
1	2610-60-3150-65-3540-70-3680	1	4300-100-4400-110-4510-120-4990-130-5510-140-5930
2	2650-65-3300-70-4000-75-4150	2	4400-110-4510-120-4990-130-5510-140-5930-150-6680
3	2750-70-3800-75-4625	3	4510-120-4990-130-5510-140-5930-150-6680-160-7480
4	3050-75-3950-80-5230	4	4990-130-5510-140-5930-150-6680-160-7480-170-7990
5	3350-80-3830-85-5275	5	5510-140-5930-150-6680-160-7480-170-7990-200-8590
6	3590-85-4100-100-5400	6	5930-150-6680-160-7480-170-7990-200-9590
7	4000-90-4090-100-6090	7	6680-160-7480-170-7990-200-9590-240-10790
8	4500-100-5000-125-7000	8	7480-170-7990-200-9590-240-10790-280-11910
9	4600-100-5000-125-7125	9	7990-200-9590-240-10790-280-11910-340-12930
10	4600-100-5000-125-5750-150-8000		
11	5000-125-5750-150-8150	10	8390-200-9590-240-10790-280-11910-340-13270
12	5250-125-5750-150-8150	11	8790-200-9590-240-10790-280-11910-340-13610
13	5500-150-6100-175-9075	12	9190-200-9590-240-10790-280-11910-340-13610-380-15510
14	5800-150-6100-175-9425	13	9590-240-10790-280-11910-340-13610-380-16650
15	6500-175-7550-200-10550	14	10790-280-11910-340-13610-380-16650-450-18000
16	6675-175-7550-200-10550	15	11070-280-11910-340-13610-380-16650-450-18450
17	7200-200-7800-225-11400	16	11910-340-13610-380-16650-450-19350
18	7450-200-7650-225-11475	17	12250-340-13610-380-16650-450-19800
19	7800-225-8475-250-12975	18	12930-340-13610-380-16650-450-20250
20	8250-250-9250-275-13650	19	13610-380-16650-450-20700
21	10000-300-10600-325-15150	20	16650-450-20700-500-23200
22	12000-350-12700-375-15325	21	20700-500-23200-550-25400-600-26600
23	12600-375-15600		
24	14000-400-18000	22	23200-550-25400-600-26600-650-31150
25	14300-400-18300	23	25400-600-26600-650-33100
26	16300-400-18300	24	26600-650-33750
27	16300-450-19900		

Master scale

4300-100-4400-110-4510-120-4990-130-5510-140-5930-150-6680-160-7480-170-7990-200-9590-240-10790-
 (1) (1) (4) (4) (3) (5) (5) (4) (8) (5)
 280-11910-340-13610-380-16650-450-20700-500-23200-550-25400-600-26600-650-33750
 (4) (5) (8) (9) (5) (4) (2) (11)

17.ELECTRICAL INSPECTORATE

- 5.17.1** The Electrical Inspectorate was formed as a separate Government Department in 1968. The various functions of the Department are envisaged under different Central and State Statutes viz. Indian Electricity Act, 1910, Indian Electricity Rules, 1956, Kerala Cinema (Regulation) Act 1958, Kerala Cinema (Regulation) Rules 1988, Kerala Electricity Duty Act and Rules 1963, Kerala State Electricity Licensing Board Rules etc.
- 5.17.2** Chief Electrical Inspector is the head of this Department. He is assisted by an Additional Chief Electrical Inspector and two Deputy Chief Electrical Inspectors. The representatives of the Electrical Inspectorate Engineers Association appeared before the Commission and presented their demands. Major grievance of the staff of the department was that they are facing stagnation at all levels and therefore the demand was for ratio based higher grades. The Commission have analysed this demand in depth and found that the argument does not merit consideration.

5.17.3 Another demand is in relation to one year training period which the new entrants had to undergo before being formally absorbed in the Department. The latest special Rules state that this period of training will be reckoned for service benefits. The demand is that this provision be extended to those who were deprived of the same so that equal benefits would be available to those who are still in service. This demand does not come under the purview of the Commission. Government have to take a view on this demand. The Commission recommend corresponding revision to all posts in this Department. The existing scale of pay and revised scale of pay of each post is as shown below:-

	Designation	Existing Scale of pay	Proposed scale of pay
	Chief Electrical Inspector (Statutes/Standards)	16300-18300	26600-33750
	Additional Chief Electrical Inspector	14300-18300	25400-33100
	Deputy Chief Electrical Inspector	14000-18000	23200-31150
	Electrical Inspector (HG)	12600-15600	20700-26600
	Electrical Inspector	10000-15150	16650-23200
	Dy. Electrical Inspector (HG)	8250-13650	13610-20700
	Dy. Electrical Inspector	7450-11475	12250-19800
	Assistant Electrical Inspector	6675-10550	11070-18450
	Instrument Mechanic	4000-6090	6680-10790
^a	Skilled Assistant (HG)	4000-6090	6680-10790
^a	Skilled Assistant	3050-5230	4990-7990
	Posts held by Personnel of other Departments		
	Administrative Officer Gr II	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD

^a The existing ratio of 1:1 between skilled Assistant (HG) and skilled Assistant will continue