



## മഹാത്മാഗാന്ധി സർവ്വകലാശാല

പുറത്തേഴുത്ത് നം. 53716/AD A3/4/2021/ADMIN

തീയതി. 05.03.2021

പതിനൊന്നാം ശമ്പള പരിഷ്കരണ കമ്മീഷന്റെ ശുപാർശകൾ പ്രകാരം, സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കിക്കൊണ്ട് സർക്കാർ പുറപ്പെടുവിച്ച **GO (P) No. 27/2021/Fin Dated, 10.02.2021** ഉത്തരവും സംസ്ഥാനത്തെ സർവ്വകലാശാല ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കിക്കൊണ്ടുള്ള **GO (P) No. 42/2021/Fin Dated, 26.02.2021** ഉത്തരവും, മഹാത്മാഗാന്ധി സർവ്വകലാശാല ആക്ട് 1985 അദ്ധ്യായം III പരിച്ഛേദം 10.17 ൽ പ്രതിപാദിച്ചിരിക്കുന്ന അധികാരം ഉപയോഗിച്ച് സർവ്വകലാശാലയിൽ നടപ്പിലാക്കുവാൻ വൈസ് ചാൻസലർ ഉത്തരവായിരിക്കുന്നു.

തദനുസരണം ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

രമേഷ് ആർ.

അസിസ്റ്റന്റ് രജിസ്ട്രാർ 1 (ഭരണ വിഭാഗം)

രജിസ്ട്രാർക്ക് വേണ്ടി

പകർപ്പ് :

1. എല്ലാ വിഭാഗങ്ങളും ഡിപ്പാർട്ടുമെന്റുകളും സെന്ററുകളും
2. വി.സി./പി.വി.സി.എന്നിവരുടെ പ്രൈവറ്റ് സെക്രട്ടറിമാർ
3. രജിസ്ട്രാർ/എഫ്.ഒ/സി.ഇ എന്നിവരുടെ പേർസണൽ അസിസ്റ്റന്റുമാർ
4. ജോയിന്റ് ഡയറക്ടർ , കെ.എസ്.എ.ഡി., മഹാത്മാഗാന്ധി സർവ്വകലാശാല
5. എ.ആർ./ഡി.ആർ./ജെ.ആർ. (ഭരണം/അക്കാദമിക്/ഫിനാൻസ്/പരീക്ഷ).
6. പി.ആർ.ഒ /സിറ്റാഡ്/സി.എം.എസ് (വെബ്സൈറ്റിൽ അപ്ലോഡ് ചെയ്യുന്നതിനായി)
7. ഐ.ക്യൂ.എ.സി./എഫ്.സി.സി./എ.സി.സി.1/2/എ.ഡി.സി.1/2/3
8. സ്റ്റോക്ക് ഫയൽ /റെക്കോർഡ്സ് സെക്ഷൻ/ഫയൽ കോപ്പി.



GOVERNMENT OF KERALA

Abstract

**Revision of pay & allowances of University Employees of the State-  
Recommendations of the Eleventh Pay Revision Commission-Implementation-  
Orders issued.**

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**FINANCE (PRC-D) DEPARTMENT**

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**G.O. (P) No. 42/2021/FIN Dated, Thiruvananthapuram, 26/02/2021**

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Read: 1. G.O. (Ms) No. 414/2019/Fin dated 06.11.2019.  
2. G.O. (P) No. 27/2021/Fin dated 10.02.2021

Government vide the GO read as 1<sup>st</sup> above have appointed the XI<sup>th</sup> Pay Revision Commission with Shri.K.Mohandas IAS (Rtd) as Chairman, Prof. (Retd) M.K.Sukumaran Nair and Adv. Ashok Mamen Cherian as members in order to study and make recommendations on the revision of pay and allowances of posts under Universities except those posts covered by UGC/AICTE/Central Schemes.

2. The Pay Revision Commission submitted its report to Government regarding the revision of pay and allowances of posts under Universities except those posts covered by UGC/AICTE/Central Schemes on 23.02.2021. The Government have examined the Report in detail and are pleased to issue the following Orders.

**Revised scale of pay and allowances**

3. The existing scales of pay of employees shall be revised with effect from 01.07.2019 as in Annexure I in the G.O read 2<sup>nd</sup> above. Rules and method of Pay fixation, D A, other allowances and Time Bound Higher Grade scheme applicable to University employees shall be as in G.O read 2<sup>nd</sup> above.

4. Detailed orders specifying name of post and scale of pay, allowances etc. shall be issued separately.

5. This order does not cover all the recommendations submitted by XI<sup>th</sup> Pay Revision Commission. The enhanced pay scales and allied matters recommended by the Commission will be examined by Finance Department later.

(By Order of the Governor)

**RAJESH KUMAR SINGH IAS**  
**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

All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries  
and Under Secretaries to Government

Higher Education Department

The Director, Kerala State Audit Department, Thiruvananthapuram (with  
C.L)

The Registrar, University of Kerala/  
Cochin/Calicut/M.G/Kannur/Sanskrit/Veterinary/Agriculture/Malayalam  
/Health/Fisheries/APJ Abdulkalam (with C.L)

The Private Secretaries to Chief Minister and Other Ministers

The Private Secretaries to Speaker, Deputy Speaker, The Leader of  
Opposition and Government Chief Whip

Director of Public Relations,

Thiruvananthapuram The Secretary to Governor

The Director of Treasuries, Thiruvananthapuram

The District Treasuries/Sub Treasuries

The Nodal Officer, [www.finance.kerala.gov.in](http://www.finance.kerala.gov.in)

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Forwarded /By order

  
Section Officer



**GOVERNMENT OF KERALA**

# **FINANCE DEPARTMENT**

**GOVERNMENT ORDER ON THE  
RECOMMENDATIONS OF THE ELEVENTH PAY  
REVISION COMMISSION ON REVISION OF PAY  
AND ALLOWANCES OF STATE GOVERNMENT  
EMPLOYEES AND TEACHERS**

**G.O.(P)No.27/2021/Fin dated 10/02/2021**

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## GOVERNMENT OF KERALA

### Abstract

### Revision of pay & allowances and allied matters of State Government employees and Teachers -Recommendations of XI Pay Revision Commission - Implementation - Orders issued

#### FINANCE (PRC-D) DEPARTMENT

**G.O.(P) No. 27/2021/Fin**

**Dated, Thiruvananthapuram, 10/02/2021**

Read: 1. G.O.(Ms) No.414/2019/Fin dated 06.11.2019.  
2. G.O.(P) No.07/2016/Fin dated 20.01.2016.

### ORDER

Government had revised the pay and allowances of State Government employees and teachers w.e.f from 01.07.2014 by the G.O read as 2nd above based on the recommendations of the X Pay Revision Commission. Government by the GO 1<sup>st</sup> cited have now appointed the XI Pay Revision Commission with Shri.K.Mohandas IAS (Rtd) as Chairman, Prof.(Retd) M.K.Sukumaran Nair and Adv.Ashok Mamen Cherian as members in order to study and make recommendations on further revision of pay and allowance of Government employees and Teachers with the following Terms of Reference:

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

(c) Posts under Local Bodies and Universities except those covered by AICTE/ UGC / Central Schemes.

- (ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, promotional avenues and fringe benefits available to the above categories of employees and suggest changes, if any required.
- (iii) The commission shall also examine the scope of introducing non-cadre promotion to various categories of both gazetted and non- gazetted posts who continue in the entry cadres for long periods of service.
- (iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.
- (v) To consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees.
- (vi) To look into the cases of anomalies in the last Pay Revision specifically referred to the commission by Government and suggest remedial measures
- (vii) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly
- (viii) To consider the need for a gender sensitive service structure especially multifaceted issues faced by women employees and make suggestions for remedial measures
- (ix) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises
- (x) To assess and indicate the additional financial commitment on account of implementation of its recommendations, including the methodology/ assumptions adopted for such assessment

**2.** The Commission has submitted its Report Part I on recommendations regarding revision of pay & allowances, leave and pension on 29.01.2021. The Government have examined the Report in detail and are pleased to issue the following Orders.

### **Revised scale of pay and allowances**

3. The existing scales of pay of employees will be revised with effect from 01.07.2019 with the scales of pay as shown in the Annexure I. The revised scales of pay of different categories of posts in various departments will be as shown in **Annexure X**. The specific allowances applicable to employees working in various departments will be as provided under the schedules of posts of various departments. The scales of pay applicable to posts which are common to various departments will be as provided under **Annexure XI** and allowances applicable to such posts will be as provided under the schedule of Common Category.

4. The revision of pay from existing pay to revised pay will be in accordance with the Table for Stage to Stage fixation of pay as provided in **Annexure III** except in cases where the minimum of the scale of pay of the post held by an incumbent is higher than the corresponding pay stage provided in **Annexure X/XI**. The Rules of Fixation of pay in the revised scales will be as provided in **Annexure II**.

### **Ratio/Percentage based Grade Promotions**

5. The existing and the modified ratio/percentage based grade promotions to various categories of posts are indicated at the appropriate places under Department schedule of posts/Common Category in **Annexure X /XI**. The asterisks assigned to each category will refer to the benefit specified in the footnote at the end of each schedule of posts and allowances. No ratio promotion/percentage based higher grade will be available to any category of posts unless it is mentioned in this order. The modified ratio promotion/percentage based grade will have effect from 01.04.2021.

### **Time Bound Higher Grade Scheme**

6. The existing time span of 8,15,22 and 27 years for allowing Time Bound Higher Grade (TBHG) promotions will continue. The categories coming under the entry level scale of pay of Rs.23000-50200 to Rs.27900-63700 will be eligible for four TBHGs, the categories coming under the entry level scale of pay Rs.31100-66800 to Rs.39300-83000 will be eligible for three TBHGs, the categories coming under the entry level scale of pay Rs.41300-87000 to Rs.56500-118100 will be eligible for two TBHGs and the categories coming under the entry level scale of pay Rs.59300-120900 to Rs.85000-143600 will be eligible for one TBHG, subject to the conditions

provided in the scheme of Time Bound Higher Grade promotion. The revised rules for allowing Time Bound Higher Grades will be as incorporated in **Annexure VI** of this order. The revised Time Bound Higher Grade scheme will have effect from 01.04.2021.

### **Career Advancement Scheme**

7. Detailed orders on revised Career Advancement Scheme will be issued separately. For category of posts included under existing Career Advancement Scheme, the revised scale of pay will be the corresponding scale of pay as provided in **Annexure I**. In the case of doctors in Health Services and Insurance Medical Services departments enjoying scales of pay assigned under the existing Time Bound Higher Grade scheme, revised scales of pay will be the corresponding scale of pay of the existing scale as provided in **Annexure I**.

### **Stagnation Increment**

8. The existing scheme of Stagnation Increment will continue. Maximum number of Stagnation Increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding Stagnation Increment shall not exceed Rs.166800, the maximum of the master scale. The number of Stagnation Increments availed in the existing scale of pay will be reckoned for determining maximum number of Stagnation Increments.

### **Residuary Pay**

9. The existing Residuary Pay will be updated and allowed to continue in the revised scales according to the rules provided in the Rules of Fixation of Pay incorporated in **Annexure II** of this order. Residuary Pay will not be counted for any purpose viz, fixation of pay, leave salary, pension, family pension, DCRG, drawl of allowance or transit pay. However Dearness allowance will be admissible on Residuary Pay.

10. Doctors in Health Services department whose pay in the revised scale is fixed at the maximum of the revised master scale, on or after 01.07.2019, will be allowed Residuary Pay equal to the rate of last increment in the master scale on completion of every two years of service after reaching the maximum pay in the revised master

scale. Such residuary pay will be allowed subject to the condition that maximum number of such increments as Residuary Pay shall not exceed five. The service for this purpose will be the service qualifying for accrual of normal increments.

### **Dearness Allowance**

11. The revised scale of pay has been formulated after merging the full Dearness Allowance of 28% as on 01.07.2019 with the basic pay i.e., 306.1 points of All India Consumer Price Index (Industrial workers)(2001=100) has been neutralized and 306.1 points of AICPI(IW) shall be taken as the base index for calculating further DA with effect from 01.07.2019. Therefore the new formula for calculation of further DA is as follows:

$$\% \text{ of DA} = \left\{ \frac{(\text{Average AICPI for past 12 months} - 306.1)}{306.1} \right\} \times 100$$

Accordingly the rates of Dearness Allowance admissible with effect from 01.07.2019 will be as follows.

| Date       | Rate of DA (%) | Total DA (%) |
|------------|----------------|--------------|
| 01.07.2019 | 0              | 0            |
| 01.01.2020 | 4              | 4            |
| 01.07.2020 | 3              | 7            |

These rates of dearness allowance can be allowed to grant-in-aid institutions, PSUs, Boards etc only if the date of pay revision of such institutions are on 1.7.2019 and merged portion of DA in the pay shall be 28% (equivalent to 306.1 points (2001=100))

### **House Rent Allowance**

12. The existing system of fixed amount of HRA on the basis of different pay ranges will be dispensed with. Instead the rate of HRA will be as percentage of basic pay. For the purpose of HRA, the total area of the State is divided into following four Classes:

- (1) Class A: The Corporation limits of the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur. In addition, Forest

Complex, Mathottam, Kozhikode and Government Institutions situated within a radius of 3 kilometres from Civil Station, Kakkanad.

(2) Class B: The Municipalities at District Headquarters.

(3) Class C: All Municipalities other than those at District Headquarters.

(4) Class D: All Panchayaths

The rate of HRA with minimum and maximum amounts are as follows:

| Class | Rate (% of Basic Pay) | Minimum Amount (₹) | Maximum Amount (₹) |
|-------|-----------------------|--------------------|--------------------|
| A     | 10%                   | 2300               | 10000              |
| B     | 8%                    | 2000               | 8000               |
| C     | 6%                    | 1500               | 6000               |
| D     | 4%                    | 1200               | 4000               |

Notes: 1) An employee working within 1 km from corporation limits and was drawing HRA at corporation rates will be assured 10% hike in the existing amount of HRA or the new rate applicable to their places whichever is higher.

2) The State Govt. employees working in New Delhi and other States will be eligible for House Rent Allowance at Govt. of India rates as applicable at those places.

13. For the purpose of HRA, basic pay as on the 1<sup>st</sup> day of the month only will be reckoned, and change in pay in the middle of a month will not be considered. Employees who are not under state pay pattern but are drawing HRA at the rates applicable for State Government Employees, will also draw HRA at the above rates.

14. Revised rates of HRA have effect from **01.03.2021**.

### Rent Recovery

15. Rent at the following rates will be recovered from Government employees residing in Government quarters with effect from 01.03.2021.

| 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 with effect from 01.03.2021.

16. Employees who are allotted quarters and Policemen/Women Police attached to Battalions shall not be eligible for HRA.

### **City Compensatory Allowance**

17. City Compensatory Allowance sanctioned in G.O. read as second paper will be discontinued with effect from 01.03.2021.

### **Spectacle Allowance**

18. Amount of Rs. 1500 once in five years will be allowed as reimbursement of the cost incurred for the purchase of spectacles. No employees will be allowed this allowance unless completed five years after getting this reimbursement by virtue of the provisions in the G.O. read as second paper above.

### **Hill Tract Allowance**

19. The rate of Hill Tract Allowance admissible to employees under different pay ranges will be as shown below.

| Pay range                       | Rate per month<br>(₹) |
|---------------------------------|-----------------------|
| ₹ 43400 & above                 | 500                   |
| Above ₹ 25100 and below ₹ 43400 | 450                   |
| Upto ₹ 25100                    | 300                   |

### **Special Allowance to differently abled employees**

20. The rate of Special Allowance admissible to differently abled employees is revised to Rs. 1100 per month. The existing conditions for sanctioning the allowance will continue.

### **Education Allowance to the Parents having differently abled children**

21. The rate of Education Allowance admissible to employees having mentally/physically challenged children studying in general schools and special schools will be revised to ₹ 1000 per month. The existing conditions for the

admissibility of this allowance will continue.

### **Child Care Allowance**

22. The rate of allowance will be revised to ₹ 1750 per month per child and the annual ceiling will be ₹ 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 will continue.

### **Charge Allowance**

23. 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 existing rates and conditions will continue in the revised scales.

### **Other Allowances**

24. Other Allowances include Special Allowances, Compensatory Allowance, Risk Allowance, Non-practising Allowance, Additional Special Allowances, Permanent Travelling Allowance, and Permanent Conveyance Allowance. The Categories of employees eligible for these allowances along with rates of allowances are provided under the schedule of posts of various departments in the **Annexure X/ XI**. The allowances which are not specifically included under either department schedule or common category (**Annexure X/ XI**) will be treated as withdrawn.

25. Different types of Additional Special Allowances to uniformed forces viz, Smartness Allowance, Ration Money Allowance, Feeding Charges, Water & Electricity Charges and Battalion Allowance sanctioned in G.O. read as second paper above are subsumed into single allowance by the names Police Special Allowance, Fire Service Special Allowance, Prison Special Allowance, and Forest Special Allowance as the case may be and the revised rate of these allowances will be inclusive of the subsumed allowances.

26. 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

draw the allowance but do not wear uniform. It is reiterated for enforcing the directions laid down in Circular dated 23.05.2017 and controlling officers should ensure that employees who do not default in wearing uniform during duty time only are paid Uniform Allowance.

### Travelling Allowance

**27. (1) Classification of Officers:-** For the purpose of Travelling Allowance, officers are classified into following four grades.

|              |                                                                                                                                                                                                        |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Grade I      | All Officers who draw an actual basic pay of ₹ 70000 and above and Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the Pay drawn by them.          |
| Grade II (a) | Officers with actual basic pay of ₹ 59300 and above, but below ₹ 70000                                                                                                                                 |
| Grade II (b) | Officers with actual basic pay of ₹ 39300 and above, but below ₹ 59300. Non gazetted Officers, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Grade II(b) |
| Grade III    | Officers with actual basic pay of ₹ 25100 and above, but below ₹ 39300                                                                                                                                 |
| Grade IV     | Officers with actual basic pay below ₹ 25100                                                                                                                                                           |

Note: For this purpose, basic pay includes Personal Pay.

**(2) Class of travel:-** The eligible class of travel by train for each grade will be 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:-** The employees who are in the scale of pay ₹ 77200-140500 will be eligible for flight journey. However 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 will be allowed for such journeys subject to the production of flight ticket and boarding pass and flight ticket

will be considered in place of train tickets for admitting TA claim. This facility is restricted for journey of the officer only. Under Secretary to Government will be eligible for flight journey for official journey to New Delhi.

**(4) Mileage Allowance:-** Mileage Allowance for road journey will be ₹ 2.5 per kilometre for all grades of officers.

**(5) Incidental Expenses (Road/Rail/Air journeys):-** The revised rates of Incidental Expenses for Road/ Rail/ Air journey will be as follows:

| Grades       | <u>Road/Rail</u><br>Rate in paisa per km | <u>Air</u><br>Rate per journey  |
|--------------|------------------------------------------|---------------------------------|
| Grade I      | 90                                       | Limited to 1<br>Daily Allowance |
| Grade II (a) | 70                                       |                                 |
| Grade II (b) | 60                                       |                                 |
| Grade III    | 60                                       |                                 |
| Grade IV     | 60                                       |                                 |

**(6) Daily Allowance:-**The revised rates of Daily Allowance for different grades of employees will be as follows:

| Grades       | Inside State<br>Rate (₹ ) | Outside State<br>Rate (₹ ) |
|--------------|---------------------------|----------------------------|
| Grade I      | 600                       | 750                        |
| Grade II (a) | 500                       | 650                        |
| Grade II (b) | 500                       | 650                        |
| Grade III    | 350                       | 500                        |
| Grade IV     | 350                       | 500                        |

**(7) Classification of Government Officials for carrying personal effects on transfer:-** The classification of government officials for the purpose of carrying personal effects on transfer will be as follows:

| Category of Officers                                             | Weight (kg) |
|------------------------------------------------------------------|-------------|
| Officers whose actual basic pay is ₹ 70000 and above             | 3000        |
| Officers whose actual pay is ₹ 39300 and above but below ₹ 70000 | 2000        |
| All other Officers                                               | 1500        |

**(8) Loading and unloading charges for journeys on transfer:** The revised loading and unloading charges admissible to different grades of officers for journeys on transfer will 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 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 voucher are given below:

| Grades       | New Delhi, Mumbai, Kolkata, Chennai<br>Rate (₹) | Other Cities/Towns outside State<br>Rate (₹) |
|--------------|-------------------------------------------------|----------------------------------------------|
| Grade I      | 3000                                            | 2500                                         |
| Grade II (a) | 3000                                            | 2500                                         |
| Grade II (b) | 2500                                            | 1500                                         |
| Grade III    | 2500                                            | 1500                                         |
| Grade IV     | 1500                                            | 1200                                         |

**(10) Taxi fare for Grade I Officials:-** Grade I Officials travelling to metropolitan cities and other larger cities are allowed to hire taxis as in the case of Government of India Officials. They are entitled to taxi fare at the rates fixed by Government from time to time for journeys on tour from residence to airport/railway station/bus stand and back. The existing status will 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 as 15 kilometres as per the rate fixed by

government from time to time.

**(12) TA Ceiling:-** The existing rates of monthly/ quarterly TA ceiling will continue until Government issue orders enhancing the same.

**28.** Revised rates of Travelling Allowances will have effect from 01.03.2021.

### **Medical Benefits**

**29.** The existing scheme of Medical Reimbursement in the state will continue, until implementation of Medical Insurance Scheme.

### **Surrender of Earned Leave**

**30.** The existing system of surrender of Earned Leave for 30 days in a financial year will continue.

### **Leave Travel Concession**

**31.** The existing scheme will continue.

### **Part-Time Contingent Employees**

**32 (1)** The existing scales of pay of various categories of Part Time Contingent Employees including Patient employees in Health Services department are revised as follows with effect from 01.07.2019.

| <b>Category</b> | <b>Existing Scale of Pay</b>                  | <b>Revised scale of pay</b>                    |
|-----------------|-----------------------------------------------|------------------------------------------------|
| 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.           |

(2) The revision of pay from existing pay to revised pay will be in accordance with the Table for Stage to Stage fixation of pay as provided in **Annexure VIII**.

(3) Rules of fixation of pay in the revised scales of pay is given in **Annexure VII**.

(4) 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.

**Allowances: -**

**(5)(i) Footwear Allowance:**

The existing rate of Footwear Allowance to eligible categories will be enhanced to ₹500 per annum.

**(ii) Spectacle Allowance:**

The cost incurred towards the purchase of spectacles will 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 will be sanctioned to employees who are working in designated areas.

**(iv) Special Allowance for differently abled employees:**

The rate of Special Allowance admissible to differently abled Part Time Contingent employees will be revised to ₹ 1100 per month.

**(v) Compensatory Allowance:**

Compensatory Allowance of ₹120/- per month will be sanctioned to those employees working in the offices located in Municipal Corporation limits.

(vi) The revised rates of allowances of Part Time Contingent Employees will have effect from 01.03.2021.

**Casual Sweepers**

33. The existing remuneration of ₹6000 per month admissible to Casual Sweepers will be enhanced to a consolidated amount of ₹8000 per month. The revised rates have effect from 01.03.2021.

**Applicability**

34. The revised scales of pay and other benefits, sanctioned in this order will be applicable to all State Government employees, staff of Aided Schools, Colleges and Polytechnics (excluding those covered by UGC/AICTE scale of pay and also posts for which Central scales of pay have already been allowed such as staff of Medical College, Judicial Officers drawing pay as per the recommendation of National

Judicial Pay Commission). Full time employees borne on the contingent and work charged establishment employees of local bodies and personal staff of Chief Minister, Other Ministers, Leader of Opposition, Government Chief Whip and MLAs to whom State scales of pay apply. Those State Government employees who are not on the State scales of pay (e.g. those on UGC/AICTE scale of pay), will get other benefits and allowances at revised rates if they were entitled to such benefits and allowances before implementation of this Order. **Para 32** of this Order is applicable to Part-Time Contingent employees and **Para 33** is applicable to Casual Sweepers. Part-Time Contingent employees are eligible for only the benefits provided under **Para 32** of this Order.

**35.** In respect of Public Sector Undertakings, Statutory Corporations/Boards, Autonomous Bodies and Government Grant-in-aid institutions, where State scales of pay and DA rate are allowed to the employees, this Order will not be automatically applied unless formal approval/sanction of the Government is issued for extending the revised pay scales and other benefits to their employees. The rate of DA as per the formula provided in this Order will be applicable only in cases where complete neutralization of DA with pay as on 01.07.2019 is effected.

**Rules for fixation of pay consequent to promotion and other appointments [Rule 28A and 37(a) Part I KSR]**

**36.** The existing method of fixation of pay for promotions contemplated under Rule 28 A Part I KSR will be continued for fixation in revised scales also. Accordingly, where an officer holding a post in a substantive, temporary or officiating capacity is promoted or appointed in a substantive, temporary or officiating capacity to another post carrying a higher time-scale of pay, his initial pay in the higher time-scale of pay, shall be fixed at the stage next above the pay notionally arrived at in the lower time-scale of pay by increasing the actual pay drawn by him in the lower time-scale by one increment. A re-fixation of pay will be allowed whenever there is a change of pay in the lower time-scale. Fixation of pay will be done as above in respect of promotions/appointments taking effect from that date onwards. However, Rule 28 A Part I will not apply to promotions/appointments to posts

carrying higher time scale of pay, the minimum of which exceeds Rs.95600. In such cases fixation will be allowed under Rule 37 (a), Part I KSRs.

**37.** In all cases of Time Bound Higher Grade promotions to higher scales of pay, the existing practice of fixation of pay under Rule 28 A Part I KSRs will continue without the option facility. Detailed guidelines for fixation of pay are shown in **Annexure VI.**

**38.** In all cases of regular promotions from time bound grades to posts (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 KSRs. The next increment in the same or higher scale will fall due on the date of increment in the time bound grade scale.

**39.** Where promotion/appointment by transfer to posts happen to have the same scale of pay of the feeder category posts, one advance increment will be granted to the incumbents appointed by promotion or by transfer to posts carrying the same scale of pay as the feeder category posts without prejudice to the normal increments. However, 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 will be limited to the first promotion only, with effect from 01.04.2021. 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. This will take effect from 01.07.2019.

**40.** In the case of an officer who was promoted prior to 01.07.2019 and enjoyed the benefit of fixation of pay under Rule 28 A Part I KSRs, the benefit of re-fixation of pay on the normal increment date due after 01.07.2019 will be allowed in the revised scales.

#### **Date of Effect**

**41.** The date of effect of the revised scales of pay will be 01/07/2019. Revised pay will be admissible with the salary for the month of March 2021. The date of effect of revised rates of monthly allowances will be 01/03/2021. Modified

ratio/percentage based higher grade promotions, other periodical allowances including Uniform allowance, Footwear allowances etc. will have effect from 01/04/2021. Revised Time Bound Higher Grade Scheme will be applicable w.e.f 01/04/2021. Revised rates of Travelling Allowance will have effect from 01/03/2021.

**42.** Dearness Allowance at the rate of 7% will be allowed along with the revised pay for the month of March 2021.

#### **Arrears**

**43.** The revised pay and allowances will be granted in cash from 01.04.2021 with the salary of March 2021. Arrears on account of pay revision will be credited to the PF Account of employees in four installments each at 25% on 01.04.2023, 01.10.2023, 01.04.2024 and 01.10.2024. The arrears on Dearness Allowance at the rate of 4% w.e.f 01.01.2020 to 30.06.2020 and 7% w.e.f 01.07.2020 to 31.03.2021 will be credited to the PF Account along with the salary of April 2021. The amounts so credited to PF Account will not be allowed to withdrawn prior to 31.03.2024. 50% of the amounts so credited in to the PF Account could be withdrawn after 01.04.2024 and full amount could be withdrawn only after 01.04.2025. In case of employees who do not have PF Account on 01.05.2021, or closed PF accounts prior to those dates the amounts of arrears on account of pay revision and DA will be paid in cash after 01.07.2021.

**44.** The pay of all non-gazetted officers on 01.07.2019 will be replaced with the revised pay stage by SPARK in accordance with the table provided in **Annexure III** to this Order. The Drawing and Disbursing Officers will confirm the pay so provided in the SPARK before 15.03.2021. The change in pay happened after 01.07.2019 will also be updated by the SPARK and the Drawing and Disbursing Officers will confirm such change in pay as on 01.03.2021 so provided in the SPARK. The Drawing and Disbursing Officers should make necessary entries in the Service Book of the employees while confirming the pay provided in the SPARK. If any authorities fail to confirm the pay provided in the SPARK, the employees will be given the revised pay and allowances for two months on the basis of pay updated in the SPARK, provided that the pay of such employees from

07/2019 to 02/2021 should be processed in SPARK. Different allowances as per this Order applicable to employees will be updated by the Drawing and Disbursing Officers into SPARK before 31.03.2021. If any authorities fail to update allowances, Allowances at the pre-revised rates will be allowed for two months. In the case of employees whose pay are drawn based on counter signed bills, the Counter Signing Authorities will make counter signature of revised pay in SPARK using online methodology as per the provisions laid down in G.O.(P) No.163/2020/Fin dated 22.12.2020.

45. In the case of Gazetted Officers, the Drawing and Disbursing Officers concerned and SPARK authorities should take steps to get the revised salary fixed by the Accountant General before 10.03.2021 so as to disburse revised pay along with the salary of March 2021.

46. All Non-Gazetted Officers shall furnish an undertaking in the form prescribed by GO(P)No.169/2019/Fin dated 13.12.2019 to their Drawing and Disbursing Officer in order to get the revised pay in the revised scale. The undertaking shall be countersigned by the Drawing and Disbursing Officer and pasted in the Service Book of the incumbent. The Gazetted Officers shall furnish the undertaking in duplicate and the Drawing and Disbursing Officer will forward one copy with his counter signature to the Accountant General (A&E) who will authorise revised pay. However no undertaking will be insisted on where the Officer is no more. Those Gazetted Officers who retired on or after 01.07.2019 shall submit the undertaking directly to the Accountant General. Revised salary for two months will be allowed even if Undertaking is not furnished. Form of Undertaking is provided in **Annexure V.**

47. (1) Pension contribution based on the pay in the revised scale of pay will be recovered from 01/07/2019. Foreign employers will arrange the remittance at the revised rates from 01/07/2019.

(2) In the case of employees who come under National Pension System, the pension contribution on the basis of revised scale of pay will be recovered from the salary for the month of March 2021 onwards.

48. Omissions/errors/inclusion of new category (temporary posts) if any, in respect of posts or scales of pay indicated in **Annexure X/ XI** to this Order should be reported to Government by the Heads of Departments within a month positively from the date of this Order with relevant supporting documents for timely rectification. The Heads of Departments will be held responsible for any lapse in this regard.

49. Arrear claims preferred in pursuance of these orders will be paid without pre-check in relaxation of Article 53, Kerala Financial Code, Volume I.

50. The Heads of Departments and other Officers who inspect their subordinate offices, will check the entries made in Service Book in respect of revised pay in the revised scales. In case where overpayment of pay or grant of irregular grade is found, the inspecting officer should record the same in the Service Books concerned and instructions should be given to concerned officers to rectify the defects. In the Departments where there are arrangements for internal audit, the audit team shall review the revised pay, verify the entries in the Service Book and record therein that such verification has been done. If defects are detected in the case of Gazetted Officers, the inspecting officers should intimate them to the Accountant General for appropriate action.

51. Recoveries will be insisted upon where overpayments are made. If an officer competent to authorize pay under these orders or approve/countersign the pay fixation has any doubt regarding the application of these orders, he shall seek clarification of the Pay Revision Cell in the Finance Department in Government before approving the pay fixation and disbursing the pay.

52. Revised classification of Government employees into Group A, Group B, Group C and Group D based on the revised scales of pay is shown in **Annexure IX**.

53. Detailed orders on pension and other related benefits will be issued separately.

54. In the case of pay, allowances, redesignation, RBHG , TBHG etc, the orders issued by Finance Department alone shall be included in the SPARK and Accountant General shall issue slips based on the orders issued by Finance Department only.

55. This order does not cover all the recommendations submitted by XI Pay Revision Commission. A committee consisting of the following Secretaries will examine other recommendations of the Commission and submit its report within one month. Detailed orders will be issued thereafter.

- 1) Additional Chief Secretary (Finance) - Convenor
- 2) Additional Chief Secretary (P&ARD) - Member
- 3) Principal Secretary (GAD) - Member

**By Order of the Governor,**

**RAJESH KUMAR SINGH IAS  
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

All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government

All Heads of Departments and Officers

All Departments (All sections) of the Secretariat

The Secretary, Kerala Public Service Commission (with C.L)

The Registrar, University of Kerala/Cochin/Calicut/M.G/Kannur/Sanskrit (with C.L)

The Registrar, Kerala Agricultural University Thrissur (with C.L)

Secretary, Kerala State Electricity Board (with C.L)      The General Manager, Kerala State Road Transport Corporation (with C.L)

The Registrar, High Court, Ernakulam (with C.L)

The Private Secretaries to Chief Minister and Other Ministers

The Private Secretaries to Speaker, Deputy Speaker, The Leader of Opposition and Government Chief Whip

Director of Public Relations, Thiruvananthapuram

The Secretary to Governor

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 Chief Regional Manager, State Bank of India, Thiruvananthapuram

The Divisional Manager, Syndicate Bank, Thiruvananthapuram

The Regional Manager, Vijaya Bank, Thiruvananthapuram

The Regional Manager, Indian Overseas Bank, Thiruvananthapuram

The Director of Treasuries, Thiruvananthapuram

The District Treasuries/Sub Treasuries

The Nodal Officer, [www.finance.kerala.gov.in](http://www.finance.kerala.gov.in)

Stock File (E-1690411)

Forwarded by Order,



Section Officer

**Existing and Revised Scales of Pay**

| <b>Scale No</b> | <b>EXISTING SCALES OF PAY</b>                                                                     | <b>REVISED SCALES OF PAY</b>                                                                             |
|-----------------|---------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| <b>S1</b>       | 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                                     |
| <b>S2</b>       | 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                                     |
| <b>S3</b>       | 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                          |
| <b>S4</b>       | 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               |
| <b>S5</b>       | 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               |
| <b>S6</b>       | 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              |
| <b>S7</b>       | 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             |
| <b>S8</b>       | 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  |
| <b>S9</b>       | 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  |
| <b>S10</b>      | 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 |
| <b>S11</b>      | 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 |

|            |                                                                                               |                                                                                                           |
|------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| <b>S12</b> | 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  |
| <b>S13</b> | 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  |
| <b>S14</b> | 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 |
| <b>S15</b> | 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 |
| <b>S16</b> | 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            |
| <b>S17</b> | 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           |
| <b>S18</b> | 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           |
| <b>S19</b> | 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                      |
| <b>S20</b> | 55350-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-101400                      | 77200-1800-79000-2000-89000-2200-97800-2500-115300-2800-140500                                            |
| <b>S21</b> | 60900-1500-65400-1650-72000-1800-81000-2000-97000-2200-103600                                 | 85000-2000-89000-2200-97800-2500-115300-2800-140500-3100-143600                                           |
| <b>S22</b> | 68700-1650-72000-1800-81000-2000-97000-2200-108000-2400-110400                                | 95600-2200-97800-2500-115300-2800-140500-3100-149800-3400-153200                                          |

|                     |                                                                                                                                                                                             |                                                                                                                                                                                                   |
|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>S23</b>          | 77400-1800-81000-2000-97000-2200-108000-2400-115200                                                                                                                                         | 107800-2500-115300-2800-140500-3100-149800-3400-160000                                                                                                                                            |
| <b>S24</b>          | 81000-2000-97000-2200-108000-2400-117600                                                                                                                                                    | 112800-2500-115300-2800-140500-3100-149800-3400-163400                                                                                                                                            |
| <b>S25</b>          | 85000-2000-97000-2200-108000-2400-117600                                                                                                                                                    | 118100-2800-140500-3100-149800-3400-163400                                                                                                                                                        |
| <b>S26</b>          | 89000-2000-97000-2200-108000-2400-120000                                                                                                                                                    | 123700-2800-140500-3100-149800-3400-166800                                                                                                                                                        |
| <b>S27</b>          | 93000-2000-97000-2200-108000-2400-120000                                                                                                                                                    | 129300-2800-140500-3100-149800-3400-166800                                                                                                                                                        |
| <b>Master Scale</b> | 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 |

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

**Existing emoluments**

- (6) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01/07/2019 in the existing scale of pay. Increments, if any, accrued on 01/07/2019 will also be reckoned.
- (7) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2019.
- (8) In cases where Personal pay is existing in the pre revised scale of pay, revised pay stage in the revised scales shall be arrived at based on the pre revised basic pay only. After arriving at the revised pay stage, existing Personal pay will be revised by multiplying it with the factor of 1.28 and the result will be rounded off to the next multiple of ₹100. If the amount so obtained is equal to or greater than the amount of increment(s) next above the pay fixed in the revised scale, an amount of Personal pay equal to the sum of increment(s) in the revised scales of pay will be subsumed into the basic pay in the revised scale of pay. The remaining portion of Personal pay, if any, after subsumed into basic pay will be continued in the revised scales as Personal pay. In other cases where the revised Personal pay as arrived at above is less than an increment, the Personal pay will be continued as such in the revised scale without absorption in future increase in pay.
- (9) Residuary Pay existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. The existing Residuary Pay in the pre-revised scale will be multiplied by a factor of 1.28 and the result will be rounded to the next multiple of ₹10. The Residuary Pay so fixed will be retained in the revised scale and the existing conditions of payment will continue.
- (10) Special Pay existing in the pre-revised pay structure will not be reckoned for

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

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

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

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

(14) **Date of next increment-** The existing date of increment shall not undergo any change. In all cases where the minimum of the scale of pay of an employee is greater than the pay stage eligible with effect from 01/07/2019 in accordance with Annexure III, 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 III on declaration of probation, notionally counting the increment accrued but withheld. Monetary benefit of revision of fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the normal date.

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

(20) **Stagnation increment-** The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale.

Suitable illustrations for the above Rules are provided under Annexure IV.

Stage to Stage Fixation Table

| Stage No | Existing pay stage (₹) | Revised Pay Stage (₹) | Stage No | Existing Pay Stage (₹) | Revised Pay Stage (₹) | Stage No | Existing Pay Stage (₹) | Revised Pay Stage (₹) |
|----------|------------------------|-----------------------|----------|------------------------|-----------------------|----------|------------------------|-----------------------|
| 1        | 2                      | 3                     | 1        | 2                      | 3                     | 1        | 2                      | 3                     |
| 1        | 16500                  | 23000                 | 29       | 33900                  | <b>47800</b>          | 57       | 67050                  | 93400                 |
| 2        | 17000                  | 23700                 | 30       | 34800                  | 49000                 | 58       | 68700                  | 95600                 |
| 3        | 17500                  | 24400                 | 31       | 35700                  | 50200                 | 59       | 70350                  | <b>97800</b>          |
| 4        | 18000                  | 25100                 | 32       | 36600                  | 51400                 | 60       | 72000                  | 100300                |
| 5        | 18500                  | 25800                 | 33       | 37500                  | <b>52600</b>          | 61       | 73800                  | 102800                |
| 6        | 19000                  | 26500                 | 34       | 38500                  | 53900                 | 62       | 75600                  | 105300                |
| 7        | 19500                  | 27200                 | 35       | 39500                  | 55200                 | 63       | 77400                  | 107800                |
| 8        | 20000                  | <b>27900</b>          | 36       | 40500                  | <b>56500</b>          | 64       | 79200                  | 110300                |
| 9        | 20550                  | 28700                 | 37       | 41500                  | 57900                 | 65       | 81000                  | 112800                |
| 10       | 21100                  | 29500                 | 38       | 42500                  | 59300                 | 66       | 83000                  | <b>115300</b>         |
| 11       | 21650                  | 30300                 | 39       | 43600                  | <b>60700</b>          | 67       | 85000                  | 118100                |
| 12       | 22200                  | <b>31100</b>          | 40       | 44700                  | 62200                 | 68       | 87000                  | 120900                |
| 13       | 22800                  | 32000                 | 41       | 45800                  | 63700                 | 69       | 89000                  | 123700                |
| 14       | 23400                  | 32900                 | 42       | 46900                  | <b>65200</b>          | 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                  | <b>70000</b>          | 73       | 97000                  | 134900                |
| 18       | 25850                  | 36500                 | 46       | 51600                  | 71800                 | 74       | 99200                  | 137700                |
| 19       | 26500                  | 37400                 | 47       | 52800                  | 73600                 | 75       | 101400                 | <b>140500</b>         |
| 20       | 27150                  | <b>38300</b>          | 48       | 54000                  | 75400                 | 76       | 103600                 | 143600                |
| 21       | 27800                  | 39300                 | 49       | 55350                  | 77200                 | 77       | 105800                 | 146700                |
| 22       | 28500                  | 40300                 | 50       | 56700                  | <b>79000</b>          | 78       | 108000                 | <b>149800</b>         |
| 23       | 29200                  | 41300                 | 51       | 58050                  | 81000                 | 79       | 110400                 | 153200                |
| 24       | 29900                  | <b>42300</b>          | 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                  | <b>89000</b>          | 83       | 120000                 | <b>166800</b>         |
| 28       | 33100                  | 46700                 | 56       | 65400                  | 91200                 |          |                        |                       |

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<br>(Rule 28A Part I KSR)     | 41300<br>(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:

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<br>(42500-87000)                           | 91200<br>(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<br>(45800-89000)                           | 95600<br>(63700-123700)                  |
| 01.05.2020 | 70350<br>(Re-fixation under Rule 28A)            | 97800<br>(Re-fixation under Rule 28A)    |
| 01.05.2021 |                                                  | 100300 (Increment)                       |

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

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

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

| Date       | Pay Stage in the Pre-revised Scale | Pay Stage in the Revised Scale                               |
|------------|------------------------------------|--------------------------------------------------------------|
| 01.07.2019 | 65400                              | 91200                                                        |
| 18.08.2019 | 65400                              | 91200                                                        |
| 01.05.2020 | 65400                              | 91200(1 <sup>st</sup> increment in the revised scale barred) |
| 01.05.2021 | 65400                              | 91200(2 <sup>nd</sup> 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/-)<br>Revised PP-₹1500x1.28=₹1920<br>Next Multiple of 100=₹2000<br>Next Increment after ₹ 75400 is ₹1800<br>Pay stepped up to ₹77200<br>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/-)<br>₹1100x1.28=₹1408<br>Next Multiple of 100=₹1500 (It is less than the next increment above ₹ 75400 )<br>Hence no step up in pay will be given and his pay will be ₹75400+1500PP. The PP will not be absorbed in future increase in pay |
| 01.05.2020 | 55350+1100PP                       | ₹ 77200+1500 PP                                                                                                                                                                                                                                                          |

### Rule 9

An employee in the scale of pay of ₹89000-120000 is drawing basic pay ₹120000 and Residuary Pay ₹4500 w.e.f. 01.07.2014, his pay in the revised scale of pay of ₹123700-166800 as on 01.07.2019 will be ₹166800. His Residuary Pay in the revised scale will be ₹5760 (1.28x4500=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).

### Rule11

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

| Date       | Pay Stage in the Pre-revised Scale | Pay Stage in the Revised Scale                                                                                                                           |
|------------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 01.07.2019 | 41500+₹2000 SI (2)                 | Revised pay stage of ₹41500 is ₹57900, last increment rate in the scale of pay of ₹25100-57900 is ₹1400. Hence his revised pay will be ₹57900+2800 SI(2) |
| 01.05.2020 | 41500+₹3000 SI(3)                  | 57900+₹4200 SI (3)                                                                                                                                       |
| 01.05.2021 | 41500+₹4000 SI (4)                 | 57900+₹5600 SI (4)                                                                                                                                       |
| 01.05.2022 | 41500+₹4000 SI (4)                 | 57900+₹5600 SI(4)                                                                                                                                        |

|            |                                                                       |                                                                 |
|------------|-----------------------------------------------------------------------|-----------------------------------------------------------------|
| 01.05.2023 | 41500+₹5000 SI(5) 5 <sup>th</sup> Stagnation Increment Fifth biennial | 57900+₹7000 SI(5) 5 <sup>th</sup> Stagnation Increment biennial |
| 01.05.2024 | 41500+₹5000 SI(5) No further stagnation increments                    | 57900+₹7000 SI(5) No further stagnation increments              |

### Rule 12

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

| Date       | Pay Stage in the Pre-revised Scale                                           | Pay Stage in the Revised Scale                                                                                                                                                                     |
|------------|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 01.07.2019 | 41500+800 PP+₹2000 SI (2)                                                    | Revised pay stage of ₹41500 is ₹57900; Last increment rate in the scale of pay of ₹25100-57900 is ₹1400. Hence his revised pay will be ₹57900+2800 SI(2)+1100 PP(800 X 1.28=1024, rounded to 1100) |
| 01.05.2020 | 41500+800 PP+₹3000 SI(3)                                                     | 57900+1100 PP+₹4200 SI (3)                                                                                                                                                                         |
| 01.05.2021 | 41500+800 PP+₹4000 SI (4)                                                    | 57900+1100 PP+₹5600 SI (4)                                                                                                                                                                         |
| 01.05.2022 | 41500+800 PP+₹4000 SI (4)                                                    | 57900+1100 PP+₹5600 SI(4)                                                                                                                                                                          |
| 01.05.2023 | 41500+800 PP+₹5000 SI(5) 5 <sup>th</sup> Stagnation Increment Fifth biennial | 57900+1100 PP+₹7000 SI(5) 5 <sup>th</sup> 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                                                                                                                                         |

### Rule14

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:

**EmployeeA**

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

**Employee B**

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

## Employee C

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

### Rule19

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               |
|------------|---------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------|
| 01.07.2019 | ₹ 38500<br>(₹ 25200-54000)                                          | ₹ 53900<br>(₹ 35600-75400)<br>(senior clerk)                      | ₹ 55200<br>(Stipend)                |
| 01.05.2020 | ₹ 38500<br>(₹ 25200-54000)                                          | ₹ 53900<br>(₹ 35600-75400)<br>(senior clerk)                      | ₹ 55200<br>(Stipend)                |
| 05.06.2020 | ₹ 40500<br>(₹ 39500-83000)<br>(Fixation under Rule 28 A Part I KSR) | ₹ 56500<br>(₹ 51400-110300) (Fixation under Rule 28 A Part I KSR) | ₹ 56500(Pay)<br>(State Tax Officer) |
| 01.05.2021 | ₹ 41500 (Re-fixation under Rule 28A)                                | ₹ 57900<br>(Re-fixation under Rule 28A)                           | 57900<br>(State Tax Officer)        |

**Undertaking**

(vide G.O.(P) No.169/2019/Fin. Dated 13/12/2019)

*I hereby undertake that in the event of my pay, leave salary or pension or any other item having been fixed in a manner contrary to the provisions contained in the rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payment due to me or in cash.*

Date:

Place:

Signature:

Name:

Designation:

PEN:

Countersignature of Drawing and Disbursing officer/ Head of office with date

Name:

Designation:

PEN:

**SCHEME OF TIME BOUND HIGHER GRADE PROMOTION****A. GENERAL SCHEME**

1. Employees who remain in their entry posts in the scales of pay ranging from ₹23000-50200 to ₹85000-143600 will be given higher grades as mentioned below on completion of following specified periods of service in their posts in the scales of pay mentioned in the tables, subjects to para 7 below.

- (1) The first TBHG on completion of 8 years of service in the entry post.
- (2) The second TBHG on completion of 15 years of service in the entry post and the first regular promotion post/ Time Bound Higher Grade taken together.
- (3) The third TBHG on completion of 22 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.
- (4) The fourth TBHG on completion of 27 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.

2. Employees who remain in their entry posts in the scales of pay ranging from ₹23000-50200 to ₹27900-63700 will be given four Higher Grades on completion of 8,15,22 and 27 years of service. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

**TABLE - I**

| Revised scale of pay in the entry post | 1 <sup>st</sup> TBHG in the entry post | 2 <sup>nd</sup> TBHG | 3 <sup>rd</sup> TBHG | 4 <sup>th</sup> TBHG |
|----------------------------------------|----------------------------------------|----------------------|----------------------|----------------------|
| 23000-50200                            | 23700-52600                            | 24400-55200          | 26500-60700          | 27900-63700          |
| 23700-52600                            | 24400-55200                            | 25100-57900          | 26500-60700          | 27900-63700          |
| 24400-55200                            | 25100-57900                            | 26500-60700          | 27900-63700          | 31100-66800          |
| 25100-57900                            | 26500-60700                            | 31100-66800          | 37400-79000          | 39300-83000          |
| 26500-60700                            | 31100-66800                            | 37400-79000          | 39300-83000          | 43400-91200          |
| 27900-63700                            | 31100-66800                            | 37400-79000          | 39300-83000          | 43400-91200          |

3. Employees who remain in their entry posts in the scales of pay ranging from ₹31100-66800 to ₹39300-83000 will be given three Higher Grades on completion of 8,15 and 22 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

**TABLE - II**

| <b>Revised scale of pay in the entry post</b> | <b>1<sup>st</sup> TBHG in the entry post</b> | <b>2<sup>nd</sup> TBHG</b> | <b>3<sup>rd</sup> TBHG</b> |
|-----------------------------------------------|----------------------------------------------|----------------------------|----------------------------|
| 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**

| <b>Revised scale of pay in the entry post</b> | <b>1<sup>st</sup> TBHG in the entry post</b> | <b>2<sup>nd</sup> TBHG</b> |
|-----------------------------------------------|----------------------------------------------|----------------------------|
| 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**

| <b>Revised pay scale in the entry post</b> | <b>TBHG for 8 years of service in the entry post</b> |
|--------------------------------------------|------------------------------------------------------|
| 59300-120900                               | 63700-123700                                         |
| 63700-123700                               | 77200-140500                                         |
| 77200-140500                               | 95600-153200                                         |
| 85000-143600                               | 95600-153200                                         |

6. For incumbents in the posts on scales of pay above ₹85000-143600, no TBHG will be allowed.

7. If there is a regular promotion post (including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from ₹23000-50200 to ₹45600-95600 and its scale of pay is higher than the Time Bound Higher Grade proposed above, then the qualified incumbent will be given the scale of pay of the regular promotion post in the direct line of promotion as Time Bound Higher Grade scale. (While assigning higher grade, only qualified hands eligible for regular promotion will be allowed the scales of pay of regular promotion posts). In cases where there exists no such immediate regular promotion post under common category in a department, the scale of pay of immediate regular promotion post as shown in the schedule of posts under common category as per Special Rules alone will be admissible as grade scale (i.e. in case where there are only Junior Superintendent post and no intermediary post of Head Clerk in a department, a UD Clerk will be eligible for higher grade in the scale of pay of Head Clerk only). Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay in **Annexure I**.

8. The benefit of scale of pay of promotion posts is limited to non-gazetted entry posts in the entry scales of pay ranging from ₹23000-50200 to ₹45600-95600. Among the categories in Table III, those coming under the pay scales ranging from ₹50200-105300 to ₹56500-118100 will be allowed TBHG as specified in the Table.

9. If an officer is granted 1<sup>st</sup> or 2<sup>nd</sup> TBHG in the 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 1<sup>st</sup> or 2<sup>nd</sup> 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 Standard Scales of pay in Annexure I 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 promotion post, the scale of pay of which is given as the TBHG to the incumbent and the date of effect of TBHG shall be mentioned. If such rules/ orders are not available, grades will be sanctioned in the scale of pay specified in the Tables concerned.

11. If an officer had been granted regular promotion to a post on a lower scale of pay than that proposed in the Table, before completion of the prescribed qualifying service required for TBHG, the scale of pay of TBHG specified in the Table will be

given on completion of prescribed years of qualifying service for getting TBHG by reckoning the total service in both the lower post and promotion post taken together. In such cases the fixation under Rule 30, Part I KSR will be admissible and the next increment will be allowed on the normal increment date in the earlier promoted post.

**12.** In all cases of regular promotions from Time Bound Higher Grades to post (equivalent to that of the grade post) carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30, Part I KSR. The next increment in the same or higher scale will fall due on the date of increment in the Time Bound Higher Grade post. This is applicable only to an officer promoted from Time bound Higher Grade to the equivalent regular promotion post on the same or higher scale of pay which is in the regular line of promotion of the post held by him. In the case of an officer promoted or appointed 'by transfer' to a post which is not equivalent to the Time Bound Higher Grade enjoyed by him and carries lower, same or higher scale of pay, fixation of pay will be made under the appropriate rules of fixation of pay in KSRs.

**13.** In the case of an employee enjoying the Time Bound Higher Grade Promotion in the pre-revised grade scale, his pay revision shall be done only in his 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. A person in the post 'A' was given 1<sup>st</sup> TBHG in the pre-revised scale of pay of 'B' [₹ 26500-56700] prior to 01.07.2019, Para 13 provides that the pay revision of such a person should be done in the revised scale of pay of ₹ 39300-83000, and not in the corresponding revised scale of pay of his existing scale of ₹ 26500-56700 i.e., 37400-79000".*

**14.** In the case of Time Bound Higher Grade promotion, the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSR i.e. one notional increment will be given and thereafter the pay in the higher grade scale will be fixed at the next stage above the pay in the lower time scale, arrived after adding notional increment, as on the date of the higher grade promotion. However, he will draw his next increment in the grade scale on the date he would have drawn his normal increment in the lower scale. But in the case of an officer who got the benefit of more than two increments on account of fixation of pay on sanction of higher grade, he will draw his next increment on completion of one year service in the grade scale. There will not be any option to elect a convenient date for sanction of TBHG and

the fixation on Time Bound Higher Grade Promotion shall be done on the due date itself.

**15.** In the matter of determination of scales of pay of TBHG on 2<sup>nd</sup> / 3<sup>rd</sup> / 4<sup>th</sup> 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 2<sup>nd</sup> /3<sup>rd</sup> / 4<sup>th</sup> 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 Standard Scales of pay in Annexure I as illustrated below:

*For eg., The scale of pay of Radiographer in Health Services department is ₹31100-66800. The scale of pay of its 1<sup>st</sup> and 2<sup>nd</sup> promotion posts are Radiographer Gr I and Chief Radiographer in the scales of pay ₹37400-79000 and ₹ 50200-105300 respectively. 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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 3<sup>rd</sup> TBHG of the incumbent will be given in the next higher scale of pay of ₹50200-105300 in the Standard Scales of Pay in Annexure I i.e., at ₹51400-110300.*

**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 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> TBHG, subject to the general conditions.

**17.** The term 'entry post' shall be defined as the post to which an employee is initially appointed in Government service by direct recruitment by the competent authority. Appointments made by PSC, "by transfer" from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of Time Bound Higher Grade. An employee who has been initially appointed in a post in one department gets appointment subsequently by direct recruitment (PSC) or by other means in another post in the same /other department, his entry post will be the newly appointed post, in such cases Time Bound Higher Grade Promotion will be granted based on the new entry post only. Service in different posts having same scale will not be treated as qualifying service. Similarly, in the case of employees who get inter departmental transfer (interdepartmental transferees), their prior service in the entry post in the former department will also be reckoned as

qualifying service for time bound higher grade. Those who get regular promotion or appointment to higher posts within the period specified for each Time Bound Higher Grade, will not be granted further Time Bound Higher Grade during that period.

**18.** All promotions in the regular line of promotion from Subordinate Service to State Service (e.g promotion as Senior Superintendent from Junior Superintendent, Section Officer from Assistant Section Officer, Assistant Engineer from First Grade Overseer etc) are also termed as 'by transfer' appointment. However, further Time Bound Higher Grade promotion will not be granted by reckoning the service in the promoted posts (Senior Superintendent, Section Officer, Assistant Engineer etc.) taken as entry post on analogy with by transfer appointment i.e., promotion to a post in the direct line of promotion in a Department made on the basis of select list prepared by the Departmental Promotion Committee, will not be treated as direct recruitment for allowing the benefit of Time Bound Higher Grade. All appointment 'by transfer' except the promotions/appointments from Subordinate Service to State Service as mentioned above will be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.

**19.** The service rendered in the entry post and reckoned for normal increments will be treated as the qualifying service for granting Time Bound Higher Grades in that post. The period of service during which increment(s) are barred without cumulative effect and Dies-non period will be reckoned as qualifying service for granting TBHG promotions. 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 will also be reckoned as qualifying service for TBHG. Similarly the (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 in which promotion is barred will not be reckoned as qualifying service for TBHG.

**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 3<sup>rd</sup> and 4<sup>th</sup> Time Bound Higher Grades. This benefit will not be allowed to 1<sup>st</sup> and 2<sup>nd</sup> Time Bound Higher Grades. However, the 4<sup>th</sup> TBHG to such persons will be given only

after completion of 5 years from the date of effect of 3<sup>rd</sup> TBHG promotion.

**22.** Military service which counts for civil pension of Ex-servicemen will be reckoned as qualifying service for allowing first higher grade. However, on the basis of Judgement dated 25.3.15 of the Hon'ble Supreme Court of India in Civil Appeal No. 3136/15 and other connected Civil Appeals, Government have issued GO(P)No.408/15/Fin dated 14.9.2015, in which it has been clarified that the ex-servicemen who were under War/Military service got appointment in the State Civil Service in Gazetted and Non-Gazetted posts are eligible to get the benefit of first Time Bound Higher Grade counting the War/Military service without refunding their mustering out benefits. The Civilian service under Military will not be counted for granting higher grade. The State Government employees who are in service on 14.9.2015 (date of order) and who joined State Government Service after 14.9.2015 are eligible to get the benefits in GO(P)No.408/15/Fin dated 14.9.2015. As per the said Government Order, a State Government employee having 10/8 or more years of War/Military service prior to the date of joining in Government Service, as the case may be, are eligible to get first Time Bound Higher Grade on the date of joining in Government service itself in the next higher scale above the scale of pay of the entry post in the list of standard scales in Annexure I, with the benefit of fixation of pay under Rule 28A KSRs Part I. The scale of pay of regular promotion post / table scale will be admissible with fixation of pay under Rule 30 Part I KSR only after the declaration of satisfactory completion of probation and on acquiring qualifications of regular promotion posts as the case may be. Ex-servicemen, enjoying protection of pay will not be allowed this benefit, and in that case service under State Government alone will be reckoned as qualifying service.

**23.** The general terms and conditions of TBHG promotions are as follows:

(1) Since promotions to the time bound higher grade posts are granted on the basis of completed years of service prescribed for each grade, after converting the existing lower post held by the employee to a post on higher scale of pay, there will be no resultant vacancy in the lower post to be filled up. The question of resultant vacancy arises only when the employee is promoted to a regular post in the same / higher scale in the usual manner. The Heads of Department / Appointing Authorities are empowered to fix higher grades strictly observing the provisions contained in the 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. Promotions to time bound higher grade post will not confer seniority on the promotee. When time bound higher grades are granted, following designations will be given in the following three circumstances.

- i. TBHG on Scales of pay of promotion posts: The abbreviation 'TBHG-P' will be inserted with the existing designation of the employee within brackets.
- ii. TBHG on Table Scales: The abbreviation 'TBHG-T' will be inserted with the existing designation of the employee within brackets.
- iii. TBHG on unqualified Scales: The abbreviation 'TBHG-U' will be inserted with the existing designation of the employee within brackets.

(2) On acquiring test qualification or on becoming eligible for permanent exemption from acquiring obligatory departmental test qualification in accordance with Rule 13B of the general rules of KS & SSR 1958, on attaining 50 years of age, they will be granted scale of pay of promotion post with fixation benefit as per government Decision under Rule 30 Part I KSR. Persons who are not eligible for permanent exemption by application of Rule 13B of KS & SSR, 1958 even on attaining 50 years of age shall not be eligible for the scale of pay of promotion post.

(3) Provisional service will be reckoned for TBHG promotion only if the provisional service has been reckoned for increment in terms of Government Decision No.2 below Rule 33 Part I KSR.

(4) Declaration of probation is not a necessary condition for the sanction of time bound grade promotion. But such persons are eligible for TBHG in the unqualified scales only. 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 in Annexure I on completion of prescribed periods of qualifying service in the entry cadre. Increments in the TBHG scales can be sanctioned to them only after the declaration of satisfactory completion of probation.

(5) Acquisition of test qualification for regular promotion post is not essential for granting time bound higher grades. Such incumbents are eligible for TBHG promotions in the unqualified scales only. ie., in the next higher scale of pay of the existing scale of pay of the incumbent in the Standard Scales of pay in Annexure I.

(6) In the case of 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 in the clerk post. The number of 28A fixations enjoyed in the Typist/Confidential Assistant

posts shall determine the eligibility for further fixation in TBHG in the clerk post.

(8) In the case of Last Grade Employees, their full-time service in the various categories of Last Grade Service (both in the regular and full time contingency service) will be reckoned as qualifying service in the Last Grade post for granting time bound higher grade. Broken periods of service in the Last Grade service (either in the regular service or in full time Contingency service) reckoned for the grant of normal increments will also be taken into account for purpose of calculating the qualifying service for grade promotions. Part time Service will not be reckoned as qualifying service for time bound higher grade promotions in the full-time posts.

(9) In the case of employees on deputation to other departments, the period spent on deputation shall be treated as qualifying service for time bound higher grade in the parent Department, with effect from 16.09.1985 irrespective of the scale of pay assigned to them in the deputation post (G.O.(P) 944/86/(117)/Fin dated 24.12.1986).

(10) Time bound higher grade promotions will not be given for those who have relinquished / relinquish regular promotions either permanently or for specified periods. 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. A declaration to the effect of agreeing to refund the excess pay and allowances, if any drawn by the incumbent in case it is found later that he has been paid such excess due to mistake in the grant of TBHG promotion or irregular fixation of pay also has to be furnished. Last Grade employees who relinquish promotion to the post of Attender permanently are eligible for time bound higher grade promotions in cases where post of Attender is not a promotion post in the line of promotion of Last Grade Employees.

(11) Those who are promoted for short spells but reverted to lower post for want of vacancy and are continuing in the lower post, their service in the higher post will also be reckoned for computing the prescribed qualifying service for granting higher grade in the lower post. This order is applicable only to those employees promoted on regular basis but reverted to lower post for want of vacancy.

(12) Those who are initially appointed in one Department, who get further appointment subsequently by direct recruitment (PSC) in the same post in another Department will be eligible for time bound higher grade in the latter Department by reckoning their prior service also, provided the same has been reckoned for increment in the latter Department.

(13) Those who got appointment to higher posts/regular promotion to higher posts

with the benefit of 28A fixation within the period prescribed for grade promotion are not eligible for further time bound higher grade promotion during that period. In addition to the service reckoned for increment, the benefits of 28A fixation enjoyed by the employees within the period prescribed for each higher grade promotion shall also be taken into account for determining the eligibility for time bound higher grade promotion.

(14) In the case of regular promotions from TBHG, if the fixation of pay made under Rule 30 Part I KSR increases basic pay of the incumbent by two or more increments, such promotions will be counted as promotions for the purpose of further TBHG.

**24.** Before granting TBHG promotions in scales of pay of promotion posts, an undertaking of willingness will be obtained to the effect that the employee would not opt any other channel of promotion by bypassing the normal line of promotion to the post the scale of pay which has been granted as TBHG. In the absence of such undertaking, time bound higher grade will not be given in the scale of pay of promotion post even if he is qualified for the promotion post. He will be given only the time bound higher grade in the scale of pay provided in the Tables. As Tables of grades are not applicable to teachers, nothing contained in this para will apply to them.

## **B.TBHG OF POLICE CONSTABLES**

**25.** Civil Police Officers, Police Constables and Police Constable Drivers in Police Department will be allowed four Time Bound Higher Grades. 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 1<sup>st</sup>,2<sup>nd</sup>,3<sup>rd</sup> and 4<sup>th</sup> 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, 1<sup>st</sup>,2<sup>nd</sup> and 3<sup>rd</sup> 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 2<sup>nd</sup> or 3<sup>rd</sup> TBHG promotion as Senior Grade and Selection Grade respectively will be allowed notional fixation as and when they become eligible for Senior Grade/Selection Grade. That is, on due date of completing qualifying services for Senior Grade/Selection Grade promotions, their pay will be fixed in the Senior Grade/Selection Grade as if they had continued as Grade I/Senior Grade without getting promotion as HM. That is, their actual pay consequent to promotion as HM, will not be taken for notional fixation, but their notional pay as if they had continued as Grade I/Senior Grade Teacher will be taken for fixation of pay. Subsequent to this, their pay will be fixed in the scale of pay of HM as per Rule 28 A Part I KSR with effect from the date of sanction of notional grade. As per G.O.(P)No.66/2019/Fin dated 10.06.2019, teachers who have completed the prescribed qualifying service for Senior Grade/Selection Grade promotions on or after 01.02.2016, will be sanctioned the notional grades on the due date and the next increment will be allowed on the date of increment in lower scale and thereafter fixation in the scale of pay of HM will be done on this date of increment itself. This system will continue with effect from the date of effect of the time bound higher grade scheme in the XI Pay Revision.

**29.** LP/UP school Headmasters will be allowed TBHG on completion of 8 years as Headmaster or 28 years of total service as Headmaster and LPSA/UPSA taken together and another grade promotion on completion of 20 years as Headmaster. An LPSA/UPSA who had already completed 28 years of service will become eligible for HM higher grade only on the next day of taking charge as HM of LP/UP School. 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 2<sup>nd</sup> or 3<sup>rd</sup> TBHG promotion as Senior Grade/Selection Grade are allowed notional fixation as and when they become eligible for Senior Grade/Selection Grade. That is, on due

date of completing qualifying services for Senior Grade/Selection Grade promotions, their pay will be fixed in the Senior Grade/Selection Grade as if they had continued as Higher Grade/Senior Grade without getting promotion as HM. That is, their actual pay consequent to promotion as HM, will not be taken for notional fixation, but their notional pay as if they had continued as Higher Grade /Senior Grade Teacher will be taken for fixation of pay. Thereafter, their pay will be fixed in the scale of pay of HM as per Rule 28 A Part I KSR. As per G.O.(P)No.66/2019/Fin dated 10.06.2019, teachers who have completed the prescribed qualifying service for Senior Grade/Selection Grade promotions on or after 01.02.2016, will be sanctioned the notional grades on the due date and the next increment will be allowed on the date of increment in lower scale and thereafter fixation in the scale of pay of HM will be done on this date of increment itself. This system will continue with effect from the date of effect of the time bound higher grade scheme in the XI Pay Revision.

**32.** Headmasters of Secondary Schools and equated categories will be allowed Higher Grade on completion of 7 years of service as Headmaster/Assistant Educational Officer or 27 years of total service as High School Assistant and Headmaster of High Schools/Training Schools/Assistant Educational Officer taken together. In the case of those HSAs who had already completed 27 years of service will become eligible for HM (Higher Grade) only on the next day of taking charge as HM /AEO.

**33.** In the case of a teacher who resigns/relieves 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/relief 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 1<sup>st</sup> or 2<sup>nd</sup> 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.

**Rules of fixation of pay for Part-Time Contingent employees**

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 Annexure VIII.
- 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 Annexure VIII..
- iv) All appointments made on or after 01/07/2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.
- v) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01/07/2019 in the existing scale of pay. Increments, if any, accruing on 01/07/2019 will also be reckoned.
- vi) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2019.
- vii) Stagnation increment, if any, existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.
- viii) Date of Increment: The existing date of increment shall not undergo any change.
- ix) In the case of an employee who is on Leave without Allowance or under suspension as on 01/07/2019, his/her pay will be fixed under these rules on the date of his/ her re-joining duty on the basis of pay last drawn immediately before 01/07/2019.
- x) In the case of an employee who is continuing on LWA on 01/07/2019, his/her pay will be fixed in the revised scale as on the date of return from leave, on the basis of pay last drawn before entering on leave.
- xi) Stagnation Increment: The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.
- xii) The existing scheme of granting one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years will continue. The additional increment will be granted on completion of the prescribed qualifying service and it will not affect the normal increment dates.

## Annexure VIII

Stage to Stage Fixation Table for Part-Time Contingent employees

| Stages in the existing scale | Corresponding Stages in the Revised scale | Stages in the existing scale | Corresponding Stages in the Revised Scale | Stages in the existing scale | Corresponding Stages in the Revised scale |
|------------------------------|-------------------------------------------|------------------------------|-------------------------------------------|------------------------------|-------------------------------------------|
| <b>10620</b>                 | <b>14800</b>                              | <b>9340</b>                  | <b>13000</b>                              | <b>8200</b>                  | <b>11500</b>                              |
| 10860                        | 15140                                     | 9560                         | 13330                                     | 8400                         | 11800                                     |
| 11100                        | 15480                                     | 9780                         | 13660                                     | 8600                         | 12100                                     |
| 11340                        | 15820                                     | 10000                        | 13990                                     | 8800                         | 12400                                     |
| 11580                        | 16160                                     | 10220                        | 14320                                     | 9000                         | 12700                                     |
| 11820                        | 16500                                     | 10440                        | 14650                                     | 9200                         | 13000                                     |
| 12060                        | 16840                                     | 10660                        | 14980                                     | 9400                         | 13300                                     |
| <b>12300</b>                 | <b>17180</b>                              | 10880                        | 15310                                     | 9600                         | 13600                                     |
| 12560                        | 17550                                     | <b>11100</b>                 | 15640                                     | 9800                         | 13900                                     |
| 12820                        | 17920                                     | 11340                        | <b>15970</b>                              | <b>10000</b>                 | 14200                                     |
| 13080                        | 18290                                     | 11580                        | 16330                                     | 10220                        | <b>14500</b>                              |
| 13340                        | 18660                                     | 11820                        | 16690                                     | 10440                        | 14830                                     |
| <b>13600</b>                 | <b>19030</b>                              | 12060                        | 17050                                     | 10660                        | 15160                                     |
| 13900                        | 19440                                     | <b>12300</b>                 | <b>17410</b>                              | 10880                        | 15490                                     |
| 14200                        | 19850                                     | 12560                        | 17800                                     | <b>11100</b>                 | 15820                                     |
| 14500                        | 20260                                     | 12820                        | 18190                                     | 11340                        | 16150                                     |
| 14800                        | <b>20670</b>                              | 13080                        | 18580                                     | 11580                        | 16480                                     |
| <b>15100</b>                 | 21130                                     | 13340                        | 18970                                     | 11820                        | 16810                                     |
| 15440                        | 21590                                     | <b>13600</b>                 | <b>19360</b>                              | 12060                        | <b>17140</b>                              |
| 15780                        | 22050                                     | 13900                        | 19790                                     | <b>12300</b>                 | 17500                                     |
| 16120                        | 22510                                     | 14200                        | 20220                                     | 12560                        | 17860                                     |
| <b>16460</b>                 | <b>22970</b>                              | 14500                        | 20650                                     | 12820                        | 18220                                     |
|                              |                                           | <b>14800</b>                 | <b>21080</b>                              | 13080                        | 18580                                     |
|                              |                                           |                              |                                           | <b>13340</b>                 | <b>18940</b>                              |

**Classification of Officers into Group A, B, C & D**

| <b>Group A</b>               | <b>Group B</b>               | <b>Group C</b>               | <b>Group D</b>               |
|------------------------------|------------------------------|------------------------------|------------------------------|
| <b>Proposed Scale of Pay</b> |
| 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                  |                              |

**SCHEDULE OF POSTS WITH EXISTING &  
REVISED SCALES OF PAY AND  
ALLOWANCES - DEPARTMENTS**

**1. GOVERNMENT SECRETARIAT****(A) KERALA RAJ BHAVAN****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY****(1) GOVERNOR'S SECRETARIAT**

|   | <b>Name of Post</b>                       | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|-------------------------------------------|------------------------------|-----------------------------|
|   | Secretary to Governor                     | IAS                          | IAS                         |
|   | Deputy Secretary                          | 77400-115200                 | 107800-160000               |
|   | Under Secretary                           | 45800-89000                  | 63700-123700                |
|   | Private Secretary to Governor             | 42500-87000                  | 59300-120900                |
|   | Public Relations Officer                  | 42500-87000                  | 59300-120900                |
|   | Personal Assistant to Governor            | 39500-83000                  | 55200-115300                |
|   | Section Officer (HG)                      | 40500-85000                  | 56500-118100                |
| a | Section Officer                           | 36600-79200                  | 51400-110300                |
|   | Additional Personal Assistant to Governor | 35700-75600                  | 50200-105300                |
|   | Tour Superintendent                       | 35700-75600                  | 50200-105300                |
| b | Assistant Section Officer                 | 32300-68700                  | 45600-95600                 |
|   | Senior Grade Assistant                    | 30700-65400                  | 43400-91200                 |
|   | Assistant                                 | 27800-59400                  | 39300-83000                 |
| c | Computer Assistant Selection Grade        | 32300-68700                  | 45600-95600                 |
|   | Computer Assistant Senior Grade           | 30700-65400                  | 43400-91200                 |
|   | Computer Assistant Grade I                | 27800-59400                  | 39300-83000                 |
|   | Computer Assistant Grade II               | 20000-45800                  | 27900-63700                 |
| a | Confidential Assistant Grade I            | 27800-59400                  | 39300-83000                 |
|   | Confidential Assistant Grade II           | 20000-45800                  | 27900-63700                 |
|   | Telephone Operator                        | 18000-41500                  | 25100-57900                 |
|   | Chauffer                                  | 18000-41500                  | 25100-57900                 |
|   | Motor Cycle Despatch Rider                | 18000-41500                  | 25100-57900                 |
|   | Binder                                    | 18000-41500                  | 25100-57900                 |
|   | Clerical Assistant                        | 17000-37500                  | 23700-52600                 |
|   | Duffedar                                  | 17000-37500                  | 23700-52600                 |

|  | <b>Name of Post</b>           | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-------------------------------|------------------------------|-----------------------------|
|  | Office Attendant Grade I      | 17000-37500                  | 23700-52600                 |
|  | Office Attendant Grade II     | 16500-35700                  | 23000-50200                 |
|  | Sweeper                       | 16500-35700                  | 23000-50200                 |
|  | Sanitation Worker             | 16500-35700                  | 23000-50200                 |
|  | Sweeper cum Sanitation Worker | 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

## **B. ALLOWANCES**

### **(1) Special Allowance**

| <b>Category</b>                                                                                                                                                         | <b>Rate per month (₹)</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| Deputy Secretary                                                                                                                                                        | 830                       |
| Private Secretary to Governor / Additional Private Secretary to Governor                                                                                                | 830                       |
| Under Secretary (Tour) / Under Secretary                                                                                                                                | 830                       |
| Personal Assistant to Governor / Section Officer / Section Officer (Accounts) / Tour Superintendent                                                                     | 610                       |
| Assistant                                                                                                                                                               | 550                       |
| Computer Assistant                                                                                                                                                      | 330                       |
| Confidential Assistant                                                                                                                                                  | 550                       |
| Chauffeur                                                                                                                                                               | 530                       |
| Duffedar                                                                                                                                                                | 220                       |
| 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 | 220                       |
| Telephone Operator                                                                                                                                                      | 260                       |
| Clerical Assistant                                                                                                                                                      | 220                       |
| Attender                                                                                                                                                                | 220                       |
| Police Driver                                                                                                                                                           | 260                       |

**(2) GOVERNOR'S HOUSEHOLD**

|  | <b>Name of Post</b>           | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-------------------------------|------------------------------|-----------------------------|
|  | ADC to Governor               | As in PD                     | As in PD                    |
|  | Comptroller                   | 60900-103600                 | 85000-143600                |
|  | Additional Private Secretary  | 42500-87000                  | 59300-120900                |
|  | Furniture Clerk               | 19000-43600                  | 26500-60700                 |
|  | Motor Section Clerk           | 19000-43600                  | 26500-60700                 |
|  | Garden Supervisor             | 19000-43600                  | 26500-60700                 |
|  | Chauffer                      | 18000-41500                  | 25100-57900                 |
|  | Carpenter                     | 18000-41500                  | 25100-57900                 |
|  | Head Butler                   | 17500-39500                  | 24400-55200                 |
|  | Head Cook                     | 17500-39500                  | 24400-55200                 |
|  | Head Gardener                 | 17500-39500                  | 24400-55200                 |
|  | Gardener                      | 17000-37500                  | 23700-52600                 |
|  | Personal Attendant            | 17000-37500                  | 23700-52600                 |
|  | Care Taker                    | 17000-37500                  | 23700-52600                 |
|  | Tailor                        | 17000-37500                  | 23700-52600                 |
|  | Cook                          | 17000-37500                  | 23700-52600                 |
|  | Laundry Superintendent        | 17000-37500                  | 23700-52600                 |
|  | Dhobi                         | 17000-37500                  | 23700-52600                 |
|  | Female Attendant              | 17000-37500                  | 23700-52600                 |
|  | Attender                      | 17000-37500                  | 23700-52600                 |
|  | Duffedar                      | 17000-37500                  | 23700-52600                 |
|  | Waiter                        | 17000-37500                  | 23700-52600                 |
|  | Matey                         | 16500-35700                  | 23000-50200                 |
|  | Lascar                        | 16500-35700                  | 23000-50200                 |
|  | Sweeper                       | 16500-35700                  | 23000-50200                 |
|  | Sweeper-cum-Sanitation Worker | 16500-35700                  | 23000-50200                 |
|  | Cleaner                       | 16500-35700                  | 23000-50200                 |

|  | <b>Name of Post</b>  | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|----------------------|------------------------------|-----------------------------|
|  | Office Attendant     | 16500-35700                  | 23000-50200                 |
|  | Watcher              | 16500-35700                  | 23000-50200                 |
|  | Medical Officer      | 45800-89000                  | As in PD                    |
|  | Staff Nurse Grade II | 26500-56700                  | As in PD                    |
|  | Pharmacist Grade II  | 22200-48000                  | As in PD                    |
|  | Nursing Assistant    | 16500-35700                  | As in PD                    |
|  | Hospital Attendant   | 16500-35700                  | As in PD                    |

## **B. ALLOWANCES**

### **(1) Special Allowance**

| <b>Category</b>                       | <b>Rate per month (₹)</b> |
|---------------------------------------|---------------------------|
| Comptroller                           | 830                       |
| Motor Section Clerk / Furniture Clerk | 260                       |
| Chauffeur                             | 530                       |
| Duffedar                              | 220                       |
| Head Butler                           | 220                       |
| Head Cook                             | 220                       |
| Cook                                  | 220                       |
| Waiter                                | 220                       |
| Cleaner                               | 220                       |
| Matey                                 | 220                       |
| Lascar                                | 220                       |
| Garden Supervisor                     | 220                       |
| Caretaker                             | 220                       |
| Medical Officer                       | 440                       |
| Staff Nurse                           | 280                       |
| Pharmacist                            | 220                       |
| Nursing Assistant                     | 200                       |
| Hospital Attendant                    | 200                       |

**(2) Compensatory Allowance**

| Category              | Rate per month<br>(₹) |
|-----------------------|-----------------------|
| ADC                   | 370                   |
| Physician to Governor | 370                   |
| Head Gardener         | 110                   |
| Gardener              | 110                   |
| Sweeper               | 110                   |
| Pharmacist            | 110                   |
| Hospital Attendant    | 110                   |
| Nursing Assistant     | 110                   |

**(3) Uniform Allowance**

| Category           | Rate per annum<br>(₹) |
|--------------------|-----------------------|
| Head Butler        | 2700                  |
| Head Cook          | 2700                  |
| Cook               | 2700                  |
| Waiter             | 2700                  |
| Cleaner            | 2700                  |
| Matey              | 2700                  |
| Lascar             | 2700                  |
| Garden Supervisor  | 2700                  |
| Caretaker          | 2700                  |
| Gardener           | 2700                  |
| Sweeper            | 2700                  |
| Staff Nurse        | 2700                  |
| Pharmacist         | 2200                  |
| Hospital Attendant | 2700                  |
| Nursing Assistant  | 2700                  |

**(B). ADMINISTRATIVE SECRETARIAT****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|    | <b>Name of Post</b>                                                                                            | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|----|----------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
|    | Chief Secretary                                                                                                | IAS                          | IAS                         |
|    | Additional Chief Secretary                                                                                     | IAS                          | IAS                         |
|    | Principal Secretary                                                                                            | IAS                          | IAS                         |
|    | Secretary                                                                                                      | IAS                          | IAS                         |
|    | Additional Secretary (IAS)                                                                                     | IAS                          | IAS                         |
|    | Special Secretary                                                                                              | 93000-120000                 | 129300-166800               |
|    | Additional Secretary                                                                                           | 89000-120000                 | 123700-166800               |
|    | Joint Secretary                                                                                                | 85000-117600                 | 118100-163400               |
|    | Deputy Secretary                                                                                               | 77400-115200                 | 107800-160000               |
|    | Under Secretary (HG)                                                                                           | 68700-110400                 | 95600-153200                |
| a  | Under Secretary and Asst. Electoral Officer/Protocol Officer/Additional Protocol Officer/Chief Liaison Officer | 45800-89000                  | 63700-123700                |
| *  | Language Expert                                                                                                | 45800-89000                  | 63700-123700                |
| ** | Personal Secretary                                                                                             | 45800-89000                  | 63700-123700                |
|    | Personal Assistant (HG)                                                                                        | 42500-87000                  | 59300-120900                |
| a  | Personal Assistant                                                                                             | 40500-85000                  | 56500-118100                |
|    | Section Officer (HG)                                                                                           | 40500-85000                  | 56500-118100                |
| a  | Section Officer/Cashier/ Liaison Officer/Assistant Protocol Officer                                            | 36600-79200                  | 51400-110300                |
|    | Office Superintendent (HG)                                                                                     | 40500-85000                  | 56500-118100                |
| a  | Office Superintendent                                                                                          | 36600-79200                  | 51400-110300                |
| b  | Assistant Section Officer                                                                                      | 32300-68700                  | 45600-95600                 |
|    | Senior Grade Assistant/ Assistant Cashier                                                                      | 30700-65400                  | 43400-91200                 |
|    | Assistant / Accountant/ Reception Officer/ Assistant Liaison Officer                                           | 27800-59400                  | 39300-83000                 |
| c  | Computer Assistant Selection Grade                                                                             | 32300-68700                  | 45600-95600                 |
|    | Computer Assistant Senior Grade                                                                                | 30700-65400                  | 43400-91200                 |
|    | Computer Assistant Grade I                                                                                     | 27800-59400                  | 39300-83000                 |
|    | Computer Assistant Grade II                                                                                    | 20000-45800                  | 27900-63700                 |
|    | Security Officer                                                                                               | 30700-65400                  | 43400-91200                 |
|    | Assistant Security Officer                                                                                     | 27800-59400                  | 39300-83000                 |

|   | Name of Post                                    | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------------|-----------------------|----------------------|
|   | Sergeant                                        | 27800-59400           | 39300-83000          |
|   | Head Guard                                      | 25200-54000           | 35600-75400          |
|   | Security Guard Grade I                          | 22200-48000           | 31100-66800          |
| d | Security Guard Grade II,<br>Chowkidar, Watchman | 19000-43600           | 26500-60700          |
|   | Clerical Assistant Grade I                      | 20000-45800           | 27900-63700          |
| a | Clerical Assistant Grade II                     | 19000-43600           | 26500-60700          |
|   | Lift Supervisor                                 | 20000-45800           | 27900-63700          |
|   | Duplicating Machine Supervisor                  | 19000-43600           | 26500-60700          |
|   | Duplicating Machine Operator                    | 18000-41500           | 25100-57900          |
|   | Motor Cycle Orderly                             | 20000-45800           | 27900-63700          |
|   | Secretariat Traffic Warden                      | 17500-39500           | 24400-55200          |
|   | Head Gardener                                   | 17500-39500           | 24400-55200          |
| e | Gardener                                        | 17000-37500           | 23700-52600          |
|   | Dhobi Supervisor                                | 18000-41500           | 25100-57900          |
|   | Dhobi                                           | 17500-39500           | 24400-55200          |
|   | Attender (HG)                                   | 18000-41500           | 25100-57900          |
| f | Attender                                        | 17500-39500           | 24400-55200          |
|   | Nottam                                          | 17500-39500           | 24400-55200          |
|   | Store Attendant                                 | 17000-37500           | 23700-52600          |
|   | Conference Hall Watchman                        | 17500-39500           | 24400-55200          |
|   | Messenger                                       | 16500-35700           | 23000-50200          |
|   | Full Time Telephone Cleaner                     | 16500-35700           | 23000-50200          |
|   | OP Attender                                     | 16500-35700           | 23000-50200          |
| i | Confidential Assistant Selection Grade          | 39500-83000           | 55200-115300         |
|   | Confidential Assistant Senior Grade             | 30700-65400           | 43400-91200          |
|   | Confidential Assistant Grade I                  | 27800-59400           | 39300-83000          |
|   | Confidential Assistant Grade II                 | 20000-45800           | 27900-63700          |
|   | Health Inspector Grade II                       | 26500-56700           | 37400-79000          |
|   | Binder Grade I                                  | 20000-45800           | 27900-63700          |
| h | Binder Grade II                                 | 19000-43600           | 26500-60700          |
| g | Lift Operator                                   | 18000-41500           | 25100-57900          |
|   | Health Assistant                                | 18000-41500           | 25100-57900          |
|   | Office Attendant Grade I                        | 17000-37500           | 23700-52600          |

|   | Name of Post              | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------|-----------------------|----------------------|
| h | Office Attendant Grade II | 16500-35700           | 23000-50200          |
|   | 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 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 1/3<sup>rd</sup> Higher Grade will continue

g Ratio 9:1 between Lift Operator and Lift Supervisor will continue

h The ratio between Grade II and Grade I will be 2:1

i Ratio among Gr II, Gr I, Senior grade and Section Grade will be 1:1:1:1

### Posts held by Personnel of other Departments

| Name of Post                                                                                          | Existing Scale of Pay | Revised Scale of Pay |
|-------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
| Garden Supervisor (Addition to the cadre of Assistant Agricultural Officer in Agriculture Department) | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Footwear Allowance

| Category      | Rate per annum (₹) |
|---------------|--------------------|
| Gardener      | 500                |
| Head Gardener | 500                |

### (2) Special Allowance

| Category                                                                  | Rate per month (₹) |
|---------------------------------------------------------------------------|--------------------|
| Additional Secretary/Joint Secretary in the O/o the Chief Secretary       | 1100               |
| Deputy Secretary /Under Secretary, General Administration (SC) Department | 990                |

| Category                                                                                                                                      | Rate per month (₹) |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Section Officer/ Assistant/Typist, General Administration (SC) Department                                                                     | 830                |
| Personal Secretary, Personal Assistant and Confidential Assistants in the office of Chief Secretary                                           | 830                |
| Personal Assistant/ Confidential Assistant, General Administration (SC) Department                                                            | 720                |
| Personal Secretary, Personal Assistant, Confidential Assistant in the Office of Additional Chief Secretaries including Finance                | 720                |
| Personal Assistant and Confidential Assistant to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government | 610                |
| Confidential Assistant in the Office of Additional Secretary/Special Secretary                                                                | 280                |
| Chauffer/ Attender/Office Attendant in the O/o Chief Secretary                                                                                | 660                |
| Driver/ Attender/Office Attendant in the Office of Additional Chief Secretaries including Finance                                             | 660                |
| Section Officer, General Administration (SS), Home (SS) and General Administration (C.R. Cell) Department                                     | 260                |
| Assistant/Typist, General Administration (SS) and Home (SS) Department                                                                        | 170                |
| Assistant, General Administration (Office Section) Department                                                                                 | 170                |
| Assistant, Central Agency                                                                                                                     | 360                |
| Assistant, General Administration (Official Language Translation) Department                                                                  | 140                |
| Gunman in the O/o Chief Secretary                                                                                                             | 390                |
| Security Guard in the O/o Chief Secretary                                                                                                     | 390                |
| Office Attendant/ Attender, General Administration (SS) and Home (SS) Department                                                              | 140                |
| Office Superintendent, General Administration (Office Section)                                                                                | 200                |
| Office Attendant, General Administration (Office Section) Department                                                                          | 140                |
| Office Superintendent, Tele-printer Section                                                                                                   | 220                |
| Office Attendant/ Messenger, Central Agency                                                                                                   | 220                |
| <b>(ii) General Administration (Political-A) Department</b>                                                                                   |                    |
| Special Secretary / Additional Secretary/Joint Secretary/Deputy Secretary to Government working as State Protocol Officer                     | 990                |
| Under Secretary and State Protocol Officer/ Additional State Protocol Officer                                                                 | 830                |
| Assistant Protocol Officer/ Section Officer                                                                                                   | 720                |

| Category                                                                                                                                                                                   | Rate per month (₹) |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Assistant/Typist/Confidential Assistant                                                                                                                                                    | 720                |
| Office Attendant                                                                                                                                                                           | 440                |
| Chauffeur attached to G.A. (Pol.) Department                                                                                                                                               | 440                |
| <b><i>(iii) Personal Staff of Ministers/Leader of Opposition/Govt. Chief Whip</i></b>                                                                                                      |                    |
| Private Secretary/ Additional Private Secretary/Special Private Secretary/ Assistant Private Secretary/ Press Secretary and Political Secretary to Chief Minister and Leader of opposition | 990                |
| Personal Assistant/ Additional Personal Assistant/Special Personal Assistant/Section Officer                                                                                               | 880                |
| Clerk/ Assistant/ Confidential Assistant/ Typist                                                                                                                                           | 830                |
| Chauffeur/Driver                                                                                                                                                                           | 770                |
| Head Office Attendant/ Duffedar                                                                                                                                                            | 390                |
| Clerical Assistant/ Attender                                                                                                                                                               | 660                |
| Office Attendant/ Contingent Employees                                                                                                                                                     | 660                |
| <b><i>(iv) Personnel in the Computer Cell attached to the office of the Chief Minister</i></b>                                                                                             |                    |
| Section Officer                                                                                                                                                                            | 610                |
| Assistant                                                                                                                                                                                  | 610                |
| Typist                                                                                                                                                                                     | 610                |
| Office Attendant                                                                                                                                                                           | 610                |
| <b><i>(v) Office of the Principal Secretary to the Chief Minister</i></b>                                                                                                                  |                    |
| Joint Secretary                                                                                                                                                                            | 830                |
| Deputy Secretary/ Under Secretary                                                                                                                                                          | 610                |
| Section Officer                                                                                                                                                                            | 610                |
| <b><i>(vi) Other Categories</i></b>                                                                                                                                                        |                    |
| Driver                                                                                                                                                                                     | 330                |
| Chief Security Officer                                                                                                                                                                     | 280                |
| Security Officer                                                                                                                                                                           | 220                |
| Assistant Security Officer                                                                                                                                                                 | 200                |
| Station Officer (Fire Force)                                                                                                                                                               | 200                |
| Sergeant                                                                                                                                                                                   | 200                |
| Garden Supervisor                                                                                                                                                                          | 160                |
| Lift Supervisor                                                                                                                                                                            | 330                |
| Security Guard                                                                                                                                                                             | 140                |
| Office Attendant, General Administration (English Records) Department                                                                                                                      | 110                |

| Category                                                                                                                            | Rate per month (₹) |
|-------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Lift Operator                                                                                                                       | 250                |
| Driver attached to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government                     | 440                |
| Office Attendant, Duffedar attached to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government | 360                |
| Office Attendant/Duffedar attached to Additional Secretary, Special Secretary to Government                                         | 140                |

### (3) Compensatory Allowance

| Category                                             | Rate per month (₹) |
|------------------------------------------------------|--------------------|
| Sergeant                                             | 110                |
| Security Guard                                       | 110                |
| Watchman/ Chowkidar                                  | 110                |
| Secretariat Traffic Warden                           | 110                |
| <b>(i) Allopathic Clinic attached to Secretariat</b> |                    |
| Chief Medical Officer                                | 660                |
| Medical Officer                                      | 660                |
| Gynaecologist                                        | 660                |
| Dental Surgeon/ Paediatrician                        | 550                |
| Pharmacist                                           | 280                |
| Nurse                                                | 280                |
| Dental Hygienist                                     | 220                |
| Clerical Assistant                                   | 220                |
| Scavenger                                            | 220                |
| <b>(ii) Homoeo Clinic attached to Secretariat</b>    |                    |
| Medical Officer                                      | 660                |
| Pharmacist                                           | 280                |
| Sweeper/Office Attendant                             | 170                |
| <b>(iii) Other Establishments</b>                    |                    |
| Head Gardener                                        | 110                |
| Gardener                                             | 110                |
| Sweeper of Secretariat Garden                        | 110                |
| <b>(iv) Ayurveda Clinic attached to Secretariat</b>  |                    |
| Medical Officer                                      | 660                |
| Pharmacist                                           | 280                |
| Attender                                             | 170                |

**(4) Uniform Allowance**

| Category                                                                                              | Rate per annum (₹) |
|-------------------------------------------------------------------------------------------------------|--------------------|
| <b><i>a) Other Categories</i></b>                                                                     |                    |
| Security Officer                                                                                      | 4000               |
| Assistant Security Officer                                                                            | 4000               |
| Sergeant                                                                                              | 4000               |
| Security Guard                                                                                        | 4000               |
| Secretariat Traffic Warden                                                                            | 4000               |
| Lift Operator                                                                                         | 2800               |
| Durbar/Conference Hall Watchman                                                                       | 2800               |
| Full Time Gardener                                                                                    | 2800               |
| Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker                                            | 2800               |
| <b><i>(b) Allopathic Clinic attached to Secretariat</i></b>                                           |                    |
| Pharmacist                                                                                            | 2200               |
| Nurse                                                                                                 | 2700               |
| Scavenger                                                                                             | 2700               |
| <b><i>(c) Homoeo Clinic attached to Secretariat</i></b>                                               |                    |
| Pharmacist                                                                                            | 2200               |
| <b><i>(d) Other Establishments</i></b>                                                                |                    |
| Head Gardener                                                                                         | 2800               |
| Gardener                                                                                              | 2800               |
| Sweeper of Secretariat Garden                                                                         | 2800               |
| <b><i>(e) Ayurveda Clinic attached to Secretariat</i></b>                                             |                    |
| Pharmacist                                                                                            | 2200               |
| Attender                                                                                              | 2700               |
| <b><i>(f) Personal Staff of Ministers/Leader of Opposition</i></b>                                    |                    |
| Chauffeur                                                                                             | 3300               |
| Attender*                                                                                             | 3300               |
| Office Attendant                                                                                      | 3300               |
| *Maximum two Attenders in the office of a Minister/Leader of Opposition will be allowed the allowance |                    |

(C). FINANCE SECRETARIAT

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

|   | Name of Post                         | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------|-----------------------|----------------------|
|   | Principal Secretary                  | IAS                   | IAS                  |
|   | Secretary                            | IAS                   | IAS                  |
|   | Special Secretary                    | 93000-120000          | 129300-166800        |
|   | Additional Secretary                 | 89000-120000          | 123700-166800        |
|   | Joint Secretary                      | 85000-117600          | 118100-163400        |
|   | Deputy Secretary                     | 77400-115200          | 107800-160000        |
|   | Under Secretary (HG)                 | 68700-110400          | 95600-153200         |
| a | Under Secretary                      | 45800-89000           | 63700-123700         |
|   | Section Officer (HG)                 | 40500-85000           | 56500-118100         |
| a | Section Officer                      | 36600-79200           | 51400-110300         |
|   | Office Superintendent (HG)           | 40500-85000           | 56500-118100         |
| a | Office Superintendent                | 36600-79200           | 51400-110300         |
| b | Assistant Section Officer            | 32300-68700           | 45600-95600          |
|   | Senior Grade Assistant               | 30700-65400           | 43400-91200          |
|   | Assistant                            | 27800-59400           | 39300-83000          |
| c | Computer Assistant Selection Grade   | 32300-68700           | 45600-95600          |
|   | Computer Assistant Senior Grade      | 30700-65400           | 43400-91200          |
|   | Computer Assistant Grade I           | 27800-59400           | 39300-83000          |
|   | Computer Assistant Grade II          | 20000-45800           | 27900-63700          |
|   | Clerical Assistant Grade I           | 20000-45800           | 27900-63700          |
| a | Clerical Assistant Grade II          | 19000-43600           | 26500-60700          |
|   | Attender (HG)                        | 18000-41500           | 25100-57900          |
| d | Attender                             | 17500-39500           | 24400-55200          |
|   | Director, Information Systems        | 85000-117600          | 118100-163400        |
|   | Joint Director (Information Systems) | 36600-79200           | 51400-110300         |
|   | Accounts Officer                     | 42500-87000           | 59300-120900         |
|   | Binder Grade I                       | 20000-45800           | 27900-63700          |

|   | Name of Post              | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------|-----------------------|----------------------|
| e | Binder Grade II           | 19000-43600           | 26500-60700          |
|   | Roneo Operator            | 18000-41500           | 25100-57900          |
|   | Office Attendant Grade I  | 17000-37500           | 23700-52600          |
| e | Office Attendant Grade II | 16500-35700           | 23000-50200          |

- 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 1/3<sup>rd</sup> HG will continue  
e The ratio between Grade II and Grade I will be 2:1

### Posts held by Personnel of other Departments

| Name of Post                                                 | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------------------------------------------|-----------------------|----------------------|
| Chief Technical Examiner                                     | As in PD              | As in PD             |
| Assistant Chief Technical Examiner                           | As in PD              | As in PD             |
| Technical Examiner (Civil, Electrical)                       | As in PD              | As in PD             |
| Assistant Technical Examiner (Civil, Electrical, Mechanical) | As in PD              | As in PD             |
| Divisional Accounts Officer                                  | As in PD              | As in PD             |
| Statistical Assistant Grade I                                | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                                                                                                          | Rate per month (₹) |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Personal Secretary, Personal Assistant and Confidential Assistant to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government | 610                |
| Confidential Assistant working in the offices of Additional Secretary/Special Secretary                                                                           | 280                |
| System Analyst-cum-programming Officer (Data Processing Centre)                                                                                                   | 500                |
| Chief Technical Examiner                                                                                                                                          | 500                |
| Assistant Chief Technical Examiner                                                                                                                                | 440                |
| Technical Examiner (Civil, Electrical)                                                                                                                            | 390                |

| Category                                                                                                                 | Rate per month (₹) |
|--------------------------------------------------------------------------------------------------------------------------|--------------------|
| Assistant Technical Examiner (Civil, Electrical, Mechanical)                                                             | 280                |
| Additional Secretary attending the work relating to Secretaries Committee                                                | 390                |
| Section Officer attending the work relating to Secretaries Committee                                                     | 280                |
| Assistant attending the work relating to Secretaries Committee                                                           | 220                |
| Computer Assistant attending the work relating to Secretaries Committee                                                  | 190                |
| Office Attendant attending the work relating to Secretaries Committee                                                    | 140                |
| Deputy Secretary & above working on other duty as Vigilance Officer & equated posts in other departments                 | 330                |
| Under Secretary working on other duty as Accounts Officer in other departments                                           | 280                |
| Office Attendant / Confidential Assistant in O/o Additional Secretary / Special Secretary                                | 280                |
| <i>(i) Office of the Additional Chief Secretary (Finance)/ Principal Secretary (Finance)</i>                             |                    |
| Under Secretary/Deputy Secretary/Joint Secretary                                                                         | 660                |
| <i>(ii) Secret Section</i>                                                                                               |                    |
| Section Officer                                                                                                          | 330                |
| Assistant / Computer Assistant                                                                                           | 190                |
| Office Attendant                                                                                                         | 140                |
| <i>(iii) Other Categories</i>                                                                                            |                    |
| Driver                                                                                                                   | 330                |
| Driver attached to Principal Secretaries, Secretaries to Government and Special Secretaries(IAS) to Government           | 440                |
| Office Attendant attached to Principal Secretaries, Secretaries to Government and Special Secretaries(IAS) to Government | 360                |
| Office Attendant attached to Additional Secretary, Special Secretary to Government                                       | 140                |

**(2) Uniform Allowance**

| Category                                                     | Rate per annum (₹) |
|--------------------------------------------------------------|--------------------|
| Full -time Sweeper / Full-time Sweeper-cum-Sanitation Worker | 2800               |

## D) LAW SECRETARIAT

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                       | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------|-----------------------|----------------------|
|   | Law Secretary                      | As in PD              | As in PD             |
|   | Special Secretary (Law)            | 93000-120000          | 129300-166800        |
|   | Additional Secretary               | 89000-120000          | 123700-166800        |
|   | Joint Secretary                    | 85000-117600          | 118100-163400        |
|   | Deputy Secretary                   | 77400-115200          | 107800-160000        |
|   | Under Secretary (HG)               | 68700-110400          | 95600-153200         |
| a | Under Secretary                    | 45800-89000           | 63700-123700         |
|   | Section Officer (HG)               | 40500-85000           | 56500-118100         |
| a | Section Officer                    | 36600-79200           | 51400-110300         |
|   | Office Superintendent (HG)         | 40500-85000           | 56500-118100         |
| a | Office Superintendent              | 36600-79200           | 51400-110300         |
| b | Assistant Legal Officer            | 32300-68700           | 45600-95600          |
|   | Legal Assistant Grade I            | 30700-65400           | 43400-91200          |
|   | Legal Assistant Grade II           | 29200-62400           | 41300-87000          |
| * | Senior Tamil Translator (HG)       | 42500-87000           | 59300-120900         |
|   | Senior Tamil Translator            | 35700-75600           | 50200-105300         |
|   | Tamil Translator (HG)              | 30700-65400           | 43400-91200          |
|   | Assistant Tamil Translator         | 26500-56700           | 37400-79000          |
|   | Senior Kannada Translator (HG)     | 42500-87000           | 59300-120900         |
|   | Senior Kannada Translator          | 35700-75600           | 50200-105300         |
|   | Kannada Translator (HG)            | 30700-65400           | 43400-91200          |
|   | Assistant Kannada Translator       | 26500-56700           | 37400-79000          |
| c | Computer Assistant Selection Grade | 32300-68700           | 45600-95600          |
|   | Computer Assistant Senior Grade    | 30700-65400           | 43400-91200          |
|   | Computer Assistant Grade I         | 27800-59400           | 39300-83000          |
|   | Computer Assistant Grade II        | 20000-45800           | 27900-63700          |
|   | Attender (HG)                      | 18000-41500           | 25100-57900          |
| d | Attender                           | 17500-39500           | 24400-55200          |
|   | Clerical Assistant Grade I         | 20000-45800           | 27900-63700          |
| a | Clerical Assistant Grade II        | 19000-43600           | 26500-60700          |

|   | Name of Post              | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------|-----------------------|----------------------|
|   | Binder Grade I            | 20000-45800           | 27900-63700          |
| e | Binder Grade II           | 19000-43600           | 26500-60700          |
|   | Roneo Operator            | 18000-41500           | 25100-57900          |
|   | Office Attendant Grade I  | 17000-37500           | 23700-52600          |
| e | Office Attendant Grade II | 16500-35700           | 23000-50200          |
|   | 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.

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                           | Rate per month (₹) |
|------------------------------------------------------------------------------------|--------------------|
| Personal Assistant and Confidential Assistant to Secretary, Law                    | 610                |
| Confidential Assistants in the O/o Additional Secretary and Special Secretary      | 280                |
| Driver                                                                             | 330                |
| Driver attached to Secretary, Law                                                  | 440                |
| Office Attendant attached to Secretary, Law                                        | 360                |
| Office Attendant attached to Additional Secretary, Special Secretary to Government | 140                |

### (2) Compensatory Allowance

| Category                                   | Rate per month (₹) |
|--------------------------------------------|--------------------|
| Clerical Assistant attached to the Library | 140                |
| Office Attendant attached to the Library   | 110                |
| Binder attached to the Library             | 150                |

**(3) Uniform Allowance**

| Category                                                     | Rate per annum (₹) |
|--------------------------------------------------------------|--------------------|
| Full -time Sweeper / Full-time Sweeper-cum-Sanitation Worker | 2800               |

**(E). LEGISLATURE SECRETARIAT****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|   | Name of Post                                        | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------------|-----------------------|----------------------|
|   | Secretary                                           | As In PD              | As in PD             |
|   | Special Secretary                                   | 93000-120000          | 129300-166800        |
|   | Additional Secretary                                | 89000-120000          | 123700-166800        |
|   | Joint Secretary / Estate Officer / Finance Officer  | 85000-117600          | 118100-163400        |
|   | Deputy Secretary / Research Officer                 | 77400-115200          | 107800-160000        |
|   | Under Secretary (HG)                                | 68700-110400          | 95600-153200         |
| a | Under Secretary / Protocol Officer                  | 45800-89000           | 63700-123700         |
|   | Section Officer (HG)                                | 40500-85000           | 56500-118100         |
| a | Section Officer/ Manager / Superintendent / Cashier | 36600-79200           | 51400-110300         |
|   | Chief Editor                                        | 77400-115200          | 107800-160000        |
|   | Joint Chief Editor                                  | 55350-101400          | 77200-140500         |
|   | Deputy Chief Editor                                 | 45800-89000           | 63700-123700         |
|   | Editor of Debates                                   | 42500-87000           | 59300-120900         |
|   | Selection Grade Reporter (HG)                       | 40500-85000           | 56500-118100         |
| c | Selection Grade Reporter                            | 36600-79200           | 51400-110300         |
| d | Senior Grade Reporter                               | 32300-68700           | 45600-95600          |
|   | Reporter Grade I                                    | 30700-65400           | 43400-91200          |
|   | Reporter Grade II                                   | 27800-59400           | 39300-83000          |
|   | Chief Librarian                                     | 68700-110400          | 95600-153200         |
|   | Librarian                                           | 60900-103600          | 85000-143600         |
|   | Deputy Librarian                                    | 45800-89000           | 63700-123700         |
| b | Assistant Librarian Grade I                         | 32300-68700           | 45600-95600          |
|   | Assistant Librarian Grade II                        | 30700-65400           | 43400-91200          |
|   | Catalogue Assistant                                 | 27800-59400           | 39300-83000          |

|   | <b>Name of Post</b>                    | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|----------------------------------------|------------------------------|-----------------------------|
|   | Personal Assistant (HG)                | 42500-87000                  | 59300-120900                |
| a | Personal Assistant                     | 40500-85000                  | 56500-118100                |
| b | Assistant Section Officer              | 32300-68700                  | 45600-95600                 |
|   | Senior Grade Assistant                 | 30700-65400                  | 43400-91200                 |
|   | Assistant                              | 27800-59400                  | 39300-83000                 |
|   | Office Superintendent (HG)             | 40500-85000                  | 56500-118100                |
| a | Office Superintendent                  | 36600-79200                  | 51400-110300                |
| e | Computer Assistant Selection Grade     | 32300-68700                  | 45600-95600                 |
|   | Computer Assistant Senior Grade        | 30700-65400                  | 43400-91200                 |
|   | Computer Assistant Grade I             | 27800-59400                  | 39300-83000                 |
|   | Computer Assistant Grade II            | 20000-45800                  | 27900-63700                 |
|   | Controller of Printing                 | 36600-79200                  | 51400-110300                |
|   | Foreman                                | 29200-62400                  | 41300-87000                 |
|   | Reader Grade II                        | 26500-56700                  | 37400-79000                 |
|   | Paste Up Artist                        | 25200-54000                  | 35600-75400                 |
|   | Offset Machine Operator                | 25200-54000                  | 35600-75400                 |
|   | Copy Holder                            | 20000-45800                  | 27900-63700                 |
|   | Computer Operator-cum-Web Designer     | 20000-45800                  | 27900-63700                 |
|   | Health Inspector Grade II              | 27800-59400                  | 39300-83000                 |
|   | Chief Information Assistant            | 26500-56700                  | 37400-79000                 |
|   | Information Assistant                  | 25200-54000                  | 35600-75400                 |
|   | Clerical Assistant Grade I             | 20000-45800                  | 27900-63700                 |
| a | Clerical Assistant Grade II            | 19000-43600                  | 26500-60700                 |
|   | Lift supervisor                        | 20000-45800                  | 27900-63700                 |
|   | Chief Amenities Assistant (MLA Hostel) | 20000-45800                  | 27900-63700                 |
|   | DTP Operator                           | 20000-45800                  | 27900-63700                 |
|   | Photocopier Operator                   | 18000-41500                  | 25100-57900                 |
|   | Lift Operator                          | 18000-41500                  | 25100-57900                 |
|   | Roneo Operator                         | 17500-39500                  | 24400-55200                 |
|   | Amenities Assistant (MLA Hostel) HG    | 19000-43600                  | 26500-60700                 |
| f | Amenities Assistant (MLA Hostel)       | 17500-39500                  | 24400-55200                 |
|   | Attender (HG)                          | 18000-41500                  | 25100-57900                 |
| f | Attender                               | 17500-39500                  | 24400-55200                 |

|   | Name of Post              | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------|-----------------------|----------------------|
|   | Binder Grade I            | 20000-45800           | 27900-63700          |
| g | Binder Grade II           | 19000-43600           | 26500-60700          |
|   | Office Attendant Grade I  | 17000-37500           | 23700-52600          |
| g | Office Attendant Grade II | 16500-35700           | 23000-50200          |
|   | Assembly Attendant        | 17500-39500           | 24400-55200          |
|   | Head Gardener             | 17500-39500           | 24400-55200          |
|   | Lady Attendant            | 17000-37500           | 23700-52600          |
|   | Helper                    | 17000-37500           | 23700-52600          |
|   | Mochee                    | 17000-37500           | 23700-52600          |
|   | Gardener                  | 17000-37500           | 23700-52600          |
|   | Sweeper                   | 16500-35700           | 23000-50200          |
|   | Sanitation Worker         | 16500-35700           | 23000-50200          |
|   | Cleaner                   | 16500-35700           | 23000-50200          |

- 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
- 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 1/3<sup>rd</sup> 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

| Name of Post                                             | Existing Scale of Pay | Revised Scale of Pay |
|----------------------------------------------------------|-----------------------|----------------------|
| Chief Marshal                                            | As in PD              | As in PD             |
| Additional Chief Marshal                                 | As in PD              | As in PD             |
| System Administrator (Software Development & Training)   | As in PD              | As in PD             |
| Network Administrator                                    | As in PD              | As in PD             |
| System Administrator (Hardware Maintenance & Networking) | As in PD              | As in PD             |
| Marshal                                                  | As in PD              | As in PD             |
| Sergeant (In the grade of Head Constable)                | As in PD              | As in PD             |
| Leading Fireman                                          | As in PD              | As in PD             |
| Fireman                                                  | As in PD              | As in PD             |
| Sergeant Assistant (In the grade of Police Constable)    | As in PD              | As in PD             |

| Name of Post                   | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------------|-----------------------|----------------------|
| Women Sergeant Assistant       | As in PD              | As in PD             |
| IT Consultant                  | As in PD              | As in PD             |
| Personal Assistant to MLA      | As in PD              | As in PD             |
| Pump operator                  | As in PD              | As in PD             |
| Assistant Agricultural Officer | As in PD              | As in PD             |
| Junior Health Inspector        | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                                            | Rate per month (₹) |
|-----------------------------------------------------------------------------------------------------|--------------------|
| Personal Assistant attached to Secretary, Legislature                                               | 610                |
| Personal Assistant / Confidential Assistant attached to Additional Secretary                        | 220                |
| Driver                                                                                              | 330                |
| Lift Operator                                                                                       | 140                |
| Telephone Operator                                                                                  | 140                |
| Office Superintendent                                                                               | 200                |
| Chief Marshal                                                                                       | 390                |
| Deputy Chief Marshal                                                                                | 330                |
| Marshal                                                                                             | 280                |
| Sergeant                                                                                            | 220                |
| Sergeant Assistant                                                                                  | 170                |
| Personal Assistant and Confidential Assistant in the O/o Additional Secretary and Special Secretary | 280                |
| <b>Protocol Wing</b>                                                                                |                    |
| Protocol Officer (Under Secretary)                                                                  | 220                |
| Assistant                                                                                           | 170                |
| Office Attendant                                                                                    | 140                |
| <b>Personal Staff of Speaker / Deputy Speaker / Chairman, Financial Committee</b>                   |                    |
| Private Secretary/ Additional Private Secretary / Assistant Private Secretary                       | 990                |
| Section Officer/Personal Assistant/ Additional Personal Assistant                                   | 880                |
| Typist/ Assistant/Confidential Assistant                                                            | 830                |

| Category         | Rate per month (₹) |
|------------------|--------------------|
| Chauffeur        | 770                |
| Duffedar         | 390                |
| Office Attendant | 660                |
| Gardener         | 660                |

### (2) Compensatory Allowance

| Category                                             | Rate per month (₹) |
|------------------------------------------------------|--------------------|
| Lift Operator                                        | 110                |
| Telephone Operator                                   | 150                |
| Amenities Assistant                                  | 110                |
| Assembly Attendant                                   | 110                |
| Lady Attendant                                       | 110                |
| Duffedar                                             | 110                |
| Office Attendant (attending Chamber duty)            | 110                |
| Sweeper (including Higher Grade)/Scavenger/ Gardener | 110                |

### (3) Uniform Allowance

| Category                                                         | Rate per annum (₹) |
|------------------------------------------------------------------|--------------------|
| Chief Marshal                                                    | As in PD           |
| Deputy Chief Marshal                                             | As in PD           |
| Marshal                                                          | As in PD           |
| Sergeant                                                         | 4000               |
| Sergeant Assistant                                               | 4000               |
| Assembly Attendant/ Chief Amenities Assistant/<br>Cleaner/Driver | 3000               |
| Amenities Assistant                                              | 2700               |
| Lady Attendant                                                   | 2700               |
| Lift Operator                                                    | 3000               |
| Gardener/Full Time Gardener                                      | 2700               |
| Duffedar                                                         | 2700               |
| Sweeper (including Higher Grade)/Scavenger                       | 2700               |
| Full -Time Sweeper/Full-Time Sweeper-cum-Sanitation<br>Worker    | 2700               |
| Part -Time Sweeper                                               | 2700               |

(4) Additional Special Allowance

| Category                                               | Rate per month (₹) |
|--------------------------------------------------------|--------------------|
| Personal Assistant of MLAs in the Legislative Assembly | 830                |

(F). KERALA HOUSE, NEW DELHI

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

| Name of Post                               | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------------------------|-----------------------|----------------------|
| <b>Office of the Resident Commissioner</b> |                       |                      |
| Resident Commissioner                      | IAS                   | IAS                  |
| Additional Resident Commissioner           | IAS                   | IAS                  |
| Law Officer<br>(Additional Law Secretary)  | 89000-120000          | As in PD             |
| Liaison Officer (Joint Secretary)          | 85000-117600          | As in PD             |
| Administrative Officer (Under Secretary)   | 42500-87000           | As in PD             |
| Section Officer                            | 36600-79200           | As in PD             |
| Assistant Executive Engineer               | 42500-87000           | As in PD             |
| Assistant Engineer                         | 39500-83000           | As in PD             |
| Personal Assistant                         | 39500-83000           | As in PD             |
| Assistant Liaison Officer                  | 27800-59400           | As in PD             |
| Assistant                                  | 27800-59400           | As in PD             |
| Typist                                     | 20000-45800           | As in PD             |
| Overseer (Electrical)                      | 19000-43600           | As in PD             |
| Overseer (Civil)                           | 19000-43600           | As in PD             |
| Driver                                     | 18000-41500           | As in CC             |
| <b>Office of the Controller</b>            |                       |                      |
| Controller                                 | 39500-83000           | 55200-115300         |
| Protocol Officer                           | 45800-89000           | 63700-123700         |
| Administrative Officer                     | 42500-87000           | 59300-120900         |
| Assistant Protocol Officer                 | 35700-75600           | 50200-105300         |
| Manager (Catering / Housekeeping)          | 35700-75600           | 50200-105300         |
| Section Officer                            | 36600-79200           | 51400-110300         |
| Assistant                                  | 27800-59400           | 39300-83000          |
| Typist                                     | 20000-45800           | 27900-63700          |

|   | Name of Post                              | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------|-----------------------|----------------------|
|   | Reception Assistant                       | 26500-56700           | 37400-79000          |
|   | Catering Supervisor                       | 22200-48000           | 31100-66800          |
|   | Steno-typist                              | 20000-45800           | 27900-63700          |
|   | Telephone Operator (HG)                   | 19000-43600           | 26500-60700          |
| a | Telephone Operator                        | 18000-41500           | 25100-57900          |
|   | House Keeping Supervisor                  | 22200-48000           | 31100-66800          |
|   | Assistant House Keeper                    | 18000-41500           | 25100-57900          |
|   | Store Keeper                              | 22200-48000           | 31100-66800          |
|   | Chauffer (HG)                             | 19000-43600           | 26500-60700          |
| a | Chauffer                                  | 18000-41500           | 25100-57900          |
|   | Butler/Steward                            | 18000-41500           | 25100-57900          |
|   | Waiter/Bearer (HG)                        | 17500-39500           | 24400-55200          |
| a | Waiter/Bearer                             | 17000-37500           | 23700-52600          |
|   | Attender                                  | 17000-37500           | 23700-52600          |
|   | Room Attendant (HG)                       | 17500-39500           | 24400-55200          |
| a | Room Attendant                            | 17000-37500           | 23700-52600          |
|   | Cook (HG)                                 | 17500-39500           | 24400-55200          |
| a | Cook                                      | 17000-37500           | 23700-52600          |
|   | Office Attendant Grade I                  | 17000-37500           | 23700-52600          |
| a | Office Attendant Grade II                 | 16500-35700           | 23000-50200          |
|   | Plumber                                   | 18000-41500           | 25100-57900          |
|   | Sweeper                                   | 16500-35700           | 23000-50200          |
|   | Lascar/Gardener/ Scavenger/Kitchen Helper | 16500-35700           | 23000-50200          |
|   | <b>Information Office</b>                 |                       |                      |
|   | Deputy Director                           | As in PD              | As in PD             |
|   | Information Officer                       | 45800-89000           | As in PD             |
|   | Assistant Information Officer             | 27800-59400           | As in PD             |
|   | Assistant Editor                          | 30700-65400           | As in PD             |
|   | Cinema Operator                           | 18000-41500           | 25100-57900          |
|   | Office Attendant Grade I                  | 17000-37500           | 23700-52600          |
|   | Clerical Attender                         | 16500-35700           | 23000-50200          |
|   | Driver                                    | 18000-41500           | 25100-57900          |
|   | <b>NORKA Cell</b>                         |                       |                      |
|   | Deputy Secretary                          | 77400-115200          | As in PD             |

|  | Name of Post                      | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------------------------|-----------------------|----------------------|
|  | Assistant                         | 27800-59400           | As in PD             |
|  | <b>Tourism Information Office</b> |                       |                      |
|  | Deputy Director                   | As in PD              | As in PD             |
|  | Information Assistant             | 26500-56700           | As in PD             |
|  | Driver                            | 18000-41500           | As in PD             |
|  | Office Attendant Grade II         | 16500-35700           | As in PD             |

a 1/3<sup>rd</sup> HG will continue.

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                                                    | Rate (₹)                                                                                                         |
|-------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| New Delhi Allowance                                                                                         | 10% of Basic Pay subject to a maximum of 9000 per month                                                          |
| Transport Allowance                                                                                         | 830 per month                                                                                                    |
| Warm Cloth Allowance                                                                                        | 3000 once in two years                                                                                           |
| Uniform Allowance-Summer Season                                                                             | 3300 once in two years                                                                                           |
| Uniform Allowance-Winter Season                                                                             | 2000 once in two years                                                                                           |
| Shoe Allowance                                                                                              | 1320 per annum                                                                                                   |
| Educational Allowance                                                                                       | 900 per month per child subject to the maximum of 2 children                                                     |
| Special Allowance to cooks                                                                                  | 550 per month                                                                                                    |
| Mobile Phone Allowance to the officer in charge of Norka Cell, New Delhi                                    | 660 per month                                                                                                    |
| Protocol Officer, New Delhi                                                                                 | 830 per month                                                                                                    |
| Assistant Protocol Officer, New Delhi                                                                       | 720 per month                                                                                                    |
| 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) |
| Personal Assistant and Confidential Assistant to Resident Commissioner and Additional Resident Commissioner | 610 per month                                                                                                    |
| Confidential Assistant attached to Law Officer                                                              | 220 per month                                                                                                    |

| Category                                                                                    | Rate (₹)      |
|---------------------------------------------------------------------------------------------|---------------|
| Driver attached to the Resident Commissioner and Additional Resident Commissioner           | 440 per month |
| Office Attendant attached to the Resident Commissioner and Additional Resident Commissioner | 360 per month |

## (2) Compensatory Allowance

| Category                                                                      | Rate per month (₹) |
|-------------------------------------------------------------------------------|--------------------|
| Chauffeurs in Kerala House and Office of the Resident Commissioner, New Delhi | 1650               |

## 2. ADVOCATE GENERAL'S OFFICE

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                       | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------|-----------------------|----------------------|
|   | Secretary to Advocate General      | 89000-120000          | 123700-166800        |
|   | Joint Secretary                    | 85000-117600          | 118100-163400        |
|   | Deputy Secretary                   | 77400-115200          | 107800-160000        |
|   | Under Secretary (HG)               | 68700-110400          | 95600-153200         |
| a | Under Secretary                    | 45800-89000           | 63700-123700         |
|   | Section Officer (HG)               | 40500-85000           | 56500-118100         |
| b | Section Officer                    | 36600-79200           | 51400-110300         |
|   | Librarian                          | 35700-75600           | 50200-105300         |
|   | Personal Assistant (HG)            | 42500-87000           | 59300-120900         |
| b | Personal Assistant                 | 40500-85000           | 56500-118100         |
|   | Office Superintendent (HG)         | 40500-85000           | 56500-118100         |
| b | Office Superintendent              | 36600-79200           | 51400-110300         |
| c | Assistant Section Officer          | 32300-68700           | 45600-95600          |
|   | Assistant Senior Grade             | 30700-65400           | 43400-91200          |
|   | Assistant                          | 27800-59400           | 39300-83000          |
| d | Computer Assistant Selection Grade | 32300-68700           | 45600-95600          |
|   | Computer Assistant Senior Grade    | 30700-65400           | 43400-91200          |
|   | Computer Assistant Grade I         | 27800-59400           | 39300-83000          |
|   | Computer Assistant Grade II        | 20000-45800           | 27900-63700          |

|  | Name of Post                | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------------------|-----------------------|----------------------|
|  | Translator                  | 26500-56700           | 37400-79000          |
|  | Clerical Assistant Grade I  | 20000-45800           | 27900-63700          |
|  | Clerical Assistant Grade II | 19000-43600           | 26500-60700          |
|  | Library Assistant           | 18000-41500           | 25100-57900          |

- a 1/3<sup>rd</sup> Higher Grade will continue  
b Grade ratio will be 1:1  
c Grade ratio 1:1:1 will continue  
d Grade ratio 1:1:1:1 will continue

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                           | Rate per month (₹) |
|------------------------------------------------------------------------------------|--------------------|
| Personal Assistant attached to Advocate General                                    | 610                |
| Personal Assistant attached to Additional Advocate General                         | 220                |
| <i>Officers attending work in the Office of the Director of Public Prosecution</i> |                    |
| Section Officer                                                                    | 200                |
| Confidential Assistant                                                             | 160                |
| Personal Assistant to the Advocate General attending Secret Section work           | 160                |
| Driver                                                                             | 330                |

### (2) Compensatory Allowance

| Category                                     | Rate per month (₹) |
|----------------------------------------------|--------------------|
| Librarian                                    | 220                |
| Assistant officiating as Assistant Librarian | 200                |
| Library Attender                             | 160                |
| Last Grade Employee in the Library           | 110                |
| Library Assistant (Catalogue work)           | 390                |
| <i>Those Attending Cause list work</i>       |                    |
| Under Secretary                              | 1100               |
| Section Officer                              | 1100               |
| Assistant                                    | 1100               |
| Computer Assistant                           | 1100               |
| Personal Assistant/Confidential Assistant    | 1100               |
| Office Superintendent                        | 1100               |
| Office Attendant                             | 1100               |

**(3) Uniform Allowance**

| Category | Rate per annum (₹) |
|----------|--------------------|
| Duffedar | 2700               |

**3. AGRICULTURE DEVELOPMENT AND FARMERS' WELFARE**

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

|   | Name of Post                                                         | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------------------------------------------------------------|-----------------------|----------------------|
|   | Director                                                             | 89000-120000          | 123700-166800        |
|   | Additional Director                                                  | 81000-117600          | 112800-163400        |
|   | Joint Director/Principal Agricultural Officer                        | 68700-110400          | 95600-153200         |
|   | Deputy Director/Chief Soil Chemist/Plant Protection Officer          | 45800-89000           | 63700-123700         |
| a | Assistant Director/Senior Agricultural Officer/Radio Contact Officer | 42500-87000           | 59300-120900         |
|   | Assistant Principal Agricultural Officer                             | 40500-85000           | 56500-118100         |
|   | Banana Development Officer                                           | 40500-85000           | 56500-118100         |
|   | Cashew Development Officer/Special Officer                           | 40500-85000           | 56500-118100         |
|   | Research Officer/Farm Superintendent                                 | 40500-85000           | 56500-118100         |
| b | Assistant Soil Chemist                                               | 40500-85000           | 56500-118100         |
|   | Labour Welfare Officer                                               | 39500-83000           | 55200-115300         |
| a | Agricultural Officer/ Farm Assistant/ Seed Development Officer       | 39500-83000           | 55200-115300         |
|   | Technical Assistant                                                  | 39500-83000           | 55200-115300         |
|   | Personal Assistant to Director of Agriculture                        | 39500-83000           | 55200-115300         |
| c | Senior Scientific Assistant                                          | 35700-75600           | 50200-105300         |
|   | Agricultural Field Officer (HG)                                      | 39500-83000           | 55200-115300         |
| d | Agricultural Field Officer                                           | 35700-75600           | 50200-105300         |
| c | Scientific Assistant Grade I                                         | 30700-65400           | 43400-91200          |

|                                     | Name of Post                                                           | Existing Scale of Pay       | Revised Scale of Pay        |
|-------------------------------------|------------------------------------------------------------------------|-----------------------------|-----------------------------|
| e                                   | Assistant Agriculture Officer                                          | 30700-65400                 | 43400-91200                 |
|                                     | Agricultural Assistant Grade I                                         | 26500-56700                 | 37400-79000                 |
|                                     | Agricultural Assistant Grade II                                        | 20000-45800                 | 27900-63700                 |
| c                                   | Scientific Assistant Grade II                                          | 25200-54000                 | 35600-75400                 |
|                                     | Offset Operator                                                        | 22200-48000                 | 31100-66800                 |
|                                     | Assistant Offset Operator                                              | 18000-41500                 | 25100-57900                 |
|                                     | Film Librarian                                                         | 18000-41500                 | 25100-57900                 |
|                                     | Lab Assistant                                                          | 18000-41500                 | 25100-57900                 |
|                                     | Oil Engine Driver                                                      | 18000-41500                 | 25100-57900                 |
|                                     | Field Supervisor                                                       | 17000-37500                 | 23700-52600                 |
|                                     | Lab Keeper                                                             | 17000-37500                 | 23700-52600                 |
|                                     | Lab Attender                                                           |                             | 23700-52600                 |
|                                     | Tractor Cleaner Grade I                                                |                             | 23700-52600                 |
|                                     | Tractor Cleaner Grade II                                               |                             | 23000-50200                 |
|                                     | Gardener cum Cleaner                                                   |                             | 23000-50200                 |
|                                     | Tissue Culture Technician                                              | Consolidated pay of 18000   | 27900-63700                 |
|                                     | AC Mechanic (on contract)                                              | Consolidated pay of 17000/- | Consolidated pay of 23500/- |
| <b>Agriculture Engineering Wing</b> |                                                                        |                             |                             |
|                                     | State Agricultural Engineer                                            | 81000-117600                | 112800-163400               |
|                                     | Executive Engineer                                                     | 68700-110400                | 95600-153200                |
|                                     | Assistant Executive Engineer (Agri)                                    | 42500-87000                 | 59300-120900                |
|                                     | Assistant Engineer (Agri)                                              | 39500-83000                 | 55200-115300                |
|                                     | Head Draftsman (Civil)                                                 | 39500-83000                 | 55200-115300                |
|                                     | Draftsman Grade I/ Overseer Grade I/<br>Draftsman Grade I (Mechanical) | 26500-56700                 | 37400-79000                 |
|                                     | Store-in-charge                                                        | 26500-56700                 | 37400-79000                 |
|                                     | Foreman                                                                | 22200-48000                 | 31100-66800                 |
|                                     | Draftsman Grade II/ Overseer Grade II                                  | 22200-48000                 | 31100-66800                 |

|  | <b>Name of Post</b>                           | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-----------------------------------------------|------------------------------|-----------------------------|
|  | Work Superintendent                           | 19000-43600                  | 26500-60700                 |
|  | Tractor Driver Grade I                        | 19000-43600                  | 26500-60700                 |
|  | Tractor Driver Grade II                       | 18000-41500                  | 25100-57900                 |
|  | Senior Mechanic                               | 20000-45800                  | 27900-63700                 |
|  | Mechanic                                      | 18000-41500                  | 25100-57900                 |
|  | Skilled Assistant                             | 18000-41500                  | 25100-57900                 |
|  | Welder                                        | 18000-41500                  | 25100-57900                 |
|  | Fitter                                        | 18000-41500                  | 25100-57900                 |
|  | Blacksmith                                    | 18000-41500                  | 25100-57900                 |
|  | Carpenter                                     | 18000-41500                  | 25100-57900                 |
|  | Turner                                        | 18000-41500                  | 25100-57900                 |
|  | Electrician                                   | 18000-41500                  | 25100-57900                 |
|  | Machinist                                     | 18000-41500                  | 25100-57900                 |
|  | Borer                                         | 17500-39500                  | 24400-55200                 |
|  | Workshop Attender                             | 17000-37500                  | 23700-52600                 |
|  | <b>Farm Information Bureau</b>                |                              |                             |
|  | Principal Information Officer                 | 68700-110400                 | 95600-153200                |
|  | Deputy Director of Agriculture                | 45800-89000                  | 63700-123700                |
|  | Assistant Director of Agriculture             | 42500-87000                  | 59300-120900                |
|  | Editor-cum-Press Relations Officer            | 40500-85000                  | 56500-118100                |
|  | Technical Assistant                           | 22200-48000                  | 31100-66800                 |
|  | Agricultural Officer                          | 39500-83000                  | 55200-115300                |
|  | Videographer                                  | 35700-75600                  | 50200-105300                |
|  | Photographer                                  | 27800-59400                  | 39300-83000                 |
|  | Photo Artist                                  | 25200-54000                  | 35600-75400                 |
|  | Village Level Worker (Agricultural Assistant) | 20000-45800                  | 27900-63700                 |
|  | Agricultural Assistant                        | 20000-45800                  | 27900-63700                 |

|  | Name of Post            | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------|-----------------------|----------------------|
|  | <b>Animal Husbandry</b> |                       |                      |
|  | Campaign Officer        | 40500-85000           | 56500-118100         |
|  | Information Officer     | 40500-85000           | 56500-118100         |
|  | Publication Officer     | 40500-85000           | 56500-118100         |
|  | Editor Farm News        | 40500-85000           | 56500-118100         |
|  | <b>Miscellaneous</b>    |                       |                      |
|  | Artist                  | 25200-54000           | 35600-75400          |
|  | Pharmacist              | 22200-48000           | 31100-66800          |
|  | Compositor              | 22200-48000           | 31100-66800          |
|  | Boat Driver Grade I     | 20000-45800           | 27900-63700          |
|  | Boat Driver Grade II    | 18000-41500           | 25100-57900          |
|  | Regular Mazdoor         | 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

| Name of Post                               | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------------------------|-----------------------|----------------------|
| Vigilance Officer (Finance)                | As in PD              | As in PD             |
| Senior Administrative Officer              | As in PD              | As in PD             |
| Senior Finance Officer                     | As in PD              | As in PD             |
| Law Officer                                | As in PD              | As in PD             |
| Deputy Director (Statistics)               | As in PD              | As in PD             |
| Assistant Director (Statistics)            | As in PD              | As in PD             |
| Research Officer                           | As in PD              | As in PD             |
| Accounts Officer                           | As in PD              | As in PD             |
| Research Assistant                         | As in PD              | As in PD             |
| Statistical Assistant/Investigator Grade I | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Uniform Allowance

| Category            | Rate per Annum (₹) |
|---------------------|--------------------|
| Boat Driver         | 2700               |
| Boat Syrang         | 2700               |
| Mechanic            | 2700               |
| Driver-cum-operator | 2700               |
| Full Time Gardener  | 2700               |
| Tractor Driver      | 2700               |

### (2) Permanent Conveyance Allowance

| Category                                               | Rate per month (₹) | Area of Jurisdiction |
|--------------------------------------------------------|--------------------|----------------------|
| Agriculture Officer                                    | 190                | One Panchayat        |
| Agricultural Assistant/ Assistant Agricultural Officer | 170                | Below One Panchayat  |
| Agricultural Assistant working in KMEP                 | 170                | Below One Panchayat  |
| Field Supervisor                                       | 160                | Below One Panchayat  |

## 4. ANIMAL HUSBANDRY

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                                                               | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------------------------------------------------------------------------|-----------------------|----------------------|
| Director                                                                                   | 89000-120000          | 123700-166800        |
| Additional Director / Director, Institute of Animal Health & Veterinary Biological, Palode | 81000-117600          | 112800-163400        |

|   | Name of Post                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Registrar, Kerala Veterinary Council / Additional Director (Planning)                                                                                                                                                                                                                                                                                                                                                                                                                                     | 77400-115200          | 107800-160000        |
|   | 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                                                                                                                                                                                                            | 68700-110400          | 95600-153200         |
|   | Deputy Director (HG) / Project Officer, ICDP (HG) / Production Manager, Central Hatchery (HG)/ Livestock Products Inspecting Officer(HG) / 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)                                                                                                                                         | 55350-101400          | 77200-140500         |
| a | 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                                                                                                                                                                                  | 45800-89000           | 63700-123700         |
|   | Assistant Director / Senior Veterinary Surgeon / Superintendent, Goat Farm Superintendent, District Livestock Farm / Superintendent, Buffalo Breeding farm / Assistant Project Officer, RAIC / Assistant Director, RPF / Assistant Director (Planning) / Project Officer, IPD Block / Disease Investigation Officer / Assistant Research Officer / Assistant Director, Fodder Development / Lecturer, Extension Training Centre / Disease Surveillance Officer / Forest Veterinary Officer / Geneticist / | 42500-87000           | 59300-120900         |

|   | Name of Post                                                                            | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Assistant Rinder Pest Officer / Assistant Director, Cattle Sterility                    |                       |                      |
| b | Plant Engineer / Assistant Executive Engineer                                           | 42500-87000           | 59300-120900         |
|   | Assistant Engineer                                                                      | 39500-83000           | 55200-115300         |
| c | Veterinary Surgeon / Toxicologist / Scientific Assistant / Research Assistant, IAH & VB | 39500-83000           | 55200-115300         |
|   | Chief Instructor                                                                        | 36600-79200           | 51400-110300         |
|   | Feed Analyst                                                                            | 36600-79200           | 51400-110300         |
|   | Labour Officer                                                                          | 35700-75600           | 50200-105300         |
|   | Senior Instructor                                                                       | 35700-75600           | 50200-105300         |
|   | Field Officer (HG)                                                                      | 36600-79200           | 51400-110300         |
| d | Field Officer                                                                           | 35700-75600           | 50200-105300         |
|   | Chemist                                                                                 | 35700-75600           | 50200-105300         |
|   | Laboratory Supervisor                                                                   | 35700-75600           | 50200-105300         |
|   | Live Stock Inspector Senior Grade / Assistant Field Officer                             | 29200-62400           | 41300-87000          |
|   | Junior Instructor / Chick Sexing Expert                                                 | 27800-59400           | 39300-83000          |
|   | Livestock Inspector Grade I                                                             | 26500-56700           | 37400-79000          |
|   | Laboratory Technician Grade I / Laboratory Assistant Grade I                            | 25200-54000           | 35600-75400          |
|   | Chief Operator                                                                          | 25200-54000           | 35600-75400          |
|   | Incubation Technician                                                                   | 22200-48000           | 31100-66800          |
|   | Electrician-cum-Mechanic                                                                | 22200-48000           | 31100-66800          |
|   | Refrigeration Mechanic                                                                  | 22200-48000           | 31100-66800          |
|   | X-ray Technician                                                                        | 22200-48000           | 31100-66800          |
| e | Livestock Inspector Grade II                                                            | 20000-45800           | 27900-63700          |
|   | Laboratory Technician Grade II / Laboratory Assistant Grade II                          | 20000-45800           | 27900-63700          |
|   | Cinema Operator cum Driver                                                              | 20000-45800           | 27900-63700          |
|   | Chick Sexer                                                                             | 20000-45800           | 27900-63700          |
|   | Despatch Rider                                                                          | 17500-39500           | 24400-55200          |
|   | Pump Operator / Plumber                                                                 | 17500-39500           | 24400-55200          |
|   | Carpenter-cum-Mechanic                                                                  | 17500-39500           | 24400-55200          |

|  | Name of Post                | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------------------|-----------------------|----------------------|
|  | Carpenter-cum-Packer        | 17500-39500           | 24400-55200          |
|  | Poultry Attendant / Servant | 17000-37500           | 23700-52600          |
|  | Gardener Grade I            | 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

#### Posts held by Personnel of other Departments

| Name of Post                   | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------------|-----------------------|----------------------|
| Senior Administrative Officer  | As in PD              | As in PD             |
| Senior Finance Officer         | As in PD              | As in PD             |
| Joint Director (Statistics)    | As in PD              | As in PD             |
| Research Officer               | As in PD              | As in PD             |
| Research Assistant             | As in PD              | As in PD             |
| Statistical Assistant Grade I  | As in PD              | As in PD             |
| Statistical Assistant Grade II | As in PD              | As in PD             |
| Agricultural Officer           | As in PD              | As in PD             |

#### B. ALLOWANCES

##### (1) Risk Allowance

| Category                                      | Rate per month (₹) |
|-----------------------------------------------|--------------------|
| Veterinary Surgeons working in Elephant Squad | 330                |
| X-Ray Technician                              | 110                |

##### (2) Uniform Allowance

| Category | Rate per annum (₹) |
|----------|--------------------|
| Duffedar | 2700               |

### (3) Additional Special Allowance

| Category                                             | Rate per month (₹) |
|------------------------------------------------------|--------------------|
| Veterinary Surgeons working in rural areas           | 3000               |
| Veterinary Surgeons working in difficult rural areas | 4500               |

### (4) Permanent Conveyance Allowance

| Category                                                                                          | Rate per month (₹) | Area of Jurisdiction                                      |
|---------------------------------------------------------------------------------------------------|--------------------|-----------------------------------------------------------|
| Senior Veterinary Surgeon / Veterinary Surgeon in charge of Veterinary Hospitals and Dispensaries | 160                | Jurisdiction of the Veterinary hospitals and dispensaries |
| Live Stock Inspectors                                                                             | 160                | Jurisdiction of the Veterinary hospitals and dispensaries |

## 5. ARCHAEOLOGY

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                 | Existing Scale of Pay | Revised Scale of Pay |
|------------------------------|-----------------------|----------------------|
| Director                     | 68700-110400          | 95600-153200         |
| Conservation Officer         | 45800-89000           | 63700-123700         |
| Superintending Archaeologist | 45800-89000           | 63700-123700         |
| Epigraphist                  | 45800-89000           | 63700-123700         |
| Assistant Executive Engineer |                       | 59300-120900         |
| Archaeological Chemist       | 40500-85000           | 56500-118100         |
| Publication Officer          | 40500-85000           | 56500-118100         |
| Assistant Engineer           | 39500-83000           | 55200-115300         |
| Documentation Officer        | 36600-79200           | 51400-110300         |
| Artist Superintendent        | 36600-79200           | 51400-110300         |
| Education Officer            | 36600-79200           | 51400-110300         |

|  | <b>Name of Post</b>     | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-------------------------|------------------------------|-----------------------------|
|  | Research Officer        | 36600-79200                  | 51400-110300                |
|  | Personal Assistant      | 35700-75600                  | 50200-105300                |
|  | Excavation Assistant    | 35700-75600                  | 50200-105300                |
|  | Epigraphy Assistant     | 35700-75600                  | 50200-105300                |
|  | Curator                 | 35700-75600                  | 50200-105300                |
|  | Field Assistant         | 29200-62400                  | 41300-87000                 |
|  | Technical Assistant     | 29200-62400                  | 41300-87000                 |
|  | Assistant Editor        | 27800-59400                  | 39300-83000                 |
|  | Preservation Assistant  | 27800-59400                  | 39300-83000                 |
|  | Research Assistant      | 27800-59400                  | 39300-83000                 |
|  | Manager                 | 27800-59400                  | 39300-83000                 |
|  | Artist                  | 27800-59400                  | 39300-83000                 |
|  | Documentation Assistant | 27800-59400                  | 39300-83000                 |
|  | Designer                | 27800-59400                  | 39300-83000                 |
|  | Foreman                 | 26500-56700                  | 37400-79000                 |
|  | Museum Assistant        | 25200-54000                  | 35600-75400                 |
|  | Photographer            | 25200-54000                  | 35600-75400                 |
|  | Display Technician      | 25200-54000                  | 35600-75400                 |
|  | Gallery Supervisor      | 25200-54000                  | 35600-75400                 |
|  | Estampage Maker         | 25200-54000                  | 35600-75400                 |
|  | Laboratory Assistant    | 22200-48000                  | 31100-66800                 |
|  | Draftsman               | 20000-45800                  | 27900-63700                 |
|  | Museum Guide            | 20000-45800                  | 27900-63700                 |
|  | Dark Room Assistant     | 20000-45800                  | 27900-63700                 |
|  | Electrician             |                              | 25100-57900                 |
|  | Mechanic                |                              | 25100-57900                 |

| Name of Post       | Existing Scale of Pay | Revised Scale of Pay |
|--------------------|-----------------------|----------------------|
| Head Gardener      | 17500-39500           | 24400-55200          |
| Cook               | 17500-39500           | 24400-55200          |
| Ticket Attender    | 17500-39500           | 24400-55200          |
| Record Attender    | 17500-39500           | 24400-55200          |
| Helper/Moulder     | 17000-37500           | 23700-52600          |
| Specimen Collector | 17000-37500           | 23700-52600          |
| Technical Helper   | 17000-37500           | 23700-52600          |
| Gallery Attender   | 16500-35700           | 23000-50200          |
| Duster             | 16500-35700           | 23000-50200          |

#### Posts held by Personnel of other Departments

| Name of Post                     | Existing Scale of Pay | Revised Scale of Pay |
|----------------------------------|-----------------------|----------------------|
| Security Officer (S.I of Police) | As in PD              | As in PD             |
| Security Guard (PC/HC)           | As in PD              | As in PD             |

#### B. ALLOWANCES

##### (1) Uniform Allowance

| Category      | Rate per annum (₹) |
|---------------|--------------------|
| Head Gardener | 2700               |
| Waiter        | 2700               |
| Gardener      | 2700               |
| Watcher       | 2700               |
| Cook          | 2700               |

## 6. ARCHIVES

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                        | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------|-----------------------|----------------------|
|   | Director                            | 68700-110400          | 95600-153200         |
|   | Assistant Director                  | 42500-87000           | 59300-120900         |
|   | Editorial Archivist                 | 35700-75600           | 50200-105300         |
|   | Archivist                           | 35700-75600           | 50200-105300         |
|   | Superintendent                      | 35700-75600           | 50200-105300         |
|   | Conservation Officer                | 35700-75600           | 50200-105300         |
|   | Asst. Archivist Gr I                | 30700-65400           | 43400-91200          |
|   | Junior Editor                       | 30700-65400           | 43400-91200          |
|   | Editorial Assistant                 | 25200-54000           | 35600-75400          |
|   | Senior Clerk/ Asst. Archivist Gr II | 25200-54000           | 35600-75400          |
|   | Photographer                        | 25200-54000           | 35600-75400          |
|   | Asst. Conservation Officer          | 35700-75600           | 50200-105300         |
|   | Preservation Supervisor             | 27800-59400           | 39300-83000          |
| a | Mender (HG)                         | 25200-54000           | 35600-75400          |
|   | Mender                              | 20000-45800           | 27900-63700          |
| b | Binder Gr I                         | 19000-43600           | 26500-60700          |
|   | Binder Gr II                        | 18000-41500           | 25100-57900          |

a 1/3<sup>rd</sup> Higher Grade will Continue.

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

#### 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             |

## B. ALLOWANCES

### (1) Compensatory Allowance

| Category                                          | Rate per month (₹) |
|---------------------------------------------------|--------------------|
| Superintendent posted in the Secretariat Cellar   | 170                |
| Assistant/Clerk posted in the Secretariat Cellar  | 150                |
| Office Attendant posted in the Secretariat Cellar | 110                |
| <b>Preservation Section</b>                       |                    |
| Preservation Supervisor/ Mender                   | 110                |
| Binder/Lascar                                     | 110                |

### (2) Risk Allowance

| Category | Rate per month (₹) |
|----------|--------------------|
| Mender   | 110                |

## 7. AYURVEDA MEDICAL EDUCATION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                                    | Existing Scale of Pay | Revised Scale of Pay |
|-----------------------------------------------------------------|-----------------------|----------------------|
| Director                                                        | UGC                   | UGC                  |
| Principal                                                       | UGC                   | UGC                  |
| Professor                                                       | UGC                   | UGC                  |
| Associate Professor                                             | UGC                   | UGC                  |
| Assistant Professor                                             | UGC                   | UGC                  |
| Chief Medical Officer                                           | 42500-87000           | 63700-123700         |
| Lecturer                                                        | 42500-87000           | 59300-120900         |
| Senior Medical Officer/<br>Research Officer / Deputy<br>Manager | 40500-85000           | 59300-120900         |
| Scientific Officer                                              | 40500-85000           | 56500-118100         |

|   | Name of Post                                                | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------------------------|-----------------------|----------------------|
|   | Demonstrator/ RMO/ Medical Officer                          | 39500-83000           | 55200-115300         |
|   | Scientific Assistant                                        | 36600-79200           | 51400-110300         |
|   | Manager / Lay Secretary & Treasurer / Senior Superintendent | 36600-79200           | 51400-110300         |
|   | Nursing Superintendent Grade I                              | 35700-75600           | 50200-105300         |
|   | Junior Scientific Officer                                   | 35700-75600           | 50200-105300         |
|   | Head Nurse (Allopathy)                                      | 32300-68700           | 45600-95600          |
|   | Store Officer / Junior Superintendent                       | 30700-65400           | 43400-91200          |
|   | Technician (Bhasma & Sindura)                               | 30700-65400           | 43400-91200          |
|   | Nursing Superintendent Grade II                             | 30700-65400           | 43400-91200          |
|   | Store Superintendent                                        | 30700-65400           | 43400-91200          |
|   | Technician (Pharmacy)                                       | 27800-59400           | 39300-83000          |
|   | Herpetologist                                               | 27800-59400           | 39300-83000          |
|   | Staff Nurse (Allopathy)                                     | 27800-59400           | 39300-83000          |
|   | Lady Health Inspector                                       | 26500-56700           | 37400-79000          |
|   | Technician (X-ray)                                          | 26500-56700           | 37400-79000          |
|   | Lab Technician Grade I                                      | 26500-56700           | 37400-79000          |
| a | Lab Technician Grade II                                     | 22200-48000           | 35600-75400          |
|   | Nurse Gr. I                                                 | 25200-54000           | 35600-75400          |
|   | Pharmacist Grade I                                          | 25200-54000           | 35600-75400          |
|   | Technician (Electrical)                                     | 25200-54000           | 35600-75400          |
|   | Technician (Other category) (Mechanical)                    | 25200-54000           | 35600-75400          |
|   | Technician (Dravyaguna)                                     | 25200-54000           | 35600-75400          |
|   | Artist cum Museum Keeper                                    | 25200-54000           | 35600-75400          |
|   | Ayurveda Therapist (HG)                                     | 20000-45800           | 35600-75400          |
| c | Ayurveda Therapist                                          | 19000-43600           | 27900-63700          |
|   | Foreman (Power Laundry)                                     | 22200-48000           | 31100-66800          |
|   | Junior Public Health Nurse                                  | 22200-48000           | 31100-66800          |
|   | Technician (Netra)                                          | 22200-48000           | 31100-66800          |
|   | Artist Grade II                                             | 22200-48000           | 31100-66800          |
| b | Nurse Grade II                                              | 20000-45800           | 27900-63700          |
| b | Pharmacist Grade II                                         | 20000-45800           | 27900-63700          |

|   | <b>Name of Post</b>                                                                     | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|-----------------------------------------------------------------------------------------|------------------------------|-----------------------------|
|   | Panchakarma Assistant                                                                   | 20000-45800                  | 27900-63700                 |
|   | Technical Assistant (Ayurveda)                                                          | 19000-43600                  | 26500-60700                 |
|   | Herbarium keeper                                                                        | 19000-43600                  | 26500-60700                 |
|   | Technical Assistant (X-ray)                                                             | 19000-43600                  | 26500-60700                 |
|   | Technical Assistant (Visha)                                                             | 19000-43600                  | 26500-60700                 |
|   | Library Assistant                                                                       | 18000-41500                  | 25100-57900                 |
|   | Garden Superintendent                                                                   | 18000-41500                  | 25100-57900                 |
|   | Record Keeper                                                                           | 18000-41500                  | 25100-57900                 |
|   | Gardener (HG)                                                                           | 18000-41500                  | 25100-57900                 |
|   | Scribe                                                                                  | 18000-41500                  | 25100-57900                 |
|   | Electrician                                                                             | 18000-41500                  | 25100-57900                 |
|   | Technician (Swasthawritha)                                                              | 18000-41500                  | 25100-57900                 |
|   | Technician (Nature cure)                                                                | 18000-41500                  | 25100-57900                 |
|   | Record Assistant                                                                        | 17500-39500                  | 24400-55200                 |
|   | Theatre Assistant                                                                       | 17500-39500                  | 24400-55200                 |
|   | Lab Attender Grade I                                                                    | 17500-39500                  | 24400-55200                 |
|   | Pharmacy Attender Grade I                                                               | 17500-39500                  | 24400-55200                 |
|   | Nursing Assistant Grade I                                                               | 17500-39500                  | 24400-55200                 |
| d | Pharmacy Attender Grade II                                                              | 17000-37500                  | 23700-52600                 |
|   | Lab Attender Grade II /<br>Nursing Assistant Grade II/<br>Power Laundry Attender        | 17000-37500                  | 23700-52600                 |
|   | Head warden / Hospital<br>Attendant / Specimen collector<br>/ Gardener/ Dravya Attender | 17000-37500                  | 23700-52600                 |
|   | Sanitation Worker                                                                       | 16500-35700                  | 23000-50200                 |
|   | Stretcher carrier                                                                       | 16500-35700                  | 23000-50200                 |
|   | Gate Keeper                                                                             | 16500-35700                  | 23000-50200                 |
|   | Van Cleaner Cum Conductor                                                               | 16500-35700                  | 23000-50200                 |
|   | Dhoby                                                                                   | 16500-35700                  | 23000-50200                 |
|   | Mess Attender                                                                           | 16500-35700                  | 23000-50200                 |
|   | Cook                                                                                    | 16500-35700                  | 23000-50200                 |
|   | Male Servant                                                                            | 16500-35700                  | 23000-50200                 |
|   | Sweeper                                                                                 | 16500-35700                  | 23000-50200                 |
|   | Female Servant                                                                          | 16500-35700                  | 23000-50200                 |
|   | Watcher                                                                                 | 16500-35700                  | 23000-50200                 |

|  | Name of Post                                                | Existing Scale of Pay    | Revised Scale of Pay      |
|--|-------------------------------------------------------------|--------------------------|---------------------------|
|  | Scavenger                                                   | 16500-35700              | 23000-50200               |
|  | Sweeper cum Scavenger                                       | 16500-35700              | 23000-50200               |
|  | Kitchen Assistant                                           | 16500-35700              | 23000-50200               |
|  | Kashaya Servant                                             | 16500-35700              | 23000-50200               |
|  | Female Attender                                             | 16500-35700              | 23000-50200               |
|  | Yoga Instructor                                             | 6500+ DA<br>(Honorarium) | 9000+ DA<br>(Honorarium)) |
|  | <b>Drugs Standardization Unit</b>                           |                          |                           |
|  | Senior Research Officer<br>(Chemistry)                      | 60900-103600             | 85000-143600              |
|  | Research Officer (Botany)                                   | 42500-87000              | 59300-120900              |
|  | Research Officer (Chemistry /<br>Biochemistry)              | 42500-87000              | 59300-120900              |
|  | Research Officer (Ayurveda)                                 | 42500-87000              | 59300-120900              |
|  | Assistant Research Officer<br>(Chemistry / Pharmacology)    | 39500-83000              | 55200-115300              |
|  | Research Assistant<br>(Microbiology/<br>Ayurveda/Chemistry) | 36600-79200              | 51400-110300              |
|  | Lab Technician (Drug<br>Standardisation Unit)               | 27800-59400              | 39300-83000               |
|  | Lab Attender                                                | 17000-37500              | 23700-52600               |
|  | <b>Pharmacognosy Unit</b>                                   |                          |                           |
|  | Senior Research Officer<br>(Botany)                         | 60900-103600             | 85000-143600              |
|  | Research Officer (Botany)                                   | 42500-87000              | 59300-120900              |
|  | Assistant Research Officer<br>(Ayurveda)                    | 39500-83000              | 55200-115300              |
|  | Assistant Research Officer<br>(Botany)                      | 39500-83000              | 55200-115300              |
|  | Farm Superintendent                                         | 39500-83000              | 55200-115300              |
|  | Research Assistant (Botany)                                 | 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

| Name of Post                         | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------------------|-----------------------|----------------------|
| Lecturer Gr-I in Sanskrit (UGC)      | As in PD              | As in PD             |
| Lecturer in Physical Education (UGC) | As in PD              | As in PD             |
| Junior Consultant                    | As in PD              | As in PD             |
| Assistant Surgeon                    | As in PD              | As in PD             |
| Administrative Officer Grade I       | As in PD              | As in PD             |
| Administrative Officer Grade II      | As in PD              | As in PD             |
| Librarian Grade I                    | As in PD              | As in PD             |
| Pharmacist Grade II (Allopathy)      | As in PD              | As in PD             |
| Junior Health Inspector              | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Footwear Allowance

| Category                              | Rate per annum (₹) |
|---------------------------------------|--------------------|
| <i>Govt. Ayurveda Colleges</i>        |                    |
| Theatre Assistant, Anatomy Department | 500                |
| Scavenger, Anatomy Department         | 500                |
| Dravya Attender                       | 500                |
| X-ray Technician                      | 500                |
| Nursing Assistant                     | 500                |
| Ayurveda Therapist                    | 500                |
| Attender                              | 500                |
| Stretcher Carrier                     | 500                |
| Cook                                  | 500                |
| Dhoby                                 | 500                |
| Mess Attender                         | 500                |
| Sanitation Worker                     | 500                |
| Watcher                               | 500                |
| Pharmacy Attender                     | 500                |
| Gardener                              | 500                |

| Category                                          | Rate per annum<br>(₹) |
|---------------------------------------------------|-----------------------|
| Technician & Assistant Technician (X-Ray Section) | 500                   |
| Sweeper                                           | 500                   |
| Scavenger                                         | 500                   |
| Sweeper-cum-Scavenger                             | 500                   |
| Female Attender                                   | 500                   |

**(2) Compensatory Allowance**

| Category                | Rate per month<br>(₹) |
|-------------------------|-----------------------|
| Deputy Warden (Hostels) | 150                   |

**(3) Uniform Allowance**

| Category                                          | Rate per annum<br>(₹) |
|---------------------------------------------------|-----------------------|
| <i>Government Ayurveda Colleges</i>               |                       |
| Theatre Assistant, Anatomy Department             | 2700                  |
| Scavenger, Anatomy Department                     | 2700                  |
| Lady Heath Worker (Allopathic Midwife)            | 2000                  |
| Nursing Superintendent                            | 2700                  |
| Nurse                                             | 2700                  |
| Pharmacist                                        | 2000                  |
| Lab Technician                                    | 2000                  |
| Nursing Assistant Grade I & II                    | 2700                  |
| Ayurveda Therapist                                | 2700                  |
| Attender Grade I & II                             | 2700                  |
| Stretcher Carrier                                 | 2700                  |
| Cook                                              | 2700                  |
| Dhoby                                             | 2700                  |
| Mess Attender                                     | 2700                  |
| Sanitation Worker                                 | 2700                  |
| Watcher                                           | 2700                  |
| Pharmacy Attender                                 | 2700                  |
| Gardener                                          | 2700                  |
| Radiographer (X-Ray Section)                      | 1200                  |
| Technician & Assistant Technician (X-Ray Section) | 1200                  |

|                       |      |
|-----------------------|------|
| Sweeper               | 2700 |
| Scavenger             | 2700 |
| Sweeper-cum-Scavenger | 2700 |
| Female Attender       | 2700 |

## 8. BACKWARD CLASSES DEVELOPMENT

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post    | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------|-----------------------|----------------------|
|  | Director        | IAS                   | IAS                  |
|  | Deputy Director | 45800-89000           | 63700-123700         |

### Posts held by Personnel of other Departments

|  | Name of Post           | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------|-----------------------|----------------------|
|  | Senior Finance Officer | As in PD              | As in PD             |

## 9. CHEMICAL EXAMINER'S LABORATORY

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                     | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------------------|-----------------------|----------------------|
|   | Chief Chemical Examiner                          | 81000-117600          | 112800-163400        |
|   | Joint Chemical Examiner                          | 77400-115200          | 107800-160000        |
|   | Assistant Chemical Examiner (HG)                 | 45800-89000           | 63700-123700         |
| a | Assistant Chemical Examiner                      | 40500-85000           | 56500-118100         |
|   | Scientific Officer                               | 36600-79200           | 51400-110300         |
|   | Technical Assistant / Serological Assistant (HG) | 30700-65400           | 43400-91200          |
| b | Technical Assistant / Serological Assistant      | 26500-56700           | 37400-79000          |
|   | Glass Blower                                     | 22200-48000           | 31100-66800          |
|   | Laboratory Assistant (HG)                        | 20000-45800           | 27900-63700          |
| c | Laboratory Assistant                             | 18000-41500           | 25100-57900          |
|   | Junior Lab Assistant                             | 17000-37500           | 23700-52600          |

|  | Name of Post   | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------|-----------------------|----------------------|
|  | Packer         | 17000-37500           | 23700-52600          |
|  | Lascar         | 16500-35700           | 23000-50200          |
|  | Bottle Cleaner | -                     | 23000-50200          |

- a The existing ratio 2:1 between Assistant Chemical Examiner and Assistant Chemical Examiner (HG) will continue.
- b 1/3<sup>rd</sup> of the post of Technical Assistant / Serological Assistant taken together will be in HG.
- c 1/3<sup>rd</sup> of the Laboratory Assistants under direct recruitment will be in HG.

### 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             |

## B. ALLOWANCES

### (1) Foot Wear Allowance

| Category                         | Rate per annum (₹) |
|----------------------------------|--------------------|
| Junior Laboratory Assistant      | 500                |
| Packer / Bottle Cleaner / Lascar | 500                |

### (2) Risk Allowance

| Category                                           | Rate per month (₹) |
|----------------------------------------------------|--------------------|
| Chief Chemical Examiner                            | 220                |
| Joint Chemical Examiner                            | 170                |
| Assistant Chemical Examiner                        | 170                |
| Scientific Officer                                 | 170                |
| Serological Assistant                              | 140                |
| Technical Assistant                                | 140                |
| Laboratory Assistant / Junior Laboratory Assistant | 110                |
| Packer / Bottle Cleaner                            | 110                |
| Glass Blower                                       | 110                |

### (3) Uniform Allowance

| Category                         | Rate per annum (₹) |
|----------------------------------|--------------------|
| Assistant Chemical Examiner      | 2000               |
| Scientific Officer               | 2000               |
| Serological Assistant            | 2000               |
| Technical Assistant              | 2000               |
| Laboratory Assistant             | 2000               |
| Junior Laboratory Assistant      | 2000               |
| Packer / Bottle Cleaner / Lascar | 2000               |
| Glass Blower                     | 2000               |
| Night Watcher                    | 2000               |

## 10. CIVIL SUPPLIES

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                      | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------------------------|-----------------------|----------------------|
|   | Director                                          | IAS                   | IAS                  |
|   | Controller of Rationing                           | 77400-115200          | 107800-160000        |
|   | Dy. Controller of Rationing/<br>Vigilance Officer | 60900-103600          | 85000-143600         |
| a | District Supply Officer/ Assistant Secretary (HG) | 55350-101400          | 77200-140500         |
|   | District Supply Officer / Assistant Secretary     | 45800-89000           | 63700-123700         |
|   | Accounts Officer                                  | 42500-87000           | 59300-120900         |
| b | Taluk Supply Officer/ City Rationing Officer (HG) | 40500-85000           | 56500-118100         |
|   | Taluk Supply Officer/ City Rationing Officer      | 36600-79200           | 51400-110300         |
|   | Assistant Taluk Supply Officer / Manager          | 30700-65400           | 43400-91200          |
|   | Rationing Inspector                               | 27800-59400           | 39300-83000          |

a 25% Higher Grade will continue.

b Existing 20% Higher Grade will continue.

## Posts held by Personnel of other Departments

|  | Name of Post           | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------|-----------------------|----------------------|
|  | Chief Accounts Officer | As in PD              | As in PD             |
|  | Finance Officer        | As in PD              | As in PD             |
|  | Law Officer            | As in PD              | As in PD             |
|  | Statistical Officer    | As in PD              | As in PD             |

### B. ALLOWANCES

#### (1) Permanent Travelling Allowance

| Category                       | Rate per Month (₹) | Area of Jurisdiction | Average number of days of tour in a month |
|--------------------------------|--------------------|----------------------|-------------------------------------------|
| Taluk Supply Officer           | 550                | One Taluk            | 15                                        |
| Assistant Taluk Supply Officer | 330                | One Taluk            | 15                                        |

#### (2) Permanent Conveyance Allowance

| Category                 | Rate per Month (₹) | Area of Jurisdiction     |
|--------------------------|--------------------|--------------------------|
| City Rationing Inspector | 270                | 20 to 25 Wards in a city |
| Rationing Inspector      | 270                | One village              |
| Rationing Inspector      | 140                | 5 to 13 wards in a city  |

## 11. COLLEGIATE EDUCATION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                                        | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------------------------------------------|-----------------------|----------------------|
|  | Director                                            | IAS                   | IAS                  |
|  | Additional Director                                 | UGC                   | UGC                  |
|  | Deputy Director                                     | UGC                   | UGC                  |
|  | Principal (Special Grade) (Arts & Science Colleges) | UGC                   | UGC                  |

|  | <b>Name of Post</b>                                                                                                                                                                                                                                      | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
|  | Principal (Arts & Science College/<br>Sanskrit College/ Training College/<br>Physical Education College)                                                                                                                                                 | UGC                          | UGC                         |
|  | Principal (Arabic College)                                                                                                                                                                                                                               | UGC                          | UGC                         |
|  | Professor (Arts & Science College/<br>Sanskrit College / Training College/<br>Physical Education College)                                                                                                                                                | UGC                          | UGC                         |
|  | Associate Professor (Arts & Science<br>College/ Sanskrit College/Training<br>College/Physical Education College)                                                                                                                                         | UGC                          | UGC                         |
|  | Assistant Professor (Arts & Science<br>College/ Sanskrit College/Training<br>College/Physical Education College)                                                                                                                                         | UGC                          | UGC                         |
|  | Lecturer (Physical Education)                                                                                                                                                                                                                            | UGC                          | UGC                         |
|  | Librarian (Selection Grade)                                                                                                                                                                                                                              | UGC                          | UGC                         |
|  | Librarian (Senior Grade)                                                                                                                                                                                                                                 | UGC                          | UGC                         |
|  | Librarian                                                                                                                                                                                                                                                | UGC                          | UGC                         |
|  | Principal (Music College)                                                                                                                                                                                                                                | 77400-115200                 | 107800-160000               |
|  | Professor (Vocal, Veena, Mridhangam<br>& Violin)                                                                                                                                                                                                         | 68700-110400                 | 95600-153200                |
|  | Professor Gr II (Arabic College)                                                                                                                                                                                                                         | 42500-87000                  | 59300-120900                |
|  | Assistant Professor (Vocal, Veena,<br>Mridhangam, Dance (Kerala Nadanam)<br>and Violin                                                                                                                                                                   | 42500-87000                  | 59300-120900                |
|  | Senior Administrative Assistant                                                                                                                                                                                                                          | 42500-87000                  | 59300-120900                |
|  | Special Officer for Scholarship                                                                                                                                                                                                                          | 42500-87000                  | 59300-120900                |
|  | Lecturer in Musicology (Music College)                                                                                                                                                                                                                   | 36600-79200                  | 51400-110300                |
|  | Lecturer (Non-UGC) (Arts & Science,<br>Training College)                                                                                                                                                                                                 | 36600-79200                  | 51400-110300                |
|  | Lecturer (Vocal, Veena, Violin,<br>Mridhangam, Bharathanatyam, Dance<br>(Kerala nadanam), Mohiniyattom,<br>Kathakali Vesham, Kathakali, Kathakali<br>Sangeetham, Kathakali Chenda,<br>Kathakali Maddalam, Drawing &<br>Painting, Sculpture, Applied Art) | 36600-79200                  | 51400-110300                |
|  | Coach                                                                                                                                                                                                                                                    | 36600-79200                  | 51400-110300                |
|  | Junior Lecturer (Bharathanatyam,<br>Mohiniyattom, Dance (Kerala<br>nadanam), Kathakali Vesham,                                                                                                                                                           | 29200-62400                  | 41300-87000                 |

|  | <b>Name of Post</b>                                                                                     | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|---------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
|  | Kathakali Sangeetham, Kathakali Chenda, Kathakali Maddalam, Drawing & Painting, Sculpture, Applied Art) |                              |                             |
|  | Supporting Artist in Vocal (Bharathanatyam, Mohiniyattom, Dance(Kerala nadanam), Kathakali)             | 29200-62400                  | 41300-87000                 |
|  | Supporting Artist in Mridangam (Bharathanatyam, Mohiniyattom, Dance(Kerala nadanam))                    | 29200-62400                  | 41300-87000                 |
|  | Supporting Artist in Chenda/Maddalam for Kathakali                                                      | 29200-62400                  | 41300-87000                 |
|  | Instructor (Arts & Crafts) (Training College)                                                           | 27800-59400                  | 39300-83000                 |
|  | Tech. Assistant (Electronics)                                                                           | 27800-59400                  | 39300-83000                 |
|  | Tech. Assistant (Computer Science)                                                                      | 27800-59400                  | 39300-83000                 |
|  | Instrument Mechanic (Music College)                                                                     | 26500-56700                  | 37400-79000                 |
|  | Matron                                                                                                  | 20000-45800                  | 27900-63700                 |
|  | Heritage Document Translator                                                                            | 20000-45800                  | 27900-63700                 |
|  | Studio Assistant                                                                                        | 19000-43600                  | 26500-60700                 |
|  | Herbarium Keeper                                                                                        | 18000-41500                  | 25100-57900                 |
|  | Mechanic                                                                                                | 19000-43600                  | 26500-60700                 |
|  | Librarian Gr.IV (Kannada Knowing)                                                                       | 19000-43600                  | 26500-60700                 |
|  | Attender(Music College)                                                                                 | 17500-39500                  | 24400-55200                 |
|  | Lab Attender                                                                                            | 17500-39500                  | 24400-55200                 |
|  | Library Attender                                                                                        | 17500-39500                  | 24400-55200                 |
|  | Specimen Collector                                                                                      | 17000-37500                  | 23700-52600                 |
|  | Marker                                                                                                  | 16500-35700                  | 23000-50200                 |
|  | Cook                                                                                                    | 16500-35700                  | 23000-50200                 |
|  | Part time Lecturer in Law/ Journalism                                                                   | 19000+DA                     | 26500+DA                    |

#### **Posts held by Personnel of other Departments**

|  | <b>Name of Post</b>           | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-------------------------------|------------------------------|-----------------------------|
|  | Senior Administrative Officer | As in PD                     | As in PD                    |
|  | Senior Finance Officer        | As in PD                     | As in PD                    |
|  | Law Officer                   | As in PD                     | As in PD                    |

|                               |          |          |
|-------------------------------|----------|----------|
| Research Assistant            | As in PD | As in PD |
| Statistical Investigator Gr.I | As in PD | As in PD |

## B. ALLOWANCES

### (1) Compensatory Allowance

| Category                | Rate per month (₹) |
|-------------------------|--------------------|
| Warden, College Hostels | 220                |

### (2) Uniform Allowance

| Category          | Rate per annum (₹) |
|-------------------|--------------------|
| Sweeper           | 2700               |
| Cook              | 2700               |
| Sanitation Worker | 2700               |
| Gardener          | 2700               |

## 12. COMMISSIONERATE OF ENTRANCE EXAMINATIONS

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post     | Existing Scale of Pay | Revised Scale of Pay |
|------------------|-----------------------|----------------------|
| Commissioner     | IAS                   | IAS                  |
| System Assistant | 30700-65400           | 43400-91200          |

### Posts held by Personnel of other Departments

| Name of Post        | Existing Scale of Pay | Revised Scale of Pay |
|---------------------|-----------------------|----------------------|
| Joint Commissioner  | As in PD              | As in PD             |
| Finance Officer     | As in PD              | As in PD             |
| Technical Assistant | As in PD              | As in PD             |
| Systems Manager     | As in PD              | As in PD             |
| Systems Analyst     | As in PD              | As in PD             |

|                        |          |          |
|------------------------|----------|----------|
| Information Officer    | As in PD | As in PD |
| Programming Officer    | As in PD | As in PD |
| Systems Assistant      | As in PD | As in PD |
| Personal Assistant     | As in PD | As in PD |
| Senior Superintendent  | As in PD | As in PD |
| Assistant              | As in PD | As in PD |
| Confidential Assistant | As in PD | As in PD |
| Typist                 | As in PD | As in PD |
| DTP Operator           | As in PD | As in PD |
| Data Entry Operator    | As in PD | As in PD |
| Driver                 | As in PD | As in PD |
| Attender               | As in PD | As in PD |
| Technical Attender     | As in PD | As in PD |
| Office Attendant       | As in PD | As in PD |
| Night Watchman         | As in PD | As in PD |

## B. ALLOWANCES

### (1) Special Allowance

| Category                     | Rate per Month (₹) |
|------------------------------|--------------------|
| Pay Range ₹ 43400 and above  | 940                |
| Pay Range ₹ 39300 to ₹ 43399 | 880                |
| Pay Range ₹ 31100 to ₹ 39299 | 770                |
| Pay Range below ₹ 31100      | 720                |

## 13. CO-OPERATION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                        | Existing Scale of Pay | Revised Scale of Pay |
|-------------------------------------|-----------------------|----------------------|
| Registrar of Co-operative Societies | IAS                   | IAS                  |
| Additional Registrar                | 77400-115200          | 107800-160000        |
| Joint Registrar                     | 68700-110400          | 95600-153200         |
| Deputy Registrar                    | 45800-89000           | 63700-123700         |

|   |                                                               |              |               |
|---|---------------------------------------------------------------|--------------|---------------|
|   | Assistant Registrar (HG)                                      | 39500-83000  | 55200-115300  |
| a | Assistant Registrar                                           | 36600-79200  | 51400-110300  |
|   | Personal Assistant to the Registrar of Co-operative Societies | 36600-79200  | 51400-110300  |
|   | Editor Cum Press Relation Officer                             | 36600-79200  | 51400-110300  |
|   | Special Grade Inspector                                       | 32300-68700  | 45600-95600   |
| b | Senior Inspector                                              | 30700-65400  | 43400-91200   |
| c | Junior Inspector                                              | 27800-59400  | 39300-83000   |
|   | <b>Audit Wing</b>                                             |              |               |
|   | Director of Co-operative Audit                                | IAS          | IAS           |
|   | Additional Director of Co-operative Audit                     | 77400-115200 | 107800-160000 |
|   | Joint Director of Co-operative Audit                          | 68700-110400 | 95600-153200  |
|   | Deputy Director of Co-operative Audit                         | 45800-89000  | 63700-123700  |
|   | Assistant Director (HG)                                       | 39500-83000  | 55200-115300  |
| a | Assistant Director                                            | 36600-79200  | 51400-110300  |
|   | Personal Assistant                                            | 36600-79200  | 51400-110300  |
|   | Special Grade Auditor                                         | 32300-68700  | 45600-95600   |
| b | Senior Auditor                                                | 30700-65400  | 43400-91200   |
| c | Junior Auditor                                                | 27800-59400  | 39300-83000   |

- a Ratio between Assistant Director and its HG will be 3:1  
b 1/3<sup>rd</sup> of the post will be in Special Grade.  
c Existing ratio 1:1 between Senior Inspector/ Senior Auditor and Junior Inspector/Junior Auditor will continue

### Posts held by Personnel of other Departments

|  | Name of Post                           | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------------------------------|-----------------------|----------------------|
|  | Senior Finance Officer                 | As in PD              | As in PD             |
|  | Law Officer                            | As in PD              | As in PD             |
|  | Deputy Inspector General of Police     | As in PD              | As in PD             |
|  | Deputy Superintendent of Police        | As in PD              | As in PD             |
|  | Circle Inspector of Police             | As in PD              | As in PD             |
|  | Police Constable                       | As in PD              | As in PD             |
|  | Election Commission/ Special Secretary | As in PD              | As in PD             |
|  | Research Officer                       | As in PD              | As in PD             |
|  | Junior Statistical Inspector           | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                      | Rate per month (₹) |
|---------------------------------------------------------------|--------------------|
| Personal Assistant to the Registrar of Co-operative Societies | 610                |

### (2) Permanent Travelling Allowance

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

### (3) Permanent Conveyance Allowance

| Category                                                      | Area of Jurisdiction                   | Rate per month (₹) |
|---------------------------------------------------------------|----------------------------------------|--------------------|
| Senior Co-operative Inspector / Junior Co-operative Inspector | Circle (Municipal or Corporation area) | 220                |

## 14. CULTURE

### CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post | Existing Scale of Pay | Revised Scale of Pay |
|--------------|-----------------------|----------------------|
| Director     | 77400-115200          | 107800-160000        |

### Posts held by Personnel of other Departments

| Name of Post                             | Existing Scale of Pay | Revised Scale of Pay |
|------------------------------------------|-----------------------|----------------------|
| Deputy Director                          | As in PD              | As in PD             |
| Administrative Officer/ Accounts Officer | As in PD              | As in PD             |

## 15. DAIRY DEVELOPMENT

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                                           | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------------------------------------------|-----------------------|----------------------|
|   | Director                                                               | 77400-115200          | 107800-160000        |
|   | Joint Director/Quality Manager                                         | 60900-103600          | 85000-143600         |
|   | Deputy Director/Farm Superintendent/ Principal                         | 45800-89000           | 63700-123700         |
|   | Quality Control Officer                                                | 42500-87000           | 59300-120900         |
|   | Vice Principal                                                         | 42500-87000           | 59300-120900         |
|   | Subject Matter Specialist (Dairy)                                      | 42500-87000           | 59300-120900         |
|   | Assistant Director/Senior Dairy Extension Officer/ Technical Assistant | 42500-87000           | 59300-120900         |
|   | Subject Matter Specialist (Co-operation)                               | 42500-87000           | 59300-120900         |
| a | Dairy Extension Officer/ Analyst                                       | 39500-83000           | 55200-115300         |
| b | Dairy Farm Instructor (HG)                                             | 27800-59400           | 39300-83000          |
|   | Dairy Farm Instructor                                                  | 25200-54000           | 35600-75400          |
|   | Lab Technician                                                         | 22200-48000           | 31100-66800          |
|   | Agricultural Assistant                                                 | 20000-45800           | 27900-63700          |
|   | Lab Assistant                                                          | 18000-41500           | 25100-57900          |
|   | Pump Operator                                                          |                       | 23700-52600          |

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

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

## Posts held by Personnel of other Departments

|  | 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             |
|  | Statistical Assistant Gr I | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Permanent Conveyance Allowance

| Category              | Rate per month (₹) | Area of Jurisdiction                     |
|-----------------------|--------------------|------------------------------------------|
| Dairy Farm Instructor | 220                | Half the number of Panchayats in a Block |

## 16. DEPARTMENT OF GENERAL EDUCATION

### A. GENERAL EDUCATION

#### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                              | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------|-----------------------|----------------------|
|   | Director                                  | IAS                   | IAS                  |
|   | Additional Director                       | 85000-117600          | 118100-163400        |
|   | Joint Director                            | 68700-110400          | 95600-153200         |
| a | Deputy Director                           | 45800-89000           | 63700-123700         |
|   | Chief Planning Officer                    | 45800-89000           | 63700-123700         |
|   | Accounts Officer (Provident Fund)         | 42500-87000           | 59300-120900         |
|   | Secretary-cum-Treasurer (Housing Society) | 42500-87000           | 59300-120900         |
|   | District Educational Officer (Science)    | 42500-87000           | 59300-120900         |
|   | Assistant Director                        | 40500-85000           | 56500-118100         |
|   | Public Relations Officer                  | 40500-85000           | 56500-118100         |
|   | Additional Administrative Assistant       | 40500-85000           | 56500-118100         |
|   | Assistant Provident Fund Officer          |                       | 56500-118100         |

|  | Name of Post                                               | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------------------------------------------|-----------------------|----------------------|
|  | Administrative Assistant                                   |                       | 56500-118100         |
|  | Accounts Officer (Audit)                                   | 40500-85000           | 56500-118100         |
|  | Arabic Special Officer                                     | 40500-85000           | 56500-118100         |
|  | Sanskrit Special Officer                                   | 40500-85000           | 56500-118100         |
|  | PA General                                                 | 39500-83000           | 55200-115300         |
|  | PA Employment                                              | 39500-83000           | 55200-115300         |
|  | Assistant Super Check Officer                              | 39500-83000           | 55200-115300         |
|  | Assistant Secretary (NFTW)                                 | 39500-83000           | 55200-115300         |
|  | Personal Assistant to Secretary, State Edn. Advisory Board | 39500-83000           | 55200-115300         |
|  | Sports Organiser                                           | 36600-79200           | 51400-110300         |
|  | Editor (Vidyarangom)                                       | 30700-65400           | 43400-91200          |
|  | <b>IEDC/ IEDSS</b>                                         |                       |                      |
|  | Deputy Director                                            | 45800-89000           | 63700-123700         |
|  | Special Educator                                           | 39500-83000           | 55200-115300         |
|  | Co-ordinator                                               | 39500-83000           | 55200-115300         |
|  | <b>(CARE)-Noon Meal Programme</b>                          |                       |                      |
|  | Senior Administrative Assistant                            | 45800-89000           | 63700-123700         |
|  | Supervisor (Noon Feeding)                                  | 36600-79200           | 51400-110300         |
|  | <b>Examination Wing</b>                                    |                       |                      |
|  | Joint Commissioner for Govt. Examinations                  | 68700-110400          | 95600-153200         |
|  | System Manager                                             | 68700-110400          | 95600-153200         |
|  | Secretary to the Commissioner for Govt. Exams              | 45800-89000           | 63700-123700         |
|  | PA to Secretary to the Commissioner for Govt. Exams        | 36600-79200           | 51400-110300         |
|  | <b>Text Books</b>                                          |                       |                      |
|  | Text Book Officer                                          | 45800-89000           | 63700-123700         |
|  | Personal Assistant to the Text Book Officer                | 36600-79200           | 51400-110300         |
|  | Chief Accountant                                           | 35700-75600           | 50200-105300         |
|  | Store Keeper, Central Stores                               | 35700-75600           | 50200-105300         |
|  | Store Keeper, District Stores                              | 30700-65400           | 43400-91200          |

|   | Name of Post                                               | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------------------------------|-----------------------|----------------------|
|   | <b>Office of the Deputy Director, Education</b>            |                       |                      |
| a | Deputy Director                                            | 45800-89000           | 63700-123700         |
|   | <b>District Institute of Education and Training (DIET)</b> |                       |                      |
|   | Principal                                                  | 45800-89000           | 63700-123700         |
|   | Senior Lecturer                                            | 42500-87000           | 59300-120900         |
|   | Lecturer                                                   | 39500-83000           | 55200-115300         |
|   | Technician                                                 | 26500-56700           | 37400-79000          |
|   | Statistical Assistant                                      | 25200-54000           | 35600-75400          |
|   | Librarian                                                  | 20000-45800           | 27900-63700          |
|   | Laboratory Assistant                                       | 18000-41500           | 25100-57900          |
|   | <b>District &amp; Sub District Office</b>                  |                       |                      |
|   | District Education Officer                                 | 42500-87000           | 59300-120900         |
|   | Personal Assistant to DEO                                  | 40500-85000           | 56500-118100         |
|   | Assistant Educational Officer                              | 39500-83000           | 55200-115300         |
|   | Additional Assistant Educational Officer                   | 39500-83000           | 55200-115300         |
|   | Inspector of Muslim Education                              | 36600-79200           | 51400-110300         |
|   | Women Inspector of Muslim Girls Education                  | 30700-65400           | 43400-91200          |
|   | <b>TTI for In-service Training in Hindi</b>                |                       |                      |
|   | Chief Instructor                                           | 39500-83000           | 55200-115300         |
|   | Instructor                                                 | 27800-59400           | 39300-83000          |
|   | <b>Secondary School (including Training Schools)</b>       |                       |                      |
|   | Headmaster HG                                              | 42500-87000           | 59300-120900         |
|   | Headmaster                                                 | 39500-83000           | 55200-115300         |
|   | High School Assistant Sel. Gr                              | 36600-79200           | 51400-110300         |
|   | High School Assistant Sen Gr.(Graduate / Language)         | 35700-75600           | 50200-105300         |
|   | High School Assistant HG (Graduate / Language)             | 32300-68700           | 45600-95600          |
|   | High School Assistant (Graduate / Language)                | 29200-62400           | 41300-87000          |
|   | <b>Instructors and Specialist Teachers</b>                 |                       |                      |
|   | Instructor (Engineering/ Printing Tech/ Agri.)             | 32300-68700           | 45600-95600          |

|   | Name of Post                                                                                                                                                          | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
| b | Instructor/Special Teacher/Specialist/<br>Dance Master/Bhagavathar/ Sewing<br>Mistress/Drawing Master Sel. Grade<br>(Specialization details shown at the<br>end)      | 32300-68700           | 45600-95600          |
|   | Instructor Sen. Grade (Commerce)                                                                                                                                      | 32300-68700           | 45600-95600          |
|   | Instructor Grade I (Commerce)                                                                                                                                         | 30700-65400           | 43400-91200          |
| b | Instructor/ Special Teacher/ Specialist<br>/ Dance Master/ Bhagavathar/<br>Sewing Mistress/ Drawing Master<br>Sen. Grade (Specialization details<br>shown at the end) | 30700-65400           | 43400-91200          |
|   | Instructor (Engineering)                                                                                                                                              | 27800-59400           | 39300-83000          |
|   | Instructor Grade II (Commerce)                                                                                                                                        | 27800-59400           | 39300-83000          |
|   | Physical Training (Bharatanatyam)                                                                                                                                     | 27800-59400           | 39300-83000          |
|   | Domestic Science Assistant                                                                                                                                            | 27800-59400           | 39300-83000          |
|   | Secretarial Assistant                                                                                                                                                 | 27800-59400           | 39300-83000          |
|   | Dance Master (Kathakali)                                                                                                                                              | 27800-59400           | 39300-83000          |
|   | Pandit                                                                                                                                                                | 27800-59400           | 39300-83000          |
| b | Instructor/ Special Teacher/<br>Specialist/ Dance Master/<br>Bhagavathar/Sewing<br>Mistress/Drawing Master Grade I<br>(Specialization details shown at the<br>end)    | 27800-59400           | 39300-83000          |
| b | Instructor/Special<br>Teacher/Specialist/Dance Master/<br>Bhagavathar/Sewing Mistress/<br>Drawing Master Grade II<br>(Specialization details shown at the<br>end)     | 25200-54000           | 35600-75400          |
|   | Teacher - (Ratton<br>Works/Music/Craft/ Physical<br>Edn./Veena/<br>Commercial/Hindustani - Urdu/craft                                                                 | 25200-54000           | 35600-75400          |
|   | <b>Upper Primary and Lower Primary Schools</b>                                                                                                                        |                       |                      |
|   | Headmaster Sen. Grade                                                                                                                                                 | 39500-83000           | 55200-115300         |
|   | Headmaster HG                                                                                                                                                         | 36600-79200           | 51400-110300         |
|   | Headmaster                                                                                                                                                            | 35700-75600           | 50200-105300         |

|   | Name of Post                                                                                                                                                                                                                          | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Assistant Teacher (Nursery/ Pre-primary)/ Assistant Dance Teacher/ Art Assistant/ Art master Sel. Grade                                                                                                                               | 32300-68700           | 45600-95600          |
| b | 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) | 32300-68700           | 45600-95600          |
| b | 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          |
|   | Assistant Teacher (Nursery/Pre-Primary)/ Assistant Dance Teacher/ Art Assistant/ Art Master Sen. Grade                                                                                                                                | 30700-65400           | 43400-91200          |
|   | Assistant Teacher (Nursery/Pre-Primary)/ Assistant Dance Teacher/ Art Assistant/ Art Master Grade I                                                                                                                                   | 27800-59400           | 39300-83000          |
| b | 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)   | 27800-59400           | 39300-83000          |
|   | Assistant Teacher (Nursery/Pre-Primary)/ Assistant Dance Teacher/ Art Assistant/ Art Master Grade II                                                                                                                                  | 25200-54000           | 35600-75400          |
| b | Teacher/Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/ Junior Pandit/ Hindi Pandit/Drill Master/Drawing Master/ Bhagavathar (Bharathanatiyam,                                                               | 25200-54000           | 35600-75400          |

|  | Name of Post                                                  | Existing Scale of Pay | Revised Scale of Pay |
|--|---------------------------------------------------------------|-----------------------|----------------------|
|  | Kathakali) Grade II (Specialization details shown at the end) |                       |                      |
|  | Attender (Kathakali Chutti)                                   | 22200-48000           | 31100-66800          |
|  | Teacher (craft)                                               | 22200-48000           | 31100-66800          |
|  | Instructor Work Experience Programme                          | 22200-48000           | 31100-66800          |
|  | <b>Schools for the Handicapped</b>                            |                       |                      |
|  | Headmaster HG                                                 | 40500-85000           | 56500-118100         |
|  | Headmaster                                                    | 39500-83000           | 55200-115300         |
|  | High School Assistant Sel. Grade                              | 39500-83000           | 55200-115300         |
|  | High School Assistant Sen. Grade                              | 36600-79200           | 51400-110300         |
|  | Resource Teacher Sel. Grade                                   | 35700-75600           | 50200-105300         |
|  | High School Assistant HG                                      | 35700-75600           | 50200-105300         |
|  | Teacher (Graduate who are handicapped) Sel. Grade             | 35700-75600           | 50200-105300         |
|  | Assistant Teacher (with special training) Sel. Grade          | 36600-79200           | 51400-110300         |
|  | High School Assistant                                         | 32300-68700           | 45600-95600          |
|  | Teacher (Graduate who are handicapped) Sen. Grade             | 32300-68700           | 45600-95600          |
|  | Assistant Teacher (with special training) Sen. Grade          | 35700-75600           | 50200-105300         |
|  | Headmaster (Under Graduate)                                   | 30700-65400           | 43400-91200          |
|  | Resource Teacher Sen. Grade                                   | 32300-68700           | 45600-95600          |
|  | Graduate Assistant (Training centre for handicapped)          | 30700-65400           | 43400-91200          |
|  | Assistant Teacher (without special training) Sel. Grade       | 32300-68700           | 45600-95600          |
|  | Assistant Teacher(with special training) HG                   | 32300-68700           | 45600-95600          |
|  | Braillist, Craft, Music and Drawing Teacher Sel. Grade        | 32300-68700           | 45600-95600          |
|  | Teacher (Under Graduate who are handicapped) Sel. Grade       | 32300-68700           | 45600-95600          |
|  | Mobility Instructor-cum-Physical Edn. Teacher Sel. Grade      | 32300-68700           | 45600-95600          |
|  | Resource Teacher Grade I                                      | 27800-59400           | 39300-83000          |
|  | Teacher (Graduate who are handicapped)                        | 27800-59400           | 39300-83000          |

|  | Name of Post                                             | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------------------------------------------------|-----------------------|----------------------|
|  | Assistant Teacher (with special training)                | 29200-62400           | 41300-87000          |
|  | Assistant Teacher (without special training) Sen. Grade  | 30700-65400           | 43400-91200          |
|  | Teacher (Under Graduate who are handicapped) Sen. Grade  | 30700-65400           | 43400-91200          |
|  | Brailist, Craft, Music and Drawing Teacher Sen. Grade    | 30700-65400           | 43400-91200          |
|  | Mobility Instructor-cum-Physical Edn. Teacher Sen. Grade | 30700-65400           | 43400-91200          |
|  | Assistant Teacher (without special training) Grade I     | 27800-59400           | 39300-83000          |
|  | Teacher (Under Graduate who are handicapped) Grade I     | 27800-59400           | 39300-83000          |
|  | Brailist, Craft, Music and Drawing Teacher Grade I       | 27800-59400           | 39300-83000          |
|  | Mobility Instructor-cum-Physical Edn. Teacher Grade I    | 27800-59400           | 39300-83000          |
|  | Instructor in Plumbing                                   | 25200-54000           | 35600-75400          |
|  | Instructor in Composing                                  | 25200-54000           | 35600-75400          |
|  | Assistant Teacher (without special training) Grade II    | 22200-48000           | 31100-66800          |
|  | Teacher (Under Graduate who are handicapped) Grade II    | 22200-48000           | 31100-66800          |
|  | Brailist, Craft, Music and Drawing Teacher Grade II      | 25200-54000           | 35600-75400          |
|  | Mobility Instructor-cum-Physical Edn. Teacher Grade II   | 22200-48000           | 31100-66800          |
|  | Matron                                                   | 20000-45800           | 27900-63700          |
|  | Brailist (Part- time)                                    | 18000-41500           | 25100-57900          |
|  | Part- time Instrumental Music Teacher                    | 18000-41500           | 25100-57900          |
|  | Skilled Assistant (Printing & Composing)                 | 19000-43600           | 26500-60700          |
|  | Skilled Assistant (Plumbing)                             | 19000-43600           | 26500-60700          |
|  | Ayah                                                     | 16500-35700           | 23000-50200          |
|  | <b>Subordinate Staff</b>                                 |                       |                      |
|  | Accountant CARE                                          | 26500-56700           | 37400-79000          |
|  | Manager                                                  | 26500-56700           | 37400-79000          |
|  | Depot Officer                                            | 26500-56700           | 37400-79000          |
|  | Assistant Depot Officer                                  | 22200-48000           | 31100-66800          |

|  | Name of Post                   | Existing Scale of Pay | Revised Scale of Pay |
|--|--------------------------------|-----------------------|----------------------|
|  | Sergeant                       | 22200-48000           | 31100-66800          |
|  | Calculator Operator            | 19000-43600           | 26500-60700          |
|  | Mechanic                       | 19000-43600           | 26500-60700          |
|  | Assistant Librarian            | 18000-41500           | 25100-57900          |
|  | Godown Keeper                  | 18000-41500           | 25100-57900          |
|  | Record Keeper                  | 18000-41500           | 25100-57900          |
|  | Tally Clerk                    | 18000-41500           | 25100-57900          |
|  | Computer                       | 18000-41500           | 25100-57900          |
|  | Compositor                     | 18000-41500           | 25100-57900          |
|  | Printer                        | 18000-41500           | 25100-57900          |
|  | Store Assistant                | 17500-39500           | 24400-55200          |
|  | Packer                         | 17000-37500           | 23700-52600          |
|  | Counter                        | 17000-37500           | 23700-52600          |
|  | <b>Part time posts</b>         |                       |                      |
|  | Language Teacher (High School) | 19000-43600           | 26500-60700          |
|  | Language Teacher (Primary)     | 18000-41500           | 25100-57900          |
|  | Teacher (Craft)                | 18000-41500           | 25100-57900          |
|  | Teacher (Physical Education)   | 18000-41500           | 25100-57900          |
|  | Instructor                     | 18000-41500           | 25100-57900          |
|  | Instructor ( Manual Training)  | 18000-41500           | 25100-57900          |
|  | Pandit                         | 18000-41500           | 25100-57900          |
|  | Teacher (PD)                   | 18000-41500           | 25100-57900          |
|  | Teacher (Drawing & Drill)      | 18000-41500           | 25100-57900          |
|  | Teacher (Music)                | 18000-41500           | 25100-57900          |
|  | Teacher (Needle Work)          | 18000-41500           | 25100-57900          |
|  | Drawing Master                 | 18000-41500           | 25100-57900          |
|  | Drill Master                   | 18000-41500           | 25100-57900          |
|  | Braillist                      | 18000-41500           | 25100-57900          |
|  | Specialist Teacher             | 18000-41500           | 25100-57900          |

- Out of total no. of posts, 25% of Deputy Director will be in higher grade in the scale of pay of ₹ 77200-140500.
- LPSA/UPSA/Teacher - Ration 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).

### Posts held by personnel of Other Departments

| Name of Post                                                            | Existing Scale of Pay | Revised Scale of Pay |
|-------------------------------------------------------------------------|-----------------------|----------------------|
| <b>Posts held by personnel of Govt. Secretariat</b>                     |                       |                      |
| Senior Administrative Officer                                           | As in PD              | As in PD             |
| Deputy Secretary, Super Check                                           | As in PD              | As in PD             |
| Senior Finance Officer                                                  | As in PD              | As in PD             |
| Law Officer                                                             | As in PD              | As in PD             |
| Accounts Officer (DD Office)                                            | As in PD              | As in PD             |
| Finance Officer                                                         | As in PD              | As in PD             |
| <b>Posts held by personnel of Economics &amp; Statistics Department</b> |                       |                      |
| Statistical Officer (Joint Director)                                    | As in PD              | As in PD             |
| Research Officer (Statistics)                                           | As in PD              | As in PD             |
| Taluk Statistical Officer                                               | As in PD              | As in PD             |
| Research Assistant (Statistics)                                         | As in PD              | As in PD             |
| Statistical Assistant Gr I                                              | As in PD              | As in PD             |
| Statistical Assistant Gr II                                             | As in PD              | As in PD             |
| LD Typist                                                               | As in PD              | As in PD             |
| Class IV Employee                                                       | As in PD              | As in PD             |
| <b>Posts held by personnel of Public Works Department</b>               |                       |                      |
| Liaison Officer                                                         | As in PD              | As in PD             |
| Assistant Engineer (PWD Electrical)                                     | As in PD              | As in PD             |
| <b>Posts held by personnel of Technical Education Department</b>        |                       |                      |
| Special Officer, Work Experience                                        | As in PD              | As in PD             |
| Foreman, Work Experience                                                | As in PD              | As in PD             |
| Workshop Instructor, Work Experience                                    | As in PD              | As in PD             |
| Trade Instructor, Work Experience                                       | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                                 | Rate per month (₹) |
|------------------------------------------------------------------------------------------|--------------------|
| Lecturers, Senior Lecturers and Principals of DIET having Ph.D in the respective subject | 550                |
| Headmaster, Govt. Vocational & Higher Secondary School for Deaf, Thiruvananthapuram      | 440                |
| Special Officer (Work Experience)                                                        | 280                |
| Graduate Headmasters in Special Schools                                                  | 390                |
| Assistant Teacher (Without Training) and Special Teacher, School for Handicapped         | 150                |
| Teachers in Special Schools                                                              | 150                |
| Teacher in charge of Incomplete High School                                              | 220                |
| Headmaster of High School not eligible for Headmaster's scale                            | 220                |
| Graduate Headmasters of UP School                                                        | 140                |
| Headmaster of Aided UP Schools not eligible for Headmaster's scale of pay                | 170                |
| Headmaster of Aided LP Schools not eligible for Headmaster's scale of pay                | 160                |
| Headmaster of Incomplete LP School                                                       | 160                |
| Teacher in charge of Incomplete UP School                                                | 160                |
| Education Extension Officer and Instructor (Training School)                             | 220                |
| Senior Clerk, Vigilance Section, D.G.E's Office                                          | 110                |
| Confidential Assistant to the Additional Director                                        | 150                |
| Office Attendant to the Additional Director                                              | 110                |
| Deputy Secretary to Government (Super Check Cell)                                        | 330                |
| A.E.O. (HM), Super Check Cell                                                            | 220                |
| Teacher in charge of Lab / Library/IT                                                    | 330                |
| Physical Education Teacher attending to the Higher Secondary/VHSE School Section#.       | 600                |

| Category                                                       | Rate per month (₹) |
|----------------------------------------------------------------|--------------------|
| <i>Staff of the Commissionerate of Government Examinations</i> |                    |
| Pay range of 28700 & above                                     | 280                |
| Pay range between 25100 & 28699                                | 220                |
| Pay range between 23700 & 25099                                | 180                |
| Pay below 23700                                                | 160                |

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

### (2) Permanent Conveyance Allowance

| Category                                                                   | Rate per month (₹) | Area of Jurisdiction         |
|----------------------------------------------------------------------------|--------------------|------------------------------|
| Assistant Educational Officer/<br>Additional Assistant Educational Officer | 420                | One Educational Sub District |

### (3) Compensatory Allowance

| Category           | Rate per month (₹) |
|--------------------|--------------------|
| 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.

## B. HIGHER SECONDARY EDUCATION

### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                                | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------------------------|-----------------------|----------------------|
| a | Deputy Director                                             | 45800-89000           | 63700-123700         |
|   | State Co-ordinator/ Career Guidance/ Adolescent Counselling | 45800-89000           | 63700-123700         |
|   | Principal                                                   | 45800-89000           | 63700-123700         |
|   | Higher Secondary School Teacher(Sel. Gr)                    | 42500-87000           | 59300-120900         |
|   | Higher Secondary School Teacher (HG)                        | 40500-85000           | 56500-118100         |

|                                                  |             |              |
|--------------------------------------------------|-------------|--------------|
| Higher Secondary School Teacher                  | 39500-83000 | 55200-115300 |
| Higher Secondary School Teacher Junior (Sel. Gr) | 40500-85000 | 56500-118100 |
| Higher Secondary School Teacher Junior (HG)      | 39500-83000 | 55200-115300 |
| Higher Secondary School Teacher Junior           | 32300-68700 | 45600-95600  |
| Lab Assistant                                    | 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

| Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|-------------------------------|-----------------------|----------------------|
| Joint Director                | As in PD              | As in PD             |
| Senior Administrative Officer | As in PD              | As in PD             |
| Senior Finance Officer        | As in PD              | As in PD             |
| Assistant Director            | As in PD              | As in PD             |
| Administrative Assistant      | As in PD              | As in PD             |
| Accounts Officer              | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                                    | Rate per month (₹) |
|---------------------------------------------------------------------------------------------|--------------------|
| Higher Secondary School Teachers / Principal having Ph.D in the respective subject          | 550                |
| Higher Secondary School Teacher having Special Training working in Special Schools          | 500                |
| Clerk attending the work of Higher Secondary Section in Higher Secondary Schools            | 220                |
| Office Attendant attending the work of Higher Secondary section in Higher Secondary Schools | 110                |
| Deputy Director*                                                                            | 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.

### C. VOCATIONAL HIGHER SECONDARY EDUCATION

#### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                                         | Existing Scale of Pay | Revised Scale of Pay   |
|--|------------------------------------------------------|-----------------------|------------------------|
|  | Deputy Director                                      | 55350-101400          | 77200-140500           |
|  | Assistant Director                                   | 45800-89000           | 63700-123700           |
|  | Technical Officer                                    | 40500-85000           | 56500-118100           |
|  | Research Assistant                                   | 39500-83000           | 55200-115300           |
|  | Vocational Teacher/Non- Vocational Teacher (Sel. Gr) | 42500-87000           | 59300-120900           |
|  | Vocational Teacher/Non- Vocational Teacher (HG)      | 40500-85000           | 56500-118100           |
|  | Vocational Teacher/Non- Vocational Teacher           | 39500-83000           | 55200-115300           |
|  | Non-Vocational Teacher Junior (Sel Gr)               | 40500-85000           | 56500-118100           |
|  | Non-Vocational Teacher Junior(HG)                    | 39500-83000           | 55200-115300           |
|  | Non-Vocational Teacher Junior                        | 32300-68700           | 45600-95600            |
|  | Non-Vocational Teacher (GFC)                         | 9500 consolidated pay | 13200 consolidated pay |
|  | Vocational Instructor                                | 27800-59400           | 39300-83000            |
|  | Matron                                               |                       | 27900-63700            |
|  | Laboratory Technical Assistant                       | 19000-43600           | 26500-60700            |

#### 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             |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                                      | Rate per month (₹) |
|-----------------------------------------------------------------------------------------------|--------------------|
| Vocational Higher Secondary School Teachers / Principal having Ph.D in the respective subject | 550                |
| <b>(a) High School</b>                                                                        |                    |
| Principal                                                                                     | 1380               |
| Teacher holding the charge of Academic Head                                                   | 770                |
| Science Teacher (in charge of laboratories)                                                   | 180                |
| Person in charge of Library                                                                   | 280                |
| <b>(b) Technical High Schools</b>                                                             |                    |
| Person in charge of Library                                                                   | 180                |

## 17. DIRECTORATE OF PROSECUTION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                                          | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------------------------------|-----------------------|----------------------|
|   | Director General of Prosecution                                       | Consolidated pay      | Consolidated pay     |
|   | Director of Prosecution                                               | 81000-117600          | 112800-163400        |
|   | Deputy Director of Prosecution and Senior Assistant Public Prosecutor | 68700-110400          | 95600-153200         |
| a | Assistant Public Prosecutor Senior Grade                              | 45800-89000           | 63700-123700         |
|   | Assistant Public Prosecutor Grade I                                   | 42500-87000           | 59300-120900         |
|   | Assistant Public Prosecutor Grade II                                  | 40500-85000           | 56500-118100         |
|   | Personal Assistant                                                    | 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

| Name of Post    | Existing Scale of Pay | Revised Scale of Pay |
|-----------------|-----------------------|----------------------|
| Section Officer | As in PD              | As in PD             |

|                 |          |          |
|-----------------|----------|----------|
| Assistant       | As in PD | As in PD |
| Typist Grade II | As in PD | As in PD |

## B. ALLOWANCES

### (1) Uniform Allowance

| Category                                                              | Rate per annum (₹) |
|-----------------------------------------------------------------------|--------------------|
| Assistant Public Prosecutors                                          | 5000               |
| Deputy Director of Prosecution and Senior Assistant Public Prosecutor | 5000               |

## 18. DRUGS CONTROL

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                                                                                         | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Drugs Controller                                                                                                     | 77400-115200          | 107800-160000        |
|   | Chief Government Analyst                                                                                             | 68700-110400          | 95600-153200         |
|   | Deputy Drugs Controller                                                                                              | 68700-110400          | 95600-153200         |
|   | Assistant Drugs Controller (Allopathy) (HG)                                                                          | 55350-101400          | 77200-140500         |
| a | Assistant Drugs Controller (Allopathy)                                                                               | 45800-89000           | 63700-123700         |
|   | Analyst Grade I (HG)                                                                                                 | 55350-101400          | 77200-140500         |
| a | Analyst Grade I                                                                                                      | 45800-89000           | 63700-123700         |
|   | Regional Drugs Inspector / Chief Inspector of Drugs, Intelligence Squad / Senior Drugs Inspector                     | 42500-87000           | 59300-120900         |
|   | Senior Drugs Inspector (Ayurveda)                                                                                    | -                     | 59300-120900         |
|   | Analyst Grade II                                                                                                     | 42500-87000           | 59300-120900         |
|   | Drugs Inspector (Allopathy) / Drugs Inspector, Special Intelligence Branch / Technical Assistant to Drugs Controller | 39500-83000           | 55200-115300         |
|   | Drugs Inspector (Ayurveda)                                                                                           | 39500-83000           | 55200-115300         |
|   | Analyst Grade III                                                                                                    | 39500-83000           | 55200-115300         |
|   | Law Officer                                                                                                          | 35700-75600           | 50200-105300         |

|  | <b>Name of Post</b>                     | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-----------------------------------------|------------------------------|-----------------------------|
|  | Scientific Assistant                    | 27800-59400                  | 39300-83000                 |
|  | Store Superintendent                    | 27800-59400                  | 39300-83000                 |
|  | Legal Assistant                         | 26500-56700                  | 37400-79000                 |
|  | Technical Assistant (Drugs Testing Lab) | 25200-54000                  | 35600-75400                 |
|  | Media Maker                             | 25200-54000                  | 35600-75400                 |
|  | Sample Warden                           | 25200-54000                  | 35600-75400                 |
|  | L.D Technician                          | 19000-43600                  | 26500-60700                 |
|  | Technical Store Keeper                  | 19000-43600                  | 26500-60700                 |
|  | Record Attender                         | 17000-37500                  | 23700-52600                 |
|  | Laboratory Attender                     | 17000-37500                  | 23700-52600                 |

a 30% Higher Grade will continue

#### **Posts held by Personnel of other Departments**

| <b>Name of Post</b>                | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|------------------------------------|------------------------------|-----------------------------|
| Deputy Drugs Controller (Ayurveda) | 68700-110400                 | As in PD                    |
| Statistical Assistant              | As in PD                     | As in PD                    |

### **19. ECONOMICS AND STATISTICS**

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

|  | <b>Name of Post</b>                                                                                    | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|--------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
|  | Director                                                                                               | 85000-117600                 | 118100-163400               |
|  | Additional Director                                                                                    | 81000-117600                 | 112800-163400               |
|  | Senior Joint Director                                                                                  | 77400-115200                 | 107800-160000               |
|  | Joint Director                                                                                         | 68700-110400                 | 95600-153200                |
|  | Deputy Director                                                                                        | 55350-101400                 | 77200-140500                |
|  | Nosologist                                                                                             | 55350-101400                 | 77200-140500                |
|  | District Officer /<br>Regional Statistical<br>Officer / Senior Statistical<br>Officer (Administration) | 40500-85000                  | 56500-118100                |
|  | Assistant Director                                                                                     | 40500-85000                  | 56500-118100                |

|   | <b>Name of Post</b>                                                                          | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|----------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
|   | Additional District Officer / Scrutiny Officer                                               | 36600-79200                  | 51400-110300                |
|   | Research Officer                                                                             | 36600-79200                  | 51400-110300                |
|   | Taluk Statistical Officer / Senior Supervisor (Computer)                                     | 35700-75600                  | 50200-105300                |
|   | Deputy Health Officer (Vital Statistics)                                                     | 30700-65400                  | 43400-91200                 |
|   | Research Assistant/ Statistical Inspector/ Extension Officer (Planning& Monitoring)/         | 30700-65400                  | 43400-91200                 |
|   | Computer Supervisor                                                                          | 29200-62400                  | 41300-87000                 |
|   | Statistical Assistant Grade I / Statistical Investigator Gr. I/ Junior Statistical Inspector | 26500-56700                  | 37400-79000                 |
| a | Statistical Assistant Grade II / Statistical Investigator Grade II                           | 22200-48000                  | 31100-66800                 |
|   | Draftsman L.D                                                                                | 19000-43600                  | 26500-60700                 |

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

### Posts held by Personnel of other Departments

| <b>Name of Post</b>           | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|-------------------------------|------------------------------|-----------------------------|
| Senior Administrative Officer | As in PD                     | As in PD                    |

### B. ALLOWANCES

#### (1) Permanent Travelling Allowance

| <b>Category</b>                                             | <b>Area of Jurisdiction</b> | <b>Average no. of days of tour in a month</b> | <b>Rate per month (₹)</b> |
|-------------------------------------------------------------|-----------------------------|-----------------------------------------------|---------------------------|
| Statistical Investigators conducting field level activities | One District                | 15                                            | 600                       |
|                                                             | One Taluk                   | 15                                            | 400                       |

| Category                                                  | Area of Jurisdiction | Average no. of days of tour in a month | Rate per month (₹) |
|-----------------------------------------------------------|----------------------|----------------------------------------|--------------------|
| <i>Timely Reporting Survey of Agricultural Statistics</i> |                      |                                        |                    |
| Statistical Inspector (NSS)                               | One District         | 15                                     | 770                |
| Statistical Inspector                                     | One Taluk            | 15                                     | 550                |
| Statistical Investigator                                  | One Taluk            | 15                                     | 370                |
| Statistical Investigator                                  | One District         | 15                                     | 550                |
| Taluk Statistical Officer                                 | One Taluk            | 15                                     | 610                |

## (2) Permanent Conveyance Allowance

| Category                                   | Area of Jurisdiction                        | Rate per month (₹) |
|--------------------------------------------|---------------------------------------------|--------------------|
| Deputy Health Officer                      | Working in Municipalities, Corporation etc. | 390                |
| Research Assistant                         |                                             | 270                |
| Compiler                                   |                                             | 170                |
| Price Inspector / Statistical Investigator | Within 8 kms. of the HQ                     | 160                |

## 20. ELECTRICAL INSPECTORATE

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                          | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------------|-----------------------|----------------------|
|   | Chief Electrical Inspector            | 93000-120000          | 129300-166800        |
|   | Additional Chief Electrical Inspector | 85000-117600          | 118100-163400        |
|   | Deputy Chief Electrical Inspector     | 81000-117600          | 112800-163400        |
|   | Electrical Inspector (HG)             | 77400-115200          | 107800-160000        |
| a | Electrical Inspector                  | 68700-110400          | 95600-153200         |
|   | Deputy Electrical Inspector (HG)      | 45800-89000           | 63700-123700         |

|   |                                |             |              |
|---|--------------------------------|-------------|--------------|
| b | Deputy Electrical Inspector    | 42500-87000 | 59300-120900 |
|   | Assistant Electrical Inspector | 39500-83000 | 55200-115300 |
|   | Instrument Mechanic            | 22200-48000 | 31100-66800  |
|   | Skilled Assistant Sr.Grade     | 26500-56700 | 37400-79000  |
|   | Skilled Assistant HG           | 22200-48000 | 31100-66800  |
| c | Skilled Assistant II           | 19000-43600 | 26500-60700  |
|   | Night Watcher                  | 16500-35700 | 23000-50200  |

- a Existing 25% HG will continue.  
b Existing 1/3<sup>rd</sup> HG will continue.  
c Existing ratio 1:1:1 among three grades of Skilled Assistants 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             |
|  | Law Officer            | As in PD              | As in PD             |
|  | Finance Officer        | As in PD              | As in PD             |

## 21. ENQUIRY COMMISSIONER & SPECIAL JUDGE; VIGILANCE TRIBUNAL

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                        | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------------|-----------------------|----------------------|
|   | <b>ENQUIRY COMMISSIONER AND SPECIAL JUDGE COURT</b> |                       |                      |
|   | Enquiry Commissioner and Special Judge              | NJPC                  | NJPC                 |
|   | Manager (HG)                                        | 42500-87000           | 59300-120900         |
| a | Manager                                             | 39500-83000           | 55200-115300         |
| b | Assistant (Selection Grade)                         | 32300-68700           | 45600-95600          |
|   | Assistant (Senior Grade)                            | 30700-65400           | 43400-91200          |
|   | Assistant                                           | 27800-59400           | 39300-83000          |
| c | Confidential Assistant Sel Grade                    | 39500-83000           | 55200-115300         |
|   | Confidential Assistant Senior Grade                 | 30700-65400           | 43400-91200          |

|   | Name of Post                        | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------|-----------------------|----------------------|
|   | Confidential Assistant Grade I      | 27800-59400           | 39300-83000          |
|   | Confidential Assistant Grade II     | 20000-45800           | 27900-63700          |
| c | Computer Assistant Selection Grade  | 32300-68700           | 45600-95600          |
|   | Computer Assistant Senior Grade     | 30700-65400           | 43400-91200          |
|   | Computer Assistant Grade I          | 27800-59400           | 39300-83000          |
|   | Computer Assistant Grade II         | 20000-45800           | 27900-63700          |
| d | Driver Senior Grade                 | 22200-48000           | 31100-66800          |
|   | Driver Grade I                      | 20000-45800           | 27900-63700          |
|   | Driver Grade II                     | 18000-41500           | 25100-57900          |
|   | <b>VIGILANCE TRIBUNAL</b>           |                       |                      |
|   | Vigilance Tribunal                  | NJPC                  | NJPC                 |
|   | Manager (HG)                        | 42500-87000           | 59300-120900         |
| a | Manager                             | 39500-83000           | 55200-115300         |
| b | Assistant (Selection Grade)         | 32300-68700           | 45600-95600          |
|   | Assistant (Senior Grade)            | 30700-65400           | 43400-91200          |
|   | Assistant                           | 27800-59400           | 39300-83000          |
| c | Confidential Assistant Sel Grade    | 39500-83000           | 55200-115300         |
|   | Confidential Assistant Senior Grade | 30700-65400           | 43400-91200          |
|   | Confidential Assistant Grade I      | 27800-59400           | 39300-83000          |
|   | Confidential Assistant Grade II     | 20000-45800           | 27900-63700          |
| c | Computer Assistant Selection Grade  | 32300-68700           | 45600-95600          |
|   | Computer Assistant Senior Grade     | 30700-65400           | 43400-91200          |
|   | Computer Assistant Grade I          | 27800-59400           | 39300-83000          |
|   | Computer Assistant Grade II         | 20000-45800           | 27900-63700          |
| d | Driver Senior Grade                 | 22200-48000           | 31100-66800          |
|   | Driver Grade I                      | 20000-45800           | 27900-63700          |
|   | Driver Grade II                     | 18000-41500           | 25100-57900          |

a Ratio between Manager and Manager (HG) will be 2:1

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

## 22. ENVIRONMENT & CLIMATE CHANGE

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                    | Existing Scale of Pay | Revised Scale of Pay |
|--|---------------------------------|-----------------------|----------------------|
|  | Director                        | 85000-117600          | 118100-163400        |
|  | Environment Programme Manager   | 77400-115200          | 107800-160000        |
|  | Environmental Engineer          | 77400-115200          | 107800-160000        |
|  | Environmental Scientist         | 77400-115200          | 107800-160000        |
|  | Environmental Officer           | 40500-85000           | 56500-118100         |
|  | Assistant Environmental Officer | 36600-79200           | 51400-110300         |

### Posts held by Personnel of other Departments

|  | Sl. No | Name of Post           | Existing Scale of Pay | Revised Scale of Pay |
|--|--------|------------------------|-----------------------|----------------------|
|  | 1      | Administrative Officer | As in PD              | As in PD             |
|  | 2      | Finance Officer        | As in PD              | As in PD             |

## 23. EXCISE

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                                                           | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------------------------------------------------------|-----------------------|----------------------|
|  | Excise Commissioner                                                    | IAS                   | IAS/IPS              |
|  | Additional Excise Commissioner                                         | IAS/IPS               | IAS/IPS              |
|  | Joint Commissioner of Excise / Senior Grade Deputy Excise Commissioner | 81000-117600          | 112800-163400        |
|  | Deputy Excise Commissioner                                             | 77400-115200          | 107800-160000        |
|  | Assistant Excise Commissioner (HG) / Assistant Secretary (HG)          | 68700-110400          | 95600-153200         |

|   | <b>Name of Post</b>                                             | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|-----------------------------------------------------------------|------------------------------|-----------------------------|
| a | Assistant Excise Commissioner / Assistant Secretary             | 45800-89000                  | 63700-123700                |
|   | Manager (HG)/ Excise Circle Inspector (HG)/ Superintendent (HG) | 40500-85000                  | 56500-118100                |
| b | Manager / Excise Circle Inspector / Superintendent              | 39500-83000                  | 55200-115300                |
|   | Excise Inspector                                                | 30700-65400                  | 43400-91200                 |
|   | Assistant Excise Inspector                                      | 29200-62400                  | 41300-87000                 |
|   | Preventive Officer                                              | 26500-56700                  | 37400-79000                 |
| c | Driver Selection Grade                                          | 29200-62400                  | 41300-87000                 |
|   | Driver Senior Grade                                             | 25200-54000                  | 35600-75400                 |
|   | Driver Grade I                                                  | 22200-48000                  | 31100-66800                 |
|   | Driver Grade II                                                 | 19000-43600                  | 26500-60700                 |
|   | Civil Excise Officer                                            | 20000-45800                  | 27900-63700                 |
|   | Women Civil Excise Officer                                      | -                            | 27900-63700                 |

a 20% Higher Grade will continue

b 25% of the post will be in Higher Grade

c The existing ratio 1:1:1 among Driver Grade II, Driver Grade I and Driver Senior Grade will continue. 10% of post of Senior Grade Driver will be on Selection Grade.

#### **Posts held by Personnel of other Departments**

| <b>Name of Post</b>                          | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|----------------------------------------------|------------------------------|-----------------------------|
| Administrative Officer                       | As in PD                     | As in PD                    |
| Law Officer                                  | As in PD                     | As in PD                    |
| Mechanical Engineer                          | As in PD                     | As in PD                    |
| Finance Officer                              | As in PD                     | As in PD                    |
| Section Officer                              | As in PD                     | As in PD                    |
| Vigilance Officer (Superintendent of Police) | As in PD                     | As in PD                    |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                                            | Rate per month (₹) |
|-----------------------------------------------------------------------------------------------------|--------------------|
| <i>Training Allowance (Personnel working in State Excise Academy and Research Centre, Thrissur)</i> |                    |
| Assistant Excise Commissioner                                                                       | 800                |
| Circle Inspector                                                                                    | 650                |
| Excise Inspector                                                                                    | 550                |
| Preventive Officer                                                                                  | 400                |

### (2) Uniform Allowance

| Category                                         | Rate per annum (₹) |
|--------------------------------------------------|--------------------|
| Joint Excise Commissioner                        | 5750               |
| Deputy Excise Commissioner                       | 5750               |
| Assistant Excise Commissioner                    | 5750               |
| Excise Circle Inspector                          | 5600               |
| Excise Inspector                                 | 5600               |
| Assistant Excise Inspector                       | 5600               |
| Preventive Officer                               | 5000               |
| Civil Excise Officer/ Women Civil Excise Officer | 5000               |
| Driver                                           | 5000               |

### (3) Additional Special Allowance

| Category                                         | Rate per month (₹)  |
|--------------------------------------------------|---------------------|
| <i>1. Excise Special Allowance</i>               |                     |
| Assistant Excise Commissioner                    | 170                 |
| Excise Circle Inspector                          | 160                 |
| Excise Inspector                                 | 160                 |
| Assistant Excise Inspector                       | 140                 |
| Preventive Officer                               | 140                 |
| Civil Excise Officer/ Women Civil Excise Officer | 140                 |
| <i>2. Day off Allowance *</i>                    | <b>Rate per day</b> |
| Excise Circle Inspector                          | 550                 |

| Category                                                                                                                            | Rate per month (₹) |
|-------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Excise Inspector                                                                                                                    | 550                |
| Assistant Excise Inspector                                                                                                          | 550                |
| Preventive Officer                                                                                                                  | 510                |
| Civil Excise Officer/ Women Civil Excise Officer                                                                                    | 440                |
| Driver                                                                                                                              | 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

| Category                                         | Area of Jurisdiction | Average no. of days of tour in a month | Rate per month (₹) |
|--------------------------------------------------|----------------------|----------------------------------------|--------------------|
| Excise Inspector                                 | One Range            | 15                                     | 440                |
| Assistant Excise Inspector                       | One Range            | 15                                     | 330                |
| Preventive Officer                               | One Range            | 15                                     | 220                |
| Civil Excise Officer/ Women Civil Excise Officer | One Range            | 15                                     | 220                |

## 24. FACTORIES AND BOILERS

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                    | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------------|-----------------------|----------------------|
|   | Director of Factories & Boilers                 | 81000-117600          | 112800-163400        |
|   | Senior Joint Director of Factories & Boilers    | 77400-115200          | 107800-160000        |
|   | Joint Director of Factories & Boilers           | 68700-110400          | 95600-153200         |
|   | Joint Director of Factories & Boilers (Medical) | 68700-110400          | 95600-153200         |
|   | Technical Officer (Chemical)                    | 45800-89000           | 63700-123700         |
|   | Medical Officer                                 | 45800-89000           | 63700-123700         |
| a | Inspector of Factories & Boilers Gr I           | 45800-89000           | 63700-123700         |

|  | Name of Post                                       | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------------------------------------------|-----------------------|----------------------|
|  | Inspector of Factories & Boilers Gr II             | 39500-83000           | 55200-115300         |
|  | Technical Assistant (Chemical)/ Chemical Inspector | 39500-83000           | 55200-115300         |
|  | Additional Inspector of Factories (HG)             | 36600-79200           | 51400-110300         |
|  | Additional Inspector of Factories                  | 36600-79200           | 51400-110300         |
|  | Industrial Hygienist                               | 36600-79200           | 51400-110300         |
|  | Head Draftsman                                     | 36600-79200           | 51400-110300         |
|  | Head Statistician                                  | 35700-75600           | 50200-105300         |
|  | Computer Operator                                  | 27800-59400           | 39300-83000          |
|  | Draftsman Gr I                                     | 26500-56700           | 37400-79000          |
|  | Draftsman Gr II                                    | 22200-48000           | 31100-66800          |

a. Existing ratio 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             |
|  | Chemist                 | As in PD              | As in PD             |
|  | Nursing Assistant Gr II | As in PD              | As in PD             |
|  | Lab Assistant           | As in PD              | As in PD             |
|  | Lab Attendant           | As in PD              | As in PD             |

### B. ALLOWANCES

#### (1) Uniform Allowance

| Category | Rate per Annum (₹) |
|----------|--------------------|
| Sweeper  | 2700               |

#### (2) Non-Practicing Allowance

| Category                 | Rate per month (₹) |
|--------------------------|--------------------|
| Joint Director (Medical) | 1320               |

## 25. FIRE & RESCUE SERVICES

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|        | Name of Post                              | Existing Scale of Pay | Revised Scale of Pay |
|--------|-------------------------------------------|-----------------------|----------------------|
|        | Director General                          | IPS                   | IPS                  |
|        | Director (Technical) / (Administration)   | 81000-117600          | 112800-163400        |
| @      | Regional Fire Officer (Senior Grade)      | 68700-110400          | 95600-153200         |
| @<br>a | Regional Fire Officer                     | 45800-89000           | 63700-123700         |
|        | Manager                                   | 42500-87000           | 59300-120900         |
| @      | District Fire Officer (HG)                | 40500-85000           | 56500-118100         |
| @<br>b | District Fire Officer                     | 36600-79200           | 51400-110300         |
|        | Station Officer                           | 30700-65400           | 43400-91200          |
|        | Station Officer (Motor Transport)         | 30700-65400           | 43400-91200          |
|        | Assistant Station Officer                 | 29200-62400           | 41300-87000          |
| *      | Leading Fireman                           | 26500-56700           | 37400-79000          |
| *      | Driver Mechanic                           | 26500-56700           | 37400-79000          |
| *      | Fireman Driver Cum Pump Operator Grade I  | 26500-56700           | 37400-79000          |
| *      | Fireman Driver Cum Pump Operator Grade II | 20000-45800           | 27900-63700          |
| *      | Fireman                                   | 20000-45800           | 27900-63700          |

a one post will be in Senior Grade

b 20% HG will continue

@ The posts of Divisional Officer and Assistant Divisional Officer were re-designated as Regional Fire Officer and District Fire Officer respectively by G.O.(Ms)No.96/2018/Home dated 31/05/2018.

\* The posts Leading Fireman, Driver Mechanic, Fireman Driver cum Pump Operator, Fireman may be read as Senior Fire and Rescue Officer, Senior Fire and Rescue Officer (Mechanic), Fire and Rescue Officer (Driver), Fire and Rescue

Officer respectively w.e.f. 23/11/2019 in terms of G.O.(Ms) No.185/2019/Home dated 23/11/2019.

**Posts held by Personnel of other Departments**

| Sl. No | Name of Post           | Existing Scale of Pay | Revised Scale of Pay |
|--------|------------------------|-----------------------|----------------------|
| 1      | Administrative Officer | As in PD              | As in PD             |
| 2      | Finance Officer        | As in PD              | As in PD             |

**B. ALLOWANCES**

**(1) Special Allowance**

| Sl. No | Category                                                                                                                                                                                          | Rate per month (₹) |
|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
|        | <b>1. Training Allowance (Personnel working in Training Centres)</b>                                                                                                                              |                    |
| 1      | Leading Fireman *                                                                                                                                                                                 | 400                |
| 2      | Assistant Station Officer                                                                                                                                                                         | 450                |
| 3      | Station Officer                                                                                                                                                                                   | 550                |
| 4      | District Fire Officer                                                                                                                                                                             | 650                |
| 5      | Regional Fire Officer                                                                                                                                                                             | 800                |
|        | <b>2. Scuba Diving Allowance</b>                                                                                                                                                                  |                    |
| 6      | Fire Service Personnel who are working in the Scuba Diving Team after having successfully completed the Advanced Scuba Training conducted by the Institute of Advanced Water Rescue and Training. | 500                |

**(2) Compensatory Allowance**

| Sl. No | Category                           | Rate per month (₹) |
|--------|------------------------------------|--------------------|
| 1      | Fireman Driver Cum Pump Operator * | 110                |
| 2      | Driver Mechanic *                  | 110                |

**(3) Risk Allowance**

| Sl. No | Category                           | Rate per month (₹) |
|--------|------------------------------------|--------------------|
| 1      | Driver Mechanic *                  | 200                |
| 2      | Leading Fireman *                  | 200                |
| 3      | Fireman *                          | 200                |
| 4      | Fireman Driver Cum Pump Operator * | 200                |

**(4) Uniform Allowance**

| Sl. No | Category                                         | Rate per annum (₹) |
|--------|--------------------------------------------------|--------------------|
| 1      | Director (Technical) / Director (Administration) | 5500               |
| 2      | Staff Car Driver of the Director General         | 2700               |
| 3      | Driver Mechanic *                                | 5500               |
| 4      | Leading Fireman *                                | 5500               |
| 5      | Fireman *                                        | 5500               |
| 6      | Fireman Driver Cum Pump Operator *               | 5500               |
| 7      | Station Officer                                  | 5500               |
| 8      | Assistant Station Officer                        | 5500               |
| 9      | District Fire Officer                            | 5500               |
| 10     | Regional Fire Officer                            | 5500               |

**(5) Additional Special Allowance**

| Sl. No | Category                                   |                           |
|--------|--------------------------------------------|---------------------------|
|        | <b>1. Day off Allowance (Rate per day)</b> | <b>Rate per day (₹)</b>   |
| 1      | Fireman Driver Cum Pump Operator *         | 170                       |
| 2      | Driver Mechanic *                          | 170                       |
| 3      | Leading Fireman *                          | 170                       |
| 4      | Fireman *                                  | 170                       |
| 5      | Assistant Station Officer                  | 170                       |
| 6      | Station Officer                            | 190                       |
|        | <b>2. Fire Service Special Allowance #</b> | <b>Rate per month (₹)</b> |
| 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   | 280                       |

# Special Allowance, Water and Electricity, Feeding Charges and Ration Money now existing under Additional Special Allowance 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

## 26. FISHERIES

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                              | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------------------|-----------------------|----------------------|
|   | Director                                                  | IAS                   | IAS                  |
|   | Additional Director                                       | 81000-117600          | 112800-163400        |
|   | Joint Director                                            | 68700-110400          | 95600-153200         |
| a | Deputy Director (HG)                                      | 55350-101400          | 77200-140500         |
|   | Deputy Director                                           | 45800-89000           | 63700-123700         |
|   | Assistant Director / CEO /Project Officer                 | 40500-85000           | 56500-118100         |
|   | Deputy Registrar of Co-operative Societies (Fisheries)    | 40500-85000           | 56500-118100         |
|   | Assistant Registrar of Co-operative Societies (Fisheries) | 36600-79200           | 51400-110300         |
|   | Fisheries Extension Officer                               | 35700-75600           | 50200-105300         |
| @ | Fishery Development Officer Gr.I                          | 30700-65400           | 43400-91200          |
| @ | Senior Co-operative Inspector                             | 30700-65400           | 43400-91200          |
| b | Foreman/ Senior Mechanical Instructor (HG)                | 30700-65400           | 43400-91200          |
|   | Foreman/ Senior Mechanical Instructor                     | 27800-59400           | 39300-83000          |
|   | Fishery Development Officer Gr.II                         | 27800-59400           | 39300-83000          |
| # | Research Assistant                                        | 27800-59400           | 39300-83000          |
| # | Curator                                                   | 27800-59400           | 39300-83000          |
| # | Assistant Extension Officer                               | 27800-59400           | 39300-83000          |
| # | Inspector of Fisheries                                    | 27800-59400           | 39300-83000          |
| # | Technical Assistant                                       | 27800-59400           | 39300-83000          |
| # | Fish Culture Officer                                      | 27800-59400           | 39300-83000          |

|    | Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|----|-------------------------------|-----------------------|----------------------|
| #  | Fish Farm Manager             | 27800-59400           | 39300-83000          |
|    | Mechanical Instructor Gr I    | 26500-56700           | 37400-79000          |
| *  | Sub Inspector of Fisheries    | 25200-54000           | 35600-75400          |
|    | Mechanical Instructor Gr II   | 22200-48000           | 31100-66800          |
|    | Laboratory Assistant          | 22200-48000           | 31100-66800          |
| \$ | Nursery Keeper                | 18000-41500           | 25100-57900          |
| \$ | LD Investigator               | 18000-41500           | 25100-57900          |
|    | Mechanic                      |                       | 25100-57900          |
|    | Lascar Gr II                  | 17500-39500           | 24400-55200          |
|    | Cook                          | 17500-39500           | 24400-55200          |
|    | Tindal Cum Driver             | 17500-39500           | 24400-55200          |
|    | Ticket Collector              | 17500-39500           | 24400-55200          |
|    | Fisherman cum Watchman        | 17000-37500           | 23700-52600          |
|    | Petty Yard Officer            | 17000-37500           | 23700-52600          |
|    | Laboratory Attender           | 17000-37500           | 23700-52600          |
|    | Oil Man                       | 17000-37500           | 23700-52600          |
|    | Mess Boy/ Mess Girl           | 16500-35700           | 23000-50200          |
|    | Deckman                       | 16500-35700           | 23000-50200          |
|    | Tank Attender                 |                       | 23000-50200          |
|    | Gardener                      |                       | 23000-50200          |
|    | <b>Miscellaneous Category</b> |                       |                      |
|    | Boat Driver/ Engine Driver    | 18000-41500           | 25100-57900          |
|    | Boat Syrang                   | 18000-41500           | 25100-57900          |
|    | Roneo Operator                | 17500-39500           | 24400-55200          |

- Existing ratio of 4:1 will continue.
- Ratio will be 2:1

Designations marked as @, #, \* and \$ may be read as Fisheries Co-operative Inspector, Assistant Fisheries Extension Officer, Fisheries Officer and Fisheries Assistant respectively in terms of G.O. (P) No.16/2020/F&P dated: 24.06.2020.

### Posts held by Personnel of other Departments

|  | Name of Post                                  | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------------------------------------|-----------------------|----------------------|
|  | Senior Administrative Officer                 | As in PD              | As in PD             |
|  | Superintendent of Police (Marine Enforcement) | As in PD              | As in PD             |
|  | Senior Finance Officer                        | As in PD              | As in PD             |
|  | Deputy Director (Statistics)                  | As in PD              | As in PD             |
|  | Law Officer                                   | As in PD              | As in PD             |
|  | Chief Guards                                  | As in PD              | As in PD             |
|  | Research Officer (Statistics)                 | As in PD              | As in PD             |
|  | Inspector of Guards                           | As in PD              | As in PD             |
|  | Sub Inspector of Guards                       | As in PD              | As in PD             |
|  | Research Assistant                            | As in PD              | As in PD             |
|  | Head Guard                                    | As in PD              | As in PD             |
|  | Statistical Assistant Grade I                 | As in PD              | As in PD             |
|  | Guard                                         | As in PD              | As in PD             |
|  | Statistical Assistant Grade II                | As in PD              | As in PD             |
|  | Headmaster                                    | As in PD              | As in PD             |
|  | High School Assistant                         | As in PD              | As in PD             |
|  | Warden Cum Tutor                              | As in PD              | As in PD             |
|  | Physical Education Teacher                    | As in PD              | As in PD             |

### B. ALLOWANCES

#### (1) Special Allowance

| Category                                               | Rate per Month (₹) |
|--------------------------------------------------------|--------------------|
| Head Master, Regional Fisheries Technical High Schools | 280                |

#### (2) Risk Allowance

| Category                | Rate per Month (₹) |
|-------------------------|--------------------|
| Assistant Director      | 330                |
| Inspector of Guards     | 330                |
| Sub Inspector of Guards | 280                |
| Head Guards             | 220                |
| Fishery Guards          | 190                |

|             |     |
|-------------|-----|
| Boat Driver | 190 |
| Syrang      | 190 |
| Deckman     | 190 |
| Lascar      | 190 |

### (3) Permanent Travelling Allowance

| Category                                                                                   | Rate per Month (₹) | Area of Jurisdiction                                                  | Average number of days of tour in a Month |
|--------------------------------------------------------------------------------------------|--------------------|-----------------------------------------------------------------------|-------------------------------------------|
| Statistical Investigator / Statistical Assistant Thiruvananthapuram, Kollam and Alappuzha. | 330                | One District                                                          | 15                                        |
| Statistical Investigator/ Statistical Assistant, Kollam.                                   | 280                | Two Taluks                                                            | 15                                        |
| Inspector of Fisheries, Kollam and Alappuzha.                                              | 330                | One District                                                          | 15                                        |
| Sub Inspector of Fisheries, Backwaters                                                     | 250                | 1. Kollam Back waters,<br>2.Vaikom & Meenachil,<br>3.Cherthala Taluks | 15                                        |
| Senior Co-operative Inspector, Vizhinjam and Thiruvananthapuram                            | 280                | Two Taluks                                                            | 15                                        |
| Fishery Development Officer, Vizhinjam                                                     | 280                | One District                                                          | 15                                        |
| Fishery Development Officer, Thiruvananthapuram                                            | 280                | Two Taluks                                                            | 15                                        |
| Senior Co-operative Inspector, Kollam and Alappuzha.                                       | 280                | One District                                                          | 15                                        |
| Fishery Development Officer, Kollam.                                                       | 280                | One District                                                          | 15                                        |
| Sub Inspector of Fisheries, North Paravur                                                  | 170                | One Taluk                                                             | 15                                        |
| Fishery Development Officer, Ernakulam, Alappuzha.                                         | 280                | Two Districts                                                         | 15                                        |
| Senior Co-operative Inspector, Ernakulam                                                   | 280                | Two Districts                                                         | 15                                        |
| Sub Inspector of Fisheries, Thevaravattom                                                  | 250                | Thevaravattom Fisheries Section                                       | 15                                        |
| L.D. Investigator, Alappuzha, (Part of a District)                                         | 280                | Part of a District                                                    | 15                                        |

| Category                                                       | Rate per Month (₹) | Area of Jurisdiction | Average number of days of tour in a Month |
|----------------------------------------------------------------|--------------------|----------------------|-------------------------------------------|
| <b>Office of the Deputy Director of Fisheries, Thrissur</b>    |                    |                      |                                           |
| Senior Co-operative Inspector                                  | 280                | One District         | 15                                        |
| Fishery Development Officer, Chavakkad.                        | 280                | One Taluk            | 15                                        |
| <b>Office of the Deputy Director of Fisheries, Ponnani</b>     |                    |                      |                                           |
| Fishery Development Officer, Ponnani and Thanur.               | 280                | One Taluk            | 15                                        |
| Senior Co-operative Inspector, Ponnani and Thanur.             | 280                | One Taluk            | 15                                        |
| <b>Office of the Deputy Director of Fisheries, Kozhikkode</b>  |                    |                      |                                           |
| Fishery Development Officer, Vadakara.                         | 280                | One Taluk            | 15                                        |
| Senior Co-operative Inspector.                                 | 280                | One Taluk            | 15                                        |
| <b>Office of the Deputy Director of Fisheries, Kannur</b>      |                    |                      |                                           |
| Fishery Development Officer, Kannur.                           | 280                | One Taluk            | 15                                        |
| Senior Co-operative Inspector.                                 | 280                | One Taluk            | 15                                        |
| <b>Office of the Deputy Director of Fisheries, Kasaragod</b>   |                    |                      |                                           |
| Fishery Development Officer, Kasaragod.                        | 280                | One Taluk            | 15                                        |
| Senior Co-operative Inspector                                  | 280                | One Taluk            | 15                                        |
| <b>Office of the Assistant Director of Fisheries, Kottayam</b> |                    |                      |                                           |
| Sub Inspector of Fisheries, Backwater                          | 250                | One District         | 15                                        |

## 27. FOOD SAFETY

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                                                 | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Commissioner of Food Safety                                                  | IAS                   | IAS                  |
|   | Deputy Director (PFA)                                                        | 81000-117600          | 112800-163400        |
|   | Chief Govt. Analyst                                                          | 77400-115200          | 107800-160000        |
|   | Joint Commissioner of Food Safety (Administration and Legal) / (Enforcement) | 68700-110400          | 95600-153200         |
|   | Government Analyst                                                           | 45800-89000           | 63700-123700         |
|   | Deputy Commissioner of Food Safety                                           | 45800-89000           | 63700-123700         |
|   | Deputy Government. Analyst                                                   | 42500-87000           | 59300-120900         |
|   | Assistant Commissioner of Food Safety                                        | 36600-79200           | 51400-110300         |
|   | Research Officer                                                             | 36600-79200           | 51400-110300         |
|   | Research Officer (Microbiology)                                              | 36600-79200           | 51400-110300         |
|   | Food Safety Officer (HG)                                                     | 30700-65400           | 43400-91200          |
| a | Food Safety Officer                                                          | 27800-59400           | 39300-83000          |
|   | Junior Research Officer                                                      | 35700-75600           | 50200-105300         |
|   | Microbiologist                                                               | 35700-75600           | 50200-105300         |
|   | Technical Assistant Grade I                                                  | 30700-65400           | 43400-91200          |
|   | Technical Assistant Grade II                                                 | 25200-54000           | 35600-75400          |
|   | Lab Assistant                                                                | 18000-41500           | 25100-57900          |
|   | Junior Lab Assistant                                                         | 17500-39500           | 24400-55200          |
|   | Packer                                                                       | 17000-37500           | 23700-52600          |

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

#### 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             |
|  | Research Officer       | As in PD              | As in PD             |
|  | Statistical Assistant  | As in PD              | As in PD             |

**28. FOREST****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|   | <b>Name of Post</b>                                                           | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|-------------------------------------------------------------------------------|------------------------------|-----------------------------|
|   | Principal Chief Conservator of Forests (Head of Forest Force)                 | IFS                          | IFS                         |
|   | Principal Chief Conservator of Forests                                        | IFS                          | IFS                         |
|   | Additional Principal Chief Conservator of Forests                             | IFS                          | IFS                         |
|   | Chief Conservator of Forests                                                  | IFS                          | IFS                         |
|   | Conservator of Forests                                                        | IFS                          | IFS                         |
|   | Deputy Conservator of Forests                                                 | IFS                          | IFS                         |
|   | Deputy Conservator of Forests (Non Cadre)                                     | 77400-115200                 | 107800-160000               |
|   | Economist                                                                     | 77400-115200                 | 107800-160000               |
| a | Assistant Conservator of Forests / Divisional Forest Officer/ Wildlife Warden | 45800-89000                  | 63700-123700                |
|   | Deputy Director (Wildlife Education)                                          | 45800-89000                  | 63700-123700                |
|   | Senior Administrative Assistant                                               | 42500-87000                  | 59300-120900                |
|   | Range Forest Officer and equated category                                     | 39500-83000                  | 55200-115300                |
| b | Wildlife Assistant Senior Grade                                               | 39500-83000                  | 55200-115300                |
|   | Wildlife Assistant Grade I                                                    | 30700-65400                  | 43400-91200                 |
|   | Wildlife Assistant Grade II                                                   | 26500-56700                  | 37400-79000                 |
|   | Deputy Range Officer                                                          | 29200-62400                  | 41300-87000                 |
|   | Section Forest Officer                                                        | 26500-56700                  | 37400-79000                 |
|   | Beat Forest Officer                                                           | 20000-45800                  | 27900-63700                 |
|   | Selection Grade Forest Driver                                                 | 29200-62400                  | 41300-87000                 |
|   | Senior Grade Forest Driver                                                    | 25200-54000                  | 35600-75400                 |
|   | Forest Driver Grade I                                                         | 22200-48000                  | 31100-66800                 |
|   | Forest Driver Grade II                                                        | 19000-43600                  | 26500-60700                 |
|   | Forest Boat Driver                                                            | 19000-43600                  | 26500-60700                 |
|   | Timber Supervisor                                                             | 17500-39500                  | 24400-55200                 |
|   | Documentation Officer                                                         | 17500-39500                  | 24400-55200                 |
|   | Elephant Mahouts/ Cavadies                                                    | 17500-39500                  | 24400-55200                 |
|   | Boat Watcher                                                                  | 16500-35700                  | 23000-50200                 |
|   | Boat Cleaner                                                                  | 16500-35700                  | 23000-50200                 |

|   | <b>Name of Post</b>             | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|---------------------------------|------------------------------|-----------------------------|
|   | Boat Lascar                     | 16500-35700                  | 23000-50200                 |
|   | Boat Syrang                     | 16500-35700                  | 23000-50200                 |
|   | Tracker - Cum - Gardener        | 16500-35700                  | 23000-50200                 |
|   | Gardener - Cum - Marker         | 16500-35700                  | 23000-50200                 |
|   | Cook                            | 16500-35700                  | 23000-50200                 |
|   | Assistant Cook                  | 16500-35700                  | 23000-50200                 |
|   | Chowkidar                       | 16500-35700                  | 23000-50200                 |
|   | Depot Watcher / Reserve Watcher | 16500-35700                  | 23000-50200                 |
| @ | Tribal Watcher                  | 16500-35700                  | 23000-50200                 |
|   | Plantation Watcher cum Cook     | 16500-35700                  | 23000-50200                 |
|   | Sanitation Worker               | 16500-35700                  | 23000-50200                 |

a 25% posts of Assistant Conservator of Forest will be in Senior Grade

b The existing ratio of 1:1:1 among Senior Grade, Grade I and Grade II Wildlife Assistants will continue.

@ The post marked @ may be read as Forest Watcher (Special Recruitment) w.e.f 04/11/2020 in terms of G.O.(Ms) No.18/2020/F&WLD dated 04.11.2020

#### **Posts held by Personnel of other Departments**

|  | <b>Name of Post</b>               | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-----------------------------------|------------------------------|-----------------------------|
|  | <b>Economics &amp; Statistics</b> |                              |                             |
|  | Research Officer                  | As in PD                     | As in PD                    |
|  | Deputy Director                   | As in PD                     | As in PD                    |
|  | Statistical Officer               | As in PD                     | As in PD                    |
|  | Research Assistant                | As in PD                     | As in PD                    |
|  | Statistical Assistant Grade I     | As in PD                     | As in PD                    |
|  | Statistical Assistant Grade II    | As in PD                     | As in PD                    |
|  | <b>Survey and Land Records</b>    |                              |                             |
|  | Assistant Director                | As in PD                     | As in PD                    |
|  | Superintendent of Survey          | As in PD                     | As in PD                    |
|  | Head Draftsman                    | As in PD                     | As in PD                    |
|  | Head Surveyor                     | As in PD                     | As in PD                    |
|  | Draftsman Grade I                 | As in PD                     | As in PD                    |
|  | Draftsman Grade II                | As in PD                     | As in PD                    |
|  | Surveyor Grade I                  | As in PD                     | As in PD                    |
|  | Surveyor Grade II                 | As in PD                     | As in PD                    |

|  | <b>Name of Post</b>                                  | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|------------------------------------------------------|------------------------------|-----------------------------|
|  | Survey Lascar                                        | As in PD                     | As in PD                    |
|  | <b>Judiciary</b>                                     |                              |                             |
|  | Tribunal Judge                                       | As in PD                     | As in PD                    |
|  | <b>Secretariat</b>                                   |                              |                             |
|  | Senior Administrative Officer                        | As in PD                     | As in PD                    |
|  | Senior Finance Officer                               | As in PD                     | As in PD                    |
|  | Section Officer                                      | As in PD                     | As in PD                    |
|  | Public Relations Officer                             | As in PD                     | As in PD                    |
|  | Legal Assistant                                      | As in PD                     | As in PD                    |
|  | Photographer - cum- Artist                           | As in PD                     | As in PD                    |
|  | Confidential Assistant                               | As in CC                     | As in CC                    |
|  | Office Attendant                                     | As in PD                     | As in PD                    |
|  | <b>AG's Office</b>                                   |                              |                             |
|  | Finance Manager                                      | As in PD                     | As in PD                    |
|  | <b>Animal Husbandry</b>                              |                              |                             |
|  | Forest Veterinary Officer                            | As in PD                     | As in PD                    |
|  | Assistant Veterinary Officer                         | As in PD                     | As in PD                    |
|  | <b>PWD</b>                                           |                              |                             |
|  | Head Draftsman                                       | As in PD                     | As in PD                    |
|  | Draftsman Grade I                                    | As in PD                     | As in PD                    |
|  | Draftsman Grade II                                   | As in PD                     | As in PD                    |
|  | <b>Police</b>                                        |                              |                             |
|  | Circle Inspector                                     | As in PD                     | As in PD                    |
|  | Sub Inspector                                        | As in PD                     | As in PD                    |
|  | Head Constable                                       | As in PD                     | As in PD                    |
|  | Constable                                            | As in PD                     | As in PD                    |
|  | P.T. Instructor                                      | As in PD                     | As in PD                    |
|  | <b>Health</b>                                        |                              |                             |
|  | Pharmacist                                           | As in PD                     | As in PD                    |
|  | Nursing Assistant                                    | As in PD                     | As in PD                    |
|  | Hospital Attender                                    | As in PD                     | As in PD                    |
|  | <b>Kerala Water Authority</b>                        |                              |                             |
|  | Pump Operator                                        | As in PD                     | As in PD                    |
|  | <b>Information &amp; Public Relations Department</b> |                              |                             |
|  | Assistant Forest Publicity Officer                   | As in PD                     | As in PD                    |

**B. ALLOWANCES**  
**(1) Special Allowance**

| Category                                   | Rate per month (₹) |
|--------------------------------------------|--------------------|
| Principal, Forest School, Arippa           | 220                |
| Instructor (Ranger), Forest School, Arippa | 220                |
| Instructor, Forest School, Walayar         | 220                |
| <b>Vigilance and Evaluation Wing</b>       |                    |
| Assistant Conservator of Forests           | 220                |
| Divisional Forest Officer                  | 220                |
| Range Forest Officer                       | 200                |
| Section Forest Officer                     | 140                |
| Beat Forest Officer                        | 110                |
| <b>Wild Life Wing</b>                      |                    |
| Range Forest Officer                       | 200                |
| Wild Life Assistant                        | 200                |
| Deputy Range Forest Officer                | 170                |
| Section Forest Officer                     | 140                |
| Beat Forest Officer                        | 110                |
| Warder                                     | 110                |
| <b>Flying Squad</b>                        |                    |
| Assistant Conservator of Forest            | 220                |
| Divisional Forest Officer                  | 220                |
| Range Forest Officer                       | 200                |
| Deputy Range Forest Officer                | 170                |
| Section Forest Officer                     | 140                |
| Beat Forest Officer                        | 110                |
| Forest Driver                              | 110                |
| <b>Marayoor Sandal Division</b>            |                    |
| Deputy Range Forest Officer                | 10% of basic pay   |
| Section Forest Officer                     | 10% of basic pay   |

| Category            | Rate per month (₹) |
|---------------------|--------------------|
| Beat Forest Officer | 10% of basic pay   |
| Watcher             | 10% of basic pay   |
| Forest Driver       | 10% of basic pay   |

**(2) Compensatory Allowance**

| Category                    | Rate per month (₹) |
|-----------------------------|--------------------|
| Van Driver (Publicity Unit) | 170                |

**(3) Risk Allowance**

| Category                    | Rate per month (₹) |
|-----------------------------|--------------------|
| Deputy Range Forest Officer | 280                |
| Beat Forest Officer         | 220                |
| Forest Driver               | 220                |
| Forest Boat Driver          | 220                |
| Forest Watcher              | 220                |
| Tribal Watcher @            | 220                |
| Section Forest Officer      | 280                |
| Mahouts and Cavadies        | 250                |

**(4) Uniform Allowance**

| Category                        | Rate per annum (₹) |
|---------------------------------|--------------------|
| Range Forest Officer (Range)    | 5500               |
| Deputy Range Forest Officer     | 5500               |
| Wild Life Assistant             | 3300               |
| Section Forest Officer          | 5500               |
| Beat Forest Officer             | 5500               |
| Forest Driver                   | 5500               |
| Boat Driver                     | 4500               |
| Forest Watcher                  | 4500               |
| Watcher (Specially recruited) @ | 4500               |
| Driver (Common Category)        | 2700               |

**(5) Additional Special Allowance**

| Category                                                                         | Rate per month (₹) |
|----------------------------------------------------------------------------------|--------------------|
| <b>1. Day off Allowance (Rate per day)</b>                                       |                    |
| Range Forest Officer (Range)                                                     | 110                |
| Senior Grade Range Forest Officer                                                | 110                |
| Deputy Range Forest Officer                                                      | 220                |
| Beat Forest Officer                                                              | 180                |
| Forest Watcher                                                                   | 180                |
| Watcher (Specially recruited) @                                                  | 180                |
| Section Forest Officer                                                           | 220                |
| Forest Driver                                                                    | 220                |
| Boat Driver                                                                      | 180                |
| <b>2. Forest Special Allowance *</b>                                             |                    |
| Range Forest Officer (Range)                                                     | 160                |
| Senior Grade Range Forest Officer                                                | 160                |
| Deputy Range Forest Officer                                                      | 190                |
| Wild Life Assistant                                                              | 140                |
| Beat Forest Officer                                                              | 170                |
| Forest Watcher                                                                   | 140                |
| Watcher (Specially recruited) @                                                  | 140                |
| Section Forest Officer                                                           | 180                |
| Forest Driver                                                                    | 140                |
| Boat Driver                                                                      | 140                |
| * Special Allowance and Forest Special Allowance will not be eligible at a time. |                    |

**(6) Permanent Travelling Allowance**

| Category                          | Area of Jurisdiction | Average no. of days of tour in a month | Rate per month (₹) |
|-----------------------------------|----------------------|----------------------------------------|--------------------|
| Range Forest Officer              | Range                | 20                                     | 390                |
| Senior Grade Range Forest Officer | Range                | 15                                     | 390                |
| Deputy Range Forest Officer       | Range                | 15                                     | 390                |
| Beat Forest Officer               | Range                | 15                                     | 250                |
| Forest Watcher                    | Section              | 20                                     | 190                |
| Watcher (Specially recruited) @   | Section              | 20                                     | 190                |

| Category                        | Area of Jurisdiction | Average no. of days of tour in a month | Rate per month (₹) |
|---------------------------------|----------------------|----------------------------------------|--------------------|
| Section Forest Officer          | Section              | 15                                     | 330                |
| Surveyor                        | Range                | 20                                     | 170                |
| Boat Driver                     | Section              | 20                                     | 190                |
| Syrang                          | Section              | 20                                     | 190                |
| Cleaner                         | Section              | 20                                     | 190                |
| <b>Wild Life Wing</b>           |                      |                                        |                    |
| Range Forest Officer            |                      |                                        | 390                |
| Deputy Range Forest Officer     |                      |                                        | 330                |
| Section Forest Officer          |                      |                                        | 330                |
| Beat Forest Officer             |                      |                                        | 250                |
| <b>Flying Squad</b>             |                      |                                        |                    |
| Range Forest Officer            |                      |                                        | 390                |
| Deputy Range Forest Officer     |                      |                                        | 330                |
| Section Forest Officer          |                      |                                        | 330                |
| Beat Forest Officer             |                      |                                        | 250                |
| <b>Marayoor Sandal Division</b> |                      |                                        |                    |
| Deputy Range Forest Officer     |                      |                                        | 330                |
| Section Forest Officer          |                      |                                        | 330                |
| Beat Forest Officer             |                      |                                        | 250                |
| Watcher                         |                      |                                        | 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

## 29. GROUND WATER

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------------|-----------------------|----------------------|
|  | Director                      | 85000-117600          | 118100-163400        |
|  | Superintending Hydrogeologist | 81000-117600          | 112800-163400        |
|  | Superintending Engineer       | 81000-117600          | 112800-163400        |
|  | Chief Chemist                 | 81000-117600          | 112800-163400        |

|   | Name of Post                                                               | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------------------------------------------------------------------|-----------------------|----------------------|
| a | Executive Engineer<br>(Design/Drilling/Hydrology/Sp & W)                   | 60900-103600          | 85000-143600         |
|   | Senior Hydrogeologist                                                      | 60900-103600          | 85000-143600         |
|   | Senior Geophysicist                                                        | 60900-103600          | 85000-143600         |
|   | Executive Chemist                                                          | 60900-103600          | 85000-143600         |
| b | Assistant Executive Engineer<br>(Design/Drilling/Hydrology/Sp & W)<br>(HG) | 45800-89000           | 63700-123700         |
|   | Assistant Executive Engineer<br>(Design/Drilling/Hydrology/Sp & W)         | 40500-85000           | 56500-118100         |
|   | Chemist                                                                    | 40500-85000           | 56500-118100         |
|   | Hydrogeologist                                                             | 40500-85000           | 56500-118100         |
|   | Geophysicist                                                               | 40500-85000           | 56500-118100         |
|   | Junior Chemist                                                             | 36600-79200           | 51400-110300         |
|   | Junior Hydrogeologist                                                      | 36600-79200           | 51400-110300         |
|   | Junior Geophysicist                                                        | 36600-79200           | 51400-110300         |
|   | Assistant Engineer                                                         | 39500-83000           | 55200-115300         |
|   | System Manager (IT)                                                        | 36600-79200           | 51400-110300         |
|   | Master Driller                                                             | 35700-75600           | 50200-105300         |
|   | Senior Driller                                                             | 32300-68700           | 45600-95600          |
|   | Foreman                                                                    | 27800-59400           | 39300-83000          |
|   | Store-in-charge                                                            | 27800-59400           | 39300-83000          |
|   | Driller                                                                    | 26500-56700           | 37400-79000          |
|   | Drilling mechanic                                                          | 26500-56700           | 37400-79000          |
| c | Draftsman Gr. I                                                            | 26500-56700           | 37400-79000          |
|   | Draftsman Gr. II                                                           | 22200-48000           | 31100-66800          |
|   | Surveyor Gr. I                                                             | 26500-56700           | 37400-79000          |
|   | Geological Assistant                                                       | 26500-56700           | 37400-79000          |
|   | Geophysical Assistant                                                      | 26500-56700           | 37400-79000          |
|   | Chemical Assistant                                                         | 26500-56700           | 37400-79000          |
|   | Motor Mechanic                                                             | 25200-54000           | 35600-75400          |
|   | Store Assistant                                                            | 25200-54000           | 35600-75400          |
| c | Surveyor Gr. II                                                            | 22200-48000           | 31100-66800          |

|  | Name of Post       | Existing Scale of Pay | Revised Scale of Pay |
|--|--------------------|-----------------------|----------------------|
|  | Compressor Driver  | 20000-45800           | 27900-63700          |
|  | Tractor Driver     | 20000-45800           | 27900-63700          |
|  | Electrician        | 19000-43600           | 26500-60700          |
|  | Tracer             | 19000-43600           | 26500-60700          |
|  | Machinist          | 18000-41500           | 25100-57900          |
|  | Blacksmith         | 18000-41500           | 25100-57900          |
|  | Tinker             | 18000-41500           | 25100-57900          |
|  | Turner             | 18000-41500           | 25100-57900          |
|  | Fitter             | 18000-41500           | 25100-57900          |
|  | Drilling Assistant | 18000-41500           | 25100-57900          |
|  | Pump Operator      | 18000-41500           | 25100-57900          |
|  | Cleaner            | 17500-39500           | 24400-55200          |
|  | Lab Attender       | 17000-37500           | 23700-52600          |
|  | Workshop Attender  | 17000-37500           | 23700-52600          |
|  | Worker             | 16500-35700           | 23000-50200          |
|  | Lascar             | 16500-35700           | 23000-50200          |

- a Ratio 6:6:2 among Senior Hydrogeologist, Executive Engineer and Senior Geophysicist for promotion to District Officer will continue.  
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

|  | Name of Post           | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------|-----------------------|----------------------|
|  | Sr. Finance Officer    | As in PD              | As in PD             |
|  | Administrative Officer | As in PD              | As in PD             |

**B. ALLOWANCES****(1) Uniform Allowance**

| Category                  | Rate per annum (₹) |
|---------------------------|--------------------|
| <i>Drilling Staff</i>     |                    |
| Master Driller            | 2200               |
| Senior Driller            | 2200               |
| Drilling Mechanic/Driller | 2200               |
| Compressor Driver         | 2200               |
| Drilling Assistant        | 2200               |
| Foreman                   | 2200               |
| Store in Charge           | 2200               |
| Motor Mechanic            | 2200               |
| Store Assistant           | 2200               |
| Tractor Driver            | 2200               |
| Electrician               | 2200               |
| Machinist                 | 2200               |
| Blacksmith                | 2200               |
| Tinker                    | 2200               |
| Turner                    | 2200               |
| Fitter                    | 2200               |
| Pump Operator             | 2200               |
| Lorry Cleaner             | 2200               |
| Workshop Attender         | 2200               |
| Skilled Worker            | 2200               |
| Lascar                    | 2200               |
| Watcher                   | 2200               |
| Unskilled Worker          | 2200               |

### 30. HARBOUR ENGINEERING

#### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                     | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------------------|-----------------------|----------------------|
|   | Chief Engineer                                   | 85000-117600          | 118100-163400        |
|   | Superintending Engineer/Deputy Chief Engineer    | 81000-117600          | 112800-163400        |
| a | Executive Engineer (HG)                          | 77400-115200          | 107800-160000        |
|   | Executive Engineer                               | 68700-110400          | 95600-153200         |
| a | Assistant Executive Engineer (HG)                | 45800-89000           | 63700-123700         |
|   | Assistant Executive Engineer/Technical Assistant | 42500-87000           | 59300-120900         |
|   | Assistant Engineer/ Head Draftsman               | 39500-83000           | 55200-115300         |
|   | Draftsman Gr.I/Overseer Gr.I                     | 26500-56700           | 37400-79000          |
|   | Senior Mechanic                                  | 22200-48000           | 31100-66800          |
|   | Draftsman Gr.II/Overseer Gr.II                   | 22200-48000           | 31100-66800          |
|   | Tracer                                           | 19000-43600           | 26500-60700          |
|   | Draftsman Gr.III/ Overseer Gr.III                | 19000-43600           | 26500-60700          |
|   | Store Attender                                   |                       | 26500-60700          |
|   | Electrician Gr.II/ Lineman                       | 17500-39500           | 24400-55200          |
|   | Mechanic                                         | 18000-41500           | 25100-57900          |
|   | Blue Printer                                     | 17000-37500           | 23700-52600          |
|   | Asst. Crane Operator                             | 17000-37500           | 23700-52600          |
|   | Watchman-cum-Cook                                |                       | 23700-52600          |
|   | Lascar/Chainman                                  | 16500-35700           | 23000-50200          |
|   | Helper                                           |                       | 23000-50200          |
|   | Cook                                             |                       | 23000-50200          |

a Grade ratio as applicable in Public Works Department.

#### Posts held by Personnel of other Departments

|  | Name of Post    | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------|-----------------------|----------------------|
|  | Finance Officer | As in PD              | As in PD             |

### 31. HEALTH SERVICES

#### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|          | Name of Post                                       | Existing Scale of Pay      | Revised Scale of Pay         |
|----------|----------------------------------------------------|----------------------------|------------------------------|
|          | <b>ADMINISTRATIVE CADRE</b>                        |                            |                              |
| #        | Director of Health Services                        | 93000-120000<br>(6600 sp*) | 129300-166800<br>(8400 sp*)  |
| #1       | Additional Director of Health Services             | 89000-120000<br>(6600 sp*) | 123700-166800<br>(8400 sp*)  |
| #2       | Deputy Director of Health Services                 | 85000-117600<br>(6200 sp*) | 118100-163400<br>(8400 sp*)  |
|          | Deputy Director (Dental)                           | 85000-117600               | 118100-163400                |
| #3       | Assistant Director of Health Services              | 68700-110400<br>(5400 sp*) | 95600-153200<br>(7200 sp*)   |
| #4       | Junior Administrative Medical Officer              | 45800-89000<br>(3750 sp*)  | 63700-123700<br>(4700 sp*)   |
|          | <b>SPECIALITY CADRE</b>                            |                            |                              |
| #        | Chief Consultant (HG)^<br>(Various Specialities)   |                            | 129300-166800<br>(17400 sp*) |
| #1       | Chief Consultant (Various Specialities)            | 89000-120000<br>(9300 sp*) | 123700-166800<br>(16800 sp*) |
|          | Chief Dental Consultant<br>(Various Specialities)  | 89000-120000               | 123700-166800                |
| #2       | Senior Consultant (Various specialities)           | 85000-117600<br>(8900 sp*) | 118100-163400<br>(16800 sp*) |
|          | Senior Dental Consultant<br>(Various specialities) | 85000-117600               | 118100-163400                |
| #3       | Consultant (Various specialities)                  | 68700-110400<br>(7700 sp*) | 95600-153200<br>(14700 sp*)  |
|          | Dental Consultant (Various specialities)           | 68700-110400               | 95600-153200                 |
| #4       | Junior Consultant (Various Specialities)           | 45800-89000<br>(5600 sp*)  | 63700-123700<br>(9900 sp*)   |
| #5       | Junior Dental Consultant<br>(Various specialities) | 39500-83000                | 55200-115300                 |
|          | <b>GENERAL CADRE</b>                               |                            |                              |
| #2       | Civil Surgeon (HG)                                 | 85000-117600               | 118100-163400                |
|          | Dental Civil Surgeon (HG)                          | 85000-117600               | 118100-163400                |
| #3       | Civil Surgeon                                      | 68700-110400               | 95600-153200                 |
|          | Dental Civil Surgeon                               | 68700-110400               | 95600-153200                 |
| #4<br>\$ | Assistant Surgeon                                  | 45800-89000                | 63700-123700                 |

|         | Name of Post                                                  | Existing Scale of Pay | Revised Scale of Pay |
|---------|---------------------------------------------------------------|-----------------------|----------------------|
| #5<br>* | Dental Assistant Surgeon                                      | 39500-83000           | 55200-115300         |
|         | <b>DENTAL WING</b>                                            |                       |                      |
| b       | Dental Mechanic Senior Grade                                  | 27800-59400           | 43400-91200          |
|         | Dental Mechanic Grade I                                       | 26500-56700           | 37400-79000          |
|         | Dental Mechanic Grade II                                      | 22200-48000           | 35600-75400          |
| b       | Dental Hygienist Senior Grade                                 | 27800-59400           | 43400-91200          |
|         | Dental Hygienist Grade I                                      | 26500-56700           | 37400-79000          |
|         | Dental Hygienist Grade II                                     | 22200-48000           | 35600-75400          |
|         | Dental Equipment Maintenance Technician                       | 19000-43600           | 26500-60700          |
|         | <b>TB WING</b>                                                |                       |                      |
|         | Director, TB Centre                                           | 68700-110400          | 95600-153200         |
|         | District TB Officer                                           | 68700-110400          | 95600-153200         |
|         | Supervising Medical Officer                                   | 68700-110400          | 95600-153200         |
|         | Bacteriologist                                                | 42500-87000           | 59300-120900         |
|         | Senior Treatment Organiser                                    | 35700-75600           | 50200-105300         |
| a       | Treatment Organiser Grade I                                   | 26500-56700           | 37400-79000          |
|         | Treatment Organiser Grade II                                  | 19000-43600           | 26500-60700          |
|         | <b>LEPROSY</b>                                                |                       |                      |
|         | District Leprosy Officer                                      | 68700-110400          | 95600-153200         |
|         | Technical Assistant (Leprosy)                                 | 36600-79200           | 51400-110300         |
|         | Assistant Leprosy Officer                                     | 35700-75600           | 50200-105300         |
|         | Non-Medical Supervisor Grade I                                | 30700-65400           | 43400-91200          |
|         | <b>OPHTHALMOLOGY</b>                                          |                       |                      |
|         | District Ophthalmic Co-ordinator                              | 36600-79200           | 51400-110300         |
| b       | Senior Optometrist                                            | 35700-75600           | 50200-105300         |
|         | Optometrist Grade I                                           | 26500-56700           | 37400-79000          |
|         | Optometrist Grade II                                          | 22200-48000           | 35600-75400          |
|         | <b>COMMUNICABLE DISEASES</b>                                  |                       |                      |
|         | Assistant Director (Entomology)/ Assistant Director (Filaria) | 45800-89000           | 63700-123700         |

|   | <b>Name of Post</b>                                            | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|----------------------------------------------------------------|------------------------------|-----------------------------|
|   | Senior Biologist                                               | 40500-85000                  | 56500-118100                |
|   | Biologist/ Entomologist                                        | 39500-83000                  | 55200-115300                |
| c | District Vector Borne Disease Control Officer (HG)             | 40500-85000                  | 56500-118100                |
|   | District Vector Borne Disease Control Officer                  | 39500-83000                  | 55200-115300                |
|   | Assistant Entomologist                                         | 27800-59400                  | 39300-83000                 |
|   | <b>NURSING SERVICE - HOSPITAL WING</b>                         |                              |                             |
|   | Additional Director (Nursing)                                  | 68700-110400                 | 95600-153200                |
|   | Deputy Director (Nursing)                                      | 55350-101400                 | 77200-140500                |
|   | Assistant Director (Nursing Service)/ District Nursing Officer | 45800-89000                  | 63700-123700                |
|   | Nursing Officer                                                | 42500-87000                  | 59300-120900                |
|   | Nursing Superintendent Grade I                                 | 39500-83000                  | 55200-115300                |
|   | Nursing Superintendent Grade II                                | 35700-75600                  | 50200-105300                |
| d | Head Nurse                                                     | 32300-68700                  | 45600-95600                 |
| a | Staff Nurse Grade I                                            | 29200-62400                  | 41300-87000                 |
|   | Staff Nurse Grade II                                           | 27800-59400                  | 39300-83000                 |
|   | Honorary Nursing Sister (Fixed Pay)                            | ₹ 8000                       | ₹ 11100                     |
|   | <b>NURSING SCHOOL/JUNIOR PUBLIC HEALTH NURSING SCHOOL</b>      |                              |                             |
|   | Principal, School of Nursing                                   | 45800-89000                  | 63700-123700                |
|   | Vice Principal                                                 | 40500-85000                  | 56500-118100                |
| e | Senior Nursing Tutor                                           | 39500-83000                  | 55200-115300                |
|   | Nursing Tutor                                                  | 35700-75600                  | 50200-105300                |
|   | <b>PHARMACY AND MEDICAL SUPPLIES</b>                           |                              |                             |
|   | Assistant Director (Pharmacy Services)                         | 42500-87000                  | 59300-120900                |
|   | Stores Officer, Govt. Medical Stores                           | 42500-87000                  | 59300-120900                |
|   | Stores Superintendent                                          | 35700-75600                  | 50200-105300                |

|    | Name of Post                                                           | Existing Scale of Pay      | Revised Scale of Pay         |
|----|------------------------------------------------------------------------|----------------------------|------------------------------|
|    |                                                                        | 32300-68700                |                              |
|    | Stores Verification Officer                                            | 35700-75600                | 50200-105300                 |
|    | Stores Officer (FW)                                                    | 35700-75600                | 50200-105300                 |
|    | Stores Verification Officer (District)                                 | 35700-75600                | 50200-105300                 |
|    | Pharmacist Store Keeper                                                | 30700-65400                | 43400-91200                  |
| a  | Pharmacist Grade I                                                     | 26500-56700                | 37400-79000                  |
|    | Pharmacist Grade II                                                    | 22200-48000                | 35600-75400                  |
|    | <b>PUBLIC HEALTH LABORATORY</b>                                        |                            |                              |
| #1 | Director/Chief Consultant                                              | 89000-120000<br>(9300 sp*) | 123700-166800<br>(16800 sp*) |
| #3 | Consultant                                                             | 68700-110400<br>(7700 sp*) | 95600-153200<br>(14700 sp*)  |
| #4 | Junior Consultant                                                      | 45800-89000<br>(5600 sp*)  | 63700-123700<br>(9900 sp*)   |
|    | Scientific Officer (HG) {Sterile Solution/ Biochemistry/ Microbiology} | 42500-87000                | 59300-120900                 |
| c  | Scientific Officer (Sterile Solution)                                  | 39500-83000                | 55200-115300                 |
|    | Scientific Officer (Biochemistry)                                      | 39500-83000                | 55200-115300                 |
|    | Scientific Officer (Microbiology)                                      | 39500-83000                | 55200-115300                 |
| c  | Research Officer (Biochemistry)HG                                      | 42500-87000                | 59300-120900                 |
|    | Research Officer (Biochemistry)                                        | 36600-79200                | 51400-110300                 |
|    | Junior Proto zoologist /Scientific Officer                             | 39500-83000                | 55200-115300                 |
|    | <b>COMMON CATEGORIES IN LABORATORIES</b>                               |                            |                              |
|    | Bacteriologist                                                         | 35700-75600                | 50200-105300                 |
|    | Senior Chemist                                                         | 35700-75600                | 50200-105300                 |
|    | Store Superintendent                                                   | 27800-59400                | 39300-83000                  |
|    | Chemist                                                                | 25200-54000                | 35600-75400                  |
|    | <b>LABORATORY SERVICES-GENERAL</b>                                     |                            |                              |
|    | Junior Scientific Officer                                              | 36600-79200                | 51400-110300                 |
|    | District Laboratory Officer                                            | 35700-75600                | 50200-105300                 |
|    | Chief Lab Technician                                                   | 27800-59400                | 43400-91200                  |

|   | <b>Name of Post</b>                  | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|--------------------------------------|------------------------------|-----------------------------|
| i | Laboratory Technician Senior Grade   | -                            | 43400-91200                 |
|   | Laboratory Technician Grade I        | 26500-56700                  | 37400-79000                 |
|   | Laboratory Technician Grade II       | 22200-48000                  | 35600-75400                 |
|   | Junior Laboratory Assistant          | 17500-39500                  | 24400-55200                 |
|   | <b>RADIOLOGY</b>                     |                              |                             |
|   | Chief Radiographer                   | 35700-75600                  | 50200-105300                |
| a | Radiographer Grade I                 | 26500-56700                  | 37400-79000                 |
|   | Radiographer Grade II                | 22200-48000                  | 35600-75400                 |
|   | <b>OTHER SUPPORTING SERVICE</b>      |                              |                             |
|   | Clinical Psychologist (HG)           | 42500-87000                  | 59300-120900                |
| f | Clinical Psychologist                | 39500-83000                  | 55200-115300                |
|   | Radiation Physicist                  | 36600-79200                  | 51400-110300                |
|   | Psychiatric Social Worker (HG)       | 39500-83000                  | 55200-115300                |
| f | Psychiatric Social Worker            | 30700-65400                  | 45600-95600                 |
| c | Physiotherapist (General) HG         | 35700-75600                  | 50200-105300                |
|   | Physiotherapist (General)            | 32300-68700                  | 45600-95600                 |
|   | Occupational Therapist               | 27800-59400                  | 39300-83000                 |
|   | <b>NUTRITION WING</b>                |                              |                             |
|   | State Nutrition Officer              | 68700-110400                 | 95600-153200                |
|   | Chief Scientific Officer (Nutrition) | 55350-101400                 | 77200-140500                |
| b | Senior Grade Dietician               | 36600-79200                  | 51400-110300                |
|   | Dietician Grade I                    | 30700-65400                  | 43400-91200                 |
|   | Dietician Grade II                   | 27800-59400                  | 39300-83000                 |
|   | <b>OTHER TECHNICAL SERVICES</b>      |                              |                             |
|   | Blood Bank Technician Grade I        | 26500-56700                  | 37400-79000                 |
|   | Mortuary Technician Grade I          | 26500-56700                  | 37400-79000                 |
|   | Theatre Technician Grade I           | 26500-56700                  | 37400-79000                 |
|   | E.N.T. Technician Grade I            | 25200-54000                  | 35600-75400                 |
|   | E.C.G. Technician Grade I            | 25200-54000                  | 35600-75400                 |

|   | Name of Post                                                                                                                                              | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | C.S.R. Technician Grade I / Sterilization Technician Grade I                                                                                              | 25200-54000           | 35600-75400          |
|   | Anaesthetic Technician Grade I                                                                                                                            | 25200-54000           | 35600-75400          |
|   | E.E.G. Technician Grade I                                                                                                                                 |                       | 35600-75400          |
|   | Theatre Mechanic Grade I                                                                                                                                  | 25200-54000           | 35600-75400          |
| a | Blood Bank Technician Grade II                                                                                                                            | 22200-48000           | 35600-75400          |
|   | Mortuary Technician Grade II                                                                                                                              | 22200-48000           | 31100-66800          |
|   | Theatre Technician Grade II                                                                                                                               | 22200-48000           | 31100-66800          |
| a | E.N.T Technician Grade II                                                                                                                                 | 19000-43600           | 26500-60700          |
|   | E. C. G Technician Grade II                                                                                                                               | 19000-43600           | 26500-60700          |
|   | C. S. R Technician Grade II / Sterilization Technician Grade II                                                                                           | 19000-43600           | 26500-60700          |
|   | Anesthetic Technician Grade II                                                                                                                            | 19000-43600           | 26500-60700          |
| a | E.E.G. Technician Grade II                                                                                                                                |                       | 26500-60700          |
|   | Theatre Mechanic Grade II                                                                                                                                 | 19000-43600           | 26500-60700          |
|   | <b>FAMILY WELFARE</b>                                                                                                                                     |                       |                      |
|   | State Mass Education & Media Officer                                                                                                                      | 68700-110400          | 95600-153200         |
|   | Communication Officer/Health Education Instructor/ Training Co-ordinator                                                                                  | 45800-89000           | 63700-123700         |
|   | Chief Health Education Officer/ School Health Education Officer/ Deputy State Mass Education and Media Officer/ Technical Officer (Health Education)      | 42500-87000           | 59300-120900         |
|   | Health Education Extension Officer/Social Science Instructor/ District Education and Media Officer/ Production & Distribution Assistant/ Social Scientist | 40500-85000           | 56500-118100         |
|   | Deputy District Education and Media Officer                                                                                                               | 39500-83000           | 55200-115300         |

|   | Name of Post                                                                                                   | Existing Scale of Pay      | Revised Scale of Pay |
|---|----------------------------------------------------------------------------------------------------------------|----------------------------|----------------------|
|   | <b>MCH WING</b>                                                                                                |                            |                      |
|   | MCH Officer                                                                                                    | 39500-83000                | 55200-115300         |
|   | District Public Health Nurse                                                                                   | 36600-79200                | 51400-110300         |
|   | Public Health Nursing Instructor                                                                               | 35700-75600                | 50200-105300         |
| c | Lady Health Supervisor HG                                                                                      | 35700-75600                | 50200-105300         |
|   | Lady Health Supervisor                                                                                         | 30700-65400                | 43400-91200          |
|   | Lady Health Inspector                                                                                          | 29200-62400                | 41300-87000          |
| a | Junior PH Nurse Grade I                                                                                        | 26500-56700                | 37400-79000          |
|   | Junior PH Nurse Grade II                                                                                       | 22200-48000                | 31100-66800          |
|   | <b>PUBLIC HEALTH</b>                                                                                           |                            |                      |
|   | Technical Assistant Grade I                                                                                    | 36600-79200                | 51400-110300         |
|   | Technical Assistant Grade II / District Health Education Officer / Senior Sanitarian / Senior Health Inspector | 35700-75600                | 50200-105300         |
|   | Medical Record Officer                                                                                         | 35700-75600                | 50200-105300         |
| c | Health Supervisor HG                                                                                           | 35700-75600                | 50200-105300         |
|   | Health Supervisor/ Health Inspector Grade I / Filaria Inspector Grade I/ Malaria Inspector Grade I             | 30700-65400                | 43400-91200          |
|   | Health Inspector Grade II/ Filaria Inspector Grade II/ Malaria Inspector Grade II                              | 29200-62400                | 41300-87000          |
|   | Junior Health Inspector Grade I / Evaluation Assistant                                                         | 26500-56700                | 37400-79000          |
|   | Medical Record Librarian Grade I                                                                               | 25200-54000                | 35600-75400          |
| a | Junior Health Inspector Grade II                                                                               | 22200-48000                | 31100-66800          |
| a | Medical Record Librarian Grade II                                                                              | 22200-48000                | 31100-66800          |
|   | Field Assistant/Insect Collector                                                                               | 18000-41500<br>19000-43600 | 26500-60700          |
|   | Field Worker                                                                                                   | 17000-37500                | 23700-52600          |
|   | <b>PUBLICATION</b>                                                                                             |                            |                      |
|   | Senior Editor                                                                                                  | 40500-85000                | 56500-118100         |
|   | Editor                                                                                                         | 36600-79200                | 51400-110300         |

|   | Name of Post                                       | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------------------------------------------|-----------------------|----------------------|
|   | Sub Editor                                         | 30700-65400           | 43400-91200          |
|   | Publication Assistant                              | 26500-56700           | 37400-79000          |
|   | <b>TRANSPORT ORGANIZATION</b>                      |                       |                      |
|   | State Health Transport Officer                     | 42500-87000           | 59300-120900         |
|   | Store Superintendent                               | 29200-62400           | 41300-87000          |
|   | Chargeman                                          | 27800-59400           | 39300-83000          |
|   | Foreman Mechanic                                   | 25200-54000           | 35600-75400          |
|   | Purchase Assistant                                 | 22200-48000           | 31100-66800          |
|   | Mechanic (Health Transport)                        | 19000-43600           | 26500-60700          |
|   | Tinker                                             | 18000-41500           | 25100-57900          |
|   | Blacksmith                                         | 18000-41500           | 25100-57900          |
|   | Assistant Sergeant                                 | 18000-41500           | 25100-57900          |
|   | Electrician (Health Transport)                     | 19000-43600           | 26500-60700          |
|   | Welder                                             | 18000-41500           | 25100-57900          |
|   | Helper                                             | 17500-39500           | 24400-55200          |
|   | Van Cleaner                                        | 16500-35700           | 23000-50200          |
|   | <b>LIMB FITTING CENTRE</b>                         |                       |                      |
|   | Foreman                                            | 32300-68700           | 45600-95600          |
|   | Rehabilitation Technician (Orthotics) Grade I      | 25200-54000           | 35600-75400          |
|   | Rehabilitation Technician (Leather Works) Grade I  | 25200-54000           | 35600-75400          |
|   | Rehabilitation Technician (Prosthetics) Grade I    | 25200-54000           | 35600-75400          |
| a | Rehabilitation Technician (Prosthetics) Grade II   | 20000-45800           | 27900-63700          |
| a | Rehabilitation Technician (Leather Works) Grade II | 20000-45800           | 27900-63700          |
| a | Rehabilitation Technician (Orthotics) Grade II     | 20000-45800           | 27900-63700          |
|   | Cobbler                                            | 17500-39500           | 24400-55200          |
|   | Helper                                             | 16500-35700           | 23000-50200          |
|   | <b>OTHER MISCELLANEOUS CATEGORIES</b>              |                       |                      |
|   | Cold Chain Officer                                 | 39500-83000           | 55200-115300         |
|   | Superintendent (Offset Press)                      | 36600-79200           | 51400-110300         |
|   | Computer Programmer                                | 30700-65400           | 43400-91200          |

|   | <b>Name of Post</b>                | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|------------------------------------|------------------------------|-----------------------------|
|   | Helio Operator                     | 27800-59400                  | 39300-83000                 |
|   | Cameraman                          | 26500-56700                  | 37400-79000                 |
|   | Offset Machine Operator            | 26500-56700                  | 37400-79000                 |
|   | Proof Reader                       | 25200-54000                  | 35600-75400                 |
|   | Photographer cum Model Maker       |                              | 35600-75400                 |
|   | Instructor Grade I                 | 25200-54000                  | 35600-75400                 |
|   | Retouching Artist                  | 25200-54000                  | 35600-75400                 |
|   | Compositor (HG)                    | 22200-48000                  | 31100-66800                 |
|   | Binder UD                          | 22200-48000                  | 31100-66800                 |
|   | Graining Machine Operator          | 22200-48000                  | 31100-66800                 |
|   | Store Keeper                       | 22200-48000                  | 31100-66800                 |
|   | Statistical Assistant              | 22200-48000                  | 31100-66800                 |
|   | Foreman Power Laundry              | 22200-48000                  | 31100-66800                 |
|   | Plate maker                        | 20000-45800                  | 27900-63700                 |
|   | Electrician                        | 19000-43600                  | 26500-60700                 |
| h | Refrigeration Mechanic (UIP)       | 19000-43600                  | 26500-60700                 |
|   | Copy Holder                        | 19000-43600                  | 26500-60700                 |
|   | Instructor Grade II                | 19000-43600                  | 26500-60700                 |
|   | Assistant Instructor               | 19000-43600                  | 26500-60700                 |
|   | Bunoi Instructor                   | 19000-43600                  | 26500-60700                 |
|   | Assistant Offset Machine Operator  | 18000-41500                  | 25100-57900                 |
|   | Binder LD                          | 18000-41500                  | 25100-57900                 |
|   | Printer LD                         | 18000-41500                  | 25100-57900                 |
|   | LD Compositor                      | 18000-41500                  | 25100-57900                 |
|   | Data Entry Operator                | 18000-41500                  | 25100-57900                 |
|   | Receptionist-cum-Computer Operator | 19000-43600                  | 26500-60700                 |
|   | Carpenter                          | 18000-41500                  | 25100-57900                 |
|   | Dark Room Assistant                | 18000-41500                  | 25100-57900                 |
|   | Boiler Attendant                   | 18000-41500                  | 25100-57900                 |
|   | Tailoring Instructor               | 18000-41500                  | 25100-57900                 |
|   | Auto Electrician                   | 18000-41500                  | 25100-57900                 |
|   | Fireman                            | 17500-39500                  | 24400-55200                 |
|   | Plumber cum Operator               | 18000-41500                  | 25100-57900                 |

|   | Name of Post                                                                                                                        | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Theatre Assistant                                                                                                                   | 17500-39500           | 24400-55200          |
|   | Boat Driver                                                                                                                         | 17500-39500           | 24400-55200          |
|   | Lift Operator                                                                                                                       | 17500-39500           | 24400-55200          |
|   | Junior Laboratory Assistant                                                                                                         | 17500-39500           | 24400-55200          |
|   | Laboratory Assistant                                                                                                                | 17000-37500           | 23700-52600          |
|   | Plaster Technician                                                                                                                  | 17000-37500           | 23700-52600          |
|   | Packer                                                                                                                              | 17000-37500           | 23700-52600          |
|   | Lab Attender                                                                                                                        | 17500-39500           | 24400-55200          |
|   | Record Attender                                                                                                                     | 17500-39500           | 24400-55200          |
|   | Power Laundry Attender                                                                                                              | 17000-37500           | 23700-52600          |
|   | Stable Attender                                                                                                                     | 17000-37500           | 23700-52600          |
|   | Nursing Assistant                                                                                                                   | 17500-39500           | 24400-55200          |
|   | Telephone Operator                                                                                                                  | 17000-37500           | 23700-52600          |
|   | Barber                                                                                                                              | 17000-37500           | 23700-52600          |
|   | Silk Screen Printing-cum-Duplicating Operator                                                                                       | 17000-37500           | 23700-52600          |
|   | House Keeper                                                                                                                        | 17500-39500           | 24400-55200          |
|   | Engine Driver                                                                                                                       | 17000-37500           | 23700-52600          |
|   | Tailor                                                                                                                              | 17000-37500           | 23700-52600          |
|   | Cook Grade I                                                                                                                        | 17000-37500           | 23700-52600          |
|   | Hospital Attendant Grade I/<br>X-Ray Attender/ Boiler<br>Attender/ Blood Bank<br>Attender/ Pump House<br>Attender/ Library Attender | 17000-37500           | 23700-52600          |
| g | Hospital Attendant Grade II                                                                                                         | 16500-35700           | 23000-50200          |
| g | Cook Gr. II                                                                                                                         | 16500-35700           | 23000-50200          |
|   | Bottle Cleaner                                                                                                                      | 16500-35700           | 23000-50200          |
|   | Chowkidar Grade II                                                                                                                  | 16500-35700           | 23000-50200          |
|   | Lascar and Bottle Cleaner                                                                                                           | 16500-35700           | 23000-50200          |
|   | Dhobi                                                                                                                               | 16500-35700           | 23000-50200          |
|   | Electrical Winder                                                                                                                   | 18000-41500           | 25100-57900          |
|   | Painter                                                                                                                             | 17000-37500           | 23700-52600          |
|   | <b>MINISTERIAL WING</b>                                                                                                             |                       |                      |
|   | Senior Administrative Assistant                                                                                                     | 42500-87000           | 59300-120900         |
|   | Accounts Officer (FW)                                                                                                               | 42500-87000           | 59300-120900         |

|  | <b>Name of Post</b>              | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|----------------------------------|------------------------------|-----------------------------|
|  | Lay Secretary and Treasurer      | 36600-79200                  | 51400-110300                |
|  | Manager, TB Centre               | 35700-75600                  | 50200-105300                |
|  | Chief Accountant                 | 35700-75600                  | 50200-105300                |
|  | Junior Accounts Officer          | 35700-75600                  | 50200-105300                |
|  | Accountant (AIDS)                | 35700-75600                  | 50200-105300                |
|  | 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 Doctors who join service on or after 01.04.2021, higher start is admissible only if they possess PG Degree or Diploma in a Dental speciality.
- \$ 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
- \* Dental Assistant Surgeons on scale of pay ₹55200-115300 possessing PG Degree or Diploma in a Dental Speciality will be allowed three advance increments in their current level of pay w.e.f 01.04.2021 without prejudice of normal increment date.
- ^ 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 Grade 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 scale of pay ₹ 35600-75400.
- i Ratio 2:2:1 among Grade II, Grade I and Senior Grade will be allowed

#### Posts held by Personnel of other Departments

| Name of Post                   | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------------|-----------------------|----------------------|
| Senior Administrative Officer  | As in PD              | As in PD             |
| Senior Finance Officer         | As in PD              | As in PD             |
| Finance Officer                | As in PD              | As in PD             |
| Law Officer                    | As in PD              | As in PD             |
| Liaison Officer (Engineer)     | As in PD              | As in PD             |
| Demographer                    | As in PD              | As in PD             |
| Chief Statistician             | As in PD              | As in PD             |
| Statistical Officer            | As in PD              | As in PD             |
| Statistician                   | As in PD              | As in PD             |
| Statistical Assistant          | As in PD              | As in PD             |
| Statistical Investigator       | As in PD              | As in PD             |
| Statistical Assistant Grade I  | As in PD              | As in PD             |
| Statistical Assistant Grade II | As in PD              | As in PD             |

#### B. ALLOWANCES

##### (1) Foot Wear Allowance

| Category           | Rate per annum (₹) |
|--------------------|--------------------|
| Foreman Mechanic   | 500                |
| Motor Mechanic     | 500                |
| Helper             | 500                |
| Electrician        | 500                |
| Blacksmith         | 500                |
| Tinker             | 500                |
| Security Guards    | 500                |
| Welder             | 500                |
| Van Cleaner        | 500                |
| Assistant Sergeant | 500                |

| Category                       | Rate per annum<br>(₹) |
|--------------------------------|-----------------------|
| Sergeant                       | 500                   |
| Nursing Assistant              | 500                   |
| Junior Lab Assistant           | 500                   |
| Hospital Attendant             | 500                   |
| Sanitation Worker              | 600                   |
| Part-Time-Contingent Employees | 500                   |

## (2) Special Allowance

| Category                                                                                                                      | Rate per month<br>(₹) |
|-------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| General Cadre Doctors in Health Services (PG Diploma Allowance)                                                               | 880                   |
| General Cadre Doctors in Health Services (PG Degree Allowance)                                                                | 1100                  |
| Dental Doctors in Health Services (General Cadre) (PG Diploma Allowance)                                                      | 880                   |
| Dental Doctors in Health Services (General Cadre) (PG Degree Allowance)                                                       | 1100                  |
| Chief Consultant working as Super Specialist                                                                                  | 5600                  |
| Senior Consultant working as Super Specialist                                                                                 | 5600                  |
| Consultant working as Super Specialist                                                                                        | 4700                  |
| Doctors possessing Super Speciality Degree but not working against the posts of Super Specialists, Super Speciality Allowance | 1650                  |
| Post mortem Allowance (per case) to Doctors                                                                                   | 1100                  |
| Post mortem / Exhumation Allowance (per case) to Hospital Attendant Gr-II and Nursing Assistant                               | 100                   |
| Exhumation Allowance (Per exhumation) to Doctors                                                                              | 1650                  |
| Specialist Doctors working in Radiology, TB, Pathology, Leprosy, Anaesthetics                                                 | 1320                  |
| Thorasic Surgeon working in Thorasic surgery unit in District Hospitals and TB Hospitals.                                     | 1320                  |
| Pharmacist attending clerical work                                                                                            | 110                   |
| Lift Operator                                                                                                                 | 110                   |

**(3) Compensatory Allowance**

| Category                                                                           | Rate per month (₹) |
|------------------------------------------------------------------------------------|--------------------|
| Medical Officer, Primary Health Centre in charge of Administration (General cadre) | 770                |
| Health Inspector, Public Health Training School, Thiruvananthapuram                | 150                |

**(4) Risk Allowance**

| Category                                                                                                                               | Rate per month (₹) |
|----------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| <b>(i) X-ray Sections of Hospitals</b>                                                                                                 |                    |
| Medical Officer                                                                                                                        | 330                |
| Head Nurse                                                                                                                             | 110                |
| Staff Nurse                                                                                                                            | 110                |
| Mechanic                                                                                                                               | 110                |
| Radiographer                                                                                                                           | 110                |
| Technician                                                                                                                             | 110                |
| Dark Room Assistant                                                                                                                    | 110                |
| Other Full time employees like Attender/ Attendant/Cleaner/ Warder etc.                                                                | 110                |
| <b>(ii) Radium Sections of Hospitals</b>                                                                                               |                    |
| Medical Officer                                                                                                                        | 330                |
| Technician                                                                                                                             | 170                |
| Radiographer                                                                                                                           | 170                |
| Staff Nurse                                                                                                                            | 170                |
| Attender                                                                                                                               | 110                |
| Cleaner                                                                                                                                | 110                |
| Warder                                                                                                                                 | 110                |
| Lascar                                                                                                                                 | 110                |
| <b>(iii) Sanatorium for Chest Diseases, Pulayanarkotta Chest Hospital, Mulamkunnathukavu, Pariyaram TB clinics/TB Wards/TB Centres</b> |                    |
| Medical Officer                                                                                                                        | 330                |
| Bacteriologist                                                                                                                         | 200                |
| Nursing Superintendent                                                                                                                 | 200                |
| Manager/Lay Secretary and Treasurer                                                                                                    | 200                |

| Category                                                                                                                                                              | Rate per month (₹) |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Head Nurse                                                                                                                                                            | 170                |
| Staff Nurse                                                                                                                                                           | 170                |
| Treatment Organizer Grade I and Grade II                                                                                                                              | 170                |
| Pharmacist/Pharmacist Store Keeper                                                                                                                                    | 110                |
| Laboratory Technician Grade I &II / Health Welfare Worker/Medical Records Librarian                                                                                   | 110                |
| Statistician/Statistical Assistant / Steward/Head Clerk/Clerk/Store Keeper/ Typist/Instructor (Tailoring)/ Driver/LD Compiler                                         | 110                |
| Social Worker                                                                                                                                                         | 110                |
| Dietician                                                                                                                                                             | 110                |
| Blood Bank Technician                                                                                                                                                 | 110                |
| Mechanic                                                                                                                                                              | 110                |
| House Keeper                                                                                                                                                          | 110                |
| All other Class III (except ministerial) & Class IV officers                                                                                                          | 110                |
| <b>(iv) Specialist Medical Officer, Govt. Hospital, Mavelikkara, visiting the Leprosy Hospital, Nooranad (One Eye Specialist, One Dental Surgeon and One Surgeon)</b> | 330                |
| <b>(v) V.D. Section of Hospitals/V.D. Clinics</b>                                                                                                                     |                    |
| Medical Officer                                                                                                                                                       | 280                |
| Nursing Superintendent (V.D), Medical Colleges                                                                                                                        | 200                |
| Head Nurse                                                                                                                                                            | 110                |
| Staff Nurse                                                                                                                                                           | 110                |
| Serological Assistant/ Social Worker                                                                                                                                  | 110                |
| Technician                                                                                                                                                            | 110                |
| Cleaner/Warder/Sweeper/Attender                                                                                                                                       | 110                |
| <b>(vi) Mental Health Centres</b>                                                                                                                                     |                    |
| Medical Officer                                                                                                                                                       | 220                |
| Nursing Superintendent                                                                                                                                                | 170                |
| Psychiatric Social Worker                                                                                                                                             | 170                |
| Head Nurse                                                                                                                                                            | 110                |
| Staff Nurse                                                                                                                                                           | 110                |
| Deputy Overseer                                                                                                                                                       | 110                |
| Laboratory Technician                                                                                                                                                 | 110                |
| Weaving Instructor/ Bunoi Instructor                                                                                                                                  | 110                |
| Nursing Assistant/ Laboratory Attender/ Work Mistress                                                                                                                 | 110                |
| All other Class-III & Class-IV Officers                                                                                                                               | 110                |

| Category                                                                                 | Rate per month (₹) |
|------------------------------------------------------------------------------------------|--------------------|
| <b><i>(vii) Laboratory Section of Hospitals</i></b>                                      |                    |
| Medical Officer                                                                          | 170                |
| Chemist                                                                                  | 110                |
| Laboratory Technician                                                                    | 110                |
| Laboratory Technicians working in Public Health Centres                                  | 110                |
| Attender/ Attendant/ Cleaner/Lascar                                                      | 110                |
| <b><i>(viii) Contagious Disease Hospital</i></b>                                         |                    |
| Medical Officer                                                                          | 220                |
| Head Nurse                                                                               | 110                |
| Midwife                                                                                  | 110                |
| Pharmacist                                                                               | 110                |
| Clerk/Typist                                                                             | 110                |
| All other Last Grade Employees                                                           | 110                |
| <b><i>(ix) Psychiatric Clinic attached to the Medical College Hospital, Kottayam</i></b> |                    |
| Staff Nurse                                                                              | 110                |
| Nursing Assistant                                                                        | 110                |
| <b><i>(x) Public Health Laboratory</i></b>                                               |                    |
| Director/Chief Consultant                                                                | 220                |
| Consultant                                                                               | 170                |
| Junior Consultant                                                                        | 170                |
| Micro Biologist/Scientific Officer/Junior Protozoologist                                 | 170                |
| Laboratory Assistant/ Attender                                                           | 110                |
| Bottle Cleaner/ Glass Blower                                                             | 110                |
| <b><i>(xi) Regional District Public Health Laboratories</i></b>                          |                    |
| Medical Officer (Pathology)                                                              | 170                |
| Chief Scientific Officer                                                                 | 170                |
| Research Officer/Scientific Officer/Junior Scientific Officer                            | 170                |
| Technical Assistant / Laboratory Technician                                              | 110                |
| Laboratory Assistant/ Laboratory Attender/ Last Grade Employees                          | 110                |
| <b><i>(xii) Leprosy Wing</i></b>                                                         |                    |
| Non-medical Supervisor/ Assistant leprosy Officer                                        | 170                |

| Category                                                          | Rate per month (₹) |
|-------------------------------------------------------------------|--------------------|
| <i>(xiii) Reconstructive Unit of Leprosy Sanatorium, Nooranad</i> |                    |
| Staff Nurse                                                       | 170                |
| Nursing Assistant                                                 | 110                |
| <i>(xiv) Other Supporting Service</i>                             |                    |
| Physiotherapist                                                   | 500                |

#### (5) Non-Practising Allowance

| Category                                                                     | Rate per month (₹) |
|------------------------------------------------------------------------------|--------------------|
| Director of Health Services                                                  | 2200               |
| Additional Director                                                          | 1870               |
| Deputy Director                                                              | 1760               |
| Principal, Public Health Training School                                     | 1760               |
| Assistant Director (HE)                                                      | 1760               |
| Assistant Director (CD)                                                      | 1760               |
| Assistant Director (MCH)                                                     | 1760               |
| Deputy Director (TB)                                                         | 1760               |
| Deputy Director (Leprosy)                                                    | 1760               |
| Deputy Director (FW)                                                         | 1760               |
| Deputy Director (Ophthalmology)                                              | 1760               |
| Assistant Director (Physical Medicine Rehabilitation)                        | 1760               |
| Zonal Malaria Officer                                                        | 1760               |
| District Medical Officer (Health) / Deputy District Medical Officer (Health) | 1760               |
| Principal, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode    | 1760               |
| District RCH Officer                                                         | 1760               |
| Supervisory Medical Officer, BCG Campaign (Civil Surgeon)                    | 990                |
| District Immunisation Officer                                                | 990                |
| Medical Officer in charge (I.U.C.D) (Civil Surgeon)                          | 990                |
| Civil Surgeon (Non Cadre) (Family Welfare Programme)                         | 990                |
| RMO (in the cadre of Civil Surgeon)                                          | 990                |
| District Leprosy Officer                                                     | 990                |
| Medical Officer, Pilot Survey Unit                                           | 720                |
| RMO in the cadre of Assistant Surgeon                                        | 720                |
| Junior Administrative Medical Officer working as RMO                         | 720                |

| Category                                                                                                               | Rate per month (₹) |
|------------------------------------------------------------------------------------------------------------------------|--------------------|
| Assistant Surgeon-in-charge, Mobile Medical Unit (Attapady, Kalpetta, Thaliparamba & Floating Dispensary, Chambakulam) | 720                |
| Assistant Surgeon (Family Welfare Programme)                                                                           | 720                |
| Medical Officer, School Health Programme                                                                               | 720                |
| Medical Officer, Raj Bhavan Dispensary                                                                                 | 720                |
| <b>Public Health Laboratory</b>                                                                                        |                    |
| Director                                                                                                               | 1100               |
| Senior Consultant/Consultant as Senior Assistant Director                                                              | 1100               |
| Junior Consultant / Consultant as Assistant Director                                                                   | 880                |
| Consultant as Assistant Director (Nutrition) ( <i>Civil Surgeon Gr. II</i> )                                           | 880                |
| Junior Consultant                                                                                                      | 720                |
| <b>Regional Laboratories</b>                                                                                           |                    |
| Consultant                                                                                                             | 880                |
| Junior Consultant                                                                                                      | 720                |
| <b>District Laboratories</b>                                                                                           |                    |
| Junior Consultant/Consultant                                                                                           | 720                |

**(6) Uniform Allowance**

| Category                                | Rate per annum (₹) |
|-----------------------------------------|--------------------|
| Nursing Superintendent                  | 5000               |
| Nursing Sister (Matron and Head Nurse)  | 5000               |
| Nursing Tutor                           | 3000               |
| Head Nurse                              | 5000               |
| Lady Health Inspector                   | 2700               |
| Lady Health Supervisor                  | 2700               |
| District Public Health Nurse            | 2700               |
| Public Health Nursing Instructor        | 2700               |
| MCH Officer                             | 3000               |
| Nursing Officer (Principal)             | 3000               |
| Lady Health Worker (Allopathic Midwife) | 2200               |
| Junior Public Health Nurse              | 2700               |
| Pupil Nurse                             | 2200               |
| Nurse (Male & Female)                   | 2700               |

| Category                           | Rate per annum (₹) |
|------------------------------------|--------------------|
| Vice Principal (Nursing)           | 3000               |
| Staff Nurse                        | 5000               |
| Pharmacist/Pharmacist Store Keeper | 2200               |
| Optometrist                        | 1200               |
| Dental Hygienist                   | 2200               |
| Dental Mechanic                    | 2200               |
| Driver                             | 2700               |
| Foreman Mechanic                   | 2200               |
| Motor Mechanic                     | 2200               |
| Helper                             | 2200               |
| Electrician                        | 2200               |
| Blacksmith                         | 2200               |
| Tinker                             | 2200               |
| Security Guard                     | 2200               |
| Welder                             | 2200               |
| Van Cleaner                        | 2200               |
| Assistant Sergeant                 | 2200               |
| Lab Technician                     | 2200               |
| Blood Bank Technician              | 2200               |
| Sergeant                           | 2200               |
| Nursing Assistant                  | 2700               |
| Cook                               | 2700               |
| Junior Lab Assistant               | 2200               |
| Hospital Attendant                 | 2700               |
| Offset Machine Operator            | 2200               |
| Grinning Machine Operator          | 2200               |
| LD Printer                         | 2200               |
| Compositor                         | 2200               |
| LD Binder                          | 2000               |
| UD Binder                          | 2000               |
| Plate Maker                        | 2000               |
| Assistant Offset Machine Operator  | 2000               |
| Radiographer                       | 2200               |
| Mechanic                           | 2200               |
| Darkroom Assistant                 | 2200               |

| Category                                                                                                                                                                                                     | Rate per annum (₹) |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Other Full time employees like Attender/ Attendant/Cleaner/Warder /Lascar/Sweeper etc.                                                                                                                       | 2700               |
| Chemist                                                                                                                                                                                                      | 2200               |
| 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 | 2200               |
| Bottle Cleaner/ Glass Blower, <i>Public Health Laboratory</i>                                                                                                                                                | 2700               |
| Technical Assistant, <i>Regional District Public Health Laboratories</i>                                                                                                                                     | 2200               |

**(7) Additional Special Allowance**

| Category                                                                   | Rate per month (₹)                                                                               |
|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| Doctors working in Rural areas, Rural area allowance                       | 4500                                                                                             |
| Doctors working in difficult Rural areas, Difficult Rural area allowance   | 5500                                                                                             |
| Casualty Allowance (Except in rural area)                                  | 3300                                                                                             |
| Special Difficult area allowance to Doctors working in Attapady Region     | 20000                                                                                            |
| Special Difficult area allowance to Other staff working in Attapady Region | 15% of Pre-revised Basic Pay (Basic Pay for this purpose is the pay applicable as on 30.06.2019) |

**(8) Permanent Travelling Allowance**

| Category                                                                                                  | Area of Jurisdiction | Average no. of days of tour in a month | Rate per month (₹) |
|-----------------------------------------------------------------------------------------------------------|----------------------|----------------------------------------|--------------------|
| District PH Nurse/District Extension Educator/BCH Team Leader/Malaria Inspector Gr I & II/Health Educator | Parts of a District  | 15                                     | 330                |
| Health Inspector                                                                                          | Parts of a District  | 15                                     | 330                |
| Health Supervisor                                                                                         | Parts of a District  | 15                                     | 330                |

**(9) Permanent Conveyance Allowance**

| Category                            | Area of Jurisdiction                               | Rate per month (₹) |
|-------------------------------------|----------------------------------------------------|--------------------|
| Health Inspector/ Health Supervisor | Area covered by 3 to 5 Junior Public Health Nurses | 280                |

| Category                                                   | Area of Jurisdiction                                                                         | Rate per month (₹) |
|------------------------------------------------------------|----------------------------------------------------------------------------------------------|--------------------|
| Medical Officer (to visit Raj Bhavan)                      |                                                                                              | 660                |
| Medical Officer (to visit Sub Jails)                       |                                                                                              | 550                |
| Lady Health Inspector                                      | Area covered by 3 to 5 Junior Public Health Inspectors                                       | 280                |
| Extension Educator (Family Welfare)                        |                                                                                              | 280                |
| Junior Health Inspector Grade I                            |                                                                                              | 250                |
| Junior Public Health Nurse Grade I                         |                                                                                              | 250                |
| Non-Medical Supervisor                                     |                                                                                              | 390                |
| Leprosy Health Visitor                                     |                                                                                              | 250                |
| Urban Health Educator (Attending Clinics of SET Centres)   |                                                                                              | 280                |
| Junior Health Inspector Grade II/<br>Social Worker         |                                                                                              | 170                |
| Junior Public Health Nurse                                 |                                                                                              | 170                |
| Field Assistant/Field Worker                               |                                                                                              | 170                |
| <b>Biweekly Dispensaries &amp; Tri-weekly Dispensaries</b> |                                                                                              |                    |
| <b>(A)</b>                                                 |                                                                                              |                    |
| Medical Officer                                            | Where the distance to be covered from the main P.HCentre of Dispensary does not exceed 8 Km. | 440                |
| Pharmacist                                                 | Where the distance to be covered from the main P.HCentre of Dispensary does not exceed 8 Km. | 170                |
| Hospital Attendant                                         | Where the distance to be covered from the main P.HCentre of Dispensary does not exceed 8 Km. | 150                |
| <b>(B)</b>                                                 |                                                                                              |                    |
| Medical Officer                                            | Where it exceeds 8 Km.                                                                       | 500                |
| Pharmacist                                                 | Where it exceeds 8 Km.                                                                       | 220                |
| Hospital Attendant                                         | Where it exceeds 8 Km.                                                                       | 170                |

**32. HINDU RELIGIOUS AND CHARITABLE ENDOWMENT****A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|  | <b>Name of Post</b>    | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|------------------------|------------------------------|-----------------------------|
|  | Commissioner           | 77400-115200                 | 107800-160000               |
|  | Deputy Commissioner    | 45800-89000                  | 63700-123700                |
|  | Assistant Commissioner | 40500-85000                  | 56500-118100                |
|  | Inspector Gr.I         | 27800-59400                  | 39300-83000                 |
|  | Inspector Gr.II        | 25200-54000                  | 35600-75400                 |
|  | Goldsmith              | 18000-41500                  | 25100-57900                 |

**33. HOMOEOPATHY****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|   | <b>Name of Post</b>             | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|---------------------------------|------------------------------|-----------------------------|
|   | Director                        | 77400-115200                 | 107800-160000               |
|   | Deputy Director                 | 68700-110400                 | 95600-153200                |
|   | District Medical Officer (HG)   | 55350-101400                 | 85000-143600                |
| a | District Medical Officer        | 45800-89000                  | 77200-140500                |
|   | Hospital Superintendent         | 42500-87000                  | 63700-123700                |
|   | Chief Medical Officer           | 42500-87000                  | 59300-120900                |
|   | Medical Officer                 | 39500-83000                  | 55200-115300                |
|   | Lay Secretary                   | 36600-79200                  | 51400-110300                |
|   | Nursing Superintendent Grade II | 27800-59400                  | 39300-83000                 |
|   | Medical Officer (Non-Cadre)     | 27800-59400                  | 39300-83000                 |
|   | Laboratory Technician Grade I   | 26500-56700                  | 37400-79000                 |
|   | Nurse Grade I                   | 25200-54000                  | 35600-75400                 |
|   | Pharmacist Grade I              | 25200-54000                  | 35600-75400                 |
| b | Laboratory Technician Grade II  | 22200-48000                  | 35600-75400                 |
| c | Nurse Grade II                  | 20000-45800                  | 27900-63700                 |
| c | Pharmacist Grade II             | 20000-45800                  | 27900-63700                 |
|   | Nursing Assistant Grade I       | 17500-39500                  | 24400-55200                 |

|   |                            |             |             |
|---|----------------------------|-------------|-------------|
|   | Attender Grade I           | 17500-39500 | 24400-55200 |
|   | Dispenser Grade I          | 17500-39500 | 24400-55200 |
|   | Store Attender Grade I     | 17500-39500 | 24400-55200 |
|   | Record Attender Grade I    | 17500-39500 | 24400-55200 |
| c | Nursing Assistant Grade II | 17000-37500 | 23700-52600 |
|   | Attender Grade II          | 17000-37500 | 23700-52600 |
|   | Dispenser Grade II         | 17000-37500 | 23700-52600 |
|   | Store Attender Grade II    | 17000-37500 | 23700-52600 |
|   | Record Attender Grade II   | 17000-37500 | 23700-52600 |

- a Ratio between District Medical Officer and District Medical Officer (HG) will be 4:1.
- b Ratio between Laboratory Technician Grade II and Grade I will be 1:1
- c Existing ratio 1:2 between Grade I and Grade II will continue

#### Posts held by personnel from other Departments

| Name of Post           | Existing Scale of Pay | Revised Scale of Pay |
|------------------------|-----------------------|----------------------|
| Administrative Officer | As in PD              | As in PD             |

#### B. ALLOWANCES

##### (1) Special Allowance

| Category                                                               | Rate per month (₹) |
|------------------------------------------------------------------------|--------------------|
| Medical Officer with PG degree (Regular PG Degree only) - PG Allowance | 500                |

##### (2) Non-Practising Allowance

| Category                 | Rate per month (₹) |
|--------------------------|--------------------|
| Director                 | 880                |
| Deputy Director          | 880                |
| District Medical Officer | 830                |

##### (3) Uniform Allowance

| Category          | Rate per annum (₹) |
|-------------------|--------------------|
| Nurse             | 2700               |
| Pharmacist        | 2000               |
| Attender          | 2000               |
| Dispenser         | 2000               |
| Nursing Assistant | 2700               |

|              |      |
|--------------|------|
| Lab Attender | 2000 |
| Cook         | 2700 |
| Cleaner      | 2700 |

**(4) Additional Special Allowance**

| Category                                 | Rate per month (₹) |
|------------------------------------------|--------------------|
| Doctors working in rural areas           | 3000               |
| Doctors working in difficult rural areas | 4500               |

**34. HOMOEOPATHY MEDICAL COLLEGES**

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

|   | Name of Post                    | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------|-----------------------|----------------------|
| a | Principal & Controlling Officer | 85000-117600          | 118100-163400        |
|   | Principal                       | UGC                   | UGC                  |
| a | Professor                       | 85000-117600          | 118100-163400        |
|   | Professor                       | UGC                   | UGC                  |
| a | Reader                          | 77400-115200          | 107800-160000        |
|   | Reader                          | UGC                   | UGC                  |
| a | Lecturer                        | 68700-110400          | 95600-153200         |
|   | Lecturer                        | UGC                   | UGC                  |
|   | Tutor / RMO                     | 42500-87000           | 59300-120900         |
|   | Tutor                           | UGC                   | UGC                  |
|   | Radiologist                     | 36600-79200           | 51400-110300         |
|   | Lay Secretary                   | 36600-79200           | 51400-110300         |
|   | Pharmacist Store Keeper         | 27800-59400           | 39300-83000          |
|   | Nursing Superintendent          | 27800-59400           | 39300-83000          |
|   | Lab Technician Grade I          | 26500-56700           | 37400-79000          |
|   | Radiographer Grade I            | -                     | 37400-79000          |
|   | X-Ray Technician Grade I        | -                     | 37400-79000          |
|   | Nurse Grade I                   | 25200-54000           | 35600-75400          |
|   | Pharmacist Grade I              | 25200-54000           | 35600-75400          |
| b | Radiographer Grade II           | 22200-48000           | 35600-75400          |

|   | Name of Post                                                           | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------------------------------------------|-----------------------|----------------------|
| b | X-Ray Technician Grade II                                              | 22200-48000           | 31100-66800          |
| b | Lab Technician Grade II                                                | 22200-48000           | 35600-75400          |
| c | Nurse Grade II                                                         | 20000-45800           | 27900-63700          |
| c | Pharmacist Grade II                                                    | 20000-45800           | 27900-63700          |
|   | ECG Technician                                                         | 19000-43600           | 26500-60700          |
|   | Dark Room Assistant                                                    | 18000-41500           | 25100-57900          |
|   | Attender Grade I / Nursing Assistant Grade I / Lab Attender Grade I    | 17500-39500           | 24400-55200          |
|   | Specimen Collector Grade I                                             | -                     | 24400-55200          |
|   | House Keeper                                                           | 17000-37500           | 23700-52600          |
| c | Attender Grade II / Nursing Assistant Grade II / Lab Attender Grade II | 17000-37500           | 23700-52600          |
| c | Specimen Collector Grade II                                            | 17000-37500           | 23700-52600          |
|   | Gardener                                                               | 17000-37500           | 23700-52600          |
|   | Cook                                                                   | 16500-35700           | 23000-50200          |
|   | Worker                                                                 | 16500-35700           | 23000-50200          |
|   | Sweeper cum Cleaner                                                    | 16500-35700           | 23000-50200          |
|   | Sweeper                                                                | 16500-35700           | 23000-50200          |

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

#### Posts held by Personnel of other Departments

| Name of Post           | Existing Scale of Pay | Revised Scale of Pay |
|------------------------|-----------------------|----------------------|
| Administrative Officer | As in PD              | As in PD             |

#### B. ALLOWANCES

##### (1) Special Allowance

| Category                        | Rate per month (₹) |
|---------------------------------|--------------------|
| Principal & Controlling Officer | 830                |

(2) **Compensatory Allowance**

| Category                                       | Rate per month (₹) |
|------------------------------------------------|--------------------|
| <i>Homoeopathy Medical College, Kozhikkode</i> |                    |
| Warden, Men's Hostel                           | 170                |

(3) **Risk Allowance**

| Category                            | Rate per month (₹) |
|-------------------------------------|--------------------|
| Radiographers and X-ray Technicians | 110                |
| Laboratory Technicians              | 110                |

(4) **Non-Practising Allowance**

| Category                    | Rate per month (₹) |
|-----------------------------|--------------------|
| <i>Non-Technical</i>        |                    |
| Principal                   | 880                |
| Professor                   | 830                |
| Assistant Professor / Tutor | 720                |

(5) **Uniform Allowance**

| Category                            | Rate per annum (₹) |
|-------------------------------------|--------------------|
| Nurse                               | 2700               |
| Radiographers and X-ray Technicians | 2200               |
| Laboratory Technicians              | 2200               |

**35. HOUSING TECHNICAL CELL**

**A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

| Name of Post             | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------|-----------------------|----------------------|
| Housing Commissioner     | 89000-120000          | 123700-166800        |
| Chief Planner (Housing)  | 85000-117600          | 118100-163400        |
| Asst. Executive Engineer | 40500-85000           | 56500-118100         |
| Assistant Engineer       | 39500-83000           | 55200-115300         |

### 36. HYDROGRAPHIC SURVEY WING

#### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                             | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------------------------|-----------------------|----------------------|
|  | Chief Hydrographer                       | 85000-117600          | 118100-163400        |
|  | Deputy Hydrographer                      | 77400-115200          | 107800-160000        |
|  | Marine Surveyor                          | 68700-110400          | 95600-153200         |
|  | Assistant Cartographer                   | 68700-110400          | 95600-153200         |
|  | Senior Technical Assistant (Electronics) | 40500-85000           | 56500-118100         |
|  | Assistant Marine Surveyor                | 39500-83000           | 55200-115300         |
|  | Chief Draftsman                          | 39500-83000           | 55200-115300         |
|  | Assistant Engineer (Mechanical)          | 39500-83000           | 55200-115300         |
|  | Chief Survey Syrang (HG)                 | 30700-65400           | 43400-91200          |
|  | Engine Driver Gr. I                      | 27800-59400           | 39300-83000          |
|  | Chief Survey Syrang                      | 27800-59400           | 39300-83000          |
|  | Field Assistant                          | 26500-56700           | 37400-79000          |
|  | Draftsman Gr. I                          | 26500-56700           | 37400-79000          |
|  | Engine Driver Gr. II                     | 22200-48000           | 31100-66800          |
|  | Survey Syrang Gr. I                      | 22200-48000           | 31100-66800          |
|  | Draftsman Gr. II                         | 22200-48000           | 31100-66800          |
|  | Tide Watcher                             | 20000-45800           | 27900-63700          |
|  | Cassab (Store Keeper)                    | 19000-43600           | 26500-60700          |
|  | Engine Driver Gr. III                    | 18000-41500           | 25100-57900          |
|  | Survey Syrang Gr. II                     | 18000-41500           | 25100-57900          |
|  | Master Gr. III                           | 18000-41500           | 25100-57900          |
|  | Leadsman                                 | 18000-41500           | 25100-57900          |
|  | Seaman                                   | 17500-39500           | 24400-55200          |
|  | Machine Room Attender                    | 17500-39500           | 24400-55200          |
|  | Blue Printer                             | 17000-37500           | 23700-52600          |
|  | Cook Cum Steward                         | 16500-35700           | 23000-50200          |

## Posts held by Personnel of other Departments

|  | Name of Post    | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------|-----------------------|----------------------|
|  | Finance Officer | As in PD              | As in PD             |

### B. ALLOWANCES

#### (1) Risk Allowance

| Category                 | Rate per month (₹) |
|--------------------------|--------------------|
| Master                   | 110                |
| Engine Driver            | 110                |
| Syrang                   | 110                |
| Seaman/ Cook-cum-Steward | 110                |

#### (2) Uniform Allowance

| Category                | Rate per annum (₹) |
|-------------------------|--------------------|
| Master                  | 2700               |
| Engine Driver           | 2700               |
| Syrang                  | 2700               |
| Tide Watcher            | 2700               |
| Cassab                  | 2700               |
| Leadsman                | 2700               |
| Machine room Attender   | 2700               |
| Seaman/Cook-cum-Steward | 2700               |

### 37. INDIAN SYSTEMS OF MEDICINE

#### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                 | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------------|-----------------------|----------------------|
|  | Director                     | 85000-117600          | 118100-163400        |
|  | Joint Director               | 77400-115200          | 107800-160000        |
|  | District Medical Officer     | 68700-110400          | 95600-153200         |
|  | Superintendent (Nature Cure) | 45800-89000           | 63700-123700         |

|   | Name of Post                                      | Existing Scale of Pay | Revised Scale of Pay       |
|---|---------------------------------------------------|-----------------------|----------------------------|
|   | Superintendent Mental Hospital (Manasika)         | 45800-89000           | 63700-123700               |
|   | Superintendent (Medical) / Chief Medical Officer  | 45800-89000           | 63700-123700               |
|   | Senior Specialist (Nature Cure)                   | 42500-87000           | 59300-120900               |
|   | Senior Specialist (Manasika)                      | 42500-87000           | 59300-120900               |
|   | Specialist (Manasika)                             | 40500-85000           | 56500-118100               |
| a | Senior Medical Officer (Specialist)               | 42500-87000           | 59300-120900+<br>2900 sp#  |
| b | Senior Medical Officer (Ayurveda)                 | 42500-87000           | 59300-120900               |
| b | Senior Medical Officer (Siddha)                   | 42500-87000           | 59300-120900               |
| a | Medical Officer (Specialist, Visha, Netra, Marma) | 39500-83000           | 55200-115300+<br>2700 sp#  |
| b | Medical Officer (Ayurveda)                        | 39500-83000           | 55200-115300               |
| b | Medical Officer (Unani)                           | 39500-83000           | 55200-115300               |
| a | Medical Officer (Panchakarma)                     | 39500-83000           | 55200-115300 +<br>2700 sp# |
| b | Medical Officer (Siddha)                          | 39500-83000           | 55200-115300               |
|   | Medical Officer (Nature Cure)                     | 39500-83000           | 55200-115300               |
| a | Medical Officer (Sickle Cell Anaemia)             | 39500-83000           | 55200-115300+<br>2700 sp#  |
|   | Medical Officer (Rehabilitation)                  | 39500-83000           | 55200-115300               |
|   | Lay Secretary & Treasurer                         | 36600-79200           | 51400-110300               |
|   | Nursing Superintendent (HG)                       | 35700-75600           | 50200-105300               |
|   | Store Keeper (Pharmacist) (HG)                    | 35700-75600           | 50200-105300               |
| c | Store Keeper (Pharmacist)                         | 30700-65400           | 43400-91200                |
| c | Nursing Superintendent                            | 30700-65400           | 43400-91200                |
|   | Lab Technician Grade I                            | 26500-56700           | 37400-79000                |
| d | Lab Technician Grade II                           | 22200-48000           | 31100-66800                |
|   | Nurse Grade I                                     | 25200-54000           | 35600-75400                |
| e | Nurse Grade II                                    | 20000-45800           | 27900-63700                |
|   | Pharmacist Grade I                                | 25200-54000           | 35600-75400                |
| e | Pharmacist Grade II                               | 20000-45800           | 27900-63700                |
|   | Pharmacist Grade I (Siddha)                       | -                     | 35600-75400                |
| e | Pharmacist Grade II (Siddha)                      | -                     | 27900-63700                |
|   | Ayurveda Therapist (HG)                           | 20000-45800           | 35600-75400                |
| f | Ayurveda Therapist                                | 19000-43600           | 27900-63700                |
|   | Radiographer                                      | 22200-48000           | 31100-66800                |

|   | Name of Post                                  | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------|-----------------------|----------------------|
|   | Nursing Assistant                             | 17000-37500           | 24400-55200          |
|   | Pharmacy Attender Grade I/ Attender Grade I   | 17500-39500           | 24400-55200          |
| e | Pharmacy Attender Grade II/ Attender Grade II | 17000-37500           | 23700-52600          |
|   | Lab Attender                                  | 17000-37500           | 23700-52600          |
|   | Attender (Siddha)                             | -                     | 23700-52600          |
|   | Cook Grade I                                  | 17000-37500           | 23700-52600          |
|   | Cook Grade II                                 | 16500-35700           | 23000-50200          |
|   | Gardener                                      | 16500-35700           | 23000-50200          |
|   | Sanitation worker                             | 16500-35700           | 23000-50200          |
|   | Full time Sweeper                             | 16500-35700           | 23000-50200          |
|   | Night Watcher                                 | 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

| Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|-------------------------------|-----------------------|----------------------|
| Senior Administrative Officer | As in PD              | As in PD             |

## B. ALLOWANCES

### (1). Special Allowance

| Category                                                                            | Rate per month (₹) |
|-------------------------------------------------------------------------------------|--------------------|
| Superintendent (Medical)                                                            | 440                |
| Pharmacist, Ayurveda Hospital doing clerical work                                   | 110                |
| Superintendent, Mental Hospital, Kottakkal                                          | 440                |
| Medical Officer with PG Degree (who does not have Special pay)- PG Degree allowance | 1100               |

**(2) Risk Allowance**

| Category                                   | Rate per month (₹) |
|--------------------------------------------|--------------------|
| <i>Ayurveda Mental Hospital, Kottakkal</i> |                    |
| Superintendent                             | 280                |
| Senior Specialist                          | 280                |
| Specialist Physician                       | 280                |
| Nursing Superintendent                     | 280                |
| Laboratory Assistant                       | 110                |
| Nurse                                      | 110                |
| Pharmacist                                 | 110                |
| Ayurveda Therapist                         | 110                |
| Laboratory Attender                        | 110                |

**(3) Non-Practising Allowance**

| Category                                           | Rate per month (₹) |
|----------------------------------------------------|--------------------|
| District Medical Officer                           | 880                |
| Superintendent, District Ayurveda Hospital, Kannur | 880                |
| Superintendent, Mental Hospital, Kottakkal         | 880                |

**(4) Uniform Allowance**

| Category                                  | Rate per annum (₹) |
|-------------------------------------------|--------------------|
| Nursing Superintendent                    | 2700               |
| Nurse                                     | 2700               |
| Pharmacist                                | 2000               |
| Lab Technician                            | 2000               |
| Ayurveda Therapist                        | 2700               |
| Nursing Assistant                         | 2700               |
| Attender/ Lab Attender/ Pharmacy Attender | 2700               |
| Cook                                      | 2700               |
| Sanitation Worker                         | 2700               |
| Radiographer (X-ray Section)              | 1100               |

**(5) Additional Special Allowance**

| Category                                 | Rate per month (₹) |
|------------------------------------------|--------------------|
| Doctors working in Rural areas           | 3000               |
| Doctors working in Difficult Rural areas | 4500               |

**38. INDUSTRIAL TRAINING****A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|   | <b>Name of Post</b>                                     | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|---------------------------------------------------------|------------------------------|-----------------------------|
|   | Director of Training                                    | IAS                          | IAS                         |
|   | Additional Director of Training/<br>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<br>(Catering)             | 32300-68700                  | 45600-95600                 |
|   | AVTS Instructor                                         | 30700-65400                  | 43400-91200                 |
|   | Post ITI Special Instructor                             | 30700-65400                  | 43400-91200                 |
|   | Junior Apprenticeship Advisor (Non-<br>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<br>Vehicle Trade         | -                            | 25100-57900                 |

|  | 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 (₹) |
|------------------------------------------------------------------|--------------------|
| <i>Staff attached to the examination wing of the Directorate</i> |                    |
| 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                |

**39. INDUSTRIAL TRIBUNAL****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|  | Name of Post                         | Existing Scale of Pay | Revised Scale of Pay |
|--|--------------------------------------|-----------------------|----------------------|
|  | Tribunal                             | NJPC                  | NJPC                 |
|  | Secretary<br>(Senior Superintendent) | 36600-79200           | As in PD             |

**40. INDUSTRIES AND COMMERCE****A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|  | Name of Post                                          | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------------------------------------|-----------------------|----------------------|
|  | Director                                              | IAS                   | IAS                  |
|  | Director of Handloom and Textiles                     | 85000-117600          | 118100-163400        |
|  | Director of Coir Development                          | 85000-117600          | 118100-163400        |
|  | Additional Director                                   | 77400-115200          | 107800-160000        |
|  | Joint Director                                        | 68700-110400          | 95600-153200         |
|  | General Manager (District Industries Centre)          | 68700-110400          | 95600-153200         |
|  | Manager/ Deputy Director / Women's Industries Officer | 45800-89000           | 63700-123700         |
|  | Assistant Director                                    | 40500-85000           | 56500-118100         |
|  | Assistant Director (Rubber)                           | 40500-85000           | 56500-118100         |
|  | Assistant Director (Training)                         | 40500-85000           | 56500-118100         |
|  | Assistant Director (Plastic)                          | 40500-85000           | 56500-118100         |
|  | Assistant Director (Tool Room)                        | 40500-85000           | 56500-118100         |
|  | Special Officer (RBI)                                 | 40500-85000           | 56500-118100         |
|  | Project Officer (Coir)                                | 40500-85000           | 56500-118100         |
|  | Deputy Registrar                                      | 40500-85000           | 56500-118100         |
|  | Assistant Registrar of Co-Operative Societies.        | 36600-79200           | 51400-110300         |
|  | Assistant District Industries Officer                 | 36600-79200           | 51400-110300         |
|  | Foreman (Tool Room)                                   | 35700-75600           | 50200-105300         |

|   | <b>Name of Post</b>                                                                                                             | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|---------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
|   | Foreman (Electrical)                                                                                                            | 35700-75600                  | 50200-105300                |
|   | Foreman (Rubber)                                                                                                                | 35700-75600                  | 50200-105300                |
|   | Foreman (Plastic)                                                                                                               | 35700-75600                  | 50200-105300                |
|   | Foreman (Chemical Testing)                                                                                                      | 35700-75600                  | 50200-105300                |
|   | Foreman (Physical Testing)                                                                                                      | 35700-75600                  | 50200-105300                |
|   | Industries Extension Officer                                                                                                    | 35700-75600                  | 50200-105300                |
|   | Senior Co-operative Inspector /Senior Supervisor (Handloom) /Senior Coir Inspector/ Liquidation Inspector- Coir (Special Grade) | 32300-68700                  | 45600-95600                 |
| a | Senior Co-operative Inspector /Senior Supervisor (Handloom) /Senior Coir Inspector/ Liquidation Inspector- Coir                 | 30700-65400                  | 43400-91200                 |
|   | Junior Co-operative Inspector                                                                                                   | 27800-59400                  | 39300-83000                 |
|   | Textile Assistant                                                                                                               | 27800-59400                  | 39300-83000                 |
|   | Junior Scientific Officer                                                                                                       | 26500-56700                  | 37400-79000                 |
|   | Electrician (CFSC)                                                                                                              | 25200-54000                  | 35600-75400                 |
|   | Analyst (CFSC)                                                                                                                  | 22200-48000                  | 31100-66800                 |
|   | Dye Maker                                                                                                                       | 22200-48000                  | 31100-66800                 |
|   | Machine Operator (CFSC)                                                                                                         | 22200-48000                  | 31100-66800                 |
|   | Liaison Officer                                                                                                                 | 25200-54000                  | 35600-75400                 |
|   | Laboratory Assistant                                                                                                            | 18000-41500                  | 25100-57900                 |
|   | Machine Operator Grade I                                                                                                        | 18000-41500                  | 25100-57900                 |
|   | Machine Operator Grade II                                                                                                       | 17500-39500                  | 24400-55200                 |

- 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

|  | Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------------|-----------------------|----------------------|
|  | Senior Administrative Officer | As in PD              | As in PD             |
|  | Senior Finance Officer        | As in PD              | As in PD             |
|  | Finance Officer               | As in PD              | As in PD             |
|  | Technical Assistant           | As in PD              | As in PD             |
|  | Law Officer                   | As in PD              | As in PD             |
|  | Special Officer               | As in PD              | As in PD             |
|  | Research Officer              | As in PD              | As in PD             |
|  | Librarian                     | As in PD              | As in PD             |
|  | Research Assistant            | As in PD              | As in PD             |

### B. ALLOWANCES

#### (1) Permanent Travelling Allowance

| Category                      | Rate per month (₹) | Area of Jurisdiction | Average No. of days of tour in a month |
|-------------------------------|--------------------|----------------------|----------------------------------------|
| Industries Extension Officer  | 400                | One Taluk            | 15                                     |
| Junior Co-operative Inspector | 330                | One Block            | 15                                     |
| Senior Co-operative Inspector | 330                | One to three Taluks  | 15                                     |
| Supervisor, Handloom          | 330                | One to three Taluks  | 15                                     |

#### (2) Permanent Conveyance Allowance

| Category                     | Rate per month (₹) | Area of Jurisdiction |
|------------------------------|--------------------|----------------------|
| Industries Extension Officer | 330                | One Block            |

### 41. INFORMATION & PUBLIC RELATIONS

#### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post        | Existing Scale of Pay | Revised Scale of Pay |
|--|---------------------|-----------------------|----------------------|
|  | Director            | IAS                   | IAS                  |
|  | Additional Director | 85000-117600          | 118100-163400        |
|  | Deputy Director     | 77400-115200          | 107800-160000        |

|   | Name of Post                                                                                                                                            | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
| a | Information Officer/<br>Scrutiny Officer/ Cultural<br>Development Officer/<br>Editor, Malayalam/ Editor,<br>English/ Co-ordinating<br>News Editor. (HG) | 68700-110400          | 95600-153200         |
|   | Information Officer/<br>Scrutiny Officer/ Cultural<br>Development Officer/<br>Editor, Malayalam/ Editor,<br>English/ Co-ordinating<br>News Editor.      | 45800-89000           | 63700-123700         |
|   | Chief Photographer                                                                                                                                      | 39500-83000           | 55200-115300         |
|   | Assistant Editor                                                                                                                                        | 30700-65400           | 43400-91200          |
|   | Research Officer                                                                                                                                        | 30700-65400           | 43400-91200          |
|   | Assistant Cultural<br>Development Officer                                                                                                               | 30700-65400           | 43400-91200          |
|   | Assistant Scrutiny Officer                                                                                                                              | 30700-65400           | 43400-91200          |
|   | Designer                                                                                                                                                | 29200-62400           | 41300-87000          |
|   | Manager (Tagore Theatre)                                                                                                                                | 27800-59400           | 39300-83000          |
|   | Photographer                                                                                                                                            | 27800-59400           | 39300-83000          |
|   | Assistant Information Officer                                                                                                                           | 27800-59400           | 39300-83000          |
|   | Translator                                                                                                                                              | 27800-59400           | 39300-83000          |
|   | Artist                                                                                                                                                  | 25200-54000           | 35600-75400          |
|   | Photo Artist                                                                                                                                            | 25200-54000           | 35600-75400          |
|   | Printer                                                                                                                                                 | 22200-48000           | 31100-66800          |
|   | DTP Operator                                                                                                                                            | 18000-41500           | 25100-57900          |
|   | Packer                                                                                                                                                  | 17000-37500           | 23700-52600          |
|   | Dark Room Assistant                                                                                                                                     | 17000-37500           | 23700-52600          |
|   | Attender (Photography)                                                                                                                                  | 17000-37500           | 23700-52600          |

a Existing ratio of 3:1 will continue.

#### Posts held by Personnel of other Departments

|  | Name of Post     | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------|-----------------------|----------------------|
|  | Deputy Secretary | As in PD              | As in PD             |
|  | Accounts Officer | As in PD              | As in PD             |

|  |                           |          |          |
|--|---------------------------|----------|----------|
|  | Section Officer           | As in PD | As in PD |
|  | Assistant                 | As in PD | As in PD |
|  | Senior Clerk              | As in PD | As in PD |
|  | U.D Typist                | As in PD | As in PD |
|  | Confidential Assistant    | As in PD | As in PD |
|  | Clerk                     | As in PD | As in PD |
|  | L.D Typist / Clerk Typist | As in PD | As in PD |
|  | Gardener                  | As in PD | As in PD |

## B. ALLOWANCES

### (1) Special Allowance

| Category         | Rate per Month (₹) |
|------------------|--------------------|
| Staff Car Driver | 330                |

### (2) Compensatory Allowance

| Category                                 | Rate per Month (₹) |
|------------------------------------------|--------------------|
| <i>(a) Information Office, New Delhi</i> |                    |
| Information Officer                      | 660                |
| Assistant/ Confidential Assistant        | 660                |
| <i>(b) Directorate</i>                   |                    |
| Assistant working in the Cellar          | 170                |
| Clerical Assistant working in the Cellar | 140                |
| Office Attendant working in the Cellar   | 110                |

### (3) Permanent Conveyance Allowance

| Category                       | Rate per Month (₹) | Area of Jurisdiction       |
|--------------------------------|--------------------|----------------------------|
| Information Officer, New Delhi | 330                | Delhi and Surrounding area |

## 42. INSURANCE MEDICAL SERVICE

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|    | Name of Post                                   | Existing Scale of Pay | Revised Scale of Pay |
|----|------------------------------------------------|-----------------------|----------------------|
| #  | Director                                       | 89000-120000          | 123700-166800        |
| #1 | Joint Director                                 | 85000-117600          | 118100-163400        |
| #1 | Regional Deputy Director                       | 85000-117600          | 118100-163400        |
|    | Deputy Director(Homoeo)                        | 68700-110400          | 95600-153200         |
|    | Deputy Director(Ayurveda)                      | 68700-110400          | 95600-153200         |
| #2 | Insurance Medical Officer                      | 68700-110400          | 95600-153200         |
|    | Insurance Medical Officer Grade I (Ayurveda)   | 45800-89000           | 63700-123700         |
|    | Insurance Medical Officer Grade I (Homoeo)     | 45800-89000           | 63700-123700         |
|    | Insurance Medical Officer Grade II (Ayurveda)  | 42500-87000           | 59300-120900         |
|    | Insurance Medical Officer Grade II (Homoeo)    | 42500-87000           | 59300-120900         |
| #3 | Assistant Insurance Medical Officer            | 45800-89000           | 63700-123700         |
| \$ | Assistant Insurance Medical Officer (Ayurveda) | 39500-83000           | 55200-115300         |
|    | Assistant Insurance Medical Officer (Homoeo)   | 39500-83000           | 55200-115300         |
| #4 | Dental Surgeon                                 | 39500-83000           | 55200-115300         |
| *  | Nursing Superintendent Grade I                 | 39500-83000           | 55200-115300         |
|    | Lay Secretary and Treasurer                    | 36600-79200           | 51400-110300         |
|    | Store Superintendent                           | 35700-75600           | 50200-105300         |
|    | Nursing Superintendent Grade II                | 35700-75600           | 50200-105300         |
|    | Scientific Assistant (Physiotherapy)           | 32300-68700           | 45600-95600          |
| b  | Head Nurse                                     | 32300-68700           | 45600-95600          |
|    | Store Keeper                                   | 26500-56700           | 43400-91200          |
|    | Staff Nurse Grade I                            | 29200-62400           | 41300-87000          |

|   | Name of Post                               | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------------|-----------------------|----------------------|
|   | Auxiliary Nurse Midwife (ANM) Senior Grade |                       | 41300-87000          |
|   | Cytotechnologist                           | 27800-59400           | 39300-83000          |
|   | Dental Hygienist Senior Grade              | 27800-59400           | 39300-83000          |
|   | Dietician                                  | 27800-59400           | 39300-83000          |
| a | Staff Nurse Grade II                       | 27800-59400           | 39300-83000          |
|   | Radiographer Grade I                       | 26500-56700           | 37400-79000          |
|   | Blood Bank Technician Grade I              | 26500-56700           | 37400-79000          |
|   | Laboratory Technician Grade I              | 26500-56700           | 37400-79000          |
|   | Dental Hygienist Grade I                   | 26500-56700           | 37400-79000          |
|   | X-Ray Technician Grade-I                   | 26500-56700           | 37400-79000          |
|   | Pharmacist Grade I                         | 25200-54000           | 37400-79000          |
| f | Auxiliary Nurse Midwife (ANM) Grade I      |                       | 37400-79000          |
|   | Pharmacist (Ayurveda) Grade I              | 25200-54000           | 35600-75400          |
|   | Medical Record Librarian Grade I           | 25200-54000           | 35600-75400          |
|   | Pharmacist (Homoeo) Grade I                | 25200-54000           | 35600-75400          |
|   | Nurse (Ayurveda) Grade I                   | 25200-54000           | 35600-75400          |
|   | Radiographer Grade II                      | 22200-48000           | 35600-75400          |
| a | Blood Bank Technician Grade II             | 22200-48000           | 35600-75400          |
| a | Laboratory Technician Grade II             | 22200-48000           | 35600-75400          |
| e | Dental Hygienist Grade II                  | 22200-48000           | 35600-75400          |
| c | Pharmacist Grade II                        | 22200-48000           | 35600-75400          |
| a | X-Ray Technician Grade II                  | 22200-48000           | 31100-66800          |
| a | Medical Record Librarian Grade II          | 22200-48000           | 31100-66800          |
| a | Auxiliary Nurse Midwife (ANM) Grade II     | 22200-48000           | 31100-66800          |
| c | Pharmacist (Homoeo) Grade II               | 20000-45800           | 27900-63700          |
| f | Pharmacist (Ayurveda) Grade II             | 20000-45800           | 27900-63700          |
| c | Nurse (Ayurveda) Grade II                  | 20000-45800           | 27900-63700          |
|   | Operation Theatre Technician               | 19000-43600           | 26500-60700          |
|   | Masseur                                    | 19000-43600           | 26500-60700          |

|   | Name of Post                                                           | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------------------------------------------|-----------------------|----------------------|
|   | Electrician                                                            | 18000-41500           | 25100-57900          |
|   | Theatre Attender                                                       | 17500-39500           | 24400-55200          |
|   | Head Cook                                                              | 17500-39500           | 24400-55200          |
|   | Plumber-cum-Operator                                                   | 17500-39500           | 24400-55200          |
|   | Nursing Assistant                                                      | 17000-37500           | 24400-55200          |
|   | Junior Laboratory Assistant/<br>Laboratory Attender/ X-Ray<br>Attender | 17000-37500           | 23700-52600          |
|   | Cook Grade I                                                           | 17000-37500           | 23700-52600          |
|   | Attender (Ayurveda)                                                    | 17000-37500           | 23700-52600          |
|   | Hospital Attendant Grade I                                             | 17000-37500           | 23700-52600          |
| d | Hospital Attendant Grade II                                            | 16500-35700           | 23000-50200          |
|   | Dhobi                                                                  | 16500-35700           | 23000-50200          |
| c | Cook Grade II                                                          | 16500-35700           | 23000-50200          |
|   | Van Cleaner                                                            |                       | 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 Dental Surgeons on scale of pay ₹55200-115300 possessing PG Degree or Diploma in a Dental Speciality will be allowed three advance increments in their current level of pay w.e.f 01.04.2021 without prejudice of normal increment date.

\* Dental Surgeons who are entering service on or after 01.04.2021 and possessing PG Degree or Diploma in a Dental Speciality will be given higher start on ₹59300 in scale of pay ₹55200-115300

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 Grade I will continue

c The ratio 1:2 between Grade I and Grade 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 Grade II, Grade I and Senior Grade will continue.

f 20% of the posts of ANM Grade I will be in Senior Grade

**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             |

**B. ALLOWANCES****(1). Footwear Allowance**

| Category                    | Rate per annum (₹) |
|-----------------------------|--------------------|
| Electrician                 | 500                |
| Van Cleaner                 | 500                |
| Nursing Assistant           | 500                |
| Junior Lab Assistant        | 500                |
| Hospital Attendant          | 500                |
| Part Time Sweeper           | 500                |
| Part Time Sanitation Worker | 500                |

**(2) Compensatory Allowance**

| Category                                                          | Rate per month (₹) |
|-------------------------------------------------------------------|--------------------|
| Insurance Medical Officer (Allopathy) [Entry Cadre only]          | 770                |
| Assistant Insurance Medical Officer (Allopathy)[Entry Cadre only] | 770                |
| Scientific Assistant (Physiotherapy), ESI Hospital, Peroorkada    | 170                |
| Nursing Superintendent                                            | 140                |
| Radiographer                                                      | 110                |
| Head Nurse                                                        | 110                |
| Laboratory Technician                                             | 110                |
| X-Ray Technician                                                  | 110                |
| Staff Nurse                                                       | 110                |
| Pharmacist                                                        | 110                |
| Auxiliary Nurse & Midwife                                         | 110                |
| Laboratory Attender                                               | 110                |
| X-Ray Attender                                                    | 110                |
| Nursing Assistant                                                 | 110                |
| Dietician                                                         | 110                |

**(3) Risk Allowance**

| Category                                                                                                             | Rate per month (₹) |
|----------------------------------------------------------------------------------------------------------------------|--------------------|
| <i>Staff working in Laboratories, X-ray unit and sanatorium for chest diseases, Mulakkunnathukavu and VD section</i> |                    |
| Medical Officer (Allopathy) in all cadres                                                                            | 390                |
| Nursing Superintendent                                                                                               | 170                |
| Radiographer                                                                                                         | 130                |
| X-ray Technician                                                                                                     | 130                |
| Laboratory Technician                                                                                                | 110                |
| Head Nurse                                                                                                           | 130                |
| Staff Nurse                                                                                                          | 130                |
| Pharmacist                                                                                                           | 110                |
| Junior Laboratory Assistant                                                                                          | 110                |
| Nursing Assistant                                                                                                    | 110                |
| Hospital Attendant                                                                                                   | 110                |
| Office Attendant                                                                                                     | 110                |

**(4) Non-Practising Allowance**

| Category                                                   | Rate per month (₹) |
|------------------------------------------------------------|--------------------|
| Director/Joint Director                                    | 1650               |
| Regional Deputy Director                                   | 1100               |
| RMO [ In the cadre of Insurance Medical Officer]           | 880                |
| RMO [ In the cadre of Assistant Insurance Medical Officer] | 720                |

**(5) Uniform Allowance**

| Category                  | Rate per annum (₹) |
|---------------------------|--------------------|
| Nursing Superintendent    | 5000               |
| Radiographer              | 2200               |
| Head Nurse                | 5000               |
| Laboratory Technician     | 2200               |
| X-Ray Technician          | 2200               |
| Staff Nurse               | 5000               |
| Pharmacist                | 2200               |
| Auxiliary Nurse & Midwife | 2200               |
| Laboratory Attender       | 2700               |
| X-Ray Attender            | 2200               |

|                       |      |
|-----------------------|------|
| Nursing Assistant     | 2700 |
| Lady Health Worker    | 2000 |
| Driver                | 2700 |
| Cook                  | 2700 |
| Blood Bank Technician | 2200 |
| Dental Hygienist      | 2200 |
| Dhobi                 | 2700 |
| ECG Technician        | 2200 |
| Attender (Ayurveda)   | 2700 |
| Hospital Attendant    | 2200 |

**(6) Additional Special Allowance**

| Category                                                                                                 | Rate per month (₹) |
|----------------------------------------------------------------------------------------------------------|--------------------|
| <b><i>Rural Area Allowance</i></b>                                                                       |                    |
| Medical Officer(Allopathy) in all posts, all cadres                                                      | 4500               |
| Medical Officer(Ayurveda)                                                                                | 3000               |
| Medical Officer(Homoeo)                                                                                  | 3000               |
| <b><i>Difficult Rural Area Allowance</i></b>                                                             |                    |
| Medical Officer(Allopathy) in all posts, all cadres                                                      | 5500               |
| Medical Officer(Ayurveda)                                                                                | 4500               |
| Medical Officer(Homoeo)                                                                                  | 4500               |
| <b><i>Post Graduate Degree/Diploma Allowance</i></b>                                                     |                    |
| Assistant Insurance Medical Officer, Insurance Medical Officer (Post Graduate Degree) [Entry Cadre only] | 1100               |
| Assistant Insurance Medical Officer, Insurance Medical Officer(Diploma) [Entry Cadre only]               | 880                |

**43. IRRIGATION****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|   | <b>Name of Post</b>                                         | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|-------------------------------------------------------------|------------------------------|-----------------------------|
|   | Chief Engineer                                              | 93000-120000                 | 129300-166800               |
|   | Deputy Chief Engineer/<br>Superintending Engineer/ Director | 85000-117600                 | 118100-163400               |
| a | Executive Engineer/ Joint Director (HG)                     | 77400-115200                 | 107800-160000               |
|   | Executive Engineer/Joint Director                           | 68700-110400                 | 95600-153200                |
| b | Asst.Exe.Engineer/ Deputy Director(HG)                      | 45800-89000                  | 63700-123700                |
|   | Asst.Exe.Engineer/ Deputy Director                          | 42500-87000                  | 59300-120900                |
|   | Asst.Engineer/ Assistant Director                           | 39500-83000                  | 55200-115300                |
|   | Draftsman Grade I / Overseer Grade I                        | 26500-56700                  | 37400-79000                 |
|   | Scientific Assistant                                        | 26500-56700                  | 37400-79000                 |
|   | Foreman                                                     | 26500-56700                  | 37400-79000                 |
|   | Information Assistant                                       | 22200-48000                  | 31100-66800                 |
|   | Dredger Driver                                              | 22200-48000                  | 31100-66800                 |
|   | Dredger Operator                                            | 22200-48000                  | 31100-66800                 |
|   | Senior Mechanic                                             | 22200-48000                  | 31100-66800                 |
|   | Heavy Machine Operator                                      | 22200-48000                  | 31100-66800                 |
|   | Mechanic                                                    | 22200-48000                  | 31100-66800                 |
|   | Canal Officer                                               | 25200-54000                  | 35600-75400                 |
|   | Draftsman Gr. II/ Overseer Gr. II                           | 22200-48000                  | 31100-66800                 |
|   | Draftsman Gr III / Overseer Gr III                          | 19000-43600                  | 26500-60700                 |
|   | Tracer                                                      | 19000-43600                  | 26500-60700                 |
|   | Pump Operator/ Pump Driver                                  | 18000-41500                  | 25100-57900                 |
|   | Lab Assistant                                               | 18000-41500                  | 25100-57900                 |

|   | Name of Post                       | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------|-----------------------|----------------------|
|   | Turner                             | 18000-41500           | 25100-57900          |
|   | Driver cum Operator                | 18000-41500           | 25100-57900          |
|   | Boat Syrang                        | 18000-41500           | 25100-57900          |
|   | Motor Boat Syrang/ Syrang          | 18000-41500           | 25100-57900          |
|   | Lineman                            | 18000-41500           | 25100-57900          |
|   | Fitter Gr.II/ Mechanic             | 18000-41500           | 25100-57900          |
|   | Operator Mechanic                  | 17500-39500           | 24400-55200          |
|   | Black Smith                        | 17500-39500           | 24400-55200          |
|   | Moulder                            | 17500-39500           | 24400-55200          |
|   | Butler/Cook                        | 17000-37500           | 23700-52600          |
|   | Cook cum Watchman                  | 17000-37500           | 23700-52600          |
|   | Gardener                           | 17000-37500           | 23700-52600          |
|   | Blue Printer                       | 17000-37500           | 23700-52600          |
|   | IB Watcher                         | 16500-35700           | 23000-50200          |
|   | NMR Worker Gr. II                  | 16500-35700           | 23000-50200          |
|   | Lascar/Watcher                     | 16500-35700           | 23000-50200          |
|   | <b>Mechanical Wing</b>             |                       |                      |
|   | Chief Engineer                     | 93000-120000          | 129300-166800        |
|   | Superintending Engineer/ Director  | 85000-117600          | 118100-163400        |
| a | Executive Engineer (HG)            | 77400-115200          | 107800-160000        |
|   | Executive Engineer/Joint Director  | 68700-110400          | 95600-153200         |
|   | Asst.Exe.Engineer (HG)             | 45800-89000           | 63700-123700         |
| b | Asst.Exe.Engineer/ Deputy Director | 42500-87000           | 59300-120900         |
|   | Asst.Engineer/ Assistant Director  | 39500-83000           | 55200-115300         |
|   | Draftsman Gr. I/ Overseer Gr. I    | 26500-56700           | 37400-79000          |
|   | Draftsman Gr. II/ Overseer Gr. II  | 22200-48000           | 31100-66800          |
|   | Draftsman Gr III / Overseer Gr III | 19000-43600           | 26500-60700          |
|   | Roller Driver Grade II             | 19000-43600           | 26500-60700          |

|  | <b>Name of Post</b>     | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-------------------------|------------------------------|-----------------------------|
|  | Boat Driver             | 18000-41500                  | 25100-57900                 |
|  | Carpenter               | 17500-39500                  | 24400-55200                 |
|  | Roller cleaner          | 18000-41500                  | 25100-57900                 |
|  | Roller cum Lorry Driver | 17000-37500                  | 23700-52600                 |
|  | Lorry cleaner           | 16500-35700                  | 23000-50200                 |
|  | Senior mechanic         | 22200-48000                  | 31100-66800                 |
|  | Diesel Mechanic         | 17500-39500                  | 24400-55200                 |
|  | Mechanic/Fitter         | 17500-39500                  | 24400-55200                 |
|  | Blacksmith              | 17500-39500                  | 24400-55200                 |
|  | Welder                  | 17500-39500                  | 24400-55200                 |
|  | Moulder                 | 17500-39500                  | 24400-55200                 |
|  | Turner                  | 17500-39500                  | 24400-55200                 |
|  | Electrician             | 17500-39500                  | 24400-55200                 |
|  | Lascar                  | 16500-35700                  | 23000-50200                 |
|  | Lineman Gr II           | 18000-41500                  | 25100-57900                 |
|  | Dredger Operator        | 22200-48000                  | 31100-66800                 |
|  | Dredger Driver          | 22200-48000                  | 31100-66800                 |
|  | Driver cum operator     | 18000-41500                  | 25100-57900                 |
|  | Dredger Watcher         | 16500-35700                  | 23000-50200                 |
|  | Dredger Cleaner         | 16500-35700                  | 23000-50200                 |
|  | Dredger Worker          | 16500-35700                  | 23000-50200                 |
|  | Lineman Gr I            | 19000-43600                  | 26500-60700                 |
|  | Oil Engine Driver       | 18000-41500                  | 25100-57900                 |
|  | Care Taker              | 18000-41500                  | 25100-57900                 |
|  | Wireman                 | 18000-41500                  | 25100-57900                 |
|  | Lock Operator           | 17500-39500                  | 24400-55200                 |
|  | Drilling Plant Operator | 17500-39500                  | 24400-55200                 |
|  | Modeller                | 17500-39500                  | 24400-55200                 |

|  | Name of Post | Existing Scale of Pay | Revised Scale of Pay |
|--|--------------|-----------------------|----------------------|
|  | Boat Cleaner | 17000-37500           | 23700-52600          |
|  | Worker Gr I  | 17000-37500           | 23700-52600          |
|  | Worker Gr II | 16500-35700           | 23000-50200          |
|  | Mason        | 16500-35700           | 23000-50200          |
|  | Engine Man   | 16500-35700           | 23000-50200          |

- a 25% Higher Grade will continue  
b 1/3<sup>rd</sup> Higher Grade will continue

### Posts held by Personnel of other Departments

|  | Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------------|-----------------------|----------------------|
|  | Senior Administrative Officer | As in PD              | As in PD             |
|  | Senior Finance Officer        | As in PD              | As in PD             |
|  | Law Officer                   | As in PD              | As in PD             |
|  | Financial Assistant           | As in PD              | As in PD             |
|  | Divisional Accounts Officer   | As in PD              | As in PD             |
|  | Legal Assistant               | As in PD              | As in PD             |
|  | Statistical Assistant Gr I    | As in PD              | As in PD             |
|  | Statistical Assistant Gr II   | As in PD              | As in PD             |
|  | Assistant Surgeon             | As in PD              | As in PD             |
|  | Pharmacist                    | As in PD              | As in PD             |
|  | Assistant Nurse/Midwife       | As in PD              | As in PD             |
|  | Nursing Assistant             | As in PD              | As in PD             |
|  | Hospital Attender             | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                         | Rate per month (₹)                              |
|------------------------------------------------------------------|-------------------------------------------------|
| The Engineers deployed from the IDRB to the Dam Safety Authority | As admissible to the corresponding post in IDRB |
| <i>Irrigation, Design and Research Board</i>                     |                                                 |

|                                                |     |
|------------------------------------------------|-----|
| Chief Engineer                                 | 880 |
| Superintending Engineer (Director)             | 660 |
| Executive Engineer (Joint Director)            | 660 |
| Assistant Executive Engineer (Deputy Director) | 550 |
| Assistant Engineer (Assistant Director)        | 550 |
| All Technical Staff other than Engineers       | 390 |

## (2) Compensatory Allowance

| Category                                                                                                | Rate per Month (₹) |
|---------------------------------------------------------------------------------------------------------|--------------------|
| Overseer Grade I and Grade II (only during the period they are actually engaged in the work of gauging) | 500                |

## C. SPECIAL PAY

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) will 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.

## 44. JUDICIARY (SUBORDINATE)

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                                                                        | Existing Scale of Pay | Revised Scale of Pay |
|-----------------------------------------------------------------------------------------------------|-----------------------|----------------------|
| <b>Civil Wing</b>                                                                                   |                       |                      |
| Sheristadar District Court / State Transport Appellate Tribunal                                     | 42500-87000           | 59300-120900         |
| Sheristadar of Courts having the status of a District Court / MACT / Special Courts / Family Courts | 40500-85000           | 56500-118100         |
| Sheristadar, Sub Court (HG)/ Senior Superintendent (HG)                                             | 40500-85000           | 56500-118100         |
| Sheristadar, Sub Court / Senior Superintendent                                                      | 36600-79200           | 51400-110300         |

|   | Name of Post                                                | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------------------------|-----------------------|----------------------|
|   | Principal Counsellor Family Court (HG)                      | 40500-85000           | 56500-118100         |
| a | Principal Counsellor Family Court                           | 39500-83000           | 55200-115300         |
|   | Junior Superintendent (HG)                                  | 35700-75600           | 50200-105300         |
|   | Junior Superintendent / Bench Clerk Grade I / Central Nazir | 30700-65400           | 43400-91200          |
|   | Head Clerk / Bench Clerk Grade II                           | 27800-59400           | 39300-83000          |
|   | Senior Clerk / Bench Clerk Grade III / Deputy Nazir         | 25200-54000           | 35600-75400          |
|   | Kannada Translator                                          | 25200-54000           | 35600-75400          |
|   | Personal Assistant to District Judge                        | 39500-83000           | 55200-115300         |
| b | Confidential Assistant Sel.Grade/Personal Assistant         | 39500-83000           | 55200-115300         |
|   | Confidential Assistant Senior Grade                         | 30700-65400           | 43400-91200          |
|   | Confidential Assistant Grade I                              | 27800-59400           | 39300-83000          |
|   | Confidential Assistant Grade II                             | 25200-54000           | 35600-75400          |
|   | Clerk / Protocol Officer                                    | 19000-43600           | 26500-60700          |
|   | L.D. Clerk Kannada                                          | 19000-43600           | 26500-60700          |
|   | L.D. Clerk Tamil                                            | 19000-43600           | 26500-60700          |
|   | Amin                                                        | 18000-41500           | 25100-57900          |
|   | Process Server                                              | 17500-39500           | 24400-55200          |
|   | Court Keeper (HG)/ Duffedar (HG)                            | 17500-39500           | 24400-55200          |
|   | Court Keeper/ Duffedar                                      | 17000-37500           | 23700-52600          |
|   | <b>Criminal Wing</b>                                        |                       |                      |
|   | Sheristadar, Chief Judicial Magistrate Court                | 40500-85000           | 56500-118100         |
|   | Senior Superintendent (HG)                                  | 40500-85000           | 56500-118100         |
|   | Senior Superintendent                                       | 36600-79200           | 51400-110300         |
|   | Junior Superintendent (HG)                                  | 35700-75600           | 50200-105300         |
|   | Junior Superintendent                                       | 30700-65400           | 43400-91200          |
|   | Bench Clerk Grade II/ Accountant / Head Clerk               | 27800-59400           | 39300-83000          |
|   | Senior Clerk / Bench Clerk Grade III                        | 25200-54000           | 35600-75400          |
|   | Kannada Translator                                          | 25200-54000           | 35600-75400          |

|   | Name of Post                                        | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------------|-----------------------|----------------------|
| b | Confidential Assistant Sel.Grade/Personal Assistant | 39500-83000           | 55200-115300         |
|   | Confidential Assistant Senior Grade                 | 30700-65400           | 43400-91200          |
|   | Confidential Assistant Grade I                      | 27800-59400           | 39300-83000          |
|   | Confidential Assistant Grade II                     | 25200-54000           | 35600-75400          |
|   | L.D. Clerk Tamil                                    | 19000-43600           | 26500-60700          |
|   | Clerk/ Bench Assistant                              | 19000-43600           | 26500-60700          |
|   | Clerk cum Typist                                    | 19000-43600           | 26500-60700          |

a Existing ratio 1:1 will continue

b Existing ration 1:1:1 among four grades will continue

Note 1:- Ratio between Senior Superintendent and Senior Superintendent Hr.Grade, Junior Superintendent and Junior Superintendent Hr.Grade as in common category.

Note 2:- In cases of employees moving out of the Judiciary on inter-departmental transfer, the additional pay received by the employees by virtue of their posting in Subordinate Judiciary shall be forfeited while leaving the Judiciary and the pay that he would have availed had he been posted in any other department will be deemed to be his last pay in the Subordinate Judiciary for the purpose of future fixation of pay.

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                                                                                                                        | Rate per month (₹) |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 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 | 660                |
| Personal Assistant/ Confidential Assistant of Munsiff's Court, Judicial First Class Magistrate Court                                                                            | 440                |
| Fair Copy Superintendent                                                                                                                                                        | 300                |
| Senior most Typist dealing with copy application and fair copy despatch in Munsiff's Courts                                                                                     | 200                |
| Bench Clerk Grade II                                                                                                                                                            | 300                |
| Bench Clerk Grade III / Clerk in charge of Benches in Munsiff's Courts and Magistrate Courts and acting as Bench Clerk                                                          | 200                |

|                                                          |     |
|----------------------------------------------------------|-----|
| Clerk and Attender attached to Record Sections of Courts | 250 |
| Clerk in charge of Thondi section                        | 200 |
| Amins and Process Servers                                | 170 |
| Office Attendant                                         | 200 |

**(2) Uniform Allowance**

| Category         | Rate per annum (₹) |
|------------------|--------------------|
| Security Officer | 2700               |
| Driver           | 2700               |
| Duffedar         | 2700               |

**45. KERALA ADMINISTRATIVE TRIBUNAL**

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

|   | Name of Post                                    | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------------|-----------------------|----------------------|
|   | Registrar                                       | As in PD              | As in PD             |
|   | Deputy Registrar (Judicial)                     | As in PD              | As in PD             |
|   | Deputy Registrar (Administration)               | As in PD              | As in PD             |
|   | Deputy Registrar (Finance)                      | As in PD              | As in PD             |
|   | Filing Scrutiny Officer                         | 42500-87000           | 59300-120900         |
|   | Court Officer (HG) / Section Officer (HG)       | 40500-85000           | 56500-118100         |
| a | Court Officer / Section Officer                 | 36600-79200           | 51400-110300         |
|   | Assistant Section Officer                       | 32300-68700           | 45600-95600          |
| b | Senior Grade Assistant                          | 30700-65400           | 43400-91200          |
|   | Assistant                                       | 27800-59400           | 39300-83000          |
|   | Private Secretary to Chairman and Members (HG)  | -                     | 59300-120900         |
| a | Private Secretary to Chairman and Members       | 45800-89000           | 56500-118100         |
|   | Personal Assistant to Chairman and Members (HG) | -                     | 55200-115300         |
| a | Personal Assistant to Chairman and Members      | 40500-85000           | 45600-95600          |
|   | Confidential Assistant Grade I                  | 27800-59400           | 39300-83000          |
| a | Confidential Assistant Grade II                 | 20000-45800           | 27900-63700          |

|   | Name of Post                                         | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------------------------|-----------------------|----------------------|
|   | Computer Assistant Grade I                           | 27800-59400           | 39300-83000          |
| a | Computer Assistant Grade II                          | 20000-45800           | 27900-63700          |
|   | Librarian                                            | 36600-79200           | 51400-110300         |
|   | Network Administrator                                | 36600-79200           | 51400-110300         |
|   | Data Entry Operator                                  | 20000-45800           | 27900-63700          |
| c | Driver cum Office Attendant Selection Grade          | 27800-59400           | 39300-83000          |
|   | Driver cum Office Attendant Senior Grade             | 22200-48000           | 31100-66800          |
|   | Driver cum Office Attendant Grade I                  | 20000-45800           | 27900-63700          |
|   | Driver cum Office Attendant Grade II                 | 18000-41500           | 25100-57900          |
|   | Clerical Assistant Grade I                           | 20000-45800           | 27900-63700          |
| a | Clerical Assistant Grade II                          | 19000-43600           | 26500-60700          |
|   | Attender                                             | 17500-39500           | 24400-55200          |
|   | Duffedar                                             | 17000-37500           | 23700-52600          |
|   | Office Attendant Grade I                             | -                     | 23700-52600          |
| a | 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. ALLOWANCES

### (1) Special Allowance

| Category                                                       | Rate per month (₹) |
|----------------------------------------------------------------|--------------------|
| Personal Assistant / Private Secretary to Chairman and Members | 610                |

**(2) Uniform Allowance**

| Category                                                              | Rate per annum (₹) |
|-----------------------------------------------------------------------|--------------------|
| Driver cum Office Attendant                                           | 2700               |
| Duffedar                                                              | 2700               |
| Office Attendant, Process Server, Messenger, Night Watchman, Attender | 2700               |
| Part time Sweeper                                                     | 2700               |

**(3) Coat Allowance**

| Category                                                                                                                                 | Rate (₹) |
|------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Court Officer, Private Secretary/ Personal Assistant to Chairman and Members *                                                           | 4400     |
| * Once in three years subject to the condition that maximum twelve officers will be allowed the allowance within a period of three years |          |

**46. KERALA INSTITUTE FOR RESEARCH, TRAINING AND DEVELOPMENT STUDIES OF SCHEDULED CASTES AND SCHEDULED TRIBES (KIRTADS)****A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

| Name of Post                          | Existing Scale of Pay | Revised Scale of Pay |
|---------------------------------------|-----------------------|----------------------|
| Director                              | 81000-117600          | 112800-163400        |
| Deputy Director (Anthropology)        | 45800-89000           | 63700-123700         |
| Deputy Director (Development Studies) | 45800-89000           | 63700-123700         |
| Deputy Director (Training)            | 45800-89000           | 63700-123700         |
| Lecturer (Anthropology / Sociology)   | 39500-83000           | 55200-115300         |
| Research Officer (Anthropology)       | 39500-83000           | 55200-115300         |
| Research Officer (Statistics)         | 39500-83000           | 55200-115300         |
| Computer Operator                     | 36600-79200           | 51400-110300         |
| Statistician                          | 29200-62400           | 41300-87000          |

|  |                                   |             |             |
|--|-----------------------------------|-------------|-------------|
|  | Research Assistant (Anthropology) | 27800-59400 | 39300-83000 |
|  | Research Assistant (Sociology)    | 27800-59400 | 39300-83000 |
|  | Research Assistant (Linguistics)  | 27800-59400 | 39300-83000 |
|  | Cartographer                      | 27800-59400 | 39300-83000 |
|  | Curator                           | 25200-54000 | 35600-75400 |
|  | Investigator                      | 25200-54000 | 35600-75400 |
|  | Record Attender                   | 17000-37500 | 23700-52600 |
|  | Museum Attendant                  | 17000-37500 | 23700-52600 |

### Posts held by Personnel of other Departments

|  | Name of Post           | No. of Posts | Revised Scale of Pay |
|--|------------------------|--------------|----------------------|
|  | Administrative Officer | 1            | As in PD             |
|  | Finance Officer        | 1            | As in PD             |
|  | Librarian Grade I      | 1            | As in PD             |

### B. ALLOWANCES

#### (1) Uniform Allowance

| Category             | Rate per Annum (₹) |
|----------------------|--------------------|
| Watchman             | 2700               |
| Sweeper cum Watchman | 2700               |

### 47. KERALA LOK AYUKTA

#### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post         | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------------|-----------------------|----------------------|
|  | Registrar            | NJPC                  | NJPC                 |
|  | Additional Registrar | 85000-117600          | 118100-163400        |
|  | Deputy Registrar     | 77400-115200          | 107800-160000        |
|  | PS to Lok Ayukta     | 40500-85000           | 56500-118100         |
|  | PS to Upa Lok Ayukta | 40500-85000           | 56500-118100         |
|  | Court Officer        | 35700-75600           | 50200-105300         |

|  | Name of Post                    | Existing Scale of Pay | Revised Scale of Pay |
|--|---------------------------------|-----------------------|----------------------|
|  | Section Officer                 | 35700-75600           | 50200-105300         |
|  | PA to Lok Ayukta                | 35700-75600           | 50200-105300         |
|  | PA to Upa Lok Ayukta            | 35700-75600           | 50200-105300         |
|  | Security Officer                | 30700-65400           | 43400-91200          |
|  | Senior Accountant               | 30700-65400           | 43400-91200          |
|  | Assistant Senior Grade          | 30700-65400           | 43400-91200          |
|  | Assistant                       | 26500-56700           | 37400-79000          |
|  | Confidential Assistant Grade II | 20000-45800           | 27900-63700          |
|  | Computer Assistant Grade II     | 20000-45800           | 27900-63700          |
|  | Data Entry Operator             | 22200-48000           | 31100-66800          |
|  | Driver Grade II                 | 18000-41500           | 25100-57900          |
|  | Court Keeper                    | 17000-37500           | 23700-52600          |
|  | Record Keeper                   | 17000-37500           | 23700-52600          |
|  | Attender                        | 17000-37500           | 23700-52600          |
|  | Office Attendant Grade I        | 17000-37500           | 23700-52600          |
|  | Office Attendant Grade II       | 16500-35700           | 23000-50200          |
|  | Night Watchman                  | 16500-35700           | 23000-50200          |
|  | <b>Investigation Wing</b>       |                       |                      |
|  | Director of Investigation       | IPS                   | IPS                  |
|  | Superintendent of Police        | As in PD              | As in PD             |
|  | Deputy Superintendent of Police | As in PD              | As in PD             |
|  | Inspector of Police             | As in PD              | As in PD             |
|  | Senior Civil Police Officer     | As in PD              | As in PD             |

#### 48. KERALA PUBLIC SERVICE COMMISSION

##### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                                               | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------------------------------------------|-----------------------|----------------------|
|  | Secretary                                                  | 89000-120000          | 123700-166800        |
|  | Addl. Secretary / Controller of Examinations               | 89000-120000          | 123700-166800        |
|  | Joint Secretary / Controller of Finance / Regional Officer | 85000-117600          | 118100-163400        |
|  | Deputy Secretary                                           | 77400-115200          | 107800-160000        |

|   | <b>Name of Post</b>                        | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|--------------------------------------------|------------------------------|-----------------------------|
| a | Under Secretary (HG)                       | 68700-110400                 | 95600-153200                |
|   | Under Secretary                            | 45800-89000                  | 63700-123700                |
| b | Section Officer (HG)                       | 40500-85000                  | 56500-118100                |
|   | Section Officer / Public Relations Officer | 36600-79200                  | 51400-110300                |
| c | Assistant Section Officer                  | 32300-68700                  | 45600-95600                 |
|   | Senior Grade Assistant / Cashier           | 30700-65400                  | 43400-91200                 |
|   | Assistant                                  | 27800-59400                  | 39300-83000                 |
|   | System Administrator                       | 77400-115200                 | 107800-160000               |
|   | System Manager / E.D.P.Manager             | 55350-101400                 | 77200-140500                |
|   | System Analyst / Senior Programmer         | 42500-87000                  | 59300-120900                |
|   | Hardware Engineer                          | 42500-87000                  | 59300-120900                |
|   | Programmer                                 | 39500-83000                  | 55200-115300                |
|   | Technical Assistant                        | 30700-65400                  | 43400-91200                 |
|   | Data Entry Operator                        | 25200-54000                  | 35600-75400                 |
|   | Private Secretary to Chairman              | 45800-89000                  | 63700-123700                |
| b | Personal Assistant (HG)                    | 42500-87000                  | 59300-120900                |
|   | Personal Assistant                         | 40500-85000                  | 56500-118100                |
|   | Enquiry Officer                            | 40500-85000                  | 56500-118100                |
| b | Office Superintendent (HG)                 | 40500-85000                  | 56500-118100                |
|   | Office Superintendent                      | 36600-79200                  | 51400-110300                |
| d | Computer Assistant Selection Grade         | 32300-68700                  | 45600-95600                 |
|   | Computer Assistant Senior Grade            | 30700-65400                  | 43400-91200                 |
|   | Computer Assistant Grade I                 | 27800-59400                  | 39300-83000                 |
|   | Computer Assistant Grade II                | 20000-45800                  | 27900-63700                 |
|   | Clerical Assistant Grade I                 | 20000-45800                  | 27900-63700                 |
|   | Clerical Assistant Grade II                | 19000-43600                  | 26500-60700                 |
|   | Attender Grade I                           | 17500-39500                  | 24400-55200                 |
|   | Attender Grade II                          | 17000-37500                  | 23700-52600                 |
|   | Sergeant                                   | 27800-59400                  | 39300-83000                 |
|   | Security Guard (HG)                        | 20000-45800                  | 27900-63700                 |
|   | Security Guard                             | 19000-43600                  | 26500-60700                 |

|  | Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------------|-----------------------|----------------------|
|  | Driver cum Peon (Co-Terminus) | 18000-41500           | 25100-57900          |

- Ratio 2:1 between Under Secretary and Under Secretary HG will continue
- Grade ratio will be 1:1
- Ratio of 1:1:1 between Assistant Section Officer, Senior Grade Assistant and Assistant will continue
- Existing ratio 1:1:1:1 will continue

#### Posts held by Personnel of other Departments

| Name of Post                    | Existing Scale of Pay | Revised Scale of Pay |
|---------------------------------|-----------------------|----------------------|
| Vigilance and Security Officer  | As in PD              | As in PD             |
| Deputy Superintendent of Police | As in PD              | As in PD             |
| Sub Inspector of Police         | As in PD              | As in PD             |
| Police Constable                | As in PD              | As in PD             |
| Police Constable Driver         | As in PD              | As in PD             |
| Librarian Grade I               | As in PD              | As in PD             |

#### B. ALLOWANCES

##### (1) Special Allowance

| Category                                                       | Rate per month (₹) |
|----------------------------------------------------------------|--------------------|
| Private Secretary to Chairman                                  | 610                |
| Personal Assistant, Personal Assistant (HG) of Members of KPSC | 440                |
| Personal Assistant, Personal Assistant (HG) to Secretary, KPSC | 220                |

##### (2) Compensatory Allowance

| Category                               | Rate per month (₹) |
|----------------------------------------|--------------------|
| <i>Staff working in the Cellar</i>     |                    |
| Assistant                              | 170                |
| Attender / Clerical Assistant / Binder | 140                |
| Office Attendant                       | 110                |

### (3) Uniform Allowance

| Category                    | Rate per annum (₹) |
|-----------------------------|--------------------|
| Security Guard/Sergeant     | 4000               |
| Gardener                    | 2700               |
| Full Time Gardener          | 2700               |
| Full Time Sweeper           | 2700               |
| Part Time Sweeper           | 2700               |
| Lift Operator               | 2700               |
| Duffedar                    | 2700               |
| Driver-cum-Office Attendant | 2700               |

### 49. KERALA VALUE ADDED TAX/ AGRICULTURAL INCOME TAX & SALES TAX APPELLATE TRIBUNAL

#### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post          | Existing Scale of Pay | Revised Scale of Pay |
|-----------------------|-----------------------|----------------------|
| Chairman              | NJPC                  | NJPC                 |
| Member (Judicial)     | NJPC                  | NJPC                 |
| Member (Accounts)     | 81000-117600          | 112800-163400        |
| Member (Departmental) | As in PD              | As in PD             |
| Secretary             | 42500-87000           | 59300-120900         |
| Assistant Secretary   | 35700-75600           | 50200-105300         |

### 50. LABOUR

#### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                                          | Existing Scale of Pay | Revised Scale of Pay |
|-----------------------------------------------------------------------|-----------------------|----------------------|
| Labour Commissioner                                                   | IAS                   | IAS                  |
| Addl. Labour Commissioner                                             | 81000-117600          | 112800-163400        |
| Joint Labour Commissioner                                             | 77400-115200          | 107800-160000        |
| Chief Inspector of Plantation                                         | 77400-115200          | 107800-160000        |
| Deputy Labour Commissioner (HQ)/ Deputy Labour Commissioner & Workmen | 45800-89000           | 63700-123700         |

|  | Name of Post                                                                                                    | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|  | Compensation Commissioner/<br>Deputy Labour Commissioner<br>& Secretary State Advisory<br>Contract Labour Board |                       |                      |
|  | District Labour Officer                                                                                         | 42500-87000           | 59300-120900         |
|  | Inspector of Newspaper<br>Establishment/District Labour<br>Officer(HQ)                                          | 42500-87000           | 59300-120900         |
|  | Deputy Labour Officer                                                                                           | 39500-83000           | 55200-115300         |
|  | Personal Assistant to the Labour<br>Commissioner                                                                | 39500-83000           | 55200-115300         |
|  | Secretary Minimum Wages<br>Advisory Board                                                                       | 35700-75600           | 50200-105300         |
|  | Secretary, Labour Committee                                                                                     | 35700-75600           | 50200-105300         |
|  | Assistant Labour Officer Gr.I /<br>Inspector of Plantations                                                     | 35700-75600           | 50200-105300         |
|  | Assistant Labour Officer Gr.II                                                                                  | 30700-65400           | 43400-91200          |

### Posts held by Personnel of other Departments

| Name of Post                     | Existing Scale of Pay | Revised Scale of Pay |
|----------------------------------|-----------------------|----------------------|
| Senior Administrative<br>Officer | As in PD              | As in PD             |
| Finance Officer                  | As in PD              | As in PD             |
| Law Officer                      | As in PD              | As in PD             |
| Publicity Officer                | As in PD              | As in PD             |
| Research Officer                 | As in PD              | As in PD             |
| Publicity Assistant              | As in PD              | As in PD             |
| Research Assistant               | As in PD              | As in PD             |
| Statistical Assistant Gr.I       | As in PD              | As in PD             |
| Librarian Gr IV                  | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Permanent Travelling Allowance

| Category                 | Rate per month<br>(₹) | Area of Jurisdiction | Average<br>number of<br>days of tour in<br>a month |
|--------------------------|-----------------------|----------------------|----------------------------------------------------|
| Deputy Labour<br>Officer | 440                   | One District         | 15                                                 |

|                                    |     |                               |    |
|------------------------------------|-----|-------------------------------|----|
| Assistant Labour Officer Gr.I & II | 330 | One Taluk                     | 15 |
| Inspector of Plantations           | 390 | One or more Revenue Districts | 15 |

## 51. LABOUR COURTS

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post      | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------|-----------------------|----------------------|
|  | Presiding Officer | NJPC                  | NJPC                 |
|  | Secretary         | 36600-79200           | 51400-110300         |

## 52. LAND BOARD

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                             | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------------------------|-----------------------|----------------------|
|  | Secretary                                | IAS                   | IAS                  |
|  | Assistant Secretary (Deputy Collector)   | As in PD              | As in PD             |
|  | Senior Superintendent / Tahsildar        | As in PD              | As in PD             |
|  | Junior Superintendent / Deputy Tahsildar | As in PD              | As in PD             |
|  | Senior Clerk / Special Village Officer   | As in PD              | As in PD             |

### Posts held by Personnel of other Departments

|  | Name of Post    | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------|-----------------------|----------------------|
|  | Law Officer     | As in PD              | As in PD             |
|  | Finance Officer | As in PD              | As in PD             |

### 53. LAND REVENUE

#### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                     | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------------------|-----------------------|----------------------|
|   | Commissioner                                     | IAS                   | IAS                  |
|   | Joint Commissioner                               | IAS                   | IAS                  |
|   | District Collector                               | IAS                   | IAS                  |
|   | Senior Finance Officer                           | As in PD              | As in PD             |
|   | Finance Officer                                  | As in PD              | As in PD             |
|   | District Law Officer                             | As in PD              | As in PD             |
|   | Sub Collector / Assistant Collector              | IAS                   | IAS                  |
| a | Deputy Collector Senior Grade                    | 77400-115200          | 107800-160000        |
|   | Deputy Collector                                 | 45800-89000           | 63700-123700         |
| b | Tahsildar (HG)/ Senior Superintendent (HG)       | 40500-85000           | 56500-118100         |
|   | Tahsildar/ Senior Superintendent                 | 36600-79200           | 51400-110300         |
| c | Deputy Tahsildar (HG)/Junior Superintendent (HG) | 35700-75600           | 50200-105300         |
|   | Deputy Tahsildar /Junior Superintendent          | 30700-65400           | 43400-91200          |
|   | Village Officer/ Head Clerk/ Revenue Inspector   | 27800-59400           | 39300-83000          |
|   | Special Village Officer / Senior Clerk           | 25200-54000           | 35600-75400          |
|   | Village Assistant/ Clerk                         | 19000-43600           | 26500-60700          |
|   | Fair Copy Superintendent (HG)                    | 35700-75600           | 50200-105300         |
|   | Fair Copy Superintendent                         | 30700-65400           | 43400-91200          |
|   | Typist Selection Grade                           | 27800-59400           | 39300-83000          |
|   | Typist Senior Grade                              | 26500-56700           | 37400-79000          |
|   | U.D. Typist                                      | 25200-54000           | 35600-75400          |
|   | L.D. Typist                                      | 19000-43600           | 26500-60700          |
|   | Clerk Typist                                     | 19000-43600           | 26500-60700          |
|   | Typist Clerk                                     | 19000-43600           | 26500-60700          |
|   | L.D. Typist (Tamil)                              | 19000-43600           | 26500-60700          |

|   | Name of Post                 | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------|-----------------------|----------------------|
|   | L.D. Typist (Kannada)        | 19000-43600           | 26500-60700          |
| c | Village Field Assistant (HG) | 17500-39500           | 24400-55200          |
|   | Village Field Assistant      | 17000-37500           | 23700-52600          |

- a Ratio 3:1 between Deputy Collector and Deputy Collector Senior  
Grade will continue
- b 25% Higher Grade will continue
- c 1/3<sup>rd</sup> of the post will be in Higher Grade

## B. ALLOWANCES

### (1) Special Allowance

| Category         | Rate per month (₹) |
|------------------|--------------------|
| Tahsildar*       | 1500               |
| Village Officer# | 1500               |

\* Tahsildar at the helm of Taluk Offices only will be allowed this allowance and this is admissible only at the time of officiating as Tahsildar. It will not be admissible during any kind of leave, transit and for surrender of Earned Leave, Leave salary etc.

# This allowance will be admissible under the same conditions as specified in the case of Tahsildar.

### (2) Uniform Allowance

| Category          | Rate per annum (₹) |
|-------------------|--------------------|
| Sergeant          | 2700               |
| Chowkidar         | 2700               |
| Lift Operator     | 2700               |
| Gardener          | 2700               |
| Sanitation Worker | 2700               |
| Duffedar          | 2700               |

**(3) Permanent Travelling Allowance**

| <b>Category</b>                                                                                          | <b>Area of Jurisdiction</b>             | <b>Average no. of days of tour in a month</b> | <b>Rate per month (₹)</b> |
|----------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------|---------------------------|
| Tahsildar                                                                                                | One Taluk                               | 15                                            | 770                       |
| Special Tahsildar                                                                                        | One Taluk and more                      | 15                                            | 390                       |
| Special Tahsildar                                                                                        | 2 Taluks and more                       | 15                                            | 440                       |
| Special Tahsildar                                                                                        | 3 Taluks and more                       | 15                                            | 550                       |
| Deputy Tahsildar/Special Deputy Tahsildar                                                                | One Taluk                               | 15                                            | 550                       |
| Deputy Tahsildar/ Special Deputy Tahsildar                                                               | 2 Taluks                                | 15                                            | 390                       |
| Deputy Tahsildar/Special Deputy Tahsildar                                                                | 3 Taluks                                | 15                                            | 440                       |
| Revenue Inspector/Special Revenue Inspector                                                              | Over 1 Taluk but less than 3 Taluks     | 15                                            | 330                       |
| Revenue Inspector/Special Revenue Inspector (attached to the Offices of Special Tahsildar, TVM & Kollam) | One District                            | 15                                            | 390                       |
| Taluk Surveyor/ Additional Taluk Surveyor                                                                | One Taluk                               | 15                                            | 280                       |
| Chainman (Under Special Deputy Surveyor)                                                                 | One Taluk                               | 15                                            | 190                       |
| Special Chainman/Special Office Attendant                                                                | One Taluk                               | 15                                            | 190                       |
| Special Chainman/Special Office Attendant                                                                | 2 Taluks and more                       | 15                                            | 220                       |
| Special Chainman/Special Office Attendant                                                                | 3 Taluks and more                       | 15                                            | 250                       |
| Special Chainman/Special Office Attendant                                                                | More than 3 Taluks                      | 15                                            | 280                       |
| Village Officer                                                                                          | More than 1 Village and up to One Taluk | 15                                            | 220                       |
| Village Officer                                                                                          | 2 Taluks                                | 15                                            | 250                       |
| Village Officer                                                                                          | 3 Taluks                                | 15                                            | 280                       |
| Village Officer                                                                                          | More than 3 Taluks                      | 15                                            | 330                       |

| Category                | Area of Jurisdiction                 | Average no. of days of tour in a month | Rate per month (₹) |
|-------------------------|--------------------------------------|----------------------------------------|--------------------|
| Village Assistant       | More than 1 Village up to 1 Taluk    | 15                                     | 190                |
| Village Assistant       | 2 Taluks                             | 15                                     | 200                |
| Village Assistant       | 3 Taluks                             | 15                                     | 250                |
| Village Assistant       | More than 3 Taluks                   | 15                                     | 280                |
| Village Field Assistant | More than 1 village & up to 2 Taluks | 15                                     | 190                |
| Village Field Assistant | 3 Taluks                             | 15                                     | 200                |
| Village Field Assistant | More than 3 Taluks                   | 15                                     | 220                |

#### (4) Permanent Conveyance Allowance

| Category                                    | Area of Jurisdiction                          | Rate per month (₹) |
|---------------------------------------------|-----------------------------------------------|--------------------|
| Revenue Inspector/Special Revenue Inspector | One Firka or a portion of a Taluk             | 280                |
| Special Chainman/ Special Office Attendant  | More than one Village but less than One Taluk | 170                |
| Village Officer                             | One Village                                   | 350                |
| Village Assistant                           | One Village                                   | 200                |
| Village Field Assistant                     | One Village                                   | 200                |

## 54. LAND USE BOARD

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                     | Existing Scale of Pay | Revised Scale of Pay |
|----------------------------------|-----------------------|----------------------|
| Land Use Commissioner            | IAS                   | IAS                  |
| Joint Director                   | 55350-101400          | 77200-140500         |
| Deputy Director (Agriculture)    | 45800-89000           | 63700-123700         |
| Deputy Director (Soil Survey)    | 45800-89000           | 63700-123700         |
| Deputy Director (Statistics)     | As in PD              | As in PD             |
| Assistant Director (Agriculture) | 42500-87000           | 59300-120900         |

|  | <b>Name of Post</b>                        | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|--------------------------------------------|------------------------------|-----------------------------|
|  | Assistant Director (Soil Survey)           | 42500-87000                  | 59300-120900                |
|  | Agronomist                                 | 40500-85000                  | 56500-118100                |
|  | Specialist (Soil Science)                  | 40500-85000                  | 56500-118100                |
|  | Specialist (Soil Conservation)             | 40500-85000                  | 56500-118100                |
|  | Specialist (Hydrogeology)                  | 40500-85000                  | 56500-118100                |
|  | Agricultural Officer / Soil Survey Officer | 39500-83000                  | 55200-115300                |
|  | Assistant Geologist                        | 36600-79200                  | 51400-110300                |
|  | Cartographer                               | 36600-79200                  | 51400-110300                |
|  | Geological Assistant                       | 30700-65400                  | 43400-91200                 |
|  | Documentation Assistant                    | 30700-65400                  | 43400-91200                 |
|  | Publication Assistant                      | 27800-59400                  | 39300-83000                 |
|  | Draftsman Grade I                          | 26500-56700                  | 37400-79000                 |
|  | Draftsman Grade II                         | 20000-45800                  | 27900-63700                 |
|  | Lab Assistant                              | 20000-45800                  | 27900-63700                 |
|  | Planning Surveyor Grade II                 | 20000-45800                  | 27900-63700                 |
|  | Cartographic Assistant                     | 17000-37500                  | 23700-52600                 |
|  | Agricultural Assistant Grade II            | 20000-45800                  | 27900-63700                 |
|  | Technical Assistant (GIS)                  | 22200-48000                  | 31100-66800                 |
|  | System Administrator                       | 36600-79200                  | 51400-110300                |

## 55. LEGAL METROLOGY

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|        | <b>Name of Post</b>       | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--------|---------------------------|------------------------------|-----------------------------|
|        | Controller                | 77400-115200                 | 107800-160000               |
| *      | Joint Controller          | 60900-103600                 | 85000-143600                |
| *      | Deputy Controller         | 45800-89000                  | 63700-123700                |
| *      | Assistant Controller (HG) | 45800-89000                  | 63700-123700                |
| *<br>a | Assistant Controller      | 40500-85000                  | 56500-118100                |
| *      | Senior Inspector (HG)     | 39500-83000                  | 55200-115300                |

|        |                           |             |              |
|--------|---------------------------|-------------|--------------|
| *<br>b | Senior Inspector          | 35700-75600 | 50200-105300 |
|        | Technical Assistant       | 27800-59400 | 39300-83000  |
|        | Inspector                 | 30700-65400 | 43400-91200  |
|        | Inspecting Assistant (HG) | 20000-45800 | 27900-63700  |
| c      | Inspecting Assistant      | 19000-43600 | 26500-60700  |
|        | Assay Master              | 35700-75600 | 50200-105300 |
|        | Assay Master Junior       | 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 1/4<sup>th</sup> Higher Grade will continue.
- b 1/3<sup>rd</sup> of the posts will be in HG.
- c Existing ratio 1:1 will continue.

#### Posts held by Personnel of other Departments

|  | Name of Post           | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------|-----------------------|----------------------|
|  | Law Officer            | As in PD              | As in PD             |
|  | Administrative Officer | As in PD              | As in PD             |

#### B. ALLOWANCES

##### (1) Compensatory Allowance

| Category             | Rate per month (₹) |
|----------------------|--------------------|
| Inspecting Assistant | 110                |

##### (2) Uniform Allowance

| Category                      | Rate per annum (₹) |
|-------------------------------|--------------------|
| Inspector / Deputy Controller | 2200               |

##### (3) Permanent Travelling Allowance

| Category                         | Area of Jurisdiction | Average no. of days of tour in a month | Rate per month (₹) |
|----------------------------------|----------------------|----------------------------------------|--------------------|
| Assistant Controller / Inspector | One Taluk            | 15                                     | 390                |

**56. LOCAL SELF GOVERNMENT DEPARTMENT****56.A. PANCHAYATS****A.CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|   | <b>Name of Post</b>                                                                 | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|-------------------------------------------------------------------------------------|------------------------------|-----------------------------|
|   | Director of Panchayats                                                              | IAS                          | IAS                         |
|   | Additional Director of Panchayats                                                   | 81000-117600                 | 112800-163400               |
|   | Joint Director of Panchayats/Secretary (KREWS)                                      | 77400-115200                 | 107800-160000               |
|   | Chief Registrar                                                                     | 77400-115200                 | 107800-160000               |
|   | Deputy Director of Panchayats/General Manager (Gramalekshmi Mudralayam)             | 45800-89000                  | 63700-123700                |
|   | Assistant Director of Panchayats                                                    | 42500-87000                  | 59300-120900                |
|   | Provident Fund Accounts Officer                                                     | 40500-85000                  | 56500-118100                |
|   | Secretary Grama Panchayat /Performance Audit Supervisor/ Senior Superintendent (HG) | 40500-85000                  | 56500-118100                |
| a | Secretary Grama Panchayat /Performance Audit Supervisor/ Senior Superintendent      | 36600-79200                  | 51400-110300                |
|   | System Manager                                                                      |                              | 51400-110300                |
|   | Assistant Secretary / Junior Superintendent (HG)                                    | 35700-75600                  | 50200-105300                |
| b | Assistant Secretary/ Junior Superintendent                                          | 30700-65400                  | 43400-91200                 |
|   | Publicity Officer                                                                   | 30700-65400                  | 43400-91200                 |
|   | Librarian (Sel.Grade)                                                               | 30700-65400                  | 43400-91200                 |
|   | Librarian (Sen.Grade)                                                               | 27800-59400                  | 39300-83000                 |
|   | Accountant                                                                          |                              | 39300-83000                 |
| d | Health Inspector Gr.I                                                               | 25200-54000                  | 35600-75400                 |
| c | Librarian                                                                           | 22200-48000                  | 31100-66800                 |

|   | Name of Post                   | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------|-----------------------|----------------------|
| d | Health Inspector Gr.II         | 22200-48000           | 31100-66800          |
|   | Pharmacist                     | 22200-48000           | 31100-66800          |
|   | Auxiliary Nurse- cum - midwife | 20000-45800           | 27900-63700          |
|   | Junior Bill Collector          | 17000-37500           | 23700-52600          |

- a. 25% Higher Grade will continue.
- b. 1/3<sup>rd</sup> of the posts 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

| Name of Post                 | Existing Scale of Pay | Revised Scale of Pay |
|------------------------------|-----------------------|----------------------|
| Law Officer                  | As in PD              | As in PD             |
| Senior Finance Officer       | As in PD              | As in PD             |
| Junior Statistical Inspector | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Uniform Allowance

| Category                    | Rate per annum (₹) |
|-----------------------------|--------------------|
| Auxiliary Nurse cum Midwife | 2000               |

### 2) Permanent Conveyance Allowance

| Category                    | Rate per month (₹) | Area of Jurisdiction                 |
|-----------------------------|--------------------|--------------------------------------|
| Auxiliary Nurse cum Midwife | 170                | One Panchayat                        |
| Secretary                   | 330                | One Panchayat (more than 76.8 Sq.km) |

|                              |     |                                      |
|------------------------------|-----|--------------------------------------|
| Secretary                    | 280 | One Panchayat (less than 76.8 Sq.km) |
| Health Inspector             | 170 | One Panchayat                        |
| Junior Bill Collector/ Clerk | 160 | One Panchayat                        |
| Office Attendant             | 110 | One Panchayat                        |

## 56.B. RURAL DEVELOPMENT

### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                          | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------------|-----------------------|----------------------|
|   | Commissioner for Rural Development    | IAS                   | IAS                  |
|   | Mission Director, MGNREGS             | IAS                   | IAS                  |
|   | Additional Development Commissioner   | 81000-117600          | 112800-163400        |
|   | Director SIRD                         | 77400-115200          | 107800-160000        |
|   | Joint Development Commissioner        | 77400-115200          | 107800-160000        |
|   | Joint Programme Coordinator (MGNREGS) | 77400-115200          | 107800-160000        |
|   | Coordinator (WCP/DWCRA)               | 68700-110400          | 95600-153200         |
|   | Deputy Development Commissioner       | 68700-110400          | 95600-153200         |
|   | Principal, Extension Training Centre  | 68700-110400          | 95600-153200         |
|   | Technical Co-ordinator CDD-Watson     | 68700-110400          | 95600-153200         |
|   | Secretary SIRD                        | 68700-110400          | 95600-153200         |
|   | Assistant Development Commissioner    | 45800-89000           | 63700-123700         |
|   | District Women's Welfare Officer (HG) | 42500-87000           | 59300-120900         |
| a | District Women's Welfare Officer (WD) | 40500-85000           | 56500-118100         |
|   | Accounts Officer                      | 40500-85000           | 56500-118100         |

|   | <b>Name of Post</b>                              | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|--------------------------------------------------|------------------------------|-----------------------------|
| b | Senior Block Development Officer                 | 40500-85000                  | 56500-118100                |
|   | General Foreman                                  | 39500-83000                  | 55200-115300                |
|   | Senior Lecturer in Rural Development             | 39500-83000                  | 55200-115300                |
|   | Lecturer in Rural Industries                     | 35700-75600                  | 50200-105300                |
|   | Campaign Officer (RIB)                           | 35700-75600                  | 50200-105300                |
| b | Block Panchayath Secretary / BDO                 | 36600-79200                  | 51400-110300                |
|   | Assistant Project Officer ITDP Attappady         | 35700-75600                  | 50200-105300                |
|   | Lecturer Gr.I in Home Science                    | 35700-75600                  | 50200-105300                |
|   | Lecturer Gr.I in Agriculture                     | 36600-79200                  | 51400-110300                |
|   | Farm Supervisor                                  | 35700-75600                  | 50200-105300                |
|   | Joint BDO (HG)                                   | 35700-75600                  | 50200-105300                |
| c | Joint Block Development Officer                  | 30700-65400                  | 43400-91200                 |
|   | Lecturer Gr.II in Home Science                   | 29200-62400                  | 41300-87000                 |
|   | Lecturer Gr.I in Rural Economics                 | 35700-75600                  | 50200-105300                |
|   | Lecturer Gr.II in Social Education               | 29200-62400                  | 41300-87000                 |
|   | Assistant Campaign Officer (RIB)                 | 29200-62400                  | 41300-87000                 |
|   | Extension Officer                                | 27800-59400                  | 39300-83000                 |
|   | Manager, RIB                                     | 26500-56700                  | 37400-79000                 |
|   | Training Officer                                 | 26500-56700                  | 37400-79000                 |
|   | Artist-cum-Photographer cum Cinema Operator Gr.I | 25200-54000                  | 35600-75400                 |

|   | Name of Post                                      | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------------------------|-----------------------|----------------------|
|   | Village Extension Officer Gr.I                    | 25200-54000           | 35600-75400          |
|   | Nursery Teacher                                   | 22200-48000           | 31100-66800          |
|   | Artist-cum-Photographer cum Cinema Operator Gr.II | 19000-43600           | 26500-60700          |
| d | Village Extension Officer Gr.II                   | 20000-45800           | 27900-63700          |
|   | Skilled Assistant                                 | 19000-43600           | 26500-60700          |
|   | Carpenter Cum Blacksmith                          | 17500-39500           | 24400-55200          |
|   | Mechanic (Extension Training Centre)              | 17500-39500           | 24400-55200          |
|   | Lab Attender                                      | 17000-37500           | 23700-52600          |
|   | Balawadi Ayah                                     | 16500-35700           | 23000-50200          |
| e | Assistant Sericulture Officer                     | 27800-59400           | 39300-83000          |
|   | Class IV Employee Gr. II                          | 16500-35700           | 23000-50200          |
|   | Watchman                                          | 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

|  | Name of Post                  | Revised Scale of Pay |
|--|-------------------------------|----------------------|
|  | Senior Administrative Officer | As in PD             |
|  | Senior Finance Officer        | As in PD             |
|  | Financial Assistant           | As in PD             |
|  | Deputy Director P&M           | As in PD             |
|  | Chief Officer RIB             | As in PD             |
|  | Lecturer in Animal Husbandry  | As in PD             |
|  | Lecturer (Co-operation)       | As in PD             |

|  | <b>Name of Post</b>                 | <b>Revised Scale of Pay</b> |
|--|-------------------------------------|-----------------------------|
|  | Junior Lecturer (Rural Engineering) | As in PD                    |
|  | Junior Lecturer in Animal Husbandry | As in PD                    |
|  | Research Assistant                  | As in PD                    |
|  | Statistical Investigator Gr.I       | As in PD                    |
|  | Extension Officer (P&M)             | As in PD                    |
|  | Physical Instructor -cum-Librarian  | As in PD                    |

## B. ALLOWANCES

### (1) Special Allowance

| <b>Category</b>                      | <b>Rate per month<br/>(₹)</b> |
|--------------------------------------|-------------------------------|
| Physical Instructor - cum -Librarian | 110                           |
| Village Extension Officer            | 170                           |

### (2) Permanent Travelling Allowance

| <b>Category</b>                                      | <b>Rate per month<br/>(₹)</b> | <b>Area of Jurisdiction</b> | <b>Average No. of days of tour in a month</b> |
|------------------------------------------------------|-------------------------------|-----------------------------|-----------------------------------------------|
| Block Development Officer (If vehicle available)     | 500                           | One Block                   | 20                                            |
| Block Development Officer (If vehicle not available) | 610                           | One Block                   | 20                                            |

### (3) Permanent Conveyance Allowance

| <b>Category</b>           | <b>Rate per month<br/>(₹)</b> | <b>Area of Jurisdiction</b> |
|---------------------------|-------------------------------|-----------------------------|
| Extension Officer         | 330                           | One Block                   |
| Village Extension Officer | 260                           | One Circle                  |

**56.C. MUNICIPAL COMMON SERVICE**

**A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|                                 | <b>Name of Post</b>                                                                           | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---------------------------------|-----------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
| <b>MCS Office &amp; Revenue</b> |                                                                                               |                              |                             |
|                                 | Deputy Secretary                                                                              | 45800-89000                  | 63700-123700                |
| a                               | Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer (HG) | 40500-85000                  | 56500-118100                |
|                                 | Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer      | 36600-79200                  | 51400-110300                |
|                                 | Revenue Officer Grade II                                                                      | 35700-75600                  | 50200-105300                |
|                                 | PABX Operator/ Telephone Attender                                                             | 17000-37500                  | 23700-52600                 |
| <b>Health</b>                   |                                                                                               |                              |                             |
|                                 | Health Officer Grade I                                                                        | 77400-115200                 | 107800-160000               |
|                                 | Health Officer Grade II                                                                       | 68700-110400                 | 95600-153200                |
|                                 | TB Specialist                                                                                 | 42500-87000                  | 59300-120900                |
|                                 | Health Officer Grade III/ Assistant Health Officer (Corporation)/ Medical Officer             | 39500-83000                  | 55200-115300                |
|                                 | Lady Medical Officer                                                                          | 39500-83000                  | 55200-115300                |
|                                 | Veterinary Surgeon                                                                            | 39500-83000                  | 55200-115300                |
|                                 | Homoeo Medical Officer                                                                        | 39500-83000                  | 55200-115300                |
|                                 | Medical Officer (Ayurveda)                                                                    | 39500-83000                  | 55200-115300                |
|                                 | Health Supervisor                                                                             | 35700-75600                  | 50200-105300                |
|                                 | Health Inspector Grade I                                                                      | 30700-65400                  | 43400-91200                 |
|                                 | Health Inspector Grade II                                                                     | 29200-62400                  | 41300-87000                 |

|                      | Name of Post                            | Existing Scale of Pay | Revised Scale of Pay |
|----------------------|-----------------------------------------|-----------------------|----------------------|
|                      | Junior Health Inspector<br>Grade I      | 26500-56700           | 37400-79000          |
| a                    | Junior Public Health Nurse<br>Grade I   | 25200-54000           | 35600-75400          |
|                      | Radiographer                            | 22200-48000           | 31100-66800          |
|                      | Lab Technician                          | 22200-48000           | 31100-66800          |
|                      | Pharmacist Gr II (Allopathy)            | 22200-48000           | 31100-66800          |
|                      | Junior Health Inspector<br>Grade II     | 22200-48000           | 31100-66800          |
| a                    | Junior Public Health Nurse<br>Grade II  | 22200-48000           | 31100-66800          |
|                      | Pharmacist (Homoeo)                     | 20000-45800           | 27900-63700          |
|                      | Pharmacist (Ayurveda)                   | 20000-45800           | 27900-63700          |
|                      | Compounder                              | 18000-41500           | 25100-57900          |
|                      | Cleaner                                 | 17000-37500           | 23700-52600          |
|                      | Mazdoor                                 | 17000-37500           | 23700-52600          |
|                      | Mosquito Control Maistries<br>& Workers | 17000-37500           | 23700-52600          |
|                      | Female Attendant                        | 16500-35700           | 23000-50200          |
|                      | Lady Assistant                          | 16500-35700           | 23000-50200          |
|                      | Sanitary Worker                         | 16500-35700           | 23000-50200          |
| <b>Miscellaneous</b> |                                         |                       |                      |
|                      | Librarian Grade I                       | 39500-83000           | 55200-115300         |
|                      | Librarian Grade II                      | 30700-65400           | 43400-91200          |
|                      | Librarian Grade III                     | 27800-59400           | 39300-83000          |
|                      | Assistant Curator                       | 25200-54000           | 35600-75400          |
|                      | Legal Assistant                         | 25200-54000           | 35600-75400          |
|                      | Librarian Grade IV                      | 22200-48000           | 31100-66800          |
|                      | Assistant Project Officer               |                       | 31100-66800          |

|  | Name of Post                          | Existing Scale of Pay | Revised Scale of Pay |
|--|---------------------------------------|-----------------------|----------------------|
|  | Land Tenure Coordinator               |                       | 31100-66800          |
|  | Sergeant                              | 22200-48000           | 31100-66800          |
|  | Nursery School Teacher                | 22200-48000           | 31100-66800          |
|  | Community Organizer/<br>Social Worker | 22200-48000           | 31100-66800          |
|  | Data Entry Operator                   | 18000-41500           | 25100-57900          |
|  | Lift Operator                         | 18000-41500           | 25100-57900          |
|  | Gardener                              | 17000-37500           | 23700-52600          |
|  | Library Attender                      | 17000-37500           | 23700-52600          |
|  | Carpenter                             | 17000-37500           | 23700-52600          |
|  | Chainman                              |                       | 23000-50200          |
|  | Night Watchman                        |                       | 23000-50200          |

a. Present ratio of 2:1 will continue

## B. ALLOWANCES

### (1) Uniform Allowance

| Category                                | Rate per annum (₹) |
|-----------------------------------------|--------------------|
| Health Inspector Gr I & II              | 2200               |
| Health Supervisor                       | 2200               |
| Jr. Health Inspector Gr I & II          | 2200               |
| Junior Public Health Nurse Grade I & II | 2000               |

### (2) Permanent Conveyance Allowance

| Category                      | Rate per month (₹) | Area of Jurisdiction                                          |
|-------------------------------|--------------------|---------------------------------------------------------------|
| Health Officer Gr I, II & III | 600                | Whole area of the Municipality, Corporation or Wards allotted |
| Revenue Officer, Corporation  | 600                | Whole area of the Municipality, Corporation or Wards allotted |

| Category                                        | Rate per month (₹) | Area of Jurisdiction                                          |
|-------------------------------------------------|--------------------|---------------------------------------------------------------|
| Assistant Health Officer, Corporation of Cochin | 600                | Whole area of the Municipality, Corporation or Wards allotted |
| Revenue Inspector                               | 300                | Whole area of the Municipality, Corporation or Wards allotted |
| Health Inspector Gr I & II                      | 300                | Whole area of the Municipality, Corporation or Wards allotted |
| Health Supervisor                               | 300                | Respective Municipal/ Corporation area                        |
| Veterinary Surgeon                              | 300                | Whole area of the Municipality, Corporation or Wards allotted |
| Revenue Officer (Municipality)                  | 300                | Whole area of the Municipality, Corporation or Wards allotted |
| Jr. Health Inspector Gr I & II                  | 190                | Whole area of the Municipality, Corporation or Wards allotted |
| Junior Public Health Nurse Grade II & I         | 190                | Whole area of the Municipality, Corporation or Wards allotted |
| Bill Collector                                  | 190                | Whole area of the Municipality, Corporation or Wards allotted |
| Female Attendant                                | 170                | Whole area of the Municipality, Corporation or Wards allotted |
| Chainman                                        | 170                | Whole area of the Municipality, Corporation or Wards allotted |
| Fitter                                          | 170                | Whole area of the Municipality, Corporation or Wards allotted |

#### 56.D. LOCAL SELF GOVERNMENT ENGINEERING

##### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                   | Existing Scale of Pay | Revised Scale of Pay |
|------------------------------------------------|-----------------------|----------------------|
| Chief Engineer                                 | 93000-120000          | 129300-166800        |
| Superintending Engineer/ Deputy Chief Engineer | 85000-117600          | 118100-163400        |

|   |                                    |              |               |
|---|------------------------------------|--------------|---------------|
| a | Executive Engineer (HG)            | 77400-115200 | 107800-160000 |
|   | Executive Engineer                 | 68700-110400 | 95600-153200  |
| b | Assistant Executive Engineer (HG)  | 45800-89000  | 63700-123700  |
|   | Assistant Executive Engineer       | 42500-87000  | 59300-120900  |
|   | Assistant Engineer                 | 39500-83000  | 55200-115300  |
|   | Overseer Gr.I/<br>Draftsman Gr.I   | 26500-56700  | 37400-79000   |
|   | Overseer Gr.II/<br>Draftsman Gr.II | 22200-48000  | 31100-66800   |
|   | Overseer Gr.III                    | 19000-43600  | 26500-60700   |

- a. 25% Higher Grade will continue  
b. 1/3rd Higher Grade 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             |

#### B. ALLOWANCES

##### (1) Permanent Conveyance Allowance

| Category                                                                                                                               | Rate per month (₹) | Area of Jurisdiction              |
|----------------------------------------------------------------------------------------------------------------------------------------|--------------------|-----------------------------------|
| Assistant Engineer/ Overseer Gr. I/<br>Draftsman Gr.I/ Overseer Gr.II/ Draftsman<br>Gr.II (who are not using departmental<br>vehicles) | 330                | As specified by<br>the Department |

## 56.E. TOWN AND COUNTRY PLANNING

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                   | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------------------|-----------------------|----------------------|
|   | Chief Town Planner                             | 93000-120000          | 129300-166800        |
|   | Additional Chief Town Planner                  | 85000-117600          | 118100-163400        |
|   | Senior Town Planner                            | 85000-117600          | 118100-163400        |
| a | Town Planner (HG)                              | 77400-115200          | 107800-160000        |
|   | Town Planner                                   | 68700-110400          | 95600-153200         |
| b | Deputy Town Planner (HG)                       | 45800-89000           | 63700-123700         |
|   | Deputy Town Planner                            | 40500-85000           | 56500-118100         |
|   | Assistant Town Planner                         | 39500-83000           | 55200-115300         |
| c | Draftsman Gr-I/ Town Planning Surveyor Gr. I   | 26500-56700           | 37400-79000          |
|   | Draftsman Gr-II/ Town Planning Surveyor Gr. II | 22200-48000           | 31100-66800          |
|   | Artist                                         | 25200-54000           | 35600-75400          |
|   | Tracer                                         | 19000-43600           | 26500-60700          |
|   | Blue Printer                                   | 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

|  | 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             |
|  | Deputy Director (Statistics) | As in PD              | As in PD             |
|  | Assistant Director           | As in PD              | As in PD             |
|  | Research Officer             | As in PD              | As in PD             |

|                                                                              |          |          |
|------------------------------------------------------------------------------|----------|----------|
| Research Assistant/ Statistical Inspector                                    | As in PD | As in PD |
| Statistical Investigator Gr.II/ Grade I/ Investigator/ Statistical Assistant | As in PD | As in PD |

## 56.F. URBAN AFFAIRS

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                     | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------------------------------|-----------------------|----------------------|
| Director                                         | 81000-117600          | 112800-163400        |
| Joint Director (Administration)                  | 77400-115200          | 107800-160000        |
| Joint Director (Health)/ Regional Joint Director | 77400-115200          | 107800-160000        |
| Corporation Secretary                            | 68700-110400          | 95600-153200         |
| Corporation Additional Secretary                 | 68700-110400          | 95600-153200         |
| Municipal Secretary-Grade I                      | 55350-101400          | 77200-140500         |
| Municipal Secretary- Grade II                    | 45800-89000           | 63700-123700         |
| Provident Fund Officer/Pension Officer           | 40500-85000           | 56500-118100         |
| Administrative Assistant                         | 40500-85000           | 56500-118100         |
| Municipal Secretary- Grade III                   | 39500-83000           | 55200-115300         |

### Posts held by Personnel of other Departments

| Name of Post                | Existing Scale of Pay | Revised Scale of Pay |
|-----------------------------|-----------------------|----------------------|
| Senior Finance Officer      | As in PD              | As in PD             |
| Law Officer                 | As in PD              | As in PD             |
| Research Assistant          | As in PD              | As in PD             |
| Statistical Assistant Gr I  | As in PD              | As in PD             |
| Statistical Assistant Gr II | As in PD              | As in PD             |

## B. ALLOWANCES

### Permanent Conveyance Allowance

|   | Category                   | Rate per month (₹) | Area of Jurisdiction         |
|---|----------------------------|--------------------|------------------------------|
|   | Corporation Secretary      | 1000               | Corporation Area             |
| * | Municipal Secretary Gr.I   | 830                | Corporation / Municipal Area |
| * | Municipal Secretary Gr.II  | 720                | Municipal Area               |
| * | Municipal Secretary Gr.III | 550                | Municipal Area               |

\* PCA will be limited to those Municipal Secretaries who are not provided with Official vehicles.

## 57. MEDICAL EDUCATION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                                           | Existing Scale of Pay | Revised Scale of Pay |
|--|--------------------------------------------------------|-----------------------|----------------------|
|  | Director of Medical Education                          | UGC                   | UGC                  |
|  | Joint Director of Medical Education                    | UGC                   | UGC                  |
|  | <b>Colleges: A-Teaching (Medical and Non- Medical)</b> |                       |                      |
|  | Principal                                              | UGC                   | UGC                  |
|  | Vice principal                                         | UGC                   | UGC                  |
|  | Professor                                              | UGC                   | UGC                  |
|  | Professor (Physical Education)                         | UGC                   | UGC                  |
|  | Additional Professor                                   | UGC                   | UGC                  |
|  | Associate Professor                                    | UGC                   | UGC                  |
|  | Assistant Professor                                    | UGC                   | UGC                  |
|  | Bio Medical Engineer                                   | UGC                   | UGC                  |
|  | Lecturer                                               | UGC                   | UGC                  |
|  | Lecturer (Physical Education)                          | UGC                   | UGC                  |
|  | Lecturer (Pharmacy)                                    | UGC                   | UGC                  |
|  | Lecturer, Pharmaceutical Engineering                   | UGC                   | UGC                  |
|  | Lecturer in Health Education                           | UGC                   | UGC                  |
|  | <b>College of Pharmaceutical Sciences</b>              |                       |                      |
|  | Principal                                              | UGC                   | UGC                  |

|   | Name of Post                                  | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------------------|-----------------------|----------------------|
|   | Professor                                     | UGC                   | UGC                  |
|   | Associate Professor                           | UGC                   | UGC                  |
|   | Assistant Professor                           | UGC                   | UGC                  |
|   | Lecturer                                      | UGC                   | UGC                  |
|   | <b>College of Nursing</b>                     |                       |                      |
|   | Principal                                     | UGC                   | UGC                  |
|   | Professor                                     | UGC                   | UGC                  |
|   | Associate Professor                           | UGC                   | UGC                  |
|   | Assistant Professor                           | UGC                   | UGC                  |
|   | Tutor                                         | UGC                   | UGC                  |
|   | <b>Non -Teaching Medical</b>                  |                       |                      |
|   | Associate Professor of Medicine (Research)    | UGC                   | UGC                  |
|   | <b>Dental Wing</b>                            |                       |                      |
|   | Tutor in Dental Mechanic                      | 35700-75600           | 50200-105300         |
|   | Tutor, Dental Hygiene                         | 35700-75600           | 50200-105300         |
|   | Maxillo Facial Prosthetic Technician          | 30700-65400           | 43400-91200          |
|   | Dental Mechanic Grade I                       | 26500-56700           | 37400-79000          |
| f | Dental Mechanic Grade II                      | 22200-48000           | 35600-75400          |
|   | Dental Hygienist Grade I                      | 26500-56700           | 37400-79000          |
| f | Dental Hygienist Grade II                     | 22200-48000           | 35600-75400          |
|   | <b>Ophthalmology</b>                          |                       |                      |
|   | Tutor Technician (Optometry)                  | 35700-75600           | 50200-105300         |
| c | Optometrist Senior Grade                      | 35700-75600           | 50200-105300         |
|   | Optometrist Grade I                           | 26500-56700           | 37400-79000          |
|   | Optometrist Grade II                          | 22200-48000           | 35600-75400          |
|   | <b>Radiology</b>                              |                       |                      |
|   | Radiographer (Teaching)                       | 35700-75600           | 50200-105300         |
|   | Radiographer Grade I                          | 26500-56700           | 37400-79000          |
| f | Radiographer Grade II                         | 22200-48000           | 35600-75400          |
|   | X-Ray Technician                              | 22200-48000           | 31100-66800          |
|   | X-Ray Attender                                | 17500-39500           | 24400-55200          |
|   | Dark Room Assistant                           | 18000-41500           | 25100-57900          |
|   | <b>Physical Medicine &amp; Rehabilitation</b> |                       |                      |
|   | Chief Physiotherapist                         | 42500-87000           | 59300-120900         |

|   | <b>Name of Post</b>                                                | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|--------------------------------------------------------------------|------------------------------|-----------------------------|
|   | Chief Occupational Therapist                                       | 42500-87000                  | 59300-120900                |
|   | Scientific Assistant (Physiotherapy)                               | 35700-75600                  | 50200-105300                |
|   | Scientific Assistant (Occupational Therapy)                        | 35700-75600                  | 50200-105300                |
|   | Orthotic Technician                                                | 35700-75600                  | 50200-105300                |
|   | Prosthetics and Orthotics Engineer                                 | 35700-75600                  | 50200-105300                |
|   | Senior Store Officer (Technical)                                   | 32300-68700                  | 45600-95600                 |
|   | Work shop Foreman / Foreman                                        | 32300-68700                  | 45600-95600                 |
|   | Rehabilitation Technician Grade I (Prosthetics/Orthotics/Leather)  | 25200-54000                  | 35600-75400                 |
| f | Rehabilitation Technician Grade II (Prosthetics/Orthotics/Leather) | 20000-45800                  | 27900-63700                 |
|   | Cobbler                                                            | 17500-39500                  | 24400-55200                 |
|   | Helper                                                             | 17000-37500                  | 23700-52600                 |
|   | <b>Nursing Wing</b>                                                |                              |                             |
|   | Nursing Officer                                                    | 42500-87000                  | 59300-120900                |
|   | Nursing Superintendent Grade I                                     | 39500-83000                  | 55200-115300                |
|   | Nursing Superintendent Grade II                                    | 35700-75600                  | 50200-105300                |
| d | Head Nurse                                                         | 32300-68700                  | 45600-95600                 |
|   | Staff Nurse Grade I                                                | 29200-62400                  | 41300-87000                 |
| f | Staff Nurse Grade II                                               | 27800-59400                  | 39300-83000                 |
|   | <b>Scientific Staff</b>                                            |                              |                             |
| m | Senior Scientific Officer (HG)                                     | -                            | 63700-123700                |
|   | Senior Scientific Officer                                          | 40500-85000                  | 59300-120900                |
|   | Senior Scientific Assistant                                        | 36600-79200                  | 51400-110300                |
|   | Medical Radio Isotope Technologist                                 | -                            | 51400-110300                |
|   | Biochemist                                                         | 36600-79200                  | 51400-110300                |
|   | Physiological Assistant                                            | 36600-79200                  | 51400-110300                |
|   | Scientific Assistant                                               | 35700-75600                  | 50200-105300                |
|   | Scientific Assistant (Electro diagnosis)                           | 30700-65400                  | 43400-91200                 |
|   | <b>Pharmacy Wing</b>                                               |                              |                             |
| b | Pharmaceutical Chemist                                             | 36600-79200                  | 51400-110300                |
|   | Store Superintendent                                               | 35700-75600                  | 50200-105300                |
|   | Pharmacist Store Keeper                                            | 30700-65400                  | 43400-91200                 |
|   | Store Keeper (Pharmacist)                                          | 30700-65400                  | 43400-91200                 |

|   | Name of Post                                     | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------------------|-----------------------|----------------------|
|   | Pharmacist Grade I                               | 26500-56700           | 37400-79000          |
| f | Pharmacist Grade II                              | 22200-48000           | 35600-75400          |
|   | <b>Medical Record Wing</b>                       |                       |                      |
|   | Medical Records Superintendent                   | 35700-75600           | 50200-105300         |
|   | Medical Record Librarian Grade I                 | 25200-54000           | 35600-75400          |
| f | Medical Record Librarian Grade II                | 20000-45800           | 27900-63700          |
|   | <b>Laboratory Wing</b>                           |                       |                      |
|   | Senior Research Officer                          | 40500-85000           | 56500-118100         |
|   | Tutor (MLT)                                      | 36600-79200           | 51400-110300         |
|   | Tutor School of MLT (Biochemistry /Microbiology) | 36600-79200           | 51400-110300         |
|   | Tutor Technician (MLT)                           | 35700-75600           | 50200-105300         |
|   | Junior Scientific Officer                        | 36600-79200           | 51400-110300         |
|   | Junior Research Officer                          | 35700-75600           | 51400-110300         |
|   | Scientific Assistant (Lab Technician)            | 30700-65400           | 43400-91200          |
| e | Senior Technician                                | 30700-65400           | 43400-91200          |
|   | Lab Technician Grade I                           | 26500-56700           | 37400-79000          |
|   | Lab Technician Grade II                          | 22200-48000           | 35600-75400          |
|   | Research Assistant                               | 29200-62400           | 43400-91200          |
|   | Junior Research Assistant                        | 27800-59400           | 39300-83000          |
|   | Curator                                          | 27800-59400           | 39300-83000          |
|   | Lab Assistant (Dialysis)                         | 26500-56700           | 37400-79000          |
|   | Serological Assistant                            | 26500-56700           | 37400-79000          |
|   | Cyto Technician (HG)                             | -                     | 43400-91200          |
| a | Cyto Technician                                  | 26500-56700           | 39300-83000          |
|   | Lab Technician (Pharmacy) Grade I                | 26500-56700           | 37400-79000          |
| f | Lab Technician (Pharmacy) Grade II               | 22200-48000           | 31100-66800          |
|   | Chemist                                          | 25200-54000           | 35600-75400          |
|   | Technician (Media Making) Grade I                | 25200-54000           | 35600-75400          |
|   | Technician (Media Making) Grade II               | 20000-45800           | 27900-63700          |
|   | VD Technician                                    | 22200-48000           | 31100-66800          |
|   | Junior Laboratory Assistant                      | 18000-41500           | 27900-63700          |
|   | Glass Blower                                     | 18000-41500           | 25100-57900          |
|   | <b>Transfusion Medicine</b>                      |                       |                      |
|   | Scientific Assistant (Blood Bank)                | 30700-65400           | 43400-91200          |

|   | <b>Name of Post</b>                       | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|-------------------------------------------|------------------------------|-----------------------------|
|   | Blood Bank Technician Grade I             | 26500-56700                  | 37400-79000                 |
| f | Blood Bank Technician Grade II            | 22200-48000                  | 35600-75400                 |
|   | Haematology Technician                    | 20000-45800                  | 27900-63700                 |
|   | <b>Nutrition Wing</b>                     |                              |                             |
|   | Dietician Senior Grade                    | 36600-79200                  | 51400-110300                |
|   | Dietician Grade I                         | 30700-65400                  | 43400-91200                 |
|   | Dietician Grade II                        | 27800-59400                  | 39300-83000                 |
|   | <b>Public Health</b>                      |                              |                             |
|   | Assistant Leprosy Officer                 | 35700-75600                  | 50200-105300                |
|   | Rehabilitation Co- Ordinator              | 35700-75600                  | 50200-105300                |
|   | Entomological Assistant                   | 30700-65400                  | 43400-91200                 |
|   | Health Educator                           | 30700-65400                  | 43400-91200                 |
|   | Health Supervisor                         | 30700-65400                  | 43400-91200                 |
|   | Health Inspector Grade I                  | 30700-65400                  | 43400-91200                 |
|   | Health Inspector Grade II                 | 27800-59400                  | 39300-83000                 |
|   | Junior Health Inspector Grade I           | 26500-56700                  | 37400-79000                 |
| g | Junior Health Inspector Grade II          | 22200-48000                  | 31100-66800                 |
|   | <b>MCH Wing</b>                           |                              |                             |
|   | Lady Health Supervisor                    | 30700-65400                  | 43400-91200                 |
|   | Lady Health Inspector                     | 27800-59400                  | 41300-87000                 |
|   | Junior Public Health Nurse Grade I        | 26500-56700                  | 37400-79000                 |
| g | Junior Public Health Nurse Grade II       | 22200-48000                  | 31100-66800                 |
|   | <b>Mental Health &amp; Rehabilitation</b> |                              |                             |
|   | Clinical Psychologist                     | 35700-75600                  | 55200-115300                |
|   | Psychiatric Social worker                 | 30700-65400                  | 45600-95600                 |
|   | <b>Audiology</b>                          |                              |                             |
|   | Speech Therapist & Audiologist            | 36600-79200                  | 51400-110300                |
|   | Clinical Audio Metrician Grade I          | 25200-54000                  | 37400-79000                 |
| f | Clinical Audiometrician Grade II          | 19000-43600                  | 35600-75400                 |
|   | <b>Press</b>                              |                              |                             |
|   | Superintendent of Press                   | 35700-75600                  | 50200-105300                |
|   | Foreman                                   | 26500-56700                  | 37400-79000                 |
|   | Foreman-cum-Litho Press Operator          | 26500-56700                  | 37400-79000                 |
|   | Litho Press Operator                      | 19000-43600                  | 26500-60700                 |
|   | Compositor                                | 18000-41500                  | 25100-57900                 |

|   | Name of Post                                      | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------------------------|-----------------------|----------------------|
|   | Printer                                           | 18000-41500           | 25100-57900          |
|   | <b>Security Wing</b>                              |                       |                      |
|   | Security Officer                                  | 35700-75600           | 50200-105300         |
|   | Assistant Security Officer                        | 27800-59400           | 39300-83000          |
|   | Sergeant                                          | 22200-48000           | 31100-66800          |
|   | <b>Other Technical Services</b>                   |                       |                      |
|   | Dialysis Technician                               | 35700-75600           | 50200-105300         |
|   | Mortuary Technician Grade I                       | 26500-56700           | 37400-79000          |
|   | Mortuary Technician Grade II                      | 22200-48000           | 31100-66800          |
|   | Cath Lab Technician Grade I                       | -                     | 37400-79000          |
| f | Cath Lab Technician Grade II                      | -                     | 35600-75400          |
|   | Theatre Mechanic Grade I                          | 25200-54000           | 35600-75400          |
|   | Theatre Mechanic Grade II                         | 19000-43600           | 26500-60700          |
|   | E E G Technician Grade I                          | 25200-54000           | 35600-75400          |
| f | E E G Technician Grade II                         | 19000-43600           | 26500-60700          |
|   | ECG Technician Grade I/ TMT Technician Grade I    | 25200-54000           | 35600-75400          |
| f | E C G Technician Grade II/TMT Technician Grade II | 19000-43600           | 26500-60700          |
|   | Sterilization Technician Grade I                  | 25200-54000           | 35600-75400          |
| f | Sterilization Technician Grade II                 | 19000-43600           | 26500-60700          |
|   | CSR Technician Grade I                            | 25200-54000           | 35600-75400          |
| f | CSR Technician Grade II                           | 19000-43600           | 26500-60700          |
|   | Radium Technician Grade I                         | 25200-54000           | 35600-75400          |
| f | Radium Technician Grade II                        | 19000-43600           | 26500-60700          |
|   | Respiratory Technician HG                         | 26500-56700           | 37400-79000          |
|   | Respiratory Technician Grade II                   | 20000-45800           | 27900-63700          |
|   | Theatre Technician Grade I                        | -                     | 37400-79000          |
| k | Theatre Technician Grade II                       | 20000-45800           | 35600-75400          |
| f | Nuclear Medicine Technician Grade II              | 19000-43600           | 26500-60700          |
|   | Anaesthesia Technician Grade I                    | -                     | 37400-79000          |
| l | Anaesthesia Technician Grade II                   | 19000-43600           | 35600-75400          |
|   | Theatre Assistant                                 | 17500-39500           | 24400-55200          |
|   | <b>Central Workshop</b>                           |                       |                      |
|   | Technical Officer                                 | 45800-89000           | 63700-123700         |

|   | Name of Post                                    | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------------|-----------------------|----------------------|
|   | Bio-Medical Engineer (Technical - Non-Teaching) | 36600-79200           | 51400-110300         |
|   | AC-cum-Refrigeration Supervisor                 | 30700-65400           | 43400-91200          |
|   | Technical Assistant (Refrigeration and AC)      | 30700-65400           | 43400-91200          |
|   | Technical Assistant (Electronics)               | 30700-65400           | 43400-91200          |
|   | Technical Assistant (Machinist)                 | 30700-65400           | 43400-91200          |
|   | Mechanic                                        | 22200-48000           | 27900-63700          |
|   | Electric Mechanic                               | 22200-48000           | 31100-66800          |
|   | Refrigeration Mechanic                          | 20000-45800           | 27900-63700          |
|   | Air Condition Mechanic                          | 20000-45800           | 27900-63700          |
|   | Instrument Mechanic                             | 20000-45800           | 27900-63700          |
|   | Electrician- cum -Mechanic                      | 20000-45800           | 27900-63700          |
|   | Electrician                                     | 20000-45800           | 27900-63700          |
|   | Machinist                                       | 20000-45800           | 27900-63700          |
|   | Plumber cum Operator                            | 18000-41500           | 25100-57900          |
|   | Fitter                                          | 18000-41500           | 25100-57900          |
|   | Projectionist                                   | 17500-39500           | 24400-55200          |
|   | Electrical Lascar                               | 16500-35700           | 23000-50200          |
|   | <b>Other Technical Categories</b>               |                       |                      |
|   | Mechanical Engineer                             | 39500-83000           | 55200-115300         |
|   | Medical Statistician                            | 36600-79200           | 51400-110300         |
|   | Instrument Mechanic (Pharmacy)                  | 29200-62400           | 41300-87000          |
|   | X-Ray Mechanic                                  | 26500-56700           | 37400-79000          |
|   | Foreman (Power Laundry)                         | 25200-54000           | 35600-75400          |
|   | Electrician Overseer                            | 20000-45800           | 27900-63700          |
|   | Lift Mechanic                                   | 20000-45800           | 27900-63700          |
|   | Pump Operator                                   | 18000-41500           | 25100-57900          |
|   | Assistant Foreman                               | 18000-41500           | 25100-57900          |
|   | Painter                                         | 17500-39500           | 24400-55200          |
|   | Mechanic                                        | 18000-41500           | 25100-57900          |
|   | <b>Other Miscellaneous Categories</b>           |                       |                      |
|   | Social Scientist (HG)                           | 36600-79200           | 51400-110300         |
| a | Social Scientist                                | 30700-65400           | 43400-91200          |
|   | Enquiry Officer                                 | 30700-65400           | 43400-91200          |
|   | Perfusionist                                    | 29200-62400           | 41300-87000          |

|   | Name of Post                      | Existing Scale of Pay | Revised Scale of Pay |
|---|-----------------------------------|-----------------------|----------------------|
|   | Museum-cum-photographic Assistant | 29200-62400           | 41300-87000          |
|   | Computer Programmer               | -                     | 39300-83000          |
| j | Medical Social Worker             | 26500-56700           | 43400-91200          |
|   | Social Worker                     | 26500-56700           | 37400-79000          |
|   | Statistical Assistant             | 26500-56700           | 37400-79000          |
|   | Museum Curator                    | 25200-54000           | 35600-75400          |
|   | Artist Curator                    | 25200-54000           | 35600-75400          |
|   | Medical Photographer              | 25200-54000           | 35600-75400          |
|   | VD Social Worker                  | 25200-54000           | 35600-75400          |
|   | Artist/Modeller                   | 25200-54000           | 35600-75400          |
|   | Boiler/Fireman                    | 22200-48000           | 31100-66800          |
|   | Receptionist                      | 19000-43600           | 26500-60700          |
|   | Steward                           | 18000-41500           | 25100-57900          |
|   | Binder                            | 18000-41500           | 25100-57900          |
|   | Nursing Assistant (HG)            | 17500-39500           | 24400-55200          |
|   | Telephone Attender                | 17500-39500           | 24400-55200          |
|   | Boiler Attender                   | 17000-37500           | 23700-52600          |
|   | Power Laundry Attender            | 17000-37500           | 23700-52600          |
|   | Nursing Assistant                 | 17500-39500           | 24400-55200          |
|   | ECG Attender                      | 17000-37500           | 23700-52600          |
|   | Hospital Attender                 | 17500-39500           | 24400-55200          |
|   | Female Physiotherapy Assistant    | 17000-37500           | 23700-52600          |
| i | Lab Attender                      | 17500-39500           | 24400-55200          |
|   | Hospital Attendant Grade I        | 17000-37500           | 23700-52600          |
|   | Lab Assistant                     | 17500-39500           | 24400-55200          |
|   | Tailor                            | 17000-37500           | 23700-52600          |
|   | Telephone Operator                | 17000-37500           | 23700-52600          |
|   | Marker                            | 17000-37500           | 23700-52600          |
|   | House keeper                      | 17000-37500           | 23700-52600          |
|   | Painter                           | 17000-37500           | 23700-52600          |
|   | Theatre Assistant                 | 17000-37500           | 23700-52600          |
|   | Animal Attender                   | 17000-37500           | 23700-52600          |
|   | Barber                            | 16500-35700           | 23000-50200          |
| h | Hospital Attendant Grade II       | 16500-35700           | 23000-50200          |
|   | Dialysis Machine Operator         | 16500-35700           | 23000-50200          |

- a Existing ratio 1:1 will continue
- b B.Pharm graduates only are eligible for the scale.
- c Existing ratio 1:2:2 among Senior Grade, Grade I and Grade II will continue
- d Existing ratio of 1:2 between Head Nurse and Staff Nurse Grade I will continue. Cadre strength of Head Nurse will be determined in the ratio of 1:2 between Head Nurse and Staff Nurse Grade I.
- e Ratio 1:1:1 among Grade I, Grade II and Senior Technician will continue
- f Existing ratio 1:1 between Grade I and Grade II will continue
- g Ratio between Grade I and Grade II will be 1:2
- h Existing ratio 1:3 between Grade I and Grade II will continue
- i Existing posts of Junior Lab Assistant in the scale of pay of ₹ 24400-55200 merged with the category of Lab Attender in the scale of pay of ₹ 24400-55200
- j Incumbents who are qualified as per G.O.(Ms)No.49/2019/H&FWD dt.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

| Name of Post                    | No. of Posts | Revised Scale of Pay |
|---------------------------------|--------------|----------------------|
| Senior Administrative Officer   | 11           | As in PD             |
| Senior Finance Officer          |              | As in PD             |
| Administrative Officer Grade II |              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                              | Rate per month (₹) |
|-------------------------------------------------------|--------------------|
| Medical Officer (Post mortem Allowance per case)      | 660                |
| Medical Officer (Exhumation Allowance per exhumation) | 1100               |
| Lift Operator                                         | 110                |

### (2) Compensatory Allowance

| Category                                                                | Rate per month (₹) |
|-------------------------------------------------------------------------|--------------------|
| Resident Medical Officer                                                | 330                |
| Assistant Resident Medical Officer                                      | 280                |
| Warden (or rent free quarters)                                          | 250                |
| Assistant Warden (or rent free quarters)                                | 200                |
| Resident Warden, College of Nursing (or rent free quarters)             | 200                |
| Medical officers working in health centres attached to medical colleges | 330                |

### (3) Risk Allowance

| Category                                                                     | Rate per month (₹) |
|------------------------------------------------------------------------------|--------------------|
| <i>(i) College of Pharmaceutical Sciences</i>                                |                    |
| Scientific Officer, Nuclear Medicine / Assistant Professor, Nuclear Medicine | 220                |
| Scavenger cum Sewage Cleaner                                                 | 110                |
| <i>(ii) Radiology Department</i>                                             |                    |
| X-Ray Mechanic/X-Ray Technician/Radiographer                                 | 110                |
| X-Ray Attender                                                               | 110                |
| Receptionist                                                                 | 110                |
| <i>(iii) Dermatology and Venerology</i>                                      |                    |
| Serological / Scientific Assistant                                           | 170                |
| <i>(iv) Anatomy Department</i>                                               |                    |
| Curator                                                                      | 110                |
| Laboratory Technician                                                        | 110                |
| Junior Laboratory Assistant                                                  | 110                |
| Mortuary Attender                                                            | 110                |

|                                                                      |     |
|----------------------------------------------------------------------|-----|
| Theatre Assistant                                                    | 110 |
| Sweeper/ Cleaner                                                     | 110 |
| <i>(v) Forensic Medicine</i>                                         |     |
| Mortuary Technician                                                  | 110 |
| Laboratory Technician                                                | 110 |
| Junior Laboratory Assistant                                          | 110 |
| Mortuary Attender/ Sweeper/ Cleaner                                  | 110 |
| <i>(vi) Other Categories</i>                                         |     |
| Bio-Chemist/Scientific Assistant (Pathology)                         | 170 |
| Laboratory Technician/ Laboratory Assistant                          | 110 |
| Junior Laboratory Assistant/ Photographic Attender                   | 110 |
| Laboratory Attender                                                  | 110 |
| Technician (Media making)                                            | 110 |
| <i>(vii) Staff working in T.B. Unit of Kozhikode Medical College</i> |     |
| Pharmacist/Health Visitor                                            | 110 |
| Staff Nurse                                                          | 110 |
| Clerk                                                                | 110 |
| Hospital Attender/ Nursing Assistant                                 | 110 |

##### (5) Uniform Allowance

| Category                       | Rate per annum (₹) |
|--------------------------------|--------------------|
| Assistant Leprosy Officer      | 1800               |
| Barber                         | 2200               |
| Biomedical Engineer (Teaching) | 1800               |
| Bio-Chemist                    | 2200               |
| Blood Bank Technician          | 2200               |
| Boiler Attender                | 2200               |
| Boiler Fireman                 | 2200               |
| Carpenter                      | 2200               |
| Chemist                        | 2200               |
| Chief Occupational Therapist   | 2200               |
| Chief Physiotherapist          | 2200               |
| Clinical Audio Metrician       | 2200               |
| Clinical Psychologist          | 2200               |
| Cobbler                        | 2700               |

| Category                         | Rate per annum<br>(₹) |
|----------------------------------|-----------------------|
| Cook                             | 2700                  |
| Curator                          | 2200                  |
| CSR Technician                   | 2200                  |
| Cyto Technician                  | 2200                  |
| Dark Room Assistant              | 2200                  |
| Dental Hygienist                 | 2200                  |
| Dental Mechanic                  | 2200                  |
| Duffedar                         | 2200                  |
| Dhobi                            | 2700                  |
| Dialysis Machine Operator        | 2200                  |
| Dialysis Technician              | 2200                  |
| Dietician                        | 2200                  |
| ECG/TMT/EEG Technician           | 2200                  |
| ECG Attender                     | 2200                  |
| Electric Mechanic                | 2200                  |
| Electrical Lascar                | 2200                  |
| Electrician                      | 2200                  |
| Electrician-cum-Mechanic         | 2200                  |
| Electrician Overseer             | 2200                  |
| Entomological Assistant          | 2200                  |
| Female Physiotherapy Assistant   | 2200                  |
| Fitter                           | 2200                  |
| Foreman-cum-Litho Press Operator | 2200                  |
| Foreman (Power laundry)          | 2200                  |
| Full Time Sweeper                | 2700                  |
| Gardener                         | 2200                  |
| Glass Blower                     | 2700                  |
| Head Nurse                       | 5000                  |
| Health Educator                  | 2200                  |
| Health Inspector                 | 2200                  |
| Health Supervisor                | 2200                  |
| Helper                           | 2700                  |
| Haematology Technician           | 2200                  |
| Hospital Attendant               | 2700                  |
| Hospital Attender                | 2700                  |

| Category                             | Rate per annum<br>(₹) |
|--------------------------------------|-----------------------|
| House Keeper                         | 2700                  |
| Instrument Mechanic                  | 2700                  |
| Junior Health Inspector              | 2200                  |
| Junior Laboratory Assistant          | 2200                  |
| Junior Public Health Nurse           | 2700                  |
| Junior Research Officer              | 2200                  |
| Junior Research Assistant            | 2200                  |
| Lab Attender                         | 2200                  |
| Lab Technician                       | 2200                  |
| Lady Health Inspector                | 2700                  |
| Lady Health Supervisor               | 2700                  |
| Lascar                               | 2700                  |
| Lecturer in Health Education         | 1800                  |
| Lift Mechanic                        | 2700                  |
| Lift Operator                        | 2700                  |
| Machinist                            | 2700                  |
| Marker                               | 2700                  |
| Maxillo Facial Prosthetic Technician | 2200                  |
| Mechanic                             | 2200                  |
| Mechanical Engineer                  | 1800                  |
| Medical Photographer                 | 2200                  |
| Medical Radio Isotope Technician     | 2200                  |
| Medical Record Librarian             | 2200                  |
| Medical Record Superintendent        | 2200                  |
| Medical Social Worker                | 2200                  |
| Medical Statistician                 | 2200                  |
| Mess Girl                            | 2700                  |
| Museum Curator                       | 2200                  |
| Mortuary Attender                    | 2700                  |
| Mortuary Technician                  | 2700                  |
| Museum-cum-Photographic Assistant    | 2200                  |
| Nuclear Medicine Technician          | 2200                  |
| Nursing Assistant                    | 2700                  |
| Nursing Officer                      | 3000                  |
| Nursing Superintendent               | 5000                  |

| Category                                                                                          | Rate per annum<br>(₹) |
|---------------------------------------------------------------------------------------------------|-----------------------|
| Orthotic Technician                                                                               | 2200                  |
| Painter                                                                                           | 2700                  |
| Part Time Sweeper                                                                                 | 2700                  |
| Perfusionist                                                                                      | 2200                  |
| Pharmaceutical Chemist                                                                            | 2200                  |
| Pharmacist                                                                                        | 2200                  |
| Photographic Attender                                                                             | 1800                  |
| Physiological Assistant                                                                           | 2200                  |
| Plumber                                                                                           | 2700                  |
| Power Laundry Attender                                                                            | 2700                  |
| Printer                                                                                           | 2200                  |
| Projectionist                                                                                     | 2200                  |
| Prosthetics and Orthotics Engineer                                                                | 2200                  |
| Psychiatric Social Worker                                                                         | 2200                  |
| Pump Operator                                                                                     | 2200                  |
| Public Health Nursing Tutor, Medical College,<br>Thiruvananthapuram (For visiting health Centres) | 2700                  |
| Radiographer (Teaching)                                                                           | 2200                  |
| Radiographer                                                                                      | 2200                  |
| Radium Technician                                                                                 | 2200                  |
| Optometrist                                                                                       | 2200                  |
| Refrigeration Mechanic                                                                            | 2200                  |
| Rehabilitation Co-ordinator                                                                       | 2200                  |
| Rehabilitation Technician                                                                         | 2200                  |
| Research Assistant                                                                                | 2200                  |
| Respiratory Technician                                                                            | 2200                  |
| Scientific Officer                                                                                | 2200                  |
| Scientific Assistant                                                                              | 2200                  |
| Security Officer                                                                                  | 2700                  |
| Assistant Security Officer                                                                        | 2700                  |
| Research Officer                                                                                  | 2200                  |
| Store Officer                                                                                     | 2200                  |
| Senior Technician                                                                                 | 2200                  |
| Sergeant                                                                                          | 2700                  |
| Serological Assistant                                                                             | 2200                  |

| Category                                                                                                                        | Rate per annum (₹) |
|---------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Social Worker                                                                                                                   | 2200               |
| Social Scientist                                                                                                                | 2200               |
| Speech Pathologist & Audiologist                                                                                                | 2200               |
| Staff Nurse                                                                                                                     | 5000               |
| Statistical Assistant                                                                                                           | 2200               |
| Sterilization Technician                                                                                                        | 2200               |
| Steward                                                                                                                         | 2200               |
| Store Keeper (Pharmacist)                                                                                                       | 2200               |
| Store Superintendent                                                                                                            | 2200               |
| Sweeper, Anatomy Department & Forensic Medicine                                                                                 | 2700               |
| Technical Assistant                                                                                                             | 2200               |
| Technician                                                                                                                      | 2200               |
| Technician (Media making)                                                                                                       | 2200               |
| Theatre Assistant                                                                                                               | 2200               |
| Theatre Assistant, Anatomy department                                                                                           | 2700               |
| Theatre Mechanic                                                                                                                | 2200               |
| Theatre Technician                                                                                                              | 2200               |
| Tutors                                                                                                                          | 2200               |
| Tutor Technician                                                                                                                | 2200               |
| Van Cleaner/ Bus Cleaner                                                                                                        | 2200               |
| Watchman                                                                                                                        | 2200               |
| Workshop Foreman/Foreman                                                                                                        | 2200               |
| X-Ray Attender                                                                                                                  | 2200               |
| X-Ray Mechanic                                                                                                                  | 2200               |
| X-Ray Technician                                                                                                                | 2200               |
| Public Health Nursing Tutor/ Health Inspector/Health Visitor, Medical College, Thiruvananthapuram (For visiting health Centres) | 2700               |

**(6) Permanent Conveyance Allowance**

| Category                                                           | Area of Jurisdiction                                                           | Rate per month (₹) |
|--------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------|
| <i>Medical College,<br/>Thiruvananthapuram</i>                     |                                                                                |                    |
| Public Health Nursing Tutor/<br>Health Inspector/Health<br>Visitor | Health Centres for visiting<br>health units under Neendakara<br>and Pangappara | 330                |

## 58. MINING AND GEOLOGY

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                         | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------|-----------------------|----------------------|
|   | Director                             | 81000-117600          | 112800-163400        |
|   | Additional Director                  | 77400-115200          | 107800-160000        |
|   | Deputy Director                      | 68700-110400          | 95600-153200         |
| a | Senior Geologist                     | 45800-89000           | 63700-123700         |
|   | Senior Chemist                       | 45800-89000           | 63700-123700         |
| a | Geologist                            | 40500-85000           | 56500-118100         |
|   | Administrative-cum- Accounts Officer | 40500-85000           | 56500-118100         |
|   | Audit Officer                        | 40500-85000           | 56500-118100         |
|   | Assistant Geologist                  | 36600-79200           | 51400-110300         |
|   | Junior Chemist                       | 36600-79200           | 51400-110300         |
|   | Asst. Drilling Engineer              | 36600-79200           | 51400-110300         |
|   | Senior Auditor                       | 30700-65400           | 43400-91200          |
| b | Mineral Revenue Inspector (HG)       | 30700-65400           | 43400-91200          |
|   | Mineral Revenue Inspector            | 27800-59400           | 39300-83000          |
| b | Driller (HG)                         | 27800-59400           | 39300-83000          |
|   | Driller                              | 25200-54000           | 35600-75400          |
|   | Junior Auditor                       | 26500-56700           | 37400-79000          |
|   | Draftsman-cum-Surveyor Gr II         | 22200-48000           | 31100-66800          |
|   | Drilling Assistant                   | 18000-41500           | 25100-57900          |
| c | Laboratory Assistant                 | 18000-41500           | 25100-57900          |
| c | Section Cutter                       | 17500-39500           | 24400-55200          |
|   | Laboratory Attender                  | 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

|  | Name of Post           | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------|-----------------------|----------------------|
|  | Administrative Officer | As in PD              | As in PD             |

### B. ALLOWANCES

#### (1) Uniform Allowance

| Category           | Rate per annum (₹) |
|--------------------|--------------------|
| Driller            | 2700               |
| Drilling Assistant | 2700               |
| Full Time Sweeper  | 2700               |
| Sanitary Worker    | 2700               |
| Gardener           | 2700               |

### 59. MINORITY WELFARE

#### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

##### Posts held by Personnel of other Departments

|  | Name of Post                     | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------------------------|-----------------------|----------------------|
|  | Director                         | As in PD              | As in PD             |
|  | Information cum Research Officer | As in PD              | As in PD             |
|  | Administrative Officer           | As in PD              | As in PD             |
|  | Finance Officer                  | As in PD              | As in PD             |
|  | Project Officer                  | As in PD              | As in PD             |

## 60. MOTOR VEHICLES

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                                                                                    | Existing Scale of Pay | Revised Scale of Pay |
|-----------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
| Transport Commissioner                                                                                          | IAS                   | IAS                  |
| Additional Transport Commissioner                                                                               | IPS                   | IPS                  |
| Joint Transport Commissioner & Secretary, State Transport Authority /Joint Transport Commissioner (Enforcement) | 81000-117600          | 112800-163400        |
| Senior Deputy Transport Commissioner (Taxes)                                                                    | 77400-115200          | 107800-160000        |
| Deputy Transport Commissioner                                                                                   | 68700-110400          | 95600-153200         |
| Regional Transport Officer/ Assistant Transport Commissioner                                                    | 45800-89000           | 63700-123700         |
| Joint Regional Transport Officer/ Assistant Secretary, State Transport Authority                                | 40500-85000           | 56500-118100         |
| Motor Vehicle Inspector                                                                                         | 39500-83000           | 55200-115300         |
| Assistant Motor Vehicle Inspector                                                                               | 32300-68700           | 45600-95600          |

#### Posts held by Personnel of other Departments

| Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|-------------------------------|-----------------------|----------------------|
| Technical Advisor             | AICTE                 | AICTE                |
| Senior Administrative Officer | As in PD              | As in PD             |
| Senior Finance Officer        | As in PD              | As in PD             |
| Senior Law Officer            | As in PD              | As in PD             |
| Statistical Officer           | As in PD              | As in PD             |

**B. ALLOWANCES****(1) Uniform Allowance**

| Category                          | Rate per annum<br>(₹) |
|-----------------------------------|-----------------------|
| Regional Transport Officer        | 3300                  |
| Joint Transport Officer           | 3300                  |
| Motor Vehicle Inspector           | 3300                  |
| Assistant Motor Vehicle Inspector | 3300                  |
| Driver                            | 2700                  |

**(2) Permanent Travelling Allowance**

| Category                             | Area of<br>Jurisdiction | Average No.<br>of days of<br>tour in a<br>month | Rate per<br>month (₹) |
|--------------------------------------|-------------------------|-------------------------------------------------|-----------------------|
| Assistant Motor Vehicle<br>Inspector | One Taluk               | 15                                              | 390                   |

**61. MUSEUMS AND ZOOS****A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|   | Name of Post          | Existing Scale of<br>Pay | Revised Scale of Pay |
|---|-----------------------|--------------------------|----------------------|
|   | Director              | 68700-110400             | 95600-153200         |
| a | Superintendent (HG)   | 42500-87000              | 59300-120900         |
|   | Superintendent        | 40500-85000              | 56500-118100         |
|   | Education Officer     | 40500-85000              | 56500-118100         |
| b | Curator Grade - I     | 35700-75600              | 50200-105300         |
|   | Curator Grade - II    | 26500-56700              | 37400-79000          |
|   | Draftsman Grade - I   | 26500-56700              | 37400-79000          |
|   | Biologist             | 26500-56700              | 37400-79000          |
|   | Guide/ Guide Lecturer | 26500-56700              | 37400-79000          |
|   | Taxidermist Grade I   | 26500-56700              | 37400-79000          |
|   | Caretaker Clerk       | 25200-54000              | 35600-75400          |
|   | Draftsman Grade - II  | 20000-45800              | 27900-63700          |

|   |                      |             |             |
|---|----------------------|-------------|-------------|
|   | Taxidermist Grade II | 20000-45800 | 27900-63700 |
|   | Artist Modeller      | 19000-43600 | 26500-60700 |
|   | Garden Supervisor    | 19000-43600 | 26500-60700 |
|   | Pump Operator        | 18000-41500 | 25100-57900 |
|   | Supervisor (Zoo)     | 18000-41500 | 25100-57900 |
|   | Carpenter            | 18000-41500 | 25100-57900 |
|   | Head Gardener        | 17500-39500 | 24400-55200 |
|   | Keeper               | 17500-39500 | 24400-55200 |
|   | Mason                | 17000-37500 | 23700-52600 |
|   | Lab Assistant        | 17000-37500 | 23700-52600 |
|   | Lab Attendant        | 17000-37500 | 23700-52600 |
|   | Gallery Assistant    | 17000-37500 | 23700-52600 |
|   | Gardener             | 17000-37500 | 23700-52600 |
|   | Gallery Attendant    | 16500-35700 | 23000-50200 |
| c | Guard                | 16500-35700 | 23000-50200 |
|   | Cleaner              | 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 ₹ 24400-55200

#### 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             |
|  | Veterinary Surgeon          | As in PD              | As in PD             |
|  | Lineman                     | As in PD              | As in PD             |
|  | Live Stock Inspector        | As in PD              | As in PD             |
|  | Senior Civil Police Officer | As in PD              | As in PD             |
|  | Civil Police Officer        | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Footwear Allowance

| Category                             | Rate per Annum (₹) |
|--------------------------------------|--------------------|
| Zoo Keeper                           | 500                |
| Part Time Zoo Keeper                 | 500                |
| Gardener                             | 500                |
| Sweeper                              | 500                |
| Guard                                | 500                |
| Cleaner                              | 500                |
| Deffadar                             | 500                |
| Blacksmith                           | 500                |
| Lab Attendant                        | 500                |
| Driver                               | 500                |
| Lab Assistant                        | 500                |
| Carpenter                            | 500                |
| Night Watcher                        | 500                |
| Sweeper Scavenger                    | 500                |
| Scavenger                            | 500                |
| Part Time Gardener /Sweeper/ Watcher | 500                |
| Zoo Supervisor                       | 500                |

### (2) Compensatory Allowance

| Category                                                          | Rate per month (₹) |
|-------------------------------------------------------------------|--------------------|
| Veterinary Surgeon/ Assistant Director,<br>Thiruvananthapuram Zoo | 330                |
| Watcher                                                           | 110                |
| Employees working on holidays                                     | 350                |

### (3) Risk Allowance

| Category                                                          | Rate per month (₹) |
|-------------------------------------------------------------------|--------------------|
| Veterinary Surgeon/ Assistant Director,<br>Thiruvananthapuram Zoo | 300                |
| Zoo Keeper                                                        | 300                |
| Part Time Zoo Keeper                                              | 200                |

### (4) Uniform Allowance

| Category                             | Rate per Annum (₹) |
|--------------------------------------|--------------------|
| Watcher                              | 2700               |
| Zoo Keeper                           | 2700               |
| Part Time Zoo Keeper                 | 2700               |
| Gardener                             | 2700               |
| Sweeper                              | 2700               |
| Guard                                | 2700               |
| Gallery Attendant                    | 2200               |
| Gallery Assistant                    | 2200               |
| Cleaner                              | 2700               |
| Deffadar                             | 2700               |
| Blacksmith                           | 2700               |
| Lab Attendant                        | 2700               |
| Driver                               | 2700               |
| Lab Assistant                        | 2700               |
| Carpenter                            | 2700               |
| Night Watcher                        | 2700               |
| Mason                                | 2700               |
| Sweeper Scavenger                    | 2700               |
| Scavenger                            | 2700               |
| Part Time Gardener/ Sweeper/ Watcher | 2700               |
| Zoo Supervisor                       | 2200               |

## 62. NATIONAL CADET CORPS

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                               | Existing Scale of Pay | Revised Scale of Pay |
|--|--------------------------------------------|-----------------------|----------------------|
|  | Deputy Director General of NCC             | Defence Service       | Defence Service      |
|  | Publicity-cum-Liaison Officer              | 45800-89000           | 63700-123700         |
|  | Administrative Assistant                   | 42500-87000           | 59300-120900         |
|  | Accounts Officer                           | 40500-85000           | 56500-118100         |
|  | Aero-Modelling Instructor cum Store Keeper | 27800-59400           | 39300-83000          |
|  | Ship Modelling Mechanic                    | 25200-54000           | 35600-75400          |
|  | Ship Modelling Store Keeper                | 18000-41500           | 25100-57900          |
|  | Aero-Modelling Helper                      | 17000-37500           | 23700-52600          |
|  | Boat Keeper                                | 17000-37500           | 23700-52600          |
|  | Farrier                                    | 16500-35700           | 23000-50200          |
|  | Saddler                                    | 16500-35700           | 23000-50200          |

### B. ALLOWANCES

#### Uniform Allowance

| Category          | Rate per Annum (₹) |
|-------------------|--------------------|
| Lascar            | 2700               |
| Chowkidar         | 2700               |
| Full Time Sweeper | 2700               |

## 63. NATIONAL EMPLOYMENT SERVICE

### CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                 | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------------|-----------------------|----------------------|
|  | Director of Employment       | IAS                   | IAS                  |
|  | Joint Director of Employment | 77400-115200          | 107800-160000        |

|  |                                                                                                                                     |              |              |
|--|-------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|
|  | Deputy Director of Employment/ Regional Deputy Director of Employment                                                               | 55350-101400 | 77200-140500 |
|  | Divisional Employment Officer / State Vocational Guidance Officer / Sub Regional Employment Officer                                 | 45800-89000  | 63700-123700 |
|  | District Employment Officer                                                                                                         | 39500-83000  | 55200-115300 |
|  | Employment Officer/ Employment Officer (PL) / Deputy Chief, University Employment Information and Guidance Bureau/ Accounts Officer | 36600-79200  | 51400-110300 |
|  | Junior Employment Officer / Head Accountant                                                                                         | 30700-65400  | 43400-91200  |
|  | Instructor (Stenography)                                                                                                            | 29200-62400  | 41300-87000  |

#### 64. NATIONAL SAVINGS

##### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post        | Existing Scale of Pay | Revised Scale of Pay |
|--|---------------------|-----------------------|----------------------|
|  | Director            | 77400-115200          | 107800-160000        |
|  | Additional Director | 68700-110400          | 95600-153200         |
|  | Deputy Director     | 45800-89000           | 63700-123700         |
|  | Assistant Director  | 39500-83000           | 55200-115300         |

##### Posts held by personnel of other Departments

| Name of Post          | Existing Scale of Pay | Revised Scale of Pay |
|-----------------------|-----------------------|----------------------|
| Under Secretary       | As in PD              | As in PD             |
| Accounts Officer      | As in PD              | As in PD             |
| Section Officer       | As in PD              | As in PD             |
| Office Superintendent | As in PD              | As in PD             |

|                           |          |          |
|---------------------------|----------|----------|
| Assistant Section Officer | As in PD | As in PD |
| Senior Grade Assistant    | As in PD | As in PD |
| Assistant                 | As in PD | As in PD |
| Computer Assistant        | As in PD | As in PD |
| Clerical Assistant        | As in PD | As in PD |
| Office Attendant          | As in PD | As in PD |
| Driver                    | As in PD | As in PD |
| Binder                    | As in PD | As in PD |
| Senior Clerk              | As in PD | As in PD |
| Clerk                     | As in PD | As in PD |

## B. ALLOWANCES

### Permanent Travelling Allowance

| Category                                         | Area of Jurisdiction | Average No. of days of tour in a month | Rate per Month (₹) |
|--------------------------------------------------|----------------------|----------------------------------------|--------------------|
| Assistant Director<br>(in District offices only) | One District         | 15                                     | 550                |

## 65. POLICE

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                    | Existing Scale of Pay | Revised Scale of Pay |
|-------------------------------------------------|-----------------------|----------------------|
| Director General of Police & State Police Chief | IPS                   | IPS                  |
| Additional Director General of Police           | IPS                   | IPS                  |
| Inspector General of Police                     | IPS                   | IPS                  |
| Deputy Inspector General of Police              | IPS                   | IPS                  |
| Assistant Inspector General of Police           | IPS                   | IPS                  |
| Superintendent of Police                        | IPS                   | IPS                  |
| <b>KERALA CIVIL POLICE (General Executive)</b>  |                       |                      |
| Superintendent of Police (Non IPS)              | 81000-117600          | 112800-163400        |

|   | Name of Post                                             | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------------------------------------------------|-----------------------|----------------------|
|   | Deputy Superintendent of Police (HG)                     | 77400-115200          | 107800-160000        |
| a | Deputy Superintendent of Police / Assistant Commissioner | 45800-89000           | 63700-123700         |
|   | Inspector of Police (HG)                                 | 40500-85000           | 56500-118100         |
| a | Inspector of Police                                      | 39500-83000           | 55200-115300         |
|   | Sub Inspector                                            | 32300-68700           | 45600-95600          |
|   | Assistant Sub Inspector                                  | 30700-65400           | 43400-91200          |
|   | Senior Civil Police Officer                              | 27800-59400           | 39300-83000          |
|   | Civil Police Officer                                     | 22200-48000           | 31100-66800          |
|   | <b>WOMEN POLICE</b>                                      |                       |                      |
|   | Superintendent of Police (Non IPS)                       | 81000-117600          | 112800-163400        |
|   | Deputy Superintendent of Police (Women)                  | 45800-89000           | 63700-123700         |
|   | Woman Inspector (HG)                                     | 40500-85000           | 56500-118100         |
| a | Woman Inspector                                          | 39500-83000           | 55200-115300         |
|   | Woman Sub Inspector                                      | 32300-68700           | 45600-95600          |
|   | Woman Senior Civil Police Officer                        | 27800-59400           | 39300-83000          |
|   | Woman Civil Police Officer                               | 22200-48000           | 31100-66800          |
|   | <b>ARMED RESERVE POLICE</b>                              |                       |                      |
|   | Deputy Commandant                                        | 77400-115200          | 107800-160000        |
|   | Assistant Commandant (HG)                                | 77400-115200          | 107800-160000        |
| a | Assistant Commandant                                     | 45800-89000           | 63700-123700         |
|   | Reserve Inspector (HG)                                   | 40500-85000           | 56500-118100         |
| a | Reserve Inspector                                        | 39500-83000           | 55200-115300         |
|   | Reserve Sub Inspector                                    | 32300-68700           | 45600-95600          |
|   | Reserve Assistant Sub-Inspector                          | 30700-65400           | 43400-91200          |
|   | Havildar                                                 | 27800-59400           | 39300-83000          |
|   | Police Constable                                         | 22200-48000           | 31100-66800          |
|   | <b>ARMED POLICE BATTALION</b>                            |                       |                      |
|   | Commandant (Non-IPS)                                     | 77400-115200          | 107800-160000        |
|   | Deputy Commandant                                        | 77400-115200          | 107800-160000        |
|   | Assistant Commandant (HG)                                | 77400-115200          | 107800-160000        |
| a | Assistant Commandant                                     | 45800-89000           | 63700-123700         |
|   | Armed Police Inspector (HG)                              | 40500-85000           | 56500-118100         |
| a | Armed Police Inspector                                   | 39500-83000           | 55200-115300         |
|   | Armed Police Sub Inspector                               | 32300-68700           | 45600-95600          |

|   | <b>Name of Post</b>                                     | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|---------------------------------------------------------|------------------------------|-----------------------------|
|   | Armed Police Assistant Sub Inspector                    | 30700-65400                  | 43400-91200                 |
|   | Havildar                                                | 27800-59400                  | 39300-83000                 |
|   | Police Constable                                        | 22200-48000                  | 31100-66800                 |
|   | <b>ARMOUR WING</b>                                      |                              |                             |
|   | Armourer Deputy Superintendent of Police                | 45800-89000                  | 63700-123700                |
|   | Chief Inspector of Arms/ Armourer Inspector (HG)        | 40500-85000                  | 56500-118100                |
| a | Chief Inspector of Arms/ Armourer Inspector             | 39500-83000                  | 55200-115300                |
|   | Armourer Sub Inspector                                  | 32300-68700                  | 45600-95600                 |
|   | Armourer Assistant Sub Inspector                        | 30700-65400                  | 43400-91200                 |
|   | Armourer Head Constable                                 | 27800-59400                  | 39300-83000                 |
|   | Armourer Police Constable                               | 22200-48000                  | 31100-66800                 |
|   | <b>MOTOR TRANSPORT UNIT</b>                             |                              |                             |
|   | Superintendent of Police (Non IPS)                      | 81000-117600                 | 112800-163400               |
| a | Deputy Superintendent of Police Motor Transport Officer | 45800-89000                  | 63700-123700                |
|   | Motor Transport Inspector (HG)                          | 40500-85000                  | 56500-118100                |
| a | Motor Transport Inspector                               | 39500-83000                  | 55200-115300                |
|   | Motor Transport Sub Inspector                           | 32300-68700                  | 45600-95600                 |
|   | Havildar Mechanic                                       | 27800-59400                  | 39300-83000                 |
|   | PC Mechanic/PC Fitter                                   | 22200-48000                  | 31100-66800                 |
|   | PC Electrician                                          | 22200-48000                  | 31100-66800                 |
|   | <b>POLICE DRIVER/MOTOR CYCLE RIDER</b>                  |                              |                             |
|   | Driver Sub Inspector                                    | 32300-68700                  | 45600-95600                 |
|   | Master Driver (ASI)(Coastal Police)                     | 30700-65400                  | 43400-91200                 |
|   | Police Head Constable (Driver)                          | 27800-59400                  | 39300-83000                 |
|   | Police Constable (Driver)                               | 22200-48000                  | 31100-66800                 |
|   | Motor Cycle Rider Grade I                               | 22200-48000                  | 31100-66800                 |
|   | Motor Cycle Rider Grade II                              | 18000-41500                  | 25100-57900                 |
|   | Boat Driver Grade I                                     | 22200-48000                  | 31100-66800                 |
|   | Boat Driver Grade II                                    | 18000-41500                  | 25100-57900                 |
|   | Syrang Grade I                                          | 22200-48000                  | 31100-66800                 |
|   | Syrang Grade II                                         | 18000-41500                  | 25100-57900                 |
|   | Boat Lascar                                             | 17500-39500                  | 24400-55200                 |
|   | <b>POLICE TRAINING COLLEGE</b>                          |                              |                             |

|   | Name of Post                                    | Existing Scale of Pay | Revised Scale of Pay    |
|---|-------------------------------------------------|-----------------------|-------------------------|
|   | Principal                                       | IPS                   | IPS                     |
|   | Vice Principal (DySP)                           | 45800-89000           | As in General Executive |
|   | Criminologist                                   | 42500-87000           | 59300-120900            |
|   | Armed Police Inspector / Chief Drill Instructor | 39500-83000           | As in General Executive |
|   | Senior Law Instructor (Inspector of Police)     | 39500-83000           | As in General Executive |
|   | Drill Instructor/Sub Inspector                  | 32300-68700           | As in General Executive |
|   | Assistant Sub Inspector                         | 30700-65400           | As in General Executive |
|   | Head Constable                                  | 27800-59400           | As in General Executive |
|   | Police Constable                                | 22200-48000           | As in General Executive |
|   | Librarian                                       | 19000-43600           | 26500-60700             |
|   | <b>CRIME BRANCH</b>                             |                       |                         |
|   | Superintendent of Police (Non IPS)              | 81000-117600          | As in General Executive |
| a | Deputy Superintendent of Police (Senior Grade)  | 77400-115200          | As in General Executive |
|   | Deputy Superintendent of Police                 | 45800-89000           | As in General Executive |
|   | Detective Inspector (HG)                        | 40500-85000           | As in General Executive |
| a | Detective Inspector                             | 39500-83000           | As in General Executive |
|   | Detective Sub Inspector                         | 32300-68700           | As in General Executive |
|   | Detective Assistant Sub Inspector               | 30700-65400           | As in General Executive |
|   | Senior Civil Police Officer                     | 27800-59400           | As in General Executive |
|   | Civil Police Officer                            | 22200-48000           | As in General Executive |
|   | <b>FINGER PRINT BUREAU</b>                      |                       |                         |
|   | Director                                        | 77400-115200          | 107800-160000           |
|   | Deputy Director                                 | 55350-101400          | 77200-140500            |
|   | Tester Inspector (HG)                           | 42500-87000           | 59300-120900            |
| b | Tester Inspector                                | 39500-83000           | 55200-115300            |
|   | Finger Print Expert                             | 35700-75600           | 50200-105300            |
|   | Finger Print Searcher                           | 30700-65400           | 43400-91200             |
|   | <b>PHOTOGRAPHIC BUREAU</b>                      |                       |                         |

|   | Name of Post                               | Existing Scale of Pay | Revised Scale of Pay    |
|---|--------------------------------------------|-----------------------|-------------------------|
|   | Chief Photographer                         | 42500-87000           | 59300-120900            |
|   | Photographer (HG)                          | 36600-79200           | 51400-110300            |
| c | Photographer                               | 35700-75600           | 50200-105300            |
|   | Attender                                   | 17000-37500           | 23700-52600             |
|   | <b>FORENSIC SCIENCE LABORATORY</b>         |                       |                         |
|   | Director                                   | 81000-117600          | 112800-163400           |
|   | Joint Director                             | 77400-115200          | 107800-160000           |
|   | Assistant Director (HG)                    | 45800-89000           | 63700-123700            |
| a | Assistant Director                         | 42500-87000           | 59300-120900            |
|   | Scientific Officer                         | 36600-79200           | 51400-110300            |
|   | Mechanic                                   | 22200-48000           | 31100-66800             |
|   | Technical Attender                         | 17000-37500           | 23700-52600             |
|   | <b>STATE SPECIAL BRANCH</b>                |                       |                         |
|   | Superintendent of Police (Non-IPS)         | 81000-117600          | As in General Executive |
|   | DySP / Assistant Commandant (Senior Grade) | 77400-115200          | As in General Executive |
| a | DySP / Assistant Commandant                | 45800-89000           | As in General Executive |
|   | Inspector of Police (HG)                   | 40500-85000           | As in General Executive |
| a | Inspector of Police                        | 39500-83000           | As in General Executive |
|   | Women Circle Inspector                     | 39500-83000           | As in General Executive |
|   | Sub Inspector of Police                    | 32300-68700           | As in General Executive |
|   | Women Sub Inspector                        | 32300-68700           | As in General Executive |
|   | Assistant Sub Inspector                    | 30700-65400           | As in General Executive |
|   | Senior Civil Police Officer                | 27800-59400           | As in General Executive |
|   | Woman Head Constable                       | 27800-59400           | As in General Executive |
|   | Civil Police Officer                       | 22200-48000           | As in General Executive |
|   | Woman Police Constable                     | 22200-48000           | As in General Executive |
|   | <b>STATE SPECIAL BRANCH (MINISTERIAL)</b>  |                       |                         |
|   | Senior Administrative Assistant            | 42500-87000           | 59300-120900            |
| d | Assistant Senior Grade                     | 30700-65400           | 43400-91200             |

|   | Name of Post                                    | Existing Scale of Pay | Revised Scale of Pay    |
|---|-------------------------------------------------|-----------------------|-------------------------|
|   | Assistant Grade I                               | 27800-59400           | 39300-83000             |
|   | Assistant Grade II                              | 22200-48000           | 31100-66800             |
|   | <b>SHORTHAND BUREAU</b>                         |                       |                         |
|   | Director                                        | 40500-85000           | 56500-118100            |
|   | Chief Reporter (Inspector) HG                   | 40500-85000           | 56500-118100            |
|   | Chief Reporter (Inspector)                      | 39500-83000           | 55200-115300            |
|   | Reporter Senior Grade (Sub Inspector)           | 32300-68700           | 45600-95600             |
|   | Reporter Grade I (Assistant Sub Inspector)      | 30700-65400           | 43400-91200             |
|   | Reporter Grade II (Head Constable)              | 27800-59400           | 39300-83000             |
|   | <b>POLICE TELECOMMUNICATIONS</b>                |                       |                         |
|   | Superintendent of Police (Non-IPS)              | 81000-117600          | 112800-163400           |
|   | Deputy Superintendent of Police (Senior Grade)  | 77400-115200          | 107800-160000           |
| a | Deputy Superintendent of Police                 | 45800-89000           | 63700-123700            |
|   | Inspector of Police (Telecommunication) HG      | 40500-85000           | 56500-118100            |
| a | Inspector of Police (Telecommunication)         | 39500-83000           | 55200-115300            |
|   | Sub Inspector (Telecommunication)               | 32300-68700           | 45600-95600             |
|   | Assistant Sub Inspector (Telecommunication)     | 30700-65400           | 43400-91200             |
|   | Head Constable (Operator)                       | 27800-59400           | 39300-83000             |
|   | Draftsman                                       | 20000-45800           | 27900-63700             |
|   | Police Constable (Telecommunication)            | 22200-48000           | 31100-66800             |
|   | <b>MINISTERIAL STAFF OTHER THAN IN SB</b>       |                       |                         |
|   | Senior Administrative Assistant                 | 42500-87000           | 59300-120900            |
|   | Malayalam Translator                            | 30700-65400           | 43400-91200             |
|   | <b>KERALA POLICE ACADEMY</b>                    |                       |                         |
|   | Assistant Director (SP)                         | 77400-115200          | IPS                     |
|   | Assistant Director (Administration) (SP)        | 77400-115200          | IPS                     |
|   | Assistant Director (Police Science) (SP)        | 77400-115200          | As in General Executive |
|   | Assistant Director (Technical & MT Studies)(SP) | 77400-115200          | As in General Executive |
|   | Assistant Director (Outdoor)(SP)                | 77400-115200          | As in General Executive |
|   | Assistant Director (Financial & Office)         | As in PD              | As in PD                |
|   | Head of Department (Law)                        | As in PD              | As in PD                |

|   | Name of Post                                                    | Existing Scale of Pay | Revised Scale of Pay    |
|---|-----------------------------------------------------------------|-----------------------|-------------------------|
|   | Head of Department (Forensic Science)                           | As in PD              | As in FSL               |
|   | Head of Department (Forensic Medicine)                          | As in PD              | As in PD                |
|   | Head of Department (Behavioural Science)                        | As in PD              | As in PD                |
|   | Head of Department (Computer Applications)                      | As in PD              | As in PD                |
|   | Chief Instructor (Police Science) (DySP)                        | 68700-110400          | As in General Executive |
| a | Assistant Commandant (DySP)                                     | 45800-89000           | As in AR Battalion      |
|   | Chief Instructor (Law) (DySP)                                   | 42500-87000           | As in General Executive |
|   | Chief Drill Instructor (DySP)                                   | 42500-87000           | As in General Executive |
|   | Senior Instructor (Forensic Science) (Scientific Officer-FSL)   | 36600-79200           | As in General Executive |
|   | Senior Instructor (Finger Print) (Tester Inspector-FPB)         | 36600-79200           | As in General Executive |
|   | Senior Instructor (Law) (Inspector)                             | 35700-75600           | As in General Executive |
|   | Senior Instructor (Communication) (Inspector-Telecommunication) | 35700-75600           | As in Tele Wing         |
|   | Senior Instructor (Motor Transport) (Inspector-Motor Transport) | 35700-75600           | As in MT Wing           |
|   | Senior Instructor (Computer) (Inspector-Executive/Battalion)    | 35700-75600           | As in General Executive |
|   | <b>INDIA RESERVE (IR) BATTALION</b>                             |                       |                         |
|   | Commandant                                                      | 77400-115200          | 107800-160000           |
|   | Deputy Commandant                                               | 77400-115200          | 107800-160000           |
|   | Deputy Superintendent of Police                                 | 45800-89000           | 63700-123700            |
|   | Inspector of Police (CI)                                        | 39500-83000           | 55200-115300            |
|   | Sub Inspector                                                   | 32300-68700           | 45600-95600             |
|   | Assistant Sub Inspector                                         | 30700-65400           | 43400-91200             |
|   | Head Constable                                                  | 27800-59400           | 39300-83000             |
|   | Police Constable                                                | 22200-48000           | 31100-66800             |
|   | Medical Officer                                                 | As in PD              | As in PD                |
|   | Pharmacist                                                      | 25200-54000           | As in PD                |
|   | Nursing Assistant                                               | 17500-39500           | As in PD                |
|   | <b>WIRELESS STATION (IR) BATTALION</b>                          |                       |                         |
|   | Inspector of Police (CI)                                        | 39500-83000           | 55200-115300            |
|   | Sub Inspector                                                   | 32300-68700           | 45600-95600             |

|   | Name of Post                                                      | Existing Scale of Pay | Revised Scale of Pay    |
|---|-------------------------------------------------------------------|-----------------------|-------------------------|
|   | Head Constable                                                    | 27800-59400           | 39300-83000             |
|   | Police Constable                                                  | 22200-48000           | 31100-66800             |
|   | <b>OTHER MISCELLANEOUS CATEGORIES - TECHNICAL EXECUTIVE STAFF</b> |                       |                         |
|   | Blacksmith-cum-Tinker PC                                          | 22200-48000           | 31100-66800             |
|   | Welder PC                                                         | 22200-48000           | 31100-66800             |
|   | Fitter PC                                                         | 22200-48000           | 31100-66800             |
|   | Painter PC                                                        | 22200-48000           | 31100-66800             |
|   | Lathe Operator PC                                                 | 22200-48000           | 31100-66800             |
|   | Tailor PC                                                         | 22200-48000           | 31100-66800             |
|   | Binder PC                                                         | 22200-48000           | 31100-66800             |
|   | Carpenter PC                                                      | 22200-48000           | 31100-66800             |
|   | Mason PC                                                          | 22200-48000           | 31100-66800             |
|   | Cinema Operator PC                                                | 22200-48000           | 31100-66800             |
|   | Electrician PC                                                    | 22200-48000           | 31100-66800             |
|   | Blacksmith PC                                                     | 22200-48000           | 31100-66800             |
|   | Mechanic PC                                                       | 22200-48000           | 31100-66800             |
|   | Cleaner PC                                                        | 22200-48000           | 31100-66800             |
|   | Upholsterer PC                                                    | 22200-48000           | 31100-66800             |
|   | Ratten Weaver PC                                                  | 22200-48000           | 31100-66800             |
|   | <b>CIVILIAN TECHNICAL STAFF</b>                                   |                       |                         |
|   | Cobbler                                                           | 17500-39500           | 24400-55200             |
|   | Machinist                                                         | 18000-41500           | 25100-57900             |
| e | Dhobi (Camp Follower)                                             | 16500-35700           | 23000-50200             |
|   | Cook (Camp Follower)                                              | 16500-35700           | 23000-50200             |
|   | Barber (Camp Follower)                                            | 16500-35700           | 23000-50200             |
|   | Water Carrier (Camp Follower)                                     | 16500-35700           | 23000-50200             |
|   | Sweeper (Camp Follower)                                           | 16500-35700           | 23000-50200             |
|   | Packer                                                            | 17000-37500           | 23700-52600             |
|   | <b>POLICE COMPUTER CENTRE (SCRB)</b>                              |                       |                         |
|   | Inspector General of Police                                       | IPS                   | IPS                     |
|   | Superintendent of Police                                          | IPS                   | IPS                     |
|   | Superintendent of Police (Non-IPS)                                | 81000-117600          | As in General Executive |
|   | System Analyst/Programme Manager                                  | 77400-115200          | 107800-160000           |

|   | Name of Post                                   | Existing Scale of Pay | Revised Scale of Pay    |
|---|------------------------------------------------|-----------------------|-------------------------|
|   | Deputy Superintendent of Police                | 45800-89000           | As in General Executive |
|   | Inspector of Police (HG)                       | 40500-85000           | As in General Executive |
| a | Inspector of Police                            | 39500-83000           | As in General Executive |
|   | Sub Inspector                                  | 32300-68700           | As in General Executive |
|   | Head Constable                                 | 27800-59400           | As in General Executive |
|   | Police Constable                               | 22200-48000           | As in General Executive |
|   | <b>RAILWAY POLICE</b>                          |                       |                         |
|   | Superintendent of Police                       | IPS                   | IPS                     |
|   | Deputy Superintendent of Police (Senior Grade) | 77400-115200          | As in General Executive |
| a | Deputy Superintendent of Police                | 45800-89000           | As in General Executive |
|   | Inspector of Police (HG)                       | 40500-85000           | As in General Executive |
| a | Inspector of Police                            | 39500-83000           | As in General Executive |
|   | Sub Inspector                                  | 32300-68700           | As in General Executive |
|   | Head Constable                                 | 27800-59400           | As in General Executive |
|   | Police Constable                               | 22200-48000           | As in General Executive |
|   | <b>DOG SQUAD</b>                               |                       |                         |
|   | Sub Inspector                                  | 32300-68700           | As in General Executive |
|   | Assistant Sub Inspector                        | 30700-65400           | As in General Executive |
|   | Head Constable / Havildar                      | 27800-59400           | As in General Executive |
|   | Police Constable                               | 22200-48000           | As in General Executive |
|   | <b>MOUNTED POLICE</b>                          |                       |                         |
|   | Reserve Inspector (HG)                         | 40500-85000           | 56500-118100            |
| a | Reserve Inspector                              | 39500-83000           | 55200-115300            |
|   | Reserve Sub Inspector                          | 32300-68700           | 45600-95600             |
|   | Reserve Assistant Sub-Inspector                | 30700-65400           | 43400-91200             |
|   | Head Constable                                 | 27800-59400           | 39300-83000             |
|   | Police Constable                               | 22200-48000           | 31100-66800             |
|   | Farrier PC                                     | 22200-48000           | 31100-66800             |

|  | Name of Post                             | Existing Scale of Pay | Revised Scale of Pay |
|--|------------------------------------------|-----------------------|----------------------|
|  | Saddler                                  | 18000-41500           | 25100-57900          |
|  | <b>ORCHESTRA</b>                         |                       |                      |
|  | Band Master (Armed Police Inspector)     | 39500-83000           | 55200-115300         |
|  | Band Master (Armed Police Sub Inspector) | 32300-68700           | 45600-95600          |
|  | Havildar                                 | 27800-59400           | 39300-83000          |
|  | Police Constable                         | 22200-48000           | 31100-66800          |
|  | Bugler PC                                | 22200-48000           | 31100-66800          |
|  | Drummer PC                               | 22200-48000           | 31100-66800          |
|  | Band and Orchestra PC                    | 22200-48000           | 31100-66800          |

- a 25% HG will continue.
- b 20% HG will continue.
- c 1/3rd of the post will be in HG
- d Ratio 3:3:2 among Grade II, Grade I and Senior Grade will continue
- e Existing 1/3rd Higher Grade will be allowed in the scale corresponding to ₹ 17000-37500

#### Posts held by Personnel of other Departments

| Name of Post                                                                         | Existing Scale of Pay | Revised Scale of Pay |
|--------------------------------------------------------------------------------------|-----------------------|----------------------|
| Legal Advisor (in the cadre of Joint Secretary from Law/ Administrative Secretariat) | As in PD              | As in PD             |
| Deputy Director of Police Prosecution                                                | As in PD              | As in PD             |
| Senior Finance Officer                                                               | As in PD              | As in PD             |
| Medico Legal Advisor                                                                 | As in PD              | As in PD             |
| Liaison Officer                                                                      | As in PD              | As in PD             |
| Statistical Officer                                                                  | As in PD              | As in PD             |
| Sports Officer                                                                       | As in PD              | As in PD             |
| Coach                                                                                | As in PD              | As in PD             |
| Statistical Assistant Grade I                                                        | As in PD              | As in PD             |
| Assistant Surgeon                                                                    | As in PD              | As in PD             |
| Veterinary Surgeon                                                                   | As in PD              | As in PD             |
| Head Nurse                                                                           | As in PD              | As in PD             |
| Staff Nurse                                                                          | As in PD              | As in PD             |
| Pharmacist                                                                           | As in PD              | As in PD             |
| Veterinary Compounder                                                                | As in PD              | As in PD             |

| Name of Post                | Existing Scale of Pay | Revised Scale of Pay |
|-----------------------------|-----------------------|----------------------|
| Nursing Assistant           | As in PD              | As in PD             |
| Hospital Attendant Grade I  | As in PD              | As in PD             |
| Hospital Attendant Grade II | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                          | Rate per month (₹) |
|-------------------------------------------------------------------|--------------------|
| Ministerial Staff (all categories working in Special Branch)      | 220                |
| <b>(i)Finger Print Bureau</b>                                     |                    |
| Director/Tester Inspector                                         | 220                |
| Finger Print Expert                                               | 170                |
| Finger Print Searcher                                             | 140                |
| <b>(ii)Shorthand Bureau</b>                                       |                    |
| Chief Reporter                                                    | 180                |
| Reporter Senior Grade                                             | 160                |
| Reporter Grade I                                                  | 160                |
| Reporter Grade II                                                 | 140                |
| <b>(iii)State Crime Records Bureau</b>                            |                    |
| Sub Inspector                                                     | 160                |
| Senior Civil Police Officer                                       | 140                |
| Civil Police Officer (DCIB) of Tvm City                           | 110                |
| <b>(iv) Training Allowance</b>                                    |                    |
| Vice-Principal, Police Training College (SP)                      | 1600               |
| Assistant Commandant                                              | 1600               |
| Senior Law Lecturer (CI) / Law Instructor (CI)                    | 1300               |
| Senior Drill Instructor (Armed Police Inspector)                  | 1300               |
| Armed Police Inspector                                            | 1300               |
| Senior Instructors and Instructors                                | 1300               |
| Armed Police Sub Inspector                                        | 1100               |
| Drill Instructor (Armed Police Inspector / Reserve Sub Inspector) | 1100               |
| Assistant Law Instructor (Sub Inspector)                          | 1100               |

| Category                                                                                          | Rate per month (₹) |
|---------------------------------------------------------------------------------------------------|--------------------|
| Assistant Sub Inspector (From Battalions)                                                         | 900                |
| Assistant Drill Instructor (Head Constable / Havildar)                                            | 800                |
| Havildar                                                                                          | 800                |
| <b>(v) Special Commando Allowance *</b>                                                           |                    |
| Special Commandos                                                                                 | 15% of Basic Pay   |
| <i>* Existing conditions of sanctioning Special Commando Allowance will continue</i>              |                    |
| <b>(vi) Miscellaneous</b>                                                                         |                    |
| Veterinary Surgeon of the Mounted Police                                                          | 200                |
| Staff Car Driver                                                                                  | 250                |
| Superintendent Confidential Section                                                               | 160                |
| Confidential Assistant/ Clerk (Confidential Section)                                              | 140                |
| <b>(vii) Civil Staff</b>                                                                          |                    |
| Electrician/Fitter/Welder / Blacksmith/Mechanic/ Binder/Upholsterer/Packer/ Store Attender/Lascar | 110                |

**(2) Special Allowance (Common Category)**

| Category                                                                                                                     | Rate per month (₹) |
|------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Confidential Assistant to Director General of Police                                                                         | 610                |
| Drivers attached to Director General of Police                                                                               | 440                |
| Office Attendant attached to Director General of Police                                                                      | 360                |
| Confidential Assistant of Additional Director General of Police                                                              | 440                |
| Confidential Assistant to SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police    | 220                |
| Office Attendant attached to SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police | 140                |

**(3) Compensatory Allowance**

| Category                                    | Rate per month (₹) |
|---------------------------------------------|--------------------|
| Assistant (2) Typists (1) of Special Branch | 170                |
| Cinema Operator (PC)                        | 60                 |

**(4) Risk Allowance**

| Category                              | Rate per month (₹) |
|---------------------------------------|--------------------|
| <b>(i) Telecommunication Unit</b>     |                    |
| Inspector of Police                   | 140                |
| Sub Inspector                         | 110                |
| Assistant Sub Inspector               | 110                |
| Head Constable (Operator)             | 110                |
| Police Constable                      | 110                |
| <b>(ii) General Executive</b>         |                    |
| Inspector of Police (HG)              | 140                |
| Inspector of Police                   | 140                |
| Sub Inspector                         | 110                |
| Assistant Sub Inspector               | 110                |
| Senior Civil Police Officer           | 110                |
| Civil Police Officer                  | 110                |
| Driver (Sr CPO)                       | 110                |
| Driver (CPO)                          | 110                |
| <b>(iii) Armed Police (Battalion)</b> |                    |
| Armed Police Inspector                | 140                |
| Armed Police Sub Inspector            | 110                |
| Armed Police Assistant Sub Inspector  | 110                |
| Havildar                              | 110                |
| Civil Police Officer                  | 110                |
| Police Head Constable Driver          | 110                |
| Police Constable Driver               | 110                |
| <b>(iv) Armed Reserve Police</b>      |                    |
| Reserve Inspector                     | 140                |
| Sub Inspector                         | 110                |
| Assistant Sub Inspector               | 110                |
| Havildar                              | 110                |
| Civil Police Officer                  | 110                |
| Police Head Constable Driver          | 110                |
| Police Constable Driver               | 110                |
| <b>(v) Women Police Battalion</b>     |                    |
| Armed Police Inspector                | 140                |
| Armed Police Sub Inspector            | 110                |

| Category                                          | Rate per month<br>(₹) |
|---------------------------------------------------|-----------------------|
| Armed Police Assistant Sub Inspector              | 110                   |
| Havildar                                          | 110                   |
| Civil Police Officer                              | 110                   |
| Police Head Constable Driver                      | 110                   |
| Police Constable Driver                           | 110                   |
| <b>(vi) India Reserve Battalion- Regular wing</b> |                       |
| Armed Police Inspector                            | 140                   |
| Armed Police Sub Inspector                        | 110                   |
| Armed Police Assistant Sub Inspector              | 110                   |
| Havildar                                          | 110                   |
| Civil Police Officer                              | 110                   |
| Police Head Constable Driver                      | 110                   |
| Police Constable Driver                           | 110                   |
| <b>(vii) Forensic Science Laboratory</b>          |                       |
| Director                                          | 220                   |
| Joint Director/ Assistant Director                | 170                   |
| Ballistic Expert/Scientific Officer/Photographer  | 170                   |
| Mechanic/Technical Attender                       | 110                   |

**(5) Uniform Allowance**

| Category                                              | Rate per annum<br>(₹) |
|-------------------------------------------------------|-----------------------|
| <b>(i) State Special Branch, Crime Branch</b>         |                       |
| Superintendent of Police (Non -IPS)                   | 3000                  |
| Deputy Superintendent of Police                       | 3000                  |
| Inspector of Police                                   | 2900                  |
| Woman Inspector of Police                             | 2900                  |
| Sub Inspector                                         | 2900                  |
| Woman Sub- Inspector                                  | 2900                  |
| Driver SI                                             | 2900                  |
| Assistant Sub Inspector                               | 5600                  |
| Senior Civil Police Officer (District Special Branch) | 5500                  |
| Woman Senior Civil Police Officer                     | 5500                  |
| Driver                                                | 5500                  |

| Category                                                                                       | Rate per annum<br>(₹) |
|------------------------------------------------------------------------------------------------|-----------------------|
| <b>Note:-Uniform allowance will be given at half rate for all Police Personnel in the unit</b> |                       |
| <b>(ii) Telecommunication Unit</b>                                                             |                       |
| Deputy Superintendent of Police                                                                | 5750                  |
| Inspector of Police                                                                            | 5600                  |
| Sub Inspector                                                                                  | 5600                  |
| Assistant Sub Inspector                                                                        | 5600                  |
| Head Constable (Operator)                                                                      | 5500                  |
| Police Constable                                                                               | 5500                  |
| <b>(iii) Dog Squad</b>                                                                         |                       |
| Sub Inspector                                                                                  | 5600                  |
| Senior Civil Police Officer                                                                    | 5500                  |
| Civil Police Officer                                                                           | 5500                  |
| <b>(iv) Armourer</b>                                                                           |                       |
| Armourer Inspector (Chief Inspector of Arms)                                                   | 5600                  |
| Armourer Sub Inspector                                                                         | 5600                  |
| Armourer Assistant Sub Inspector                                                               | 5600                  |
| Armourer Senior Civil Police Officer                                                           | 5500                  |
| Armourer Civil Police Officer                                                                  | 5500                  |
| <b>(v) Personal Guard</b>                                                                      |                       |
| Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector)                              | 5600                  |
| Assistant Sub Inspector                                                                        | 5600                  |
| Senior Civil Police Officer                                                                    | 5500                  |
| Civil Police Officer                                                                           | 5500                  |
| <b>(vi) Miscellaneous</b>                                                                      |                       |
| Brass Band Man/Orchestra Man/Bugler Man                                                        | 5500                  |
| Tailor (PC)                                                                                    | 5500                  |
| Cinema Operator (PC)                                                                           | 5500                  |
| Carpenter (PC)                                                                                 | 5500                  |
| <b>(vii) General Executive</b>                                                                 |                       |
| Superintendent of Police (Non IPS)                                                             | 5750                  |
| Deputy Superintendent of Police (HG)                                                           | 5750                  |
| Deputy Superintendent of Police                                                                | 5750                  |
| Deputy Commandant                                                                              | 5750                  |
| Inspector of Police (HG)                                                                       | 5600                  |

| Category                                      | Rate per annum<br>(₹) |
|-----------------------------------------------|-----------------------|
| Inspector of Police                           | 5600                  |
| Sub Inspector                                 | 5600                  |
| Assistant Sub Inspector                       | 5600                  |
| Senior Civil Police Officer                   | 5500                  |
| Civil Police Officer                          | 5500                  |
| Driver (Sr CPO)                               | 5500                  |
| Driver (CPO)                                  | 5500                  |
| <b><i>(viii) Armed Police (Battalion)</i></b> |                       |
| Armed Police Inspector                        | 5600                  |
| Armed Police Sub Inspector                    | 5600                  |
| Armed Police Assistant Sub Inspector          | 5600                  |
| Havildar                                      | 5500                  |
| Civil Police Officer                          | 5500                  |
| Police Head Constable Driver                  | 5500                  |
| Police Constable Driver                       | 5500                  |
| Camp Follower                                 | 4500                  |
| <b><i>(ix) Armed Reserve Police</i></b>       |                       |
| Reserve Inspector                             | 5600                  |
| Sub Inspector                                 | 5600                  |
| Assistant Sub Inspector                       | 5600                  |
| Havildar                                      | 5500                  |
| Civil Police Officer                          | 5500                  |
| Police Head Constable Driver                  | 5500                  |
| Police Constable Driver                       | 5500                  |
| <b><i>(x) Women Police Battalion</i></b>      |                       |
| Reserve Inspector                             | 5600                  |
| Sub Inspector                                 | 5600                  |
| Assistant Sub Inspector                       | 5600                  |
| Havildar                                      | 5500                  |
| Civil Police Officer/Police Constable         | 5500                  |
| Police Head Constable Driver                  | 5500                  |
| Police Constable Driver                       | 5500                  |

| Category                                                 | Rate per annum<br>(₹) |
|----------------------------------------------------------|-----------------------|
| <b>(xi) India Reserve Battalion</b>                      |                       |
| Regular Wing                                             | 5500                  |
| Commandos of Commando Wing of IRB                        | 11000                 |
| <b>(xii) Anti-Naxal Force (Special Operations Group)</b> | 10000                 |

#### (6) Additional Special Allowance

| Category                                                      | Rate per month<br>(₹) |
|---------------------------------------------------------------|-----------------------|
| <b>I. Crime Branch</b>                                        |                       |
| <b>(i) Crime Branch Special Allowance</b>                     |                       |
| Superintendent of Police (Non-IPS)                            | 3000                  |
| Deputy Superintendent of Police                               | 2500                  |
| Inspector of Police/Women Inspector of Police                 | 2200                  |
| Sub Inspector/Women Sub Inspector                             | 2000                  |
| Assistant Sub Inspector                                       | 1800                  |
| Senior Civil Police Officer/Women Senior Civil Police Officer | 1700                  |
| Civil Police Officer/Women Civil Police Officer               | 1600                  |
| Police Driver                                                 | 1600                  |
| <b>(ii) Day off Allowance (Rate per Day in ₹)</b>             |                       |
| Inspector of Police                                           | 550                   |
| Woman Inspector of Police                                     | 550                   |
| Sub Inspector                                                 | 550                   |
| Woman Sub- Inspector                                          | 550                   |
| Driver SI                                                     | 550                   |
| Assistant Sub Inspector                                       | 550                   |
| Senior Civil Police Officer                                   | 510                   |
| Women Senior Civil Police Officer                             | 510                   |
| Civil Police Officer                                          | 440                   |
| Women Civil Police Officer                                    | 440                   |
| Driver                                                        | 440                   |
| <b>II. State Special Branch</b>                               |                       |
| <b>Intelligence Special Allowance</b>                         |                       |
| Superintendent of Police (Non-IPS)                            | 3000                  |
| Deputy Superintendent of Police                               | 2500                  |

| <b>Category</b>                                                | <b>Rate per month<br/>(₹)</b> |
|----------------------------------------------------------------|-------------------------------|
| Inspector of Police/Women Inspector of Police                  | 2200                          |
| Sub Inspector/ Women Sub- Inspector/ Driver SI                 | 2000                          |
| Assistant Sub Inspector                                        | 1800                          |
| Senior Civil Police Officer/ Women Senior Civil Police Officer | 1700                          |
| Civil Police Officer/ Women Civil Police Officer               | 1600                          |
| Driver                                                         | 1600                          |
| <b>III. Telecommunication Unit</b>                             |                               |
| <b>(i) Police Special Allowance</b>                            |                               |
| Deputy Superintendent of Police                                | 400                           |
| Inspector of Police                                            | 600                           |
| Sub Inspector                                                  | 550                           |
| Assistant Sub Inspector                                        | 550                           |
| Head Constable (Operator)                                      | 450                           |
| Police Constable                                               | 450                           |
| <b>(ii) Day off Allowance (Rate per day in ₹)</b>              |                               |
| Inspector of Police                                            | 550                           |
| Sub Inspector                                                  | 550                           |
| Assistant Sub Inspector                                        | 550                           |
| Head Constable (Operator)                                      | 510                           |
| Police Constable                                               | 440                           |
| <b>IV. Dog Squad</b>                                           |                               |
| <b>(i) Police Special Allowance</b>                            |                               |
| Sub Inspector                                                  | 850                           |
| Assistant Sub Inspector                                        | 750                           |
| Senior Civil Police Officer/ Head Constable                    | 750                           |
| Civil Police Officer/Police Constable                          | 750                           |
| <b>(ii) Day off Allowance (Rate per day in ₹)</b>              |                               |
| Sub Inspector                                                  | 550                           |
| Senior Civil Police Officer                                    | 510                           |
| Civil Police Officer                                           | 440                           |
| <b>V. Armourer</b>                                             |                               |
| <b>(i) Police Special Allowance</b>                            |                               |
| Armourer Inspector                                             | 400                           |
| Armourer Sub Inspector                                         | 750                           |

| Category                                                          | Rate per month<br>(₹) |
|-------------------------------------------------------------------|-----------------------|
| Armourer Asst. Sub Inspector                                      | 750                   |
| Armourer Head Constable                                           | 750                   |
| Armourer Police Constable                                         | 750                   |
| <b>(ii) Day off Allowance (Rate per day in ₹)</b>                 |                       |
| Armourer Sub Inspector                                            | 550                   |
| Armourer Assistant Sub Inspector                                  | 550                   |
| Armourer Head Constable                                           | 510                   |
| Armourer Police Constable                                         | 440                   |
| <b>VI. Personal Guard</b>                                         |                       |
| <b>(i) Police Special Allowance</b>                               |                       |
| Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector) | 850                   |
| Assistant Sub Inspector                                           | 850                   |
| Senior Civil Police Officer/Havildar/Head Constable               | 850                   |
| Civil Police Officer/ Police Constable                            | 800                   |
| <b>(ii) Day off Allowance (Rate per day in ₹)</b>                 |                       |
| Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector) | 550                   |
| Assistant Sub Inspector                                           | 550                   |
| Senior Civil Police Officer/Havildar/Head Constable               | 510                   |
| Civil Police Officer/ Police Constable                            | 440                   |
| <b>VII. Orchestra</b>                                             |                       |
| <b>(i) Police Special Allowance</b>                               |                       |
| Band Master Sub Inspector                                         | 900                   |
| Havildar/Head Constable                                           | 750                   |
| Bugler PC, Drummer PC, Band PC, Orchestra PC                      | 600                   |
| Brass Band Man/Orchestra Man/Bugler Man                           | 650                   |
| <b>(ii) Day off Allowance (Rate per day in ₹)</b>                 |                       |
| Band Master (SI/ Armed Police SI)                                 | 550                   |
| <b>VIII. General Executive</b>                                    |                       |
| <b>(i) Police Special Allowance</b>                               |                       |
| Deputy Superintendent of Police                                   | 400                   |
| Inspector of Police/Women Inspector of Police                     | 550                   |
| Sub Inspector/ Women Sub- Inspector                               | 800                   |
| Assistant Sub Inspector                                           | 800                   |

| <b>Category</b>                                                   | <b>Rate per month<br/>(₹)</b> |
|-------------------------------------------------------------------|-------------------------------|
| Senior Civil Police Officer/ Women Senior Civil Police Officer    | 800                           |
| Civil Police Officer/ Women Civil Police Officer                  | 800                           |
| Driver (Sr CPO)                                                   | 550                           |
| Driver (CPO)                                                      | 550                           |
| <b>(ii) Day off Allowance (Rate per day in ₹)</b>                 |                               |
| Inspector of Police                                               | 550                           |
| Sub Inspector                                                     | 550                           |
| Assistant Sub Inspector                                           | 550                           |
| Senior Civil Police Officer                                       | 510                           |
| Civil Police Officer                                              | 440                           |
| Driver (Sr CPO)                                                   | 510                           |
| Driver (CPO)                                                      | 440                           |
| <b>(iii) Traffic Point Duty</b>                                   |                               |
| Senior Civil Police Officer                                       | 330                           |
| Civil Police Officer                                              | 330                           |
| <b>(iv) Station House Officer Allowance</b>                       |                               |
| Inspector /Sub Inspector ( <i>either one person per station</i> ) | 1100                          |
| <b>(iv) Camp Office</b>                                           |                               |
| Deputy Superintendent of Police (HG)*                             | 280                           |
| Deputy Superintendent of Police*                                  | 280                           |
| *Note:-Those who are Sub Divisional Police Officers               |                               |
| <b>IX. Armed Police Battalion*</b>                                |                               |
| <b>(i) Police Special Allowance</b>                               |                               |
| Deputy Commandant                                                 | 400                           |
| Armed Police Inspector                                            | 1000                          |
| Armed Police Sub Inspector                                        | 950                           |
| Armed Police Assistant Sub Inspector                              | 900                           |
| Havildar                                                          | 850                           |
| Police Constable                                                  | 800                           |
| Police Head Constable Driver                                      | 850                           |
| Police Constable Driver                                           | 800                           |
| <b>(ii) Day Off Allowance (Rate per day in ₹)</b>                 |                               |
| Armed Police Inspector                                            | 550                           |
| Armed Police Sub Inspector                                        | 550                           |

| Category                                                                                                         | Rate per month<br>(₹) |
|------------------------------------------------------------------------------------------------------------------|-----------------------|
| Armed Police Assistant Sub Inspector                                                                             | 550                   |
| Havildar                                                                                                         | 510                   |
| Civil Police Officer                                                                                             | 440                   |
| Police Head Constable Driver                                                                                     | 510                   |
| Police Constable Driver                                                                                          | 440                   |
| Camp Follower                                                                                                    | 330                   |
| <b>(iii) Barrack Allowance</b>                                                                                   |                       |
| Commandant                                                                                                       | 5000                  |
| Assistant Commandant/ Deputy Commandant                                                                          | 4000                  |
| Armed Police Inspector                                                                                           | 3000                  |
| Armed Police Sub Inspector                                                                                       | 2500                  |
| Armed Police Assistant Sub Inspector                                                                             | 2000                  |
| Havildar                                                                                                         | 1800                  |
| Police Constable                                                                                                 | 1500                  |
| * These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance. |                       |
| <b>(iv) Camp Follower Allowance</b>                                                                              |                       |
| Camp Follower                                                                                                    | 550                   |
| <b>X. Armed Reserve Police*</b>                                                                                  |                       |
| <b>(i) Police Special Allowance</b>                                                                              |                       |
| Reserve Inspector                                                                                                | 650                   |
| Sub Inspector                                                                                                    | 950                   |
| Assistant Sub Inspector                                                                                          | 900                   |
| Havildar                                                                                                         | 850                   |
| Civil Police Officer                                                                                             | 800                   |
| Police Head Constable Driver                                                                                     | 800                   |
| Police Constable Driver                                                                                          | 800                   |
| <b>(ii) Special Allowance to Technical categories in Armed Police and Armed Reserve Battalion</b>                | 80                    |
| <b>(iii) Special Allowance to Cannoeman/ Boat Lascar/ Syrang</b>                                                 | 140                   |
| <b>(iv) Day off Allowance (Rate per day in ₹)</b>                                                                |                       |
| Reserve Inspector                                                                                                | 550                   |
| Sub Inspector                                                                                                    | 550                   |
| Assistant Sub Inspector                                                                                          | 550                   |
| Havildar                                                                                                         | 510                   |

| <b>Category</b>                                                                                                                                                                                                                                                                                      | <b>Rate per month<br/>(₹)</b> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Civil Police Officer                                                                                                                                                                                                                                                                                 | 440                           |
| Police Head Constable Driver                                                                                                                                                                                                                                                                         | 440                           |
| Police Constable Driver                                                                                                                                                                                                                                                                              | 440                           |
| Camp Follower                                                                                                                                                                                                                                                                                        | 330                           |
| <i>(v)Camp Follower Allowance</i>                                                                                                                                                                                                                                                                    |                               |
| Camp Follower                                                                                                                                                                                                                                                                                        | 550                           |
| <i>(vi)Barrack Allowance</i>                                                                                                                                                                                                                                                                         |                               |
| Commandant                                                                                                                                                                                                                                                                                           | 5000                          |
| Assistant Commandant/ Deputy Commandant                                                                                                                                                                                                                                                              | 4000                          |
| Reserve Inspector                                                                                                                                                                                                                                                                                    | 3000                          |
| Sub Inspector                                                                                                                                                                                                                                                                                        | 2500                          |
| Assistant Sub Inspector                                                                                                                                                                                                                                                                              | 2000                          |
| Havildar /Senior Civil Police Officer                                                                                                                                                                                                                                                                | 1800                          |
| 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". |                               |
| <b>XI. Cyber Cell/Cyber Police Station*</b>                                                                                                                                                                                                                                                          |                               |
| <i>Cyber Allowance</i>                                                                                                                                                                                                                                                                               |                               |
| Superintendent of Police (Non-IPS)                                                                                                                                                                                                                                                                   | 3000                          |
| Deputy Superintendent of Police                                                                                                                                                                                                                                                                      | 2500                          |
| Inspector of Police/Women Inspector of Police                                                                                                                                                                                                                                                        | 2200                          |
| Sub Inspector/ Women Sub- Inspector                                                                                                                                                                                                                                                                  | 2000                          |
| Assistant Sub Inspector                                                                                                                                                                                                                                                                              | 1800                          |
| Senior Civil Police Officer/ Women Senior Civil Police Officer                                                                                                                                                                                                                                       | 1700                          |
| Civil Police Officer/ Women Civil Police Officer                                                                                                                                                                                                                                                     | 1600                          |
| 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.                                                                                                                            |                               |
| <b>XII. Women Police Battalion*</b>                                                                                                                                                                                                                                                                  |                               |
| <i>(i)Police Special Allowance</i>                                                                                                                                                                                                                                                                   |                               |

| Category                                                                                                         | Rate per month<br>(₹) |
|------------------------------------------------------------------------------------------------------------------|-----------------------|
| Deputy Commandant                                                                                                | 400                   |
| Armed Police Inspector                                                                                           | 1000                  |
| Armed Police Sub Inspector                                                                                       | 950                   |
| Armed Police Assistant Sub Inspector                                                                             | 900                   |
| Havildar                                                                                                         | 850                   |
| Police Constable                                                                                                 | 800                   |
| Police Head Constable Driver                                                                                     | 850                   |
| Police Constable Driver                                                                                          | 800                   |
| <b>(ii) Day Off Allowance (Rate per day in ₹)</b>                                                                |                       |
| Armed Police Inspector                                                                                           | 550                   |
| Armed Police Sub Inspector                                                                                       | 550                   |
| Armed Police Assistant Sub Inspector                                                                             | 550                   |
| Havildar                                                                                                         | 510                   |
| Civil Police Officer                                                                                             | 440                   |
| Police Head Constable Driver                                                                                     | 510                   |
| Police Constable Driver                                                                                          | 440                   |
| Camp Follower                                                                                                    | 330                   |
| <b>(iii) Barrack Allowance</b>                                                                                   |                       |
| Commandant                                                                                                       | 5000                  |
| Assistant Commandant/ Deputy Commandant                                                                          | 4000                  |
| Armed Police Inspector                                                                                           | 3000                  |
| Armed Police Sub Inspector                                                                                       | 2500                  |
| Armed Police Assistant Sub Inspector                                                                             | 2000                  |
| Havildar                                                                                                         | 1800                  |
| Police Constable                                                                                                 | 1500                  |
| * These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance. |                       |
| <b>(iv) Camp Follower Allowance</b>                                                                              |                       |
| Camp Follower                                                                                                    | 550                   |
| <b>XIII. India Reserve Battalion</b>                                                                             |                       |
| <b>A. Regular Wing*</b>                                                                                          |                       |
| <b>(i) IR Battalion Allowance</b>                                                                                | 3000                  |
| <b>(ii) Day off Allowance (Rate per Day in ₹)</b>                                                                |                       |
| Armed Police Inspector                                                                                           | 550                   |
| Sub Inspector                                                                                                    | 550                   |

| <b>Category</b>                                                                                                  | <b>Rate per month<br/>(₹)</b> |
|------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Assistant Sub Inspector                                                                                          | 550                           |
| Havildar/Head Constable                                                                                          | 510                           |
| Police Constable                                                                                                 | 440                           |
| Police Head Constable Driver                                                                                     | 440                           |
| Police Constable Driver                                                                                          | 440                           |
| Camp Follower                                                                                                    | 330                           |
| <b><i>(iii)Camp Follower Allowance</i></b>                                                                       |                               |
| Camp Followers                                                                                                   | 550                           |
| <b><i>(iv)Barrack Allowance</i></b>                                                                              |                               |
| Commandant                                                                                                       | 5000                          |
| Assistant Commandant/ Deputy Commandant                                                                          | 4000                          |
| Armed Police Inspector                                                                                           | 3000                          |
| Sub Inspector                                                                                                    | 2500                          |
| Assistant Sub Inspector                                                                                          | 2000                          |
| Havildar /Senior Civil Police Officer                                                                            | 1800                          |
| 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><i>B. Thunderbolt Commandos*</i></b>                                                                          |                               |
| <b><i>(i)Commando Weapon Maintenance Allowance</i></b>                                                           | 1100                          |
| <b><i>(ii)Commando Special Diet Allowance</i></b>                                                                | 1100                          |
| <b><i>(iii)Kit Accoutrement &amp; Maintenance allowance</i></b>                                                  | 550                           |
| <b><i>(iv)Special Risk allowance</i></b>                                                                         | 3000                          |
| <b><i>(v)Day off Allowance (Rate per Day in ₹)</i></b>                                                           |                               |
| Armed Police Inspector                                                                                           | 550                           |
| Sub Inspector                                                                                                    | 550                           |
| Assistant Sub Inspector                                                                                          | 550                           |
| Havildar/Head Constable                                                                                          | 510                           |
| Police Constable                                                                                                 | 440                           |
| Police Head Constable Driver                                                                                     | 440                           |
| Police Constable Driver                                                                                          | 440                           |
| <b><i>(vi)Barrack Allowance</i></b>                                                                              |                               |
| Commandant                                                                                                       | 5000                          |
| Assistant Commandant/ Deputy Commandant                                                                          | 4000                          |
| Armed Police Inspector                                                                                           | 3000                          |

| Category                                                                                                                    | Rate per month<br>(₹)            |
|-----------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| Sub Inspector                                                                                                               | 2500                             |
| Assistant Sub Inspector                                                                                                     | 2000                             |
| Havildar /Senior Civil Police Officer                                                                                       | 1800                             |
| Police Constable/Civil Police Officer                                                                                       | 1500                             |
| <i>* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.</i>     |                                  |
| <b>C. Police Personnel from other branches on deputation in IR Battalion*</b>                                               |                                  |
| <b>(i)Incentive</b>                                                                                                         |                                  |
| Commandant/SP                                                                                                               | 4000                             |
| DySP                                                                                                                        | 3500                             |
| Inspector                                                                                                                   | 3500                             |
| Sub Inspector                                                                                                               | 3000                             |
| Assistant Sub Inspector                                                                                                     | 3000                             |
| Havildar/ SCPO                                                                                                              | 3000                             |
| <i>*These officers are also eligible for all allowances except Police Special allowance applicable in the parent cadre.</i> |                                  |
| <b>XIV. Anti-Naxal Force (Special Operations Group) *</b>                                                                   |                                  |
| <b>(i) Anti-Naxal Operation Special Risk Allowance</b>                                                                      | 50% of Basic Pay<br>(without DA) |
| <b>(ii) Ration Money Allowance</b>                                                                                          | 1000                             |
| <b>(iii)Day off Allowance (Rate per Day in ₹ )</b>                                                                          |                                  |
| Armed Police Inspector                                                                                                      | 550                              |
| Sub Inspector                                                                                                               | 550                              |
| Assistant Sub Inspector                                                                                                     | 550                              |
| Havildar/Head Constable                                                                                                     | 510                              |
| Police Constable                                                                                                            | 440                              |
| Police Head Constable Driver                                                                                                | 440                              |
| Police Constable Driver                                                                                                     | 440                              |
| <b>(iv)Barrack Allowance</b>                                                                                                |                                  |
| Commandant                                                                                                                  | 5000                             |
| Assistant Commandant/ Deputy Commandant                                                                                     | 4000                             |
| Armed Police Inspector                                                                                                      | 3000                             |
| Sub Inspector                                                                                                               | 2500                             |
| Assistant Sub Inspector                                                                                                     | 2000                             |

| Category                                                                                                         | Rate per month (₹) |
|------------------------------------------------------------------------------------------------------------------|--------------------|
| Havildar /Senior Civil Police Officer                                                                            | 1800               |
| 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**

| Category                                              | Area of Jurisdiction | Average no. of days of tour in a month | Rate per month (₹) |
|-------------------------------------------------------|----------------------|----------------------------------------|--------------------|
| <b>(i) State Special Branch and Crime Branch</b>      |                      |                                        |                    |
| Driver SI                                             | 32 Km from HQ        |                                        | 280                |
| Senior Civil Police Officer (District Special Branch) | 32 Km from HQ        |                                        | 390                |
| Woman Senior Civil Police Officer                     | 32 Km from HQ        |                                        | 390                |
| Civil Police Officer (District Special Branch)        | 32 Km from HQ        |                                        | 280                |
| Woman Civil Police Officer (District Special Branch)  | 32 Km from HQ        |                                        | 280                |
| Driver                                                | 32 Km from HQ        |                                        | 280                |
| <b>(ii) Telecommunication Unit</b>                    |                      |                                        |                    |
| Sub Inspector                                         | 32 Km from HQ        |                                        | 280                |
| Assistant Sub Inspector                               | 32 Km from HQ        |                                        | 280                |
| Head Constable (Operator)                             | 32 Km from HQ        |                                        | 280                |
| Police Constable                                      | 32 Km from HQ        |                                        | 280                |
| <b>(iii) Armourer</b>                                 |                      |                                        |                    |
| Armourer Sub Inspector                                | Not Prescribed       |                                        | 280                |
| Armourer Assistant Sub Inspector                      | Not Prescribed       |                                        | 280                |
| Armourer Senior Civil Police Officer                  | Not Prescribed       |                                        | 280                |
| Armourer Civil Police Officer                         | Not Prescribed       |                                        | 280                |
| Armourer Staff                                        | Not Prescribed       |                                        | 280                |
| <b>(iv) State Crime Records Bureau</b>                |                      |                                        |                    |

| Category                                                                                               | Area of Jurisdiction | Average no. of days of tour in a month | Rate per month (₹) |
|--------------------------------------------------------------------------------------------------------|----------------------|----------------------------------------|--------------------|
| Sub Inspector                                                                                          | 32 Km from HQ        |                                        | 470                |
| Senior Civil Police Officer                                                                            | 32 Km from HQ        |                                        | 390                |
| Civil Police Officer (DCIB) of Tvm City                                                                | 32 Km from HQ        |                                        | 280                |
| <i>(v) Personal Guard</i>                                                                              |                      |                                        |                    |
| Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector)                                      | 32 Km from HQ        |                                        | 470                |
| Assistant Sub Inspector                                                                                | 32 Km from HQ        |                                        | 390                |
| Senior Civil Police Officer                                                                            | 32 Km from HQ        |                                        | 390                |
| Civil Police Officer                                                                                   | 32 Km from HQ        |                                        | 280                |
| <i>(vi) Miscellaneous</i>                                                                              |                      |                                        |                    |
| Band Master (SI/ Armed Police SI)                                                                      | Not prescribed       |                                        | 280                |
| Brass Band Man/Orchestra Man/Bugler Man                                                                | Not prescribed       |                                        | 280                |
| Sub Inspector Band Unit                                                                                | Not prescribed       |                                        | 280                |
| Mounted Police                                                                                         | Not prescribed       |                                        | 280                |
| Armourer Staff                                                                                         | Not prescribed       |                                        | 280                |
| Electrician                                                                                            | Not prescribed       |                                        | 280                |
| Carpenter                                                                                              | Not prescribed       |                                        | 280                |
| Painter                                                                                                | Not prescribed       |                                        | 280                |
| Blacksmith                                                                                             | Not prescribed       |                                        | 280                |
| Mason                                                                                                  | Not prescribed       |                                        | 280                |
| Boat Syrang                                                                                            | Respective District  |                                        | 280                |
| Boat Driver                                                                                            | Respective District  |                                        | 280                |
| Bugler/ Drummer                                                                                        | Not prescribed       |                                        | 280                |
| Technical Staff (Executive & Civilian) attached to range workshop MSP                                  | 32 Km from HQ        |                                        | 280                |
| Motor Cycle Orderlies attached to the Chief Office                                                     | 32 Km from HQ        |                                        | 280                |
| Members of the police force of and below the rank of Sub Inspectors attached to Police computer centre | Not prescribed       |                                        | 280                |

| Category                                                                                                  | Area of Jurisdiction | Average no. of days of tour in a month | Rate per month (₹) |
|-----------------------------------------------------------------------------------------------------------|----------------------|----------------------------------------|--------------------|
| Members of the Motor Transport Unit attached to the District AR including MTRSI attached to various units | 32 Km from HQ        |                                        | 280                |
| <b>(vii) Executive Staff</b>                                                                              |                      |                                        |                    |
| Mechanic (M.T.Check)/ Mason /Binder/ Rattan Weaver/Lathe Operator / Boat Crew                             | Not prescribed       |                                        | 280                |
| <b>(viii) Civil Staff</b>                                                                                 |                      |                                        |                    |
| Electrician/Fitter/Welder/ Blacksmith/Mechanic/ Binder/Upholsterer/Packer/ Store Attender/Lascar          | Not prescribed       |                                        | 280                |
| <b>(ix) Motor Transport Unit</b>                                                                          |                      |                                        |                    |
| Motor Transport Officer                                                                                   | Not prescribed       |                                        | 280                |
| Motor Transport Inspector                                                                                 | Not prescribed       |                                        | 280                |
| Motor Transport Sub Inspector                                                                             | Not prescribed       |                                        | 280                |
| Havildar Mechanic                                                                                         | Not prescribed       |                                        | 280                |
| Civil Police Officer<br>Mechanic/Fitter/Electrician                                                       | Not prescribed       |                                        | 280                |
| Members of Motor Transport Unit attached to District A.R. attached to various units                       | Not prescribed       |                                        | 280                |
| <b>(x) Band Unit</b>                                                                                      |                      |                                        |                    |
| Sub Inspector (Band)                                                                                      | Not prescribed       |                                        | 280                |
| Bugler/Drummer                                                                                            | Not prescribed       |                                        | 280                |
| Band and Orchestra personnel                                                                              | Not prescribed       |                                        | 280                |
| <b>(xi) General Executive</b>                                                                             |                      |                                        |                    |
| Station House Officer                                                                                     | 32 Km from HQ        |                                        | 470                |
| Sub Inspector                                                                                             | 32 Km from HQ        |                                        | 470                |
| Assistant Sub Inspector                                                                                   | 32 Km from HQ        |                                        | 390                |
| Senior Civil Police Officer                                                                               | 32 Km from HQ        |                                        | 390                |
| Civil Police Officer                                                                                      | 32 Km from HQ        |                                        | 280                |
| Police Head Constable Driver                                                                              | 32 Km from HQ        |                                        | 280                |

| Category                                                         | Area of Jurisdiction | Average no. of days of tour in a month | Rate per month (₹) |
|------------------------------------------------------------------|----------------------|----------------------------------------|--------------------|
| Police Constable Driver                                          | 32 Km from HQ        |                                        | 280                |
| <b>(xii) Armed Police (Battalion)</b>                            |                      |                                        |                    |
| Armed Police Sub Inspector                                       |                      |                                        | 470                |
| Armed Police Assistant Sub Inspector                             |                      |                                        | 390                |
| Havildar                                                         |                      |                                        | 390                |
| Civil Police Officer                                             |                      |                                        | 280                |
| Police Head Constable Driver                                     |                      |                                        | 280                |
| Police Constable Driver                                          |                      |                                        | 280                |
| <b>(xiii) Armed Reserve Police</b>                               |                      |                                        |                    |
| Sub Inspector                                                    | 32 Km from HQ        |                                        | 470                |
| Assistant Sub Inspector                                          | 32 Km from HQ        |                                        | 390                |
| Havildar                                                         | 32 Km from HQ        |                                        | 390                |
| Civil Police Officer                                             | 32 Km from HQ        |                                        | 280                |
| Police Head Constable Driver                                     | 32 Km from HQ        |                                        | 280                |
| Police Constable Driver                                          | 32 Km from HQ        |                                        | 280                |
| Technical categories in Armed Police and Armed Reserve Battalion | 32 Km from HQ        |                                        | 280                |
| Canoeman/Boat Lascar/Syrang                                      |                      |                                        | 280                |

## 66. PORTS

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post      | Existing Scale of Pay | Revised Scale of Pay |
|-------------------|-----------------------|----------------------|
| Director          | 85000-117600          | 118100-163400        |
| Deputy Director   | 81000-117600          | 112800-163400        |
| Port Officer      | 81000-117600          | 112800-163400        |
| Officer in charge | 68700-110400          | 95600-153200         |

|  | <b>Name of Post</b>                                                            | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|--------------------------------------------------------------------------------|------------------------------|-----------------------------|
|  | Engineer in charge                                                             | 68700-110400                 | 95600-153200                |
|  | Senior Port Conservator                                                        | 42500-87000                  | 59300-120900                |
|  | Assistant Engineer(Marine)                                                     | 39500-83000                  | 55200-115300                |
|  | Personal Assistant to Port Officer/Purser                                      | 36600-79200                  | 51400-110300                |
|  | Navigator                                                                      | 36600-79200                  | 51400-110300                |
|  | Port Conservator / Pier Master / Reserve Port Conservator                      | 30700-65400                  | 43400-91200                 |
|  | Master Gr.I                                                                    | 27800-59400                  | 39300-83000                 |
|  | Cutter Suction Dredger Operator                                                | 27800-59400                  | 39300-83000                 |
|  | Driver Gr.I                                                                    | 27800-59400                  | 39300-83000                 |
|  | Master Gr.II                                                                   | 22200-48000                  | 31100-66800                 |
|  | Driver Gr.II                                                                   | 22200-48000                  | 31100-66800                 |
|  | Radio Operator                                                                 | 22200-48000                  | 31100-66800                 |
|  | Wharf Supervisor / Asst.Port Conservator/ Cargo Supervisor / Asst. Pier Master | 22200-48000                  | 31100-66800                 |
|  | Draftsman Gr.II                                                                | 22200-48000                  | 31100-66800                 |
|  | Chief Signaller                                                                | 20000-45800                  | 27900-63700                 |
|  | Mobile Crane Operator                                                          | 19000-43600                  | 26500-60700                 |
|  | Crane Operator                                                                 | 19000-43600                  | 26500-60700                 |
|  | Operator cum Mechanic                                                          | 19000-43600                  | 26500-60700                 |
|  | Light Keeper & Signaller                                                       | 18000-41500                  | 25100-57900                 |
|  | Master Gr.III / Asst. Tug Master                                               | 18000-41500                  | 25100-57900                 |
|  | Driver Gr.III / Asst. Tug Driver                                               | 18000-41500                  | 25100-57900                 |
|  | Mechanical Carpenter                                                           | 17500-39500                  | 24400-55200                 |

|  | <b>Name of Post</b>                  | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|--------------------------------------|------------------------------|-----------------------------|
|  | Seaman cum pump Attendar             | 17500-39500                  | 24400-55200                 |
|  | Seaman                               | 17500-39500                  | 24400-55200                 |
|  | Tug Clerk                            | 17000-37500                  | 23700-52600                 |
|  | Asst. crane Driver                   | 17000-37500                  | 23700-52600                 |
|  | Watchman cum cook                    | 17000-37500                  | 23700-52600                 |
|  | Assistant Crane Operator cum Cleaner | 17000-37500                  | 23700-52600                 |
|  | Diesel Mechanic                      | 17000-37500                  | 23700-52600                 |
|  | <b>Mechanical Engineering Wing</b>   |                              |                             |
|  | Chief Mechanical Engineer            | 68700-110400                 | 95600-153200                |
|  | Mechanical Marine Engineer           | 68700-110400                 | 95600-153200                |
|  | Shipwright/Naval Architect           | 68700-110400                 | 95600-153200                |
|  | Asst. Exe. Engineer (Mechanical)     | 42500-87000                  | 59300-120900                |
|  | Assistant Engineer                   | 39500-83000                  | 55200-115300                |
|  | Head Draftsman                       | 39500-83000                  | 55200-115300                |
|  | Draftsman Gr.I/ Charge hand          | 26500-56700                  | 37400-79000                 |
|  | Overseer (Electrical)                | 26500-56700                  | 37400-79000                 |
|  | Asst. Line man                       | 17000-37500                  | 23700-52600                 |

### Posts held by Personnel of other Departments

|  | <b>Name of Post</b>    | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|------------------------|------------------------------|-----------------------------|
|  | Administrative Officer | As in PD                     | As in PD                    |
|  | Finance Officer        | As in PD                     | As in PD                    |

## B. ALLOWANCES

### (1) Risk Allowance

| Category                                  | Rate per month<br>(₹) |
|-------------------------------------------|-----------------------|
| Assistant Engineer                        | 170                   |
| Navigator                                 | 170                   |
| Electrician                               | 110                   |
| Master Gr. I, II and III                  | 110                   |
| Driver Gr. I and II                       | 110                   |
| C.S.D. Operator/ Radio Telephone Operator | 110                   |
| Welder                                    | 110                   |
| Cook                                      | 110                   |

### (2) Uniform Allowance

| Category                                     | Rate per Annum (₹) |
|----------------------------------------------|--------------------|
| Port Conservator/ Assistant Port Conservator | 2200               |
| Assistant Pier Master/ Wharf Supervisor      | 2000               |

## 67. PRINTING

### 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 Printing                       | As in PD              | As in PD             |
|   | Superintendent of Govt. Presses            | 68700-110400          | 95600-153200         |
|   | Controller of Forms                        | 55350-101400          | 77200-140500         |
| a | Deputy Superintendent of Govt Presses (HG) | 55350-101400          | 77200-140500         |

|  | <b>Name of Post</b>                   | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|---------------------------------------|------------------------------|-----------------------------|
|  | Deputy Superintendent of Govt Presses | 45800-89000                  | 63700-123700                |
|  | Asst. Engineer (Electronics)          | 36600-79200                  | 51400-110300                |
|  | Asst. Superintendent                  | 36600-79200                  | 51400-110300                |
|  | District Forms Officer                | 36600-79200                  | 51400-110300                |
|  | Publication Assistant                 | 36600-79200                  | 51400-110300                |
|  | Office Manager                        | 36600-79200                  | 51400-110300                |
|  | Head Reader                           | 32300-68700                  | 45600-95600                 |
|  | General Foreman                       | 32300-68700                  | 45600-95600                 |
|  | Head Computer                         | 32300-68700                  | 45600-95600                 |
|  | Chief Foreman (Electrical)            | 32300-68700                  | 45600-95600                 |
|  | Chief Foreman (Workshop)              | 32300-68700                  | 45600-95600                 |
|  | Offset Supervisor                     | 32300-68700                  | 45600-95600                 |
|  | Plate making Supervisor               | 32300-68700                  | 45600-95600                 |
|  | Supervisor                            | 30700-65400                  | 43400-91200                 |
|  | Computing Supervisor                  | 30700-65400                  | 43400-91200                 |
|  | Foreman (Workshop)                    | 30700-65400                  | 43400-91200                 |
|  | Senior Foreman                        | 30700-65400                  | 43400-91200                 |
|  | Senior Reader                         | 30700-65400                  | 43400-91200                 |
|  | Foreman (Electrical)                  | 30700-65400                  | 43400-91200                 |
|  | Chief Warehouseman                    | 30700-65400                  | 43400-91200                 |
|  | Type Store Keeper                     | 30700-65400                  | 43400-91200                 |
|  | Reader Gr.I                           | 29200-62400                  | 41300-87000                 |
|  | Computer Senior Grade                 | 29200-62400                  | 41300-87000                 |
|  | Junior Foreman                        | 29200-62400                  | 41300-87000                 |
|  | Senior Carpenter                      | 29200-62400                  | 41300-87000                 |
|  | Senior Electrician                    | 29200-62400                  | 41300-87000                 |
|  | Senior Mechanic                       | 29200-62400                  | 41300-87000                 |

|  | <b>Name of Post</b>                           | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-----------------------------------------------|------------------------------|-----------------------------|
|  | Cashier / Forms Inspector                     | 27800-59400                  | 39300-83000                 |
|  | Reader Gr.II                                  | 27800-59400                  | 39300-83000                 |
|  | Asst. Foreman                                 | 27800-59400                  | 39300-83000                 |
|  | Computer Gr.I                                 | 27800-59400                  | 39300-83000                 |
|  | Mechanic                                      | 27800-59400                  | 39300-83000                 |
|  | Offset Printing Machine Operator Senior Grade | 27800-59400                  | 39300-83000                 |
|  | Junior Supervisor (Offset)                    | 27800-59400                  | 39300-83000                 |
|  | Chief Time Keeper                             | 26500-56700                  | 37400-79000                 |
|  | Sr.Gr. Electrician                            | 26500-56700                  | 37400-79000                 |
|  | Technician Sr.Gr.                             | 26500-56700                  | 37400-79000                 |
|  | Binder Sr.Gr                                  | 26500-56700                  | 37400-79000                 |
|  | Compositor Sr.Gr.                             | 26500-56700                  | 37400-79000                 |
|  | Offset Printing Machine Operator Gr.I         | 26500-56700                  | 37400-79000                 |
|  | Warehouseman Sr. Gr                           | 26500-56700                  | 37400-79000                 |
|  | Camera Operator cum Film Developer Gr.I       | 26500-56700                  | 37400-79000                 |
|  | Retouching Artist Gr.I                        | 26500-56700                  | 37400-79000                 |
|  | Plate Maker Gr.I                              | 26500-56700                  | 37400-79000                 |
|  | Paste-up Artist Gr.I                          | 26500-56700                  | 37400-79000                 |
|  | Senior Grade Printer                          | 26500-56700                  | 37400-79000                 |
|  | Carpenter Senior Grade                        | 26500-56700                  | 37400-79000                 |
|  | DTP operator Gr.I                             | -                            | 37400-79000                 |
|  | Senior Time Keeper                            | 25200-54000                  | 35600-75400                 |
|  | Electrician Gr.I                              | 25200-54000                  | 35600-75400                 |
|  | Technician Gr.I                               | 25200-54000                  | 35600-75400                 |
|  | Binder Gr.I                                   | 25200-54000                  | 35600-75400                 |
|  | Compositor Gr.I                               | 25200-54000                  | 35600-75400                 |

|  | <b>Name of Post</b>                      | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|------------------------------------------|------------------------------|-----------------------------|
|  | Offset Printing Machine Operator Gr.II   | 25200-54000                  | 35600-75400                 |
|  | Warehouseman Gr.I                        | 25200-54000                  | 35600-75400                 |
|  | Camera Operator cum Film Developer Gr.II | 25200-54000                  | 35600-75400                 |
|  | Platemaker Gr.II                         | 25200-54000                  | 35600-75400                 |
|  | Pasteup Artist Gr.II                     | 25200-54000                  | 35600-75400                 |
|  | Printer Gr.I                             | 25200-54000                  | 35600-75400                 |
|  | Retouching Artist Gr.II                  | 25200-54000                  | 35600-75400                 |
|  | DTP Operator Gr.II                       | 25200-54000                  | 35600-75400                 |
|  | Assistant Type Store Keeper              | 25200-54000                  | 35600-75400                 |
|  | Time Keeper                              | 22200-48000                  | 31100-66800                 |
|  | Copy Holder                              | 20000-45800                  | 27900-63700                 |
|  | Computer Gr.II                           | 20000-45800                  | 27900-63700                 |
|  | Electrician Gr.II                        | 20000-45800                  | 27900-63700                 |
|  | Warehouseman Gr.II                       | 20000-45800                  | 27900-63700                 |
|  | Asst. Time Keeper                        | 19000-43600                  | 26500-60700                 |
|  | Technician Gr.II                         | 19000-43600                  | 26500-60700                 |
|  | Examiner                                 | 19000-43600                  | 26500-60700                 |
|  | Binder Gr.II                             | 19000-43600                  | 26500-60700                 |
|  | Compositor Gr.II                         | 19000-43600                  | 26500-60700                 |
|  | Galley Pressman Gr.I                     | 18000-41500                  | 25100-57900                 |
|  | Helper Gr.I                              | 17500-39500                  | 24400-55200                 |
|  | Sanitary Worker Gr.I                     | 17500-39500                  | 24400-55200                 |
|  | Sweeper Gr.I                             | 17500-39500                  | 24400-55200                 |
|  | Packer Gr.I                              | 17500-39500                  | 24400-55200                 |
|  | Counter Gr.I                             | 17500-39500                  | 24400-55200                 |
|  | Gatekeeper Gr.I                          | 17500-39500                  | 24400-55200                 |
|  | Lascar Gr.I                              | 17500-39500                  | 24400-55200                 |

|  | Name of Post          | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------------|-----------------------|----------------------|
|  | Helper Gr.II          | 17000-37500           | 23700-52600          |
|  | Gardener              | 17000-37500           | 23700-52600          |
|  | Sanitary Worker Gr.II | 17000-37500           | 23700-52600          |
|  | Sweeper Gr.II         | 17000-37500           | 23700-52600          |
|  | Packer Gr.II          | 17000-37500           | 23700-52600          |
|  | Counter Gr.II         | 17000-37500           | 23700-52600          |
|  | Gatekeeper Gr.II      | 17000-37500           | 23700-52600          |
|  | Lascar Gr.II          | 17000-37500           | 23700-52600          |
|  | SLR (Skilled Workers) | 16500-35700           | 23000-50200          |

a 30% Higher Grade 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             |
|  | Assistant Executive Engineer | As in PD              | As in PD             |
|  | Labour Welfare Officer       | As in PD              | As in PD             |
|  | Security Officer             | As in PD              | As in PD             |
|  | Senior Civil Police Officer  | As in PD              | As in PD             |
|  | Civil Police Officer         | As in PD              | As in PD             |
|  | Women Civil Police Officer   | As in PD              | As in PD             |

#### B. ALLOWANCES

##### (1) Footwear Allowance

| Category                             | Rate per Annum (₹) |
|--------------------------------------|--------------------|
| Technical Employees - Male/ Female   | 500                |
| Mechanical Employees (Workshop wing) | 500                |

**(2) Special Allowance**

| Category                                         | Rate per Month (₹) |
|--------------------------------------------------|--------------------|
| Superintendent of Govt. Presses                  | 280                |
| General Foreman                                  | 140                |
| Worker with LPT Diploma in Printing Technology   | 110                |
| Cleaner                                          | 170                |
| <b>Staff of Confidential Section</b>             |                    |
| Pay Range between ₹ 50200-105300 to 63700-123700 | 250                |
| Pay Range between ₹ 37400-79000 to 43400-91200   | 180                |
| Pay Range between ₹ 35600-75400 to 37400-79000   | 170                |
| Pay Range between ₹ 27900-63700 to 31100-66800   | 160                |
| Pay Range between ₹ 24400-55200 to 25100-57900   | 160                |
| Pay Range below ₹ 23700-52600                    | 150                |

**(3) Uniform Allowance**

| Category                             | Rate per Annum (₹) |
|--------------------------------------|--------------------|
| Technical Employees - Male/ Female   | 2000               |
| Mechanical Employees (Workshop wing) | 2500               |

**68. PRISONS AND CORRECTIONAL SERVICES****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

| Name of Post                                        | Existing Scale of Pay | Revised Scale of Pay |
|-----------------------------------------------------|-----------------------|----------------------|
| Director General of Prisons & Correctional Services | IPS                   | IPS                  |
| DIG of Prisons / Director, SICA                     | 81000-117600          | 112800-163400        |
| 'Superintendent', Central Prison / Open Prison      | 68700-110400          | 95600-153200         |
| Programme Officer                                   | 68700-110400          | 95600-153200         |
| Chief Welfare Officer                               | 68700-110400          | 95600-153200         |
| Regional Welfare Officer                            | 55350-101400          | 77200-140500         |

|   | Name of Post                                                                                                                                                 | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | 'Joint Superintendent',<br>Central Prison / Open Prison;<br>'Superintendent', District Jail;<br>'Senior Lecturer', SICA;<br>Special Officers                 | 45800-89000           | 63700-123700         |
|   | 'Superintendent', Women's<br>Prison / Women's Open<br>Prison                                                                                                 | 45800-89000           | 63700-123700         |
|   | Chief Audit Officer                                                                                                                                          | 42500-87000           | 59300-120900         |
|   | Personal Assistant to Director<br>General of Prisons &<br>Correctional Services                                                                              | 39500-83000           | 55200-115300         |
|   | Welfare Officer Grade I                                                                                                                                      | 45800-89000           | 63700-123700         |
| a | Welfare Officer Grade II                                                                                                                                     | 39500-83000           | 55200-115300         |
|   | 'Deputy Superintendent',<br>Central Prison / District Jail ;<br>'Superintendent', Special Sub<br>Jail / Borstal School; 'Law<br>Lecturer', SICA              | 39500-83000           | 55200-115300         |
|   | 'Deputy Superintendent',<br>Women Prison                                                                                                                     | 39500-83000           | 55200-115300         |
|   | Accounts Officer                                                                                                                                             | 36600-79200           | 51400-110300         |
|   | 'Assistant Superintendent<br>Grade I', Women's Prison                                                                                                        | 30700-65400           | 43400-91200          |
|   | 'Armourer', SICA ; 'Training<br>Officer', SICA; 'Supervisor',<br>Open Prison / Borstal School;<br>'Store Keeper', Open Prison;<br>'Superintendent', Sub Jail | 30700-65400           | 43400-91200          |
|   | Assistant Superintendent<br>Grade II                                                                                                                         | 29200-62400           | 41300-87000          |
|   | Female Assistant<br>Superintendent Grade II                                                                                                                  | 29200-62400           | 41300-87000          |
|   | Deputy Prison Officer / Chief<br>Petty Officer                                                                                                               | 26500-56700           | 37400-79000          |
|   | Prison Officer                                                                                                                                               | 26500-56700           | 37400-79000          |
|   | Carpentry Instructor /<br>Carpentry Foreman                                                                                                                  | 25200-54000           | 35600-75400          |
|   | Weaving Instructor /<br>Weaving Foreman                                                                                                                      | 25200-54000           | 35600-75400          |
|   | Weaving Assistant                                                                                                                                            | 25200-54000           | 35600-75400          |
|   | Gate Keeper                                                                                                                                                  | 25200-54000           | 35600-75400          |

|  | <b>Name of Post</b>                                      | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|----------------------------------------------------------|------------------------------|-----------------------------|
|  | P.D. Teacher                                             | 22200-48000                  | 31100-66800                 |
|  | Assistant Prison Officer / Petty Officer (Male / Female) | 20000-45800                  | 27900-63700                 |
|  | Female Assistant Prison Officer                          | 20000-45800                  | 27900-63700                 |
|  | Driver                                                   | 20000-45800                  | 27900-63700                 |
|  | Driver cum Assistant Prison Officer                      | 19000-43600                  | 26500-60700                 |
|  | Boot Foreman                                             | 19000-43600                  | 26500-60700                 |
|  | Blacksmithy Instructor                                   | 19000-43600                  | 26500-60700                 |
|  | Tailoring Instructor                                     | 19000-43600                  | 26500-60700                 |
|  | Physical Training Instructor                             | 19000-43600                  | 26500-60700                 |
|  | Wireman                                                  | 17500-39500                  | 24400-55200                 |
|  | Shoe Maistry                                             | 17500-39500                  | 24400-55200                 |
|  | Warder Attendant                                         | 17500-39500                  | 24400-55200                 |
|  | Clerical Attendant                                       | 17500-39500                  | 24400-55200                 |
|  | Sweeper-cum-Sanitation Worker                            | 17000-37500                  | 23700-52600                 |
|  | Weaver                                                   | 17000-37500                  | 23700-52600                 |

a Existing ratio 1:1 between Grade I and Grade II will continue

### **Posts held by Personnel of other Departments**

| <b>Name of Post</b>    | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|------------------------|------------------------------|-----------------------------|
| Administrative Officer | As in PD                     | As in PD                    |
| Finance Officer        | As in PD                     | As in PD                    |
| Medical Officer        | As in PD                     | As in PD                    |
| Staff Nurse (Male)     | As in PD                     | As in PD                    |
| Pharmacist             | As in PD                     | As in PD                    |
| ECG Technician         | As in PD                     | As in PD                    |
| Laboratory Assistant   | As in PD                     | As in PD                    |
| Nursing Assistant      | As in PD                     | As in PD                    |

## B. ALLOWANCES

### (1) Footwear Allowance

| Sl. No | Category          | Rate per annum (₹) |
|--------|-------------------|--------------------|
| 1      | Gardener          | 500                |
| 2      | Full Time Sweeper | 500                |
| 3      | Part Time Sweeper | 500                |

### (2) Special Allowance

| Category                                          | Rate per month (₹) |
|---------------------------------------------------|--------------------|
| Deputy Inspector General of Prisons               | 280                |
| Personal Assistant to Director General of Prisons | 610                |
| <i>Central Prisons</i>                            |                    |
| Medical Officer                                   | 200                |
| Medical Officer (Ayurveda)                        | 200                |
| Lady Medical Officer                              | 200                |
| Compounder/Pharmacist                             | 110                |
| Gate Keeper                                       | 220                |
| Prison Officer                                    | 220                |
| Deputy Prison Officer                             | 220                |
| Assistant Prison Officer                          | 220                |
| Female Assistant Prison Officer                   | 220                |
| <i>Open Prison, Nettukaltheri</i>                 |                    |
| Superintendent                                    | 170                |
| Agricultural Officer                              | 170                |
| Supervisor                                        | 140                |
| Welfare Officer                                   | 140                |
| Chief Accountant                                  | 140                |
| Assistant Superintendent Grade I                  | 170                |
| Clerk                                             | 140                |
| Deputy Prison Officer                             | 140                |
| Assistant Prison Officer                          | 110                |
| Pharmacist                                        | 110                |
| Part Time Medical Officer                         | 280                |

| Category                        | Rate per month (₹) |
|---------------------------------|--------------------|
| <i>District Jail, Kozhikode</i> |                    |
| Compounder                      | 110                |

**(3) Compensatory Allowance**

| Category                                                                                     | Rate per month (₹) |
|----------------------------------------------------------------------------------------------|--------------------|
| Psychiatrist, Central Prison                                                                 | 330                |
| District Medical Officer visiting Central Prison (for each visit)                            | 170                |
| Homoeo Medical Officer attending the Homoeo Clinic in the Central Prison, Thiruvananthapuram | 330                |
| Warder Attendant, Leprosy Sanatorium Nooranad                                                | 170                |

**(4) Risk Allowance**

| Category                                                                        | Rate per month (₹) |
|---------------------------------------------------------------------------------|--------------------|
| Superintendent, Sub Jail / Supervisor, Open Prison / Supervisor, Borstal School | 110                |
| Assistant Superintendent Grade I and II                                         | 110                |
| Female Assistant Superintendent                                                 | 110                |
| Chief Petty Officer / Petty Officer                                             | 110                |
| Prison Officer                                                                  | 110                |
| Deputy Prison Officer                                                           | 110                |
| Gate Keeper                                                                     | 110                |
| Assistant Prison Officer                                                        | 110                |
| <i>Open Prison Nettukaltheri</i>                                                |                    |
| Assistant Superintendent Grade I                                                | 110                |
| Deputy Prison Officer                                                           | 110                |
| Assistant Prison Officer                                                        | 110                |

**(5) Non-Practising Allowance**

| Category                                                               | Rate per month (₹) |
|------------------------------------------------------------------------|--------------------|
| Medical Officer, Central Prisons, Thiruvananthapuram, Viyur and Kannur | 720                |

(6) **Uniform Allowance**

| <b>Category</b>                                           | <b>Rate per annum (₹)</b> |
|-----------------------------------------------------------|---------------------------|
| Deputy Inspector General of Prisons                       | 5000                      |
| Superintendent, Prisons                                   | 5000                      |
| Joint Superintendent                                      | 5000                      |
| Deputy Superintendent                                     | 5000                      |
| Principal, State Institute of Correctional Administration | 5000                      |
| Assistant Superintendent Grade I / Grade II               | 5000                      |
| Chief Petty Officer                                       | 5000                      |
| Petty Officer                                             | 5000                      |
| Prison Officer                                            | 5000                      |
| Deputy Prison Officer                                     | 5000                      |
| Gate Keeper                                               | 5000                      |
| Assistant Prison Officer                                  | 5000                      |
| Driver cum Assistant Prison Officer                       | 5000                      |
| Senior Lecturer / Lecturer, SICA                          | 5000                      |

(7) **Additional Special Allowance**

| <b>Category</b>                                                                                                               | <b>Rate per month (₹)</b> |
|-------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| <b>1. Day off Allowance (Rate per day)</b>                                                                                    |                           |
| Assistant Superintendent Grade I                                                                                              | 250                       |
| Assistant Superintendent Grade II                                                                                             | 220                       |
| Chief Petty Officer                                                                                                           | 200                       |
| Petty Officer                                                                                                                 | 200                       |
| Prison Officer                                                                                                                | 200                       |
| Deputy Prison Officer                                                                                                         | 200                       |
| Gate Keeper                                                                                                                   | 200                       |
| Assistant Prison Officer                                                                                                      | 200                       |
| <b>2. Prisons Special Allowance*</b>                                                                                          |                           |
| Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Women Open Prison/Special Sub Jail/ Borstal School | 250                       |
| Deputy Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Women Open Prison                           | 250                       |

| Category                                                                                                                                                                                     | Rate per month<br>(₹) |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| Principal, State Institute of Correctional Administration                                                                                                                                    | 250                   |
| Joint Superintendent                                                                                                                                                                         | 250                   |
| Deputy Superintendent, Special Sub Jail                                                                                                                                                      | 220                   |
| Superintendent, Sub Jail/ Supervisor, Open Prison/<br>Supervisor, Borstal School                                                                                                             | 220                   |
| Assistant Superintendent Grade I                                                                                                                                                             | 220                   |
| Assistant Superintendent Grade II                                                                                                                                                            | 200                   |
| Chief Petty Officer                                                                                                                                                                          | 170                   |
| Petty Officer                                                                                                                                                                                | 170                   |
| Prison Officer                                                                                                                                                                               | 170                   |
| Deputy Prison Officer                                                                                                                                                                        | 350                   |
| Gate Keeper                                                                                                                                                                                  | 250                   |
| Assistant Prison Officer                                                                                                                                                                     | 350                   |
| Driver cum Assistant Prison Officer                                                                                                                                                          | 170                   |
| P.D. Teacher                                                                                                                                                                                 | 170                   |
| Weaving Instructor / Weaving Foreman                                                                                                                                                         | 170                   |
| Weaving Assistant                                                                                                                                                                            | 170                   |
| Pharmacist                                                                                                                                                                                   | 170                   |
| Boot Foreman                                                                                                                                                                                 | 170                   |
| Weaver                                                                                                                                                                                       | 150                   |
| <i>*Smartness Allowance, Special Allowance, Water &amp; Electricity charges now existing under Additional Special Allowance in Annexure XIII are subsumed into Prisons Special Allowance</i> |                       |
| <b>Central Prison, Press Thiruvananthapuram</b>                                                                                                                                              |                       |
| <b>Special Allowance</b>                                                                                                                                                                     |                       |
| Assistant Superintendent                                                                                                                                                                     | 170                   |
| General Foreman                                                                                                                                                                              | 150                   |
| Class III Employees                                                                                                                                                                          | 140                   |
| Class IV Employees                                                                                                                                                                           | 130                   |

## 69. PUBLIC WORKS

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                                                                                                                                                                                                                                                        | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Chief Engineer                                                                                                                                                                                                                                                                      | 93000-120000          | 129300-166800        |
|   | Deputy Chief Engineer /<br>Superintending Engineer/<br>Director                                                                                                                                                                                                                     | 85000-117600          | 118100-163400        |
|   | Executive Engineer (HG)/<br>Joint Director (HG)/Executive<br>Engineer General (HG)/<br>Senior Structural Engineer<br>(HG)/ Senior Bridge Engineer<br>(HG)/ Senior Highway<br>Engineer(HG)/ Senior<br>Geotechnical Engineer(HG)/<br>Senior Environmental<br>Engineer(HG)             | 77400-115200          | 107800-160000        |
| a | Executive Engineer / Joint<br>Director/ Executive Engineer<br>General/ Senior Structural<br>Engineer/ Senior Bridge<br>Engineer/ Senior Highway<br>Engineer/ Senior Geotechnical<br>Engineer/ Senior<br>Environmental Engineer                                                      | 68700-110400          | 95600-153200         |
|   | Assistant Executive Engineer<br>(HG)/ Deputy Director(<br>HG)/ Assistant Executive<br>Engineer (Technical)(HG) /<br>Structural Engineer(HG)/<br>Bridge Engineer(HG)/<br>Highway Engineer(HG)/<br>Geotechnical Engineer(HG)/<br>Environmental Engineer(HG)/<br>Material Engineer(HG) | 45800-89000           | 63700-123700         |

|   | <b>Name of Post</b>                                                                                                                                                                                                                                                                                                        | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
| b | Assistant Executive Engineer / Deputy Director/ Assistant Executive Engineer (Technical)/ Structural Engineer/ Bridge Engineer/ Highway Engineer/ Geotechnical Engineer/ Environmental Engineer/ Material Engineer                                                                                                         | 42500-87000                  | 59300-120900                |
|   | Assistant Engineer / Assistant Director/ 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 | 39500-83000                  | 55200-115300                |
|   | System Programmer                                                                                                                                                                                                                                                                                                          | 35700-75600                  | 50200-105300                |
|   | Draftsman Grade I / Overseer Grade I                                                                                                                                                                                                                                                                                       | 26500-56700                  | 37400-79000                 |
|   | Research Assistant                                                                                                                                                                                                                                                                                                         | 26500-56700                  | 37400-79000                 |
|   | Foreman                                                                                                                                                                                                                                                                                                                    | 26500-56700                  | 37400-79000                 |
|   | Scientific Assistant                                                                                                                                                                                                                                                                                                       | 26500-56700                  | 37400-79000                 |
|   | Draftsman Grade II / Overseer Grade II                                                                                                                                                                                                                                                                                     | 22200-48000                  | 31100-66800                 |
|   | Overseer Grade III/ Tracer                                                                                                                                                                                                                                                                                                 | 19000-43600                  | 26500-60700                 |
|   | <b>Architectural Wing</b>                                                                                                                                                                                                                                                                                                  |                              |                             |
|   | Chief Architect                                                                                                                                                                                                                                                                                                            | 93000-120000                 | 129300-166800               |
|   | Deputy Chief Architect                                                                                                                                                                                                                                                                                                     | 85000-117600                 | 118100-163400               |
|   | Senior Architect (HG)                                                                                                                                                                                                                                                                                                      | 77400-115200                 | 107800-160000               |
| a | Senior Architect                                                                                                                                                                                                                                                                                                           | 68700-110400                 | 95600-153200                |
| b | Deputy Architect (HG)                                                                                                                                                                                                                                                                                                      | 45800-89000                  | 63700-123700                |

|   | Name of Post                                           | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------------------------|-----------------------|----------------------|
|   | Technical Assistant (Architecture)(HG)                 | 45800-89000           | 63700-123700         |
| b | Deputy Architect                                       | 40500-85000           | 56500-118100         |
|   | Technical Assistant (Architecture)                     | 40500-85000           | 56500-118100         |
|   | Architectural Assistant                                | 39500-83000           | 55200-115300         |
|   | Architectural Draftsman Grade I                        | 26500-56700           | 37400-79000          |
|   | Architectural Draftsman Grade II                       | 22200-48000           | 31100-66800          |
|   | Architectural Draftsman Grade III                      | 19000-43600           | 26500-60700          |
|   | <b>Electrical &amp; Electronics Wing</b>               |                       |                      |
|   | Chief Electrical Engineer                              | 85000-117600          | 118100-163400        |
|   | Executive Engineer (HG)                                | 77400-115200          | 107800-160000        |
| a | Exe.Engineer ( Elec/ Electronics)                      | 68700-110400          | 95600-153200         |
|   | Assistant Executive Engineer (HG)                      | 45800-89000           | 63700-123700         |
| b | Assistant Executive Engineer (Electrical/ Electronics) | 42500-87000           | 59300-120900         |
|   | Assistant Engineer (Electrical/ Electronics)           | 39500-83000           | 55200-115300         |
|   | Draftsman Grade I / Overseer Grade I                   | 26500-56700           | 37400-79000          |
|   | Engineering Assistant (Electronics)                    | 26500-56700           | 37400-79000          |
|   | Refrigerator Mechanic/Generator Mechanic               | 26500-56700           | 37400-79000          |
|   | Draftsman Grade II/ Overseer Grade II                  | 22200-48000           | 31100-66800          |
|   | Lineman                                                | 19000-43600           | 26500-60700          |
|   | <b>Rest House Staff</b>                                |                       |                      |
|   | Manager Grade I                                        | 30700-65400           | 43400-91200          |
|   | Manager Grade II                                       | 19000-43600           | 26500-60700          |
|   | Caretaker                                              | 17500-39500           | 24400-55200          |

|   | <b>Name of Post</b>                  | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|--------------------------------------|------------------------------|-----------------------------|
|   | Butler                               | 17000-37500                  | 23700-52600                 |
|   | Maity                                | 16500-35700                  | 23000-50200                 |
|   | Dhoby                                | 16500-35700                  | 23000-50200                 |
|   | Cook                                 | 16500-35700                  | 23000-50200                 |
|   | Rest House Attender                  | 16500-35700                  | 23000-50200                 |
| c | <b>Mechanical Wing</b>               |                              |                             |
|   | <b>Miscellaneous staff</b>           |                              |                             |
|   | Plumbing Inspector                   | 22200-48000                  | 31100-66800                 |
|   | Fitter                               | 18000-41500                  | 25100-57900                 |
|   | Assistant Pump Operator              | 17500-39500                  | 24400-55200                 |
|   | Ferryman                             | 17500-39500                  | 24400-55200                 |
|   | Skilled Worker                       | 17500-39500                  | 24400-55200                 |
|   | Head Gardener                        | 17500-39500                  | 24400-55200                 |
|   | Gardener                             | 17000-37500                  | 23700-52600                 |
|   | Watchman cum Cook/ Cook cum Watchman | 17000-37500                  | 23700-52600                 |
|   | Worker Grade I                       | 17000-37500                  | 23700-52600                 |
|   | Worker Grade II                      | 16500-35700                  | 23000-50200                 |
|   | Lascar                               | 16500-35700                  | 23000-50200                 |
|   | Watcher cum Gardener                 | 16500-35700                  | 23000-50200                 |
|   | Full-Time Sweeper/ Scavenger         | 16500-35700                  | 23000-50200                 |
|   | Sweeper cum Cleaner                  | 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**

|  | <b>Name of Post</b>           | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-------------------------------|------------------------------|-----------------------------|
|  | Senior Administrative Officer | As in PD                     | As in PD                    |
|  | Senior Finance Officer        | As in PD                     | As in PD                    |
|  | Financial Assistant           | As in PD                     | As in PD                    |

|  |                                                                |          |          |
|--|----------------------------------------------------------------|----------|----------|
|  | Divisional Accounts Officer                                    | As in PD | As in PD |
|  | Assistant Geologist                                            | As in PD | As in PD |
|  | Research Officer                                               | As in PD | As in PD |
|  | Statistical Investigator Gr I/<br>Statistical Assistant Gr I   | As in PD | As in PD |
|  | Statistical Investigator Gr II/<br>Statistical Assistant Gr II | As in PD | As in PD |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                              | Rate per month (₹) |
|---------------------------------------------------------------------------------------|--------------------|
| Lift Operator                                                                         | 140                |
| <b>(Design, Research, Investigation and Quality Control Board)</b>                    |                    |
| Chief Engineer                                                                        | 880                |
| Superintending Engineer (Director)                                                    | 660                |
| Executive Engineer (Joint Director)                                                   | 660                |
| Assistant Executive Engineer (Deputy Director)                                        | 550                |
| Assistant Engineer (Assistant Director)                                               | 550                |
| All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.) | 390                |
| Manager Gr.II of Rest Houses                                                          | 220                |
| Rain Coat Allowance to Ferryman <b>per year</b>                                       | 330                |

### (2) Compensatory Allowance

| Category                       | Rate per month (₹) |
|--------------------------------|--------------------|
| Ferry Man                      | 220                |
| Watchman in the PWD Rest House | 110                |

### (3) Uniform Allowance

| Category      | Rate per Annum (₹) |
|---------------|--------------------|
| Lift Operator | 2700               |
| Ferryman      | 2700               |

## 70. REGISTRATION

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                                                                           | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------------------------------------------------------------------------------|-----------------------|----------------------|
|  | Inspector General of Registration                                                      | 81000-117600          | 112800-163400        |
|  | Joint Inspector General of Registration                                                | 68700-110400          | 95600-153200         |
|  | Deputy Inspector General of Registration                                               | 55350-101400          | 77200-140500         |
|  | District Registrar/ Asst IG of Registration                                            | 42500-87000           | 59300-120900         |
|  | Sub Registrar/ Chitty Inspector/ Chitty Auditor/ Chitty Prosecuting Inspector/ Cashier | 36600-79200           | 51400-110300         |
|  | Binding Supervisor                                                                     | 25200-54000           | 35600-75400          |

### 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             |
|  | Accounts Officer       | As in PD              | As in PD             |
|  | Law Officer            | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Permanent Travelling Allowance

| Category       | Rate per Month (₹) | Area of Jurisdiction   | Average number of days of tour in a month |
|----------------|--------------------|------------------------|-------------------------------------------|
| Chitty Auditor | 440                | One District           | 20                                        |
| Chitty Auditor | 500                | More than One District | 20                                        |

## 71. SAINIK WELFARE

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                                  | Existing Scale of Pay | Revised Scale of Pay |
|---------------------------------------------------------------|-----------------------|----------------------|
| Director                                                      | 68700-110400          | 95600-153200         |
| Deputy Director/ Zila Sainik Welfare Officer.                 | 42500-87000           | 59300-120900         |
| Assistant Director/ Assistant Zila Sainik Welfare Officer(HG) | 39500-83000           | 55200-115300         |
| Assistant Director/ Assistant Zila Sainik Welfare Officer     | 35700-75600           | 50200-105300         |
| Welfare Organiser                                             | 26500-56700           | 37400-79000          |

### 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             |
| Junior Employment Officer | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Category | Rate per month (₹) |
|----------|--------------------|
| Director | 830                |

## 72. SCHEDULED CASTE DEVELOPMENT

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                                              | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------------------------------------------------|-----------------------|----------------------|
|   | Director                                                                  | IAS                   | IAS                  |
|   | Additional Director                                                       | 77400-115200          | 107800-160000        |
|   | Joint Director                                                            | 68700-110400          | 95600-153200         |
|   | Deputy Director                                                           | 45800-89000           | 63700-123700         |
| a | District Development Officer (HG)                                         | 45800-89000           | 63700-123700         |
|   | District Development Officer                                              | 42500-87000           | 59300-120900         |
|   | Training Officer                                                          | 42500-87000           | 59300-120900         |
| a | Asst. District Development Officer to SC(HG)                              | 42500-87000           | 59300-120900         |
|   | Asst. District Development Officer to SC                                  | 40500-85000           | 56500-118100         |
|   | SC Development Officer Gr I/ Chief Publicity Officer / Sr. Superintendent | 36600-79200           | 51400-110300         |
|   | Special Officer for colonization/ Special Taluk Development Officer       | 35700-75600           | 50200-105300         |
|   | Inspector of Training                                                     | 35700-75600           | 50200-105300         |

|   | Name of Post                                                   | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------------------------------------------------------|-----------------------|----------------------|
|   | SC Development Officer<br>Gr II                                | 30700-65400           | 43400-91200          |
|   | Instructor in Stenography                                      | 29200-62400           | 41300-87000          |
|   | Training Superintendent/<br>Assistant Inspector of<br>Training | 30700-65400           | 43400-91200          |
|   | Training Instructor                                            | 26500-56700           | 37400-79000          |
|   | Nursery School Teacher                                         | 25200-54000           | 35600-75400          |
| b | Pre- Matric Hostel<br>Warden (Sr Gr)                           | 25200-54000           | 35600-75400          |
|   | Pre- Matric Hostel<br>Warden (HG)                              | 22200-48000           | 31100-66800          |
|   | Steward                                                        | -                     | 26500-60700          |
|   | Pre-Matric Hostel<br>Warden                                    | 19000-43600           | 26500-60700          |
|   | Ayah                                                           | 16500-35700           | 23000-50200          |
|   | Helper/ Mess Boy                                               | 16500-35700           | 23000-50200          |

a 30 % HG will continue.

b Existing ratio of 1:1:1 will continue.

#### Posts held by Personnel of other Departments

|  | Name of Post                                  | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------------------------------------|-----------------------|----------------------|
|  | Senior Administrative Officer                 | As in PD              | As in PD             |
|  | Senior Finance Officer                        | As in PD              | As in PD             |
|  | Chief Planning Officer                        | As in PD              | As in PD             |
|  | Research Officer                              | As in PD              | As in PD             |
|  | Research Assistant                            | As in PD              | As in PD             |
|  | Statistical Assistant Gr II                   | As in PD              | As in PD             |
|  | Principal, Pre-examination<br>Training Centre | As in PD              | As in PD             |

|  | Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------------|-----------------------|----------------------|
|  | Lecturer                      | As in PD              | As in PD             |
|  | Junior Co-operative Inspector | As in PD              | As in PD             |
|  | Revenue Inspector             | As in PD              | As in PD             |
|  | Field Assistant               | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Permanent Travelling Allowance

| Category                                  | Rate per Month (₹) | Area of Jurisdiction | Average No. of days of tour in a month |
|-------------------------------------------|--------------------|----------------------|----------------------------------------|
| Scheduled Caste Development Officer Gr.I  | 390                | One Taluk            | 15                                     |
| Scheduled Caste Development Officer Gr.II | 330                | One Block            | 15                                     |

## 73. SCHEDULED TRIBES DEVELOPMENT

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                         | Existing Scale of Pay | Revised Scale of Pay |
|------------------------------------------------------|-----------------------|----------------------|
| Director                                             | IAS                   | IAS                  |
| Joint Director                                       | 68700-110400          | 95600-153200         |
| Deputy Director/<br>Project Officer/<br>Manager      | 55350-101400          | 77200-140500         |
| Assistant Director/<br>Tribal Development<br>Officer | 40500-85000           | 56500-118100         |
| Assistant Project<br>Officer/ Assistant              | 39500-83000           | 55200-115300         |

|   | Name of Post                       | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------|-----------------------|----------------------|
|   | Tribal Development Officer         |                       |                      |
|   | Special Extension Officer          | 35700-75600           | 50200-105300         |
|   | Training Officer                   | 35700-75600           | 50200-105300         |
|   | Tribal Extension Officer           | 30700-65400           | 43400-91200          |
|   | Industrial Supervisor              | 30700-65400           | 43400-91200          |
|   | Manager (Model Residential School) | 30700-65400           | 43400-91200          |
|   | Sports Coach (Hockey)              | 27800-59400           | 39300-83000          |
|   | Supervisor                         | 25200-54000           | 35600-75400          |
|   | Nursery School Teacher             | 25200-54000           | 35600-75400          |
| a | Senior Clerk/ Senior Clerk-Warden  | 25200-54000           | 35600-75400          |
|   | Clerk/ Clerk-Warden                | 19000-43600           | 26500-60700          |
|   | Instructor                         | 18000-41500           | 25100-57900          |
|   | Data Entry Operator                | 19000-43600           | 26500-60700          |
| b | Cook (Sr Gr)                       | 17500-39500           | 24400-55200          |
|   | Cook Gr I                          | 17000-37500           | 23700-52600          |
|   | Cook Gr II                         | 16500-35700           | 23000-50200          |
|   | Record Attender                    | 17500-39500           | 24400-55200          |
|   | Ayah                               | 16500-35700           | 23000-50200          |
|   | Watchman/ Security                 | 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

|  | Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------------|-----------------------|----------------------|
|  | Senior Administrative Officer | As in PD              | As in PD             |
|  | Senior Finance Officer        | As in PD              | As in PD             |
|  | Asst: Director (SPC)          | As in PD              | As in PD             |

| Name of Post                                                    | Existing Scale of Pay | Revised Scale of Pay |
|-----------------------------------------------------------------|-----------------------|----------------------|
| Medical Officer                                                 | As in PD              | As in PD             |
| Assistant Executive Engineer                                    | As in PD              | As in PD             |
| Assistant Engineer                                              | As in PD              | As in PD             |
| Research Assistant                                              | As in PD              | As in PD             |
| Overseer                                                        | As in PD              | As in PD             |
| Statistical Investigator Gr II /<br>Statistical Assistant Gr II | As in PD              | As in PD             |
| Pharmacist                                                      | As in PD              | As in PD             |
| Junior Public Health Nurse                                      | As in PD              | As in PD             |
| Principal                                                       | As in PD              | As in PD             |
| Graduate Teacher                                                | As in PD              | As in PD             |
| Head Master                                                     | As in PD              | As in PD             |
| Special Teacher                                                 | As in PD              | As in PD             |
| Manager-cum-Resident Tutor                                      | As in PD              | As in PD             |
| Medical Officer (ISM)                                           | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Compensatory Allowance

| Category                        | Rate Per Month (₹) |
|---------------------------------|--------------------|
| <b>Staff working in Hostels</b> |                    |
| Cook                            | 170                |
| Full Time Sweeper               | 170                |
| Mess boy                        | 170                |
| Helper                          | 170                |

### (2) Uniform Allowance

| Category | Rate per Annum (₹) |
|----------|--------------------|
| Cook     | 2700               |
| Watchman | 2700               |

### (3) Permanent Travelling Allowance

| Category                 | Rate per Month (₹) | Area of Jurisdiction | Average No. of days of tour in a month |
|--------------------------|--------------------|----------------------|----------------------------------------|
| Tribal Extension Officer | 330                | Over 1 Block         | 15                                     |
| Tribal Extension Officer | 440                | Over 2 Blocks        | 15                                     |
| Tribal Extension Officer | 550                | Over Three Blocks    | 15                                     |

## 74. SOCIAL JUSTICE

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                             | Existing Scale of Pay | Revised Scale of Pay |
|------------------------------------------|-----------------------|----------------------|
| Director                                 | IAS                   | IAS                  |
| Additional Director                      | 68700-110400          | 95600-153200         |
| Joint Director                           | 55350-101400          | 77200-140500         |
| Assistant Director                       | 42500-87000           | 59300-120900         |
| District Social Justice Officer          | 40500-85000           | 56500-118100         |
| Probation Officer Gr I                   | 39500-83000           | 55200-115300         |
| Superintendent Gr I                      | 35700-75600           | 50200-105300         |
| Probation Officer Gr II                  | 30700-65400           | 43400-91200          |
| Superintendent Gr II                     | 29200-62400           | 41300-87000          |
| Supervisor, Vocational Training Centre   | 27800-59400           | 39300-83000          |
| Social Scientist                         | 27800-59400           | 39300-83000          |
| Superintendent Gr III                    | 27800-59400           | 39300-83000          |
| Special Teacher                          | 27800-59400           | 39300-83000          |
| Social Education Assistant (Asha Bhavan) | 25200-54000           | 35600-75400          |
| Nursery Teacher                          | 22200-48000           | 31100-66800          |
| Instructor-Printing                      | 22200-48000           | 31100-66800          |
| Senior Instructor                        | 20000-45800           | 27900-63700          |

|  | <b>Name of Post</b>                | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|------------------------------------|------------------------------|-----------------------------|
|  | Matron Gr I                        | 19000-43600                  | 26500-60700                 |
|  | House Master                       | 19000-43600                  | 26500-60700                 |
|  | Instructor Book Binding            | 19000-43600                  | 26500-60700                 |
|  | Instructor(Tailoring & Embroidery) | 19000-43600                  | 26500-60700                 |
|  | Instructor (Leather Works)         | 19000-43600                  | 26500-60700                 |
|  | Instructor(Plastic Works)          | 19000-43600                  | 26500-60700                 |
|  | Instructor (Pottery & Mat Weaving) | 19000-43600                  | 26500-60700                 |
|  | Part- time Tailoring Instructor    | 18000-41500                  | 25100-57900                 |
|  | Cook                               | 17000-37500                  | 23700-52600                 |
|  | Ayah                               | 17000-37500                  | 23700-52600                 |
|  | Male Attendant                     | 17000-37500                  | 23700-52600                 |
|  | Female Attendant                   | 17000-37500                  | 23700-52600                 |
|  | Watchman                           | 16500-35700                  | 23000-50200                 |
|  | Watchwoman                         | 16500-35700                  | 23000-50200                 |
|  | Honorary Psychiatrist              | 4000 Fixed Pay               | 5000 Fixed Pay              |
|  | Part Time Psychiatrist             | 4000 Fixed Pay               | 5000 Fixed Pay              |
|  | Part Time Medical Officer          | 4000 Fixed Pay               | 5000 Fixed Pay              |

#### **Posts held by Personnel of other Departments**

|  | <b>Name of Post</b>    | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|------------------------|------------------------------|-----------------------------|
|  | Finance Officer        | As in PD                     | As in PD                    |
|  | Administrative Officer | As in PD                     | As in PD                    |
|  | Law Officer            | As in PD                     | As in PD                    |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                           | Rate per Month (₹) |
|----------------------------------------------------|--------------------|
| Superintendents of Homes for the Mentally Retarded | 390                |
| Ayahs of the above Homes                           | 330                |
| Part Time Medical Officer                          | 200                |

### (2) Additional Special Allowance

| Category                                                   | Rate per Month (₹) |
|------------------------------------------------------------|--------------------|
| <b>1.Day Off Allowance</b>                                 |                    |
| Cook                                                       | 140                |
| <b>2.Special Allowance</b>                                 |                    |
| Superintendent, Govt. Children's Home and Special Schools. | 200                |
| Ayah /Watchman                                             | 130                |

### (3) Permanent Conveyance Allowance

| Category               | Rate per month (₹) | Area of Jurisdiction |
|------------------------|--------------------|----------------------|
| City Probation Officer | 420                | Corporation Area     |

## 75. SOIL SURVEY AND SOIL CONSERVATION

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                             | Existing Scale of Pay | Revised Scale of Pay |
|------------------------------------------|-----------------------|----------------------|
| Director                                 | 85000-117600          | 118100-163400        |
| Additional Director of Soil Conservation | 81000-117600          | 112800-163400        |

|                    | <b>Name of Post</b>                  | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--------------------|--------------------------------------|------------------------------|-----------------------------|
|                    | Joint Director of Soil Conservation  | 68700-110400                 | 95600-153200                |
|                    | Deputy Director of Soil Conservation | 45800-89000                  | 63700-123700                |
|                    | Assistant Director                   | 42500-87000                  | 59300-120900                |
|                    | District Soil Conservation Officer   | 40500-85000                  | 56500-118100                |
|                    | Assistant Engineer                   | 39500-83000                  | 55200-115300                |
|                    | Soil Conservation Officer            | 39500-83000                  | 55200-115300                |
|                    | Field Assistant Sr. Grade            | 29200-62400                  | 41300-87000                 |
|                    | Overseer Gr. I                       | 26500-56700                  | 37400-79000                 |
|                    | Draftsman Grade I                    | 26500-56700                  | 37400-79000                 |
|                    | Field Assistant Grade-I              | 26500-56700                  | 37400-79000                 |
|                    | Surveyor                             | 22200-48000                  | 31100-66800                 |
|                    | Draftsman Gr.II                      | 22200-48000                  | 31100-66800                 |
| a                  | Field Assistant Grade-II             | 20000-45800                  | 27900-63700                 |
|                    | Tracer                               | 19000-43600                  | 26500-60700                 |
|                    | Work Superintendent                  | 19000-43600                  | 26500-60700                 |
| <b>SOIL SURVEY</b> |                                      |                              |                             |
|                    | Additional Director                  | 81000-117600                 | 112800-163400               |
|                    | Principal Soil Chemist               | 68700-110400                 | 95600-153200                |
|                    | Deputy Director                      | 45800-89000                  | 63700-123700                |
|                    | Assistant Director                   | 42500-87000                  | 59300-120900                |
|                    | Senior Chemist                       | 40500-85000                  | 56500-118100                |
|                    | Soil Survey Officer                  | 39500-83000                  | 55200-115300                |
|                    | Research Asst. / Technical Asst      | 39500-83000                  | 55200-115300                |
|                    | Cartographer                         | 39500-83000                  | 55200-115300                |
|                    | Field Officer                        | 35700-75600                  | 50200-105300                |

|  | <b>Name of Post</b>  | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|----------------------|------------------------------|-----------------------------|
|  | Laboratory Assistant | 22200-48000                  | 31100-66800                 |
|  | Blue Printer         | 17000-37500                  | 23700-52600                 |
|  | Laboratory Attender  | 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**

|  | <b>Name of Post</b>    | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|------------------------|------------------------------|-----------------------------|
|  | Administrative Officer | As in PD                     | As in PD                    |
|  | Finance Officer        | As in PD                     | As in PD                    |

### **76. SPORTS AND YOUTH AFFAIRS**

#### **CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|  | <b>Name of Post</b> | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|---------------------|------------------------------|-----------------------------|
|  | Director            | IAS                          | IAS                         |
|  | Additional Director |                              | 77200-140500                |
|  | Physiotherapist     |                              | 43400-91200                 |
|  | Sports Demonstrator | 26500-56700                  | 37400-79000                 |
|  | Staff Nurse Gr II   | 25200-54000                  | 35600-75400                 |
|  | Electrician         | 17500-39500                  | 24400-55200                 |
|  | Hospital Attendant  | 16500-35700                  | 23000-50200                 |
|  | Ambulance Assistant | 16500-35700                  | 23000-50200                 |

#### **Posts held by Personnel of other Departments**

|  | <b>Name of Post</b> | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|---------------------|------------------------------|-----------------------------|
|  | Finance Officer     | As in PD                     | As in PD                    |
|  | Medical Officer     | As in PD                     | As in PD                    |

**77. STATE AUDIT**

**CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|   | <b>Name of Post</b>                  | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|--------------------------------------|------------------------------|-----------------------------|
|   | Director                             | 89000-120000                 | 123700-166800               |
|   | Joint Director                       | 85000-117600                 | 118100-163400               |
|   | Senior Deputy Director               | 77400-115200                 | 107800-160000               |
| a | Deputy Director (HG)                 | 68700-110400                 | 95600-153200                |
|   | Deputy Director                      | 45800-89000                  | 63700-123700                |
| b | Audit Officer (HG)                   | 40500-85000                  | 56500-118100                |
|   | Audit Officer                        | 36600-79200                  | 51400-110300                |
| c | Assistant Audit Officer              | 32300-68700                  | 45600-95600                 |
|   | Senior Grade Auditor                 | 30700-65400                  | 43400-91200                 |
|   | Auditor                              | 27800-59400                  | 39300-83000                 |
| b | Office Superintendent (HG)           | 40500-85000                  | 56500-118100                |
|   | Office Superintendent                | 36600-79200                  | 51400-110300                |
| c | Confidential Assistant Senior Grade  | 30700-65400                  | 43400-91200                 |
|   | Confidential Assistant Grade I       | 27800-59400                  | 39300-83000                 |
|   | Confidential Assistant Grade II      | 20000-45800                  | 27900-63700                 |
| d | Computer Assistant (Selection Grade) | 32300-68700                  | 45600-95600                 |
|   | Computer Assistant (Senior Grade)    | 30700-65400                  | 43400-91200                 |
|   | Computer Assistant Grade I           | 27800-59400                  | 39300-83000                 |
|   | Computer Assistant Grade II          | 20000-45800                  | 27900-63700                 |

- a 1/3<sup>rd</sup> HG will continue
- b Grade ratio will be 1:1
- c Grade ratio of 1:1:1 will continue
- d Grade ratio 1:1:1:1 will continue

## 78. STATE CENTRAL LIBRARY

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post           | Existing Scale of Pay | Revised Scale of Pay |
|------------------------|-----------------------|----------------------|
| State Librarian        | 68700-110400          | 95600-153200         |
| Deputy State Librarian | 45800-89000           | 63700-123700         |
| Librarian Grade I      | 40500-85000           | 56500-118100         |
| Librarian Grade II     | 35700-75600           | 50200-105300         |
| Librarian Grade III    | 30700-65400           | 43400-91200          |
| System Administrator   | 27800-59400           | 39300-83000          |
| Librarian Grade IV     | 22200-48000           | 31100-66800          |
| Xerox Operator         | 18000-41500           | 25100-57900          |
| Janitor                | 17000-37500           | 23700-52600          |

### B. ALLOWANCES

#### (1) Uniform Allowance

| Category                        | Rate per Annum (₹) |
|---------------------------------|--------------------|
| Sergeant                        | 2700               |
| Full Time Gardner               | 2700               |
| Full Time Scavenger cum Sweeper | 2700               |
| Part Time Gardener              | 2700               |

## 79. STATE GOODS AND SERVICES TAX

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                              | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------|-----------------------|----------------------|
|   | Commissioner of State Tax*                | IAS                   | IAS                  |
|   | Additional Commissioner of State Tax*     | IAS                   | IAS                  |
|   | Joint Commissioner of State Tax*          | 85000-117600          | 118100-163400        |
|   | Deputy Commissioner of State Tax (HG)*    | 81000-117600          | 112800-163400        |
| a | Deputy Commissioner of State Tax*         | 77400-115200          | 107800-160000        |
|   | Assistant Commissioner of State Tax (HG)* | 68700-110400          | 95600-153200         |
| b | Assistant Commissioner of State Tax*      | 45800-89000           | 63700-123700         |
|   | State Tax Officer (HG)*                   | 40500-85000           | 56500-118100         |
| c | State Tax Officer                         | 39500-83000           | 55200-115300         |
|   | Assistant State Tax Officer               | 30700-65400           | 43400-91200          |

a 25% of the posts will be in HG

b 1/3<sup>rd</sup> Higher Grade will continue

c 25% of State Tax Officer will be in HG

\* New Designations as per G.O.(P)No.94/2017/Taxes dated 29.07.2017. These designations may be read as Commissioner of State Tax, Special Commissioner of State Tax, Additional Commissioner of State Tax, Joint Commissioner of State Tax (HG), Joint Commissioner of State Tax, Deputy Commissioner of State Tax (HG), Deputy Commissioner of State Tax and Assistant Commissioner of State Tax respectively with effect from 10.03.2020 in terms of G.O.(Ms)No.27/2020/ Taxes dated 10.03.2020, without any changes in scales of pay.

#### Posts held by Personnel of other Departments

|  | Name of Post        | Existing Scale of Pay | Revised Scale of Pay |
|--|---------------------|-----------------------|----------------------|
|  | Finance Officer     | As in PD              | As in PD             |
|  | Statistical Officer | As in PD              | As in PD             |

|  |                              |          |          |
|--|------------------------------|----------|----------|
|  | Senior Research Assistant    | As in PD | As in PD |
|  | Research Assistant           | As in PD | As in PD |
|  | Junior Statistical Inspector | As in PD | As in PD |

## B. ALLOWANCES

### Permanent Travelling Allowance

| Category                                    | Rate per month (₹) | Area of Jurisdiction                 | Average No. of days of tour in a month |
|---------------------------------------------|--------------------|--------------------------------------|----------------------------------------|
| State Tax Officer (HG)# / State Tax Officer | 550                | 1 Taluk and below                    | 15                                     |
| State Tax Officer (HG)# / State Tax Officer | 660                | more than 1 Taluk and below 2 taluks | 15                                     |
| State Tax Officer (HG)# / State Tax Officer | 720                | more than 2 taluk but less than 4    | 15                                     |
| State Tax Officer (HG)# / State Tax Officer | 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

## 80. STATE INSURANCE

### 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 Insurance                                 | 77400-115200          | 107800-160000        |
|   | Deputy Director of Insurance                          | 45800-89000           | 63700-123700         |
| a | Assistant Director/District Insurance Officer (HG)    | 42500-87000           | 59300-120900         |
|   | Assistant Director/District Insurance Officer         | 40500-85000           | 56500-118100         |
| b | Development Officer/ Inspector/ Accounts Officer (HG) | 40500-85000           | 56500-118100         |
|   | 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

|  | Name of Post | Existing Scale of Pay | Revised Scale of Pay |
|--|--------------|-----------------------|----------------------|
|  | Law Officer  | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance:

| Category | Rate per Month (₹) |
|----------|--------------------|
| Director | 440                |

## 81. STATE LOTTERIES

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                                                                     | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Director                                                                                         | IAS                   | IAS                  |
|   | Joint Director                                                                                   | 68700-110400          | 95600-153200         |
|   | Deputy Director                                                                                  | 45800-89000           | 63700-123700         |
|   | District Lottery Officer                                                                         | 40500-85000           | 56500-118100         |
|   | Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer (HG) | 39500-83000           | 55200-115300         |
| a | Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer      | 36600-79200           | 51400-110300         |
|   | Attender cum Packer                                                                              | 17000-37500           | 23700-52600          |

a. 25% HG will continue.

## Posts held by Personnel of other Departments

|  | Name of Post                              | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------------------------|-----------------------|----------------------|
|  | Finance Officer                           | As in PD              | As in PD             |
|  | Finance Officer (Karunya Benevolent Fund) | As in PD              | As in PD             |
|  | Publicity Officer                         | As in PD              | As in PD             |
|  | Accounts officer (Internal Audit)         | As in PD              | As in PD             |
|  | Senior Auditor                            | As in PD              | As in PD             |

### B. ALLOWANCES

#### Compensatory Allowance

| Category                                                     | Rate per month (₹) |
|--------------------------------------------------------------|--------------------|
| District Lottery Officer                                     | 500                |
| Senior Superintendent/ Assistant District Lottery Officer    | 500                |
| Class III Officers                                           | 440                |
| Class IV Officers (including Attender-cum-Packer and Driver) | 370                |

## 82. STATE PLANNING BOARD

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                                 | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------------------------------------|-----------------------|----------------------|
|  | Member Secretary                             | IAS                   | IAS                  |
|  | Chief (Plan Co-ordination Division)          | 89000-120000          | 123700-166800        |
|  | Chief (Agriculture Division)                 | 89000-120000          | 123700-166800        |
|  | Chief (Industry and Infrastructure Division) | 89000-120000          | 123700-166800        |
|  | Chief (Social Service Division)              | 89000-120000          | 123700-166800        |
|  | Chief (Evaluation Division)                  | 89000-120000          | 123700-166800        |

|  | <b>Name of Post</b>                                     | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|---------------------------------------------------------|------------------------------|-----------------------------|
|  | Chief (Perspective Planning Division)                   | 89000-120000                 | 123700-166800               |
|  | Chief (Decentralized Planning Division)                 | 89000-120000                 | 123700-166800               |
|  | Joint Director (Selection Grade)                        | 77400-115200                 | 107800-160000               |
|  | Joint Director/District Planning Officer                | 68700-110400                 | 95600-153200                |
|  | Agronomist                                              | 60900-103600                 | 85000-143600                |
|  | Programmer                                              | 45800-89000                  | 63700-123700                |
|  | Plan Publicity Officer                                  | 45800-89000                  | 63700-123700                |
|  | Deputy Director/Deputy District Planning Officer        | 45800-89000                  | 63700-123700                |
|  | Deputy Director (Agriculture)                           | 45800-89000                  | 63700-123700                |
|  | Deputy Director (Plan Co-ordination)                    | 45800-89000                  | 63700-123700                |
|  | Assistant Director/ Assistant District Planning Officer | 40500-85000                  | 56500-118100                |
|  | Sr. Gr. Librarian                                       | 42500-87000                  | 59300-120900                |
|  | Assistant Programmer                                    | 40500-85000                  | 56500-118100                |
|  | Publication Officer                                     | 40500-85000                  | 56500-118100                |
|  | Research Officer                                        | 39500-83000                  | 55200-115300                |
|  | Personal Assistant                                      | 39500-83000                  | 55200-115300                |
|  | Research Assistant                                      | 35700-75600                  | 50200-105300                |
|  | Draftsman                                               | 25200-54000                  | 35600-75400                 |

### Posts held by Personnel of other Departments

|                               |          |          |
|-------------------------------|----------|----------|
| Senior Administrative Officer | As in PD | As in PD |
| Finance Officer               | As in PD | As in PD |
| Librarian                     | As in PD | As in PD |

### Personal Staff of Vice Chairman

|  | <b>Name of Post</b>       | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|---------------------------|------------------------------|-----------------------------|
|  | Special Private Secretary | 68700-110400                 | 95600-153200                |
|  | Private Secretary         | 45800-89000                  | 63700-123700                |
|  | Addl. Private Secretary   | 40500-85000                  | 56500-118100                |
|  | Personal Assistant        | 36600-79200                  | 51400-110300                |

|  | <b>Name of Post</b>                                                                 | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-------------------------------------------------------------------------------------|------------------------------|-----------------------------|
|  | Addl. Personal Assistant                                                            | 35700-75600                  | 50200-105300                |
|  | Section Officer                                                                     | 35700-75600                  | 50200-105300                |
|  | Assistant/Clerk (Graduate)                                                          | 26500-56700                  | 37400-79000                 |
|  | Assistant / Clerk (Non Graduate)                                                    | 22200-48000                  | 31100-66800                 |
|  | Typist (with higher English and lower Malayalam)                                    | 26500-56700                  | 37400-79000                 |
|  | Other Typist                                                                        | 22200-48000                  | 31100-66800                 |
|  | Assistant                                                                           | 26500-56700                  | 37400-79000                 |
|  | Confidential Assistant                                                              | 20000-45800                  | 27900-63700                 |
|  | Chauffeur                                                                           | 19000-43600                  | 26500-60700                 |
|  | Driver                                                                              | 18000-41500                  | 25100-57900                 |
|  | Office Attendant / Cook / Attender cum cook / Peon cum sweeper / Peon cum messenger | 16500-35700                  | 23000-50200                 |

### Employees in the Project Financing Cell

|  | <b>Name of Post</b>         | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-----------------------------|------------------------------|-----------------------------|
|  | Project Director            | IES                          | IES                         |
|  | Financial Consultant        | As in PD                     | As in PD                    |
|  | Legal Consultant            | As in PD                     | As in PD                    |
|  | Section Officer             | As in PD                     | As in PD                    |
|  | Technical/ Office Assistant | As in PD                     | As in PD                    |
|  | CA to Director              | As in PD                     | As in PD                    |
|  | Data Entry Operator         | 20000-45800                  | 27900-63700                 |
|  | Driver                      | 18000-41500                  | 25100-57900                 |
|  | Office Attendant            | 16500-35700                  | 23000-50200                 |

### B. ALLOWANCES

#### (1) Special Allowance

| <b>Category</b>                                                                               | <b>Rate per month (₹)</b> |
|-----------------------------------------------------------------------------------------------|---------------------------|
| Private Secretary / Additional Private Secretary / Special Private Secretary to Vice Chairman | 830                       |
| Chiefs of different Planning Divisions                                                        | 770                       |

| Category                                 | Rate per month (₹) |
|------------------------------------------|--------------------|
| Personal Assistant / Technical Assistant | 610                |
| Driver                                   | 550                |
| Office Attendant / Security Staff        | 360                |
| Cook                                     | 360                |
| Chowkidar                                | 140                |

**(2) Uniform Allowance**

| Category                  | Rate per annum (₹) |
|---------------------------|--------------------|
| Cook                      | 2700               |
| Full Time Sanitary Worker | 2700               |
| Chowkidar                 | 2700               |

**83. STATE TRANSPORT APPELLATE TRIBUNAL**

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

| Name of Post | Existing Scale of Pay | Revised Scale of Pay |
|--------------|-----------------------|----------------------|
| Tribunal     | NJPC                  | NJPC                 |
| Sheristadar  | 42500-87000           | As in PD             |
| Bench Clerk  | 30700-65400           | As in PD             |
| Court Keeper | 17000-37500           | As in PD             |

## 84. STATE WATER TRANSPORT

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                       | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------|-----------------------|----------------------|
|   | Director                           | 68700-110400          | 95600-153200         |
|   | <b>Operating Wing</b>              |                       |                      |
|   | Traffic Superintendent             | 35700-75600           | 50200-105300         |
|   | Assistant Traffic Superintendent   | 30700-65400           | 43400-91200          |
|   | Station Master Gr. I               | 26500-56700           | 37400-79000          |
|   | Checking Inspector Grade I         | 26500-56700           | 37400-79000          |
| a | Checking Inspector Grade II        | 25200-54000           | 35600-75400          |
| a | Station Master Gr. II              | 22200-48000           | 31100-66800          |
|   | Checker                            | 22200-48000           | 31100-66800          |
|   | Boat Master                        | 20000-45800           | 27900-63700          |
|   | Boat Syrang                        | 19000-43600           | 26500-60700          |
|   | Boat Driver                        | 19000-43600           | 26500-60700          |
|   | Boat Lascar Grade I                | 18000-41500           | 25100-57900          |
| a | Boat Lascar Grade II               | 17500-39500           | 24400-55200          |
|   | <b>Repair and Maintenance Wing</b> |                       |                      |
|   | Mechanical Engineer                | 45800-89000           | 63700-123700         |
|   | Works Manager                      | 40500-85000           | 56500-118100         |
|   | Asst. Works Manager                | 35700-75600           | 50200-105300         |
|   | Store Keeper                       | 27800-59400           | 39300-83000          |
|   | Foreman                            | 27800-59400           | 39300-83000          |
|   | Chargeman                          | 26500-56700           | 37400-79000          |
|   | Smithy Chargeman                   | 26500-56700           | 37400-79000          |
|   | Mechanic                           | 25200-54000           | 35600-75400          |
|   | Chargeman (Carpenter)              | 22200-48000           | 31100-66800          |
|   | Time Keeper                        | 22200-48000           | 31100-66800          |
|   | Fitter Gr.I                        | 22200-48000           | 31100-66800          |
|   | Black Smith Gr.I                   | 22200-48000           | 31100-66800          |

|  | Name of Post                     | Existing Scale of Pay | Revised Scale of Pay |
|--|----------------------------------|-----------------------|----------------------|
|  | Armature Winder                  | 19000-43600           | 26500-60700          |
|  | Moulder                          | 19000-43600           | 26500-60700          |
|  | Pattern Maker                    | 19000-43600           | 26500-60700          |
|  | Assistant Charge man (Carpenter) | 19000-43600           | 26500-60700          |
|  | Charge man (Caulker)             | 18000-41500           | 25100-57900          |
|  | Fitter Gr.II                     | 18000-41500           | 25100-57900          |
|  | Pump Operator                    | 18000-41500           | 25100-57900          |
|  | Assistant Store Keeper           | 18000-41500           | 25100-57900          |
|  | Black Smith Gr.II                | 18000-41500           | 25100-57900          |
|  | Battery Charger                  | 18000-41500           | 25100-57900          |
|  | Upholsterer                      | 18000-41500           | 25100-57900          |
|  | Carpenter                        | 18000-41500           | 25100-57900          |
|  | Electrician                      | 18000-41500           | 25100-57900          |
|  | Welder                           | 18000-41500           | 25100-57900          |
|  | Turner                           | 18000-41500           | 25100-57900          |
|  | Machinist                        | 18000-41500           | 25100-57900          |
|  | Caulker                          | 17500-39500           | 24400-55200          |
|  | Painter                          | 17500-39500           | 24400-55200          |
|  | Coolie Worker                    | 16500-35700           | 23000-50200          |
|  | Oil Supplier                     | 7500+D.A              | 10350+D.A            |

a 1/3<sup>rd</sup> of the posts will be in higher grade

### Posts held by Personnel of other Departments

|  | Name of Post    | Existing Scale of Pay | Revised Scale of Pay |
|--|-----------------|-----------------------|----------------------|
|  | Finance Officer | As in PD              | As in PD             |

### B. ALLOWANCES

#### (1) Footwear Allowance

| Category    | Rate per Annum (₹) |
|-------------|--------------------|
| Boat Lascar | 500                |
| Chargeman   | 500                |

| Category                           | Rate per Annum (₹) |
|------------------------------------|--------------------|
| Smithy Chargeman                   | 500                |
| Mechanic                           | 500                |
| Chargeman (Carpenter)              | 500                |
| Assistant Chargeman (Carpenter)    | 500                |
| Caulker Chargeman                  | 500                |
| Caulker                            | 500                |
| Carpenter                          | 500                |
| Fitter                             | 500                |
| Blacksmith                         | 500                |
| Time Keeper                        | 500                |
| Armature Winder                    | 500                |
| Battery Charger                    | 500                |
| Painter                            | 500                |
| Upholsterer                        | 500                |
| Moulder                            | 500                |
| Patternmaker                       | 500                |
| Pump Operator                      | 500                |
| Electrician                        | 500                |
| Welder                             | 500                |
| Turner                             | 500                |
| Coolie Worker                      | 500                |
| Machinist                          | 500                |
| Foreman                            | 500                |
| Storekeeper/ Assistant Storekeeper | 500                |
| Boat Driver                        | 500                |

## (2) Special Allowance

| Category    | Rate per month (₹) |
|-------------|--------------------|
| Boat Master | 350                |
| Boat Syrang | 350                |

|                                                                                                            |     |
|------------------------------------------------------------------------------------------------------------|-----|
| Boat Driver                                                                                                | 350 |
| Boat Lascar                                                                                                | 350 |
| Tool kit allowance                                                                                         | 110 |
| <b>Running Bata</b>                                                                                        |     |
| Running Bata @ ₹ 8.00 per hour, Stay Bata @ ₹ 5.00 per hour and Special Bata @ ₹ 15.00 per hour            |     |
| <b>Employees in Rescue Boat</b>                                                                            |     |
| Special Bata @Rs.30 per duty to each of the three employees who are engaged in rescue duty in Rescue Boat. |     |

**(3) Compensatory Allowance**

| Category            | Rate per month<br>(₹) |
|---------------------|-----------------------|
| Running Staff       | 110                   |
| Dock & Repair Staff | 110                   |

**(4) Risk Allowance**

| Category      | Rate per month<br>(₹) |
|---------------|-----------------------|
| Running Staff | 220                   |

**(5) Uniform Allowance**

| Category                          | Rate per Annum (₹) |
|-----------------------------------|--------------------|
| Boat Master                       | 2700               |
| Boat Syrang                       | 2700               |
| Boat Driver                       | 2700               |
| Boat Lascar                       | 2700               |
| Boat Lascar - Rain Coat Allowance | 500                |
| Checking Inspector                | 2700               |
| Checker                           | 2700               |
| Station Master                    | 2700               |
| Chargeman                         | 2700               |
| Smithy Chargeman                  | 2700               |
| Mechanic                          | 2700               |
| Chargeman (Carpenter)             | 2700               |
| Assistant Chargeman (Carpenter)   | 2700               |
| Caulker Chargeman                 | 2700               |
| Caulker                           | 2700               |

| Category        | Rate per Annum (₹) |
|-----------------|--------------------|
| Carpenter       | 2700               |
| Fitter          | 2700               |
| Blacksmith      | 2700               |
| Armature Winder | 2700               |
| Battery Charger | 2700               |
| Painter         | 2700               |
| Upholsterer     | 2700               |
| Moulder         | 2700               |
| Patternmaker    | 2700               |
| Pump Operator   | 2700               |
| Electrician     | 2700               |
| Welder          | 2700               |
| Turner          | 2700               |
| Coolie Worker   | 2700               |
| Machinist       | 2700               |

## 85. STATIONERY

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                                                                                                          | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Controller of Stationery                                                                                                              | 68700-110400          | 95600-153200         |
|   | Deputy Controller of Stationery                                                                                                       | 45800-89000           | 63700-123700         |
|   | Assistant Controller of Stationery                                                                                                    | 42500-87000           | 59300-120900         |
|   | Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/ Inspector of Stationery/ Senior Superintendent (HG) | 40500-85000           | 56500-118100         |
| a | Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/ Inspector of Stationery/ Senior Superintendent      | 36600-79200           | 51400-110300         |
|   | Chief Foreman                                                                                                                         | 36600-79200           | 51400-110300         |
|   | Mechanical Foreman                                                                                                                    | 30700-65400           | 43400-91200          |
|   | Assistant Foreman                                                                                                                     | 29200-62400           | 41300-87000          |
|   | Mechanic HG                                                                                                                           | 26500-56700           | 37400-79000          |

|                                            |             |             |
|--------------------------------------------|-------------|-------------|
| Packer/ Store Assistant/<br>Store Attender | 17000-37500 | 23700-52600 |
|--------------------------------------------|-------------|-------------|

a 25% Higher Grade will continue.

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                              | Rate per month (₹) |
|-----------------------------------------------------------------------|--------------------|
| Mechanic attending to the duty of winding the secretariat Tower Clock | 180                |

### (2) Compensatory Allowance

| Category                                | Rate per month (₹) |
|-----------------------------------------|--------------------|
| Packer/Store Assistant/ Store Attendant | 110                |

## 86. SURVEY AND LAND RECORDS

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                                                                                               | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Director                                                                                                   | IAS                   | IAS                  |
|   | Additional Director (Technical)                                                                            | 77400-115200          | 107800-160000        |
|   | Joint Director (Field wing)                                                                                | 68700-110400          | 95600-153200         |
|   | Deputy Director (Senior Grade) (Field Wing)                                                                | 60900-103600          | 85000-143600         |
|   | Deputy Director (Senior Grade) (Office Wing)                                                               | 60900-103600          | 85000-143600         |
| a | Deputy Director (Field Wing)                                                                               | 42500-87000           | 59300-120900         |
|   | Deputy Director (Office Wing)                                                                              | 42500-87000           | 59300-120900         |
|   | Assistant Director in charge of Central Survey Office, Thiruvananthapuram and Assistant Director (Mapping) | 40500-85000           | 56500-118100         |
|   | Assistant Director of Survey and Land Records                                                              | 40500-85000           | 56500-118100         |

|   | Name of Post                                             | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------------------------------------------------|-----------------------|----------------------|
|   | Technical Assistant (Higher Grade)                       | 39500-83000           | 55200-115300         |
| b | Technical Assistant                                      | 35700-75600           | 50200-105300         |
|   | Superintendent of Survey and Land Records (Higher Grade) | 39500-83000           | 55200-115300         |
| b | Superintendent of Survey and Land Records                | 35700-75600           | 50200-105300         |
| c | Head Surveyor                                            | 32300-68700           | 45600-95600          |
|   | Head Draftsman                                           | 32300-68700           | 45600-95600          |
| d | Draftsman Grade I                                        | 26500-56700           | 37400-79000          |
|   | Draftsman Grade II                                       | 22200-48000           | 31100-66800          |
| d | Surveyor Grade I                                         | 26500-56700           | 37400-79000          |
|   | Surveyor Grade II                                        | 22200-48000           | 31100-66800          |
|   | Chainman                                                 | 16500-35700           | 23000-50200          |
|   | Tracer                                                   | 19000-43600           | 26500-60700          |
|   | Binder                                                   | 17500-39500           | 24400-55200          |
|   | Pressman                                                 | 17000-37500           | 23700-52600          |
|   | Printer                                                  | 17500-39500           | 24400-55200          |
|   | Printing Expert                                          | 27800-59400           | 39300-83000          |
|   | Attender (Plate cleaning)                                | 17500-39500           | 24400-55200          |
|   | Attender (Plate graining)                                | 17500-39500           | 24400-55200          |
|   | Cutter                                                   | 20000-45800           | 27900-63700          |
|   | Photographer                                             | 27800-59400           | 39300-83000          |

- a 25% of the post will be in Senior Grade  
b 1/3<sup>rd</sup> of the post will be in higher grade  
c 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

#### Posts held by Personnel of other Departments

| Name of Post                           | Existing Scale of Pay | Revised Scale of Pay |
|----------------------------------------|-----------------------|----------------------|
| Finance Officer                        | As in PD              | As in PD             |
| Assistant Secretary (Deputy Collector) | As in PD              | As in PD             |
| Law Officer                            | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Footwear Allowance

| Category | Rate per annum (₹) |
|----------|--------------------|
| Surveyor | 500                |

### (2) Special Allowance

| Category                                                                                             | Rate per month (₹) |
|------------------------------------------------------------------------------------------------------|--------------------|
| Instructor in Higher Survey/Instructor for Computer Draftsman Course (in the grade of Head Surveyor) | 150                |
| Instructor in Chain Survey in the grade of Surveyor Gr. I                                            | 140                |

### (3) Permanent Travelling Allowance

| Category                      | Area of Jurisdiction | Average No. of days of tour in a month | Rate per month (₹) |
|-------------------------------|----------------------|----------------------------------------|--------------------|
| Head Surveyor                 | 1 or 2 Districts     | 15                                     | 390                |
| Surveyor Grade I and Grade II | 1 Taluk              | 15                                     | 280                |

### (4) Permanent Conveyance Allowance

| Category                      | Area of Jurisdiction | Rate per month (₹) |
|-------------------------------|----------------------|--------------------|
| Head Surveyor                 | Less than one Taluk  | 360                |
| Surveyor Grade I and Grade II | Less than one Taluk  | 170                |

## 87. TECHNICAL EDUCATION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                 | Existing Scale of Pay | Revised Scale of Pay |
|------------------------------|-----------------------|----------------------|
| Director                     | AICTE Scale           | AICTE Scale          |
| Senior Joint Director(EC/PS) | AICTE Scale           | AICTE Scale          |
| Joint Director(EC/PS)        | AICTE Scale           | AICTE Scale          |

|  | <b>Name of Post</b>                                                           | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|-------------------------------------------------------------------------------|------------------------------|-----------------------------|
|  | Joint Controller                                                              | AICTE Scale                  | AICTE Scale                 |
|  | Deputy Director (Engg. College)                                               | AICTE Scale                  | AICTE Scale                 |
|  | Training Officer                                                              | AICTE Scale                  | AICTE Scale                 |
|  | Principal(Engineering College)                                                | AICTE Scale                  | AICTE Scale                 |
|  | Dean                                                                          | AICTE Scale                  | AICTE Scale                 |
|  | Professor                                                                     | AICTE Scale                  | AICTE Scale                 |
|  | Associate Professor/Reader                                                    | AICTE Scale                  | AICTE Scale                 |
|  | Assistant Professor (Engineering Colleges)                                    | AICTE Scale                  | AICTE Scale                 |
|  | Deputy Director (Polytechnic stream)                                          | AICTE Scale                  | AICTE Scale                 |
|  | Principal (Polytechnics / Institute of Printing Technology) (AICTE Qualified) | AICTE Scale                  | AICTE Scale                 |
|  | Head of Department                                                            | AICTE Scale                  | AICTE Scale                 |
|  | Lecturer in Engineering/Technology (Polytechnics)                             | AICTE Scale                  | AICTE Scale                 |
|  | Principal (College of Fine Arts)                                              | 77400-115200                 | 107800-160000               |
|  | Deputy Director (Dy. Controller of Technical Exams)                           | 68700-110400                 | 95600-153200                |
|  | Workshop Superintendent (Engg College)                                        | 68700-110400                 | 95600-153200                |
|  | Principal (Polytechnics/Institute of Printing Technology)                     | 68700-110400                 | 95600-153200                |
|  | Professor Gr I (College of Fine Arts)                                         | 68700-110400                 | 95600-153200                |
|  | Chief Technical Librarian                                                     | 60900-103600                 | 85000-143600                |
|  | Assistant Controller of Examination                                           | 42500-87000                  | 59300-120900                |
|  | Assistant Director (SDC)                                                      | 42500-87000                  | 59300-120900                |
|  | Assistant Director (Project)                                                  | 42500-87000                  | 59300-120900                |
|  | Head of Section                                                               | 42500-87000                  | 59300-120900                |

|   | Name of Post                                           | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------------------------|-----------------------|----------------------|
|   | Professor Gr II (College of Fine Arts)                 | 42500-87000           | 59300-120900         |
|   | Technical Officer                                      | 39500-83000           | 55200-115300         |
|   | Assistant Director (Regional Directorate)              | 39500-83000           | 55200-115300         |
|   | Project Officer (SITTR)                                | 39500-83000           | 55200-115300         |
|   | Instructor Gr I                                        | 39500-83000           | 55200-115300         |
|   | System Analyst                                         | 42500-87000           | 59300-120900         |
|   | Lecturer in Engineering/Technology (Polytechnics)      | 39500-83000           | 55200-115300         |
|   | Lecturer in Computer Application & Business Management |                       | 55200-115300         |
|   | Lecturer in Instrumentation Engineering                |                       | 55200-115300         |
|   | Lecturer in Printing Technology                        |                       | 55200-115300         |
|   | Lecturer in Textile Technology                         |                       | 55200-115300         |
|   | Workshop Superintendent (Polytechnics)                 | 39500-83000           | 55200-115300         |
|   | Superintendent, Technical High Schools                 | 39500-83000           | 55200-115300         |
|   | Lecturer (College of Fine Arts)                        | 39500-83000           | 55200-115300         |
|   | Fine Arts Expert                                       | 36600-79200           | 51400-110300         |
|   | Chemist                                                | 36600-79200           | 51400-110300         |
| a | Computer Programmer (HG)                               | 40500-85000           | 56500-118100         |
|   | Computer Programmer                                    | 39500-83000           | 55200-115300         |
|   | Lecturer in Commerce/ Commercial Practice              | 36600-79200           | 51400-110300         |
|   | Inspector of Industrial Schools                        | 35700-75600           | 50200-105300         |
|   | Senior Art Instructor                                  | 35700-75600           | 50200-105300         |
| a | Superintendent (Govt. Commercial Institute) (HG)       | 39500-83000           | 55200-115300         |

|  | <b>Name of Post</b>                                                | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|--------------------------------------------------------------------|------------------------------|-----------------------------|
|  | Superintendent (Govt. Commercial Institute)                        | 35700-75600                  | 50200-105300                |
|  | Assistant Training Officer                                         | 30700-65400                  | 43400-91200                 |
|  | Head Draftsman / Draftsman Gr I                                    | 30700-65400                  | 43400-91200                 |
|  | Foreman/Workshop Foreman                                           | 30700-65400                  | 43400-91200                 |
|  | Senior Instructor in Shorthand                                     | 30700-65400                  | 43400-91200                 |
|  | Instructor in Commerce                                             | 30700-65400                  | 43400-91200                 |
|  | Instructor in Secretarial Practice & Business Correspondence       | 30700-65400                  | 43400-91200                 |
|  | Instructor (Engineering)                                           | 30700-65400                  | 43400-91200                 |
|  | Instructor (Govt. Commercial Institute)                            | 30700-65400                  | 43400-91200                 |
|  | Instructor in Shorthand                                            | 29200-62400                  | 41300-87000                 |
|  | Development Officer                                                | 27800-59400                  | 39300-83000                 |
|  | Instrument Mechanic Gr I (WPTC)                                    | 27800-59400                  | 39300-83000                 |
|  | Instrument Mechanic Gr I                                           | 27800-59400                  | 39300-83000                 |
|  | Art Instructor                                                     | 27800-59400                  | 39300-83000                 |
|  | Mural Expert                                                       | 27800-59400                  | 39300-83000                 |
|  | Studio Assistant Gr I                                              | 27800-59400                  | 39300-83000                 |
|  | Demonstrator in Chemistry                                          | 27800-59400                  | 39300-83000                 |
|  | Instructor Gr II/ Workshop Instructor /Demonstrator in Engineering | 29200-62400                  | 41300-87000                 |
|  | Draftsman Gr II/ Draftsman                                         | 29200-62400                  | 41300-87000                 |
|  | Trade Instructor (Sen. Grade)                                      | 29200-62400                  | 41300-87000                 |
|  | Trade Instructor Gr I                                              | 27800-59400                  | 39300-83000                 |
|  | Trade Instructor Gr II                                             | 25200-54000                  | 35600-75400                 |
|  | Assistant Instructor in Shorthand (GPTC)                           | 26500-56700                  | 37400-79000                 |

|  | <b>Name of Post</b>                                              | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|------------------------------------------------------------------|------------------------------|-----------------------------|
|  | Instructor-cum-Mechanic in Spinning                              | 26500-56700                  | 37400-79000                 |
|  | Instructor Gr II (Textile Spinning/ Weaving & Textile Chemistry) | 26500-56700                  | 37400-79000                 |
|  | Spinning Mechanic                                                | 26500-56700                  | 37400-79000                 |
|  | Assistant Instructor in Typewriting/ Stenography                 | 26500-56700                  | 37400-79000                 |
|  | Mechanic in Textile Chemistry                                    | 26500-56700                  | 37400-79000                 |
|  | Mechanic in Textile Technology                                   | 26500-56700                  | 37400-79000                 |
|  | Assistant Instructor (Govt Commercial Institute)                 | 26500-56700                  | 37400-79000                 |
|  | Assistant Instructor in Shorthand (WPTC)                         | 25200-54000                  | 35600-75400                 |
|  | Instrument Mechanic Gr II                                        | 25200-54000                  | 35600-75400                 |
|  | Instructress (Tailoring & Garment Making Training)               | 25200-54000                  | 35600-75400                 |
|  | Instructor (Industrial Schools)                                  | 25200-54000                  | 35600-75400                 |
|  | Studio Assistant Gr II                                           | 19000-43600                  | 26500-60700                 |
|  | Typewriter Mechanic                                              | 18000-41500                  | 25100-57900                 |
|  | Tradesman                                                        | 19000-43600                  | 26500-60700                 |
|  | Junior Instructor (Tailoring & Garment Making Training)          | 19000-43600                  | 26500-60700                 |
|  | Junior Instructor (Industrial Schools)                           | 19000-43600                  | 26500-60700                 |
|  | Boiler Assistant                                                 | 18000-41500                  | 25100-57900                 |
|  | Carpenter                                                        | 18000-41500                  | 25100-57900                 |
|  | Welder-cum-Blacksmith                                            | 17000-37500                  | 23700-52600                 |
|  | Marker                                                           | 17000-37500                  | 23700-52600                 |
|  | Studio Attender                                                  | 17000-37500                  | 23700-52600                 |
|  | Clay Worker                                                      | 16500-35700                  | 23000-50200                 |
|  | Ceramic Expert                                                   | 27800-59400                  | 39300-83000                 |

|  | <b>Name of Post</b>                                                      | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|--|--------------------------------------------------------------------------|------------------------------|-----------------------------|
|  | Mechanic-cum-Electrician                                                 | 17000-37500                  | 23700-52600                 |
|  | Instructor in Physical Education                                         | 26500-56700                  | 37400-79000                 |
|  | Technical Store Keeper                                                   | 30700-65400                  | 43400-91200                 |
|  | Craft Instructor                                                         | 25200-54000                  | 35600-75400                 |
|  | Pump Operator                                                            | 18000-41500                  | 25100-57900                 |
|  | Boiler Mechanic                                                          | 22200-48000                  | 31100-66800                 |
|  | Professor Gr.II (Aided Engineering Colleges and Polytechnics)            | 42500-87000                  | 59300-120900                |
|  | Non-Engineering Lecturer (Aided Engineering Colleges and Polytechnics)   | 39500-83000                  | 55200-115300                |
|  | Professor Gr.I (Aided Engineering Colleges and Polytechnics)             | 68700-110400                 | 95600-153200                |
|  | Junior Instructor (Composing and printing, weaving, Raton, Book Binding) | 18000-41500                  | 25100-57900                 |
|  | Matron                                                                   | 20000-45800                  | 27900-63700                 |
|  | Sick Room Attender                                                       | 17000-37500                  | 23700-52600                 |
|  | Data Entry Operator (Aided Engineering Colleges)                         | 26500-56700                  | 37400-79000                 |
|  | Library Assistant (Aided Engineering Colleges)                           | 17000-37500                  | 23700-52600                 |
|  | Head Cook                                                                | 17000-37500                  | 23700-52600                 |
|  | Cook                                                                     | 16500-35700                  | 23000-50200                 |
|  | Water Works Attender                                                     |                              | 23700-52600                 |
|  | Waterman/Woman                                                           |                              | 23000-50200                 |

a Higher Grade ratio 1:1 will continue

## B. ALLOWANCES

### (1) Special Allowance

| Sl. No                                                  | Category                                                                         | Rate per month(₹) |
|---------------------------------------------------------|----------------------------------------------------------------------------------|-------------------|
| 1                                                       | Principal, Engineering Colleges                                                  | 500               |
| 2                                                       | Principal of Engineering Colleges where Part-time Courses are conducted          | 660               |
| 3                                                       | Principal of Polytechnics where Part-Time Diploma Courses are conducted at night | 330               |
| 4                                                       | Driver-cum-Mechanic, Polytechnic Colleges                                        | 150               |
| <b>Staff in the Examination wing of the Directorate</b> |                                                                                  |                   |
| Pay Range of ₹ 29,500/- and above                       |                                                                                  | 280               |
| Pay Range of ₹ 25,100/- and above but below ₹ 29,500/-  |                                                                                  | 220               |
| Pay Range of ₹ 23,700/- and above but below ₹ 25,100/-  |                                                                                  | 180               |
| Pay Range below ₹ 23,700/-                              |                                                                                  | 160               |

### (2) Compensatory Allowance

| Category                                                           | Rate per month (₹) |
|--------------------------------------------------------------------|--------------------|
| <b>(i)Engineering College, Thiruvananthapuram</b>                  |                    |
| Librarian                                                          | 140                |
| Assistant Librarian                                                | 110                |
| Library Attender                                                   | 80                 |
| <b>(ii)M.Tech Course (Engineering College, Thiruvananthapuram)</b> |                    |
| Teaching Staff(per hour)                                           | 170                |
| Co-ordinator of the course                                         | 660                |
| Clerk-cum-Typist Accountant                                        | 330                |
| Class IV Employee                                                  | 280                |
| <b>(iii)Hostels and Engineering Colleges and Polytechnics</b>      |                    |
| Warden (Above 200 inmates)                                         | 280                |
| Warden (up to 200 inmates)                                         | 220                |
| Resident Tutor                                                     | 170                |

| Category                                                                                          | Rate per month (₹) |
|---------------------------------------------------------------------------------------------------|--------------------|
| <i>(iv) Pre Vocational Training Centre</i>                                                        |                    |
| Senior Craft Instructor                                                                           | 140                |
| <i>(v) Part Time Staff engaged for teaching in both High Schools and Junior Technical Schools</i> |                    |
| For Technical Subjects(per hour)                                                                  | 110                |
| For English and Non-Technical Subjects (per hour)                                                 | 110                |

## 88. TOURISM

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                              | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------|-----------------------|----------------------|
|   | Director                                  | IAS                   | IAS                  |
|   | Director (Eco Tourism)                    | IAS                   | IAS                  |
|   | Additional Director (General)             | IAS                   | IAS                  |
|   | Additional Director (Hospitality General) | 77400-115200          | 107800-160000        |
|   | Joint Director                            | 68700-110400          | 95600-153200         |
|   | Deputy Director                           | 45800-89000           | 63700-123700         |
| a | Manager Gr.I (HG)                         | 39500-83000           | 55200-115300         |
|   | Manager Gr-I                              | 35700-75600           | 50200-105300         |
|   | Tourist Information Officer               | 35700-75600           | 50200-105300         |
|   | Personal Assistant to the Director        | 35700-75600           | 50200-105300         |
|   | Assistant Planning Officer                | 35700-75600           | 50200-105300         |
|   | Inspecting Officer                        | 35700-75600           | 50200-105300         |
|   | Superintendent Kanakakunnu Palace         | 35700-75600           | 50200-105300         |
|   | Manager Gr-II                             | 27800-59400           | 39300-83000          |
|   | Assistant Tourist Information Officer     | 27800-59400           | 39300-83000          |

|   |                         |             |             |
|---|-------------------------|-------------|-------------|
|   | Head Chauffer           | 27800-59400 | 39300-83000 |
|   | Manager Gr-III          | 25200-54000 | 35600-75400 |
|   | Telephone Operator (HG) | 22200-48000 | 31100-66800 |
|   | Chauffer Gr-I           | 25200-54000 | 35600-75400 |
| a | Telephone Operator      | 18000-41500 | 25100-57900 |
|   | Steward                 | 19000-43600 | 26500-60700 |
|   | Electrician             | 18000-41500 | 25100-57900 |
|   | Mechanic (Auto)         | 19000-43600 | 26500-60700 |
|   | AC Mechanic             | 20000-45800 | 27900-63700 |
| b | Chauffer Gr-II          | 19000-43600 | 26500-60700 |
|   | Caretaker               | 18000-41500 | 25100-57900 |
|   | Butler                  | 18000-41500 | 25100-57900 |
|   | Plumber                 | 17500-39500 | 24400-55200 |
|   | Cook                    | 17500-39500 | 24400-55200 |
|   | Gardener                | 17000-37500 | 23700-52600 |
|   | Hospitality Assistant   | 17500-39500 | 24400-55200 |

a. Existing 50% HG will continue.

b. The ratio of 1:1 will continue.

#### Posts held by Personnel of other Departments

|  | Name of Post                          | Existing Scale of Pay | Revised Scale of Pay |
|--|---------------------------------------|-----------------------|----------------------|
|  | Sr. Administrative Officer            | As in PD              | As in PD             |
|  | Sr. Finance Officer                   | As in PD              | As in PD             |
|  | Planning Officer                      | As in PD              | As in PD             |
|  | Asst. Executive Engineer (Mechanical) | As in PD              | As in PD             |
|  | Research Officer                      | As in PD              | As in PD             |
|  | Statistical Assistant Gr-I            | As in PD              | As in PD             |
|  | Statistical Assistant Gr-II           | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Category                                                                   | Rate per month (₹) |
|----------------------------------------------------------------------------|--------------------|
| Head Chauffeur                                                             | 550                |
| Chauffeur                                                                  | 500                |
| Cleaner attached to File Van                                               | 170                |
| Lascar attached to Central Stores,<br>Thiruvananthapuram                   | 170                |
| <b>Out of State Allowance</b>                                              |                    |
| <b>Tourist Information Office, Chennai/Mumbai/ Goa/ Kolkata and Mysore</b> |                    |
| Category                                                                   | Rate per month (₹) |
| Tourist Information Officer                                                | 2750               |
| Information Assistant                                                      | 2200               |
| Office Attendant                                                           | 1650               |

### (2) Compensatory Allowance

| Category                                                                                                                       | Rate per month (₹) |
|--------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Hospitality Assistant of Guest House, Thiruvananthapuram ,<br>Ernakulam and Kozhikode                                          | 280                |
| Hospitality Assistant in other Guest Houses                                                                                    | 220                |
| Manager ,Kerala House, Kanyakumari/Mumbai                                                                                      | 330                |
| Steward/Clerk ,Kerala House, Kanyakumari/Mumbai                                                                                | 250                |
| Cook/Kitchen Mate/ Hospitality Assistant / Gardener<br>/Lascar /Sweeper/Scavenger/ Watcher Kerala House,<br>Kanyakumari/Mumbai | 170                |

**(3) Uniform Allowance**

| Category              | Rate per Annum (₹) |
|-----------------------|--------------------|
| Head Chauffeur        | 3300               |
| Chauffeur             | 3300               |
| Manager               | 3000               |
| Steward               | 2700               |
| Cook                  | 2700               |
| Butler                | 2700               |
| Hospitality Assistant | 2700               |
| Lascar/Sweeper        | 2700               |

**(4) Permanent Travelling Allowance**

| Category  | Rate per month (₹) | Area of Jurisdiction             | Average No. of days of tour in a month |
|-----------|--------------------|----------------------------------|----------------------------------------|
| Chauffeur | 330                | Revenue District in which posted | 15                                     |

**(5) Permanent Conveyance Allowance**

| Category                      | Rate per month (₹) | Area of Jurisdiction |
|-------------------------------|--------------------|----------------------|
| Manager, Residential Bungalow | 360                |                      |

**89. TREASURIES****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

| Name of Post    | Existing Scale of Pay | Revised Scale of Pay |
|-----------------|-----------------------|----------------------|
| Director        | 85000-117600          | 118100-163400        |
| Joint Director  | 68700-110400          | 95600-153200         |
| Deputy Director | 55350-101400          | 77200-140500         |

|   | Name of Post                                                                                                     | Existing Scale of Pay | Revised Scale of Pay |
|---|------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|
|   | Assistant Director / District Treasury Officer                                                                   | 45800-89000           | 63700-123700         |
|   | Assistant District Treasury Officer                                                                              | 42500-87000           | 59300-120900         |
|   | Stamp Depot Officer (HG)/ Sub Treasury Officer (HG)/ Assistant Treasury Officer(HG) / Senior Superintendent (HG) | 40500-85000           | 56500-118100         |
| a | Stamp Depot Officer / Sub Treasury Officer / Assistant Treasury Officer / Senior Superintendent                  | 36600-79200           | 51400-110300         |
|   | Junior Superintendent (HG)/ SB Passing Officer (HG)                                                              | 35700-75600           | 50200-105300         |
| b | Junior Superintendent / SB Passing Officer                                                                       | 30700-65400           | 43400-91200          |
| c | Accountant Selection Grade                                                                                       | 27800-59400           | 39300-83000          |
|   | Senior Accountant                                                                                                | 25200-54000           | 35600-75400          |
|   | Junior Accountant                                                                                                | 19000-43600           | 26500-60700          |
| d | Treasurer                                                                                                        |                       |                      |
|   | Stamp Examiner                                                                                                   | 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

## B. ALLOWANCES

### (1) Special Allowance

| Category | Rate per month (₹) |
|----------|--------------------|
| Director | 500                |
| Teller   | 330                |

|                                                                             |      |
|-----------------------------------------------------------------------------|------|
| Treasurer                                                                   | 990  |
| Junior Accountant (Data Entry)                                              | 140  |
| Staff discharging the duties of System Assistance in Treasuries             | 500  |
| Chief Co-ordinator                                                          | 4400 |
| State Co-ordinator                                                          | 3300 |
| District Co-ordinator                                                       | 2200 |
| System Administrator                                                        | 1100 |
| System Attender                                                             | 550  |
| Sub Treasury Officer holding the charge of Taluk Head Quarters Sub Treasury | 660  |

## 90. TRIBUNAL FOR LOCAL SELF GOVERNMENT INSTITUTIONS

### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                                      | Existing Scale of Pay | Revised Scale of Pay |
|--|---------------------------------------------------|-----------------------|----------------------|
|  | Tribunal                                          | NJPC                  | NJPC                 |
|  | Secretary<br>(Under Secretary,<br>Law Department) | As in PD              | As in PD             |
|  | Bench Clerk<br>(Senior Clerk)                     | 27800-59400           | As in PD             |

## 91. UNIVERSITY APPELLATE TRIBUNAL

### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|  | Name of Post                              | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------------------------|-----------------------|----------------------|
|  | University Appellate Tribunal             | NJPC                  | NJPC                 |
|  | Secretary (Under Secretary to Government) | 42500-87000           | As in PD             |

## 92. VIGILANCE AND ANTI-CORRUPTION BUREAU

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | <b>Name of Post</b>                            | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|------------------------------------------------|------------------------------|-----------------------------|
|   | Director                                       | IPS                          | IPS                         |
|   | Additional Director of Prosecution (Vigilance) | 81000-117600                 | 112800-163400               |
|   | Legal Adviser                                  | 81000-117600                 | 112800-163400               |
| * | Additional Legal Adviser                       | 68700-110400                 | 95600-153200                |
|   | Manager                                        | 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

| <b>Name of Post</b>                   | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---------------------------------------|------------------------------|-----------------------------|
| Additional Director General of Police | IPS                          | IPS                         |
| Inspector General of Police           | IPS                          | IPS                         |
| Superintendent of Police (Non-IPS)    | As in PD                     | As in PD                    |
| Deputy Superintendent of Police       | As in PD                     | As in PD                    |
| Inspector of Police                   | As in PD                     | As in PD                    |
| Sub Inspector                         | As in PD                     | As in PD                    |
| Assistant Sub Inspector               | As in PD                     | As in PD                    |
| Senior Civil Police Officer           | As in PD                     | As in PD                    |
| Civil Police Officer                  | As in PD                     | As in PD                    |
| Driver                                | As in PD                     | As in PD                    |

## Posts held by Personnel of other Departments

| Name of Post                              | Existing Scale of Pay | Revised Scale of Pay |
|-------------------------------------------|-----------------------|----------------------|
| Accounts Officer (Audit)                  | As in PD              | As in PD             |
| Assistant Executive Engineer (Mechanical) | As in PD              | As in PD             |
| Executive Engineer (Civil)                | As in PD              | As in PD             |
| Assistant Executive Engineer (Civil)      | As in PD              | As in PD             |

## B. ALLOWANCES

### (1). Special Allowance

| Category                                                                                                           | Rate per month (₹) |
|--------------------------------------------------------------------------------------------------------------------|--------------------|
| Legal Adviser                                                                                                      | 440                |
| Additional Legal Adviser*                                                                                          | 330                |
| Ministerial Staff (All Categories)                                                                                 | 150                |
| * The post may be read as Public Prosecutor w.e.f. 06/09/2019 in terms of G.O.(Ms) No.17/2019/VIG dated 06/09/2019 |                    |

### (2). Compensatory Allowance

| Category                        | Rate per month (₹) |
|---------------------------------|--------------------|
| Deputy Superintendent of Police | 280                |
| Inspector                       | 220                |
| Sub Inspector                   | 220                |
| Havildar Driver (Staff Car)     | 170                |
| Head Constable                  | 170                |
| Police Constable                | 150                |
| Police Driver                   | 150                |

### (3) Uniform Allowance

| Category                           | Rate per annum (₹) |
|------------------------------------|--------------------|
| Superintendent of Police (Non-IPS) | 3000               |
| Deputy Superintendent of Police    | 3000               |
| Inspector                          | 2900               |
| Sub Inspector                      | 2900               |
| Assistant Sub Inspector            | 2900               |

|                             |      |
|-----------------------------|------|
| Havildar Driver (Staff Car) | 2200 |
| Head Constable              | 2200 |
| Police Constable            | 2200 |
| Police Driver               | 2200 |

**(4) Additional Special Allowance**

| Category                           | Rate per month (₹) |
|------------------------------------|--------------------|
| <i>Vigilance Allowance</i>         |                    |
| Superintendent of Police (Non-IPS) | 3000               |
| Deputy Superintendent of Police    | 2500               |
| Inspector of police                | 2200               |
| Sub Inspector                      | 2000               |
| Assistant Sub Inspector            | 1800               |
| Head Constable                     | 1700               |
| Police Constable                   | 1600               |
| Police Driver                      | 1600               |
| Executive Engineer (Mechanical)    | 2000               |
| Executive Engineer (Civil)         | 2000               |

**(5) Permanent Travelling Allowance**

| Category                    | Area of Jurisdiction | Average No. of days of tour in a month | Rate per Month (₹) |
|-----------------------------|----------------------|----------------------------------------|--------------------|
| Sub Inspector               | 32 Km from HQ        | Not prescribed                         | 500                |
| Havildar Driver (Staff Car) | 32 Km from HQ        | Not prescribed                         | 390                |
| Head Constable              | 32 Km from HQ        | Not prescribed                         | 390                |
| Police Constable            | 32 Km from HQ        | Not prescribed                         | 300                |
| Police Driver               | 32 Km from HQ        | Not prescribed                         | 300                |

**93. WATER APPELLATE AUTHORITY**

**CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

| Name of Post                              | Existing Scale of Pay | Revised Scale of Pay |
|-------------------------------------------|-----------------------|----------------------|
| Secretary (Under Secretary to Government) | 45800-89000           | As in PD             |
| Bench Clerk Grade III                     | 25200-54000           | As in PD             |

## 94. WOMEN AND CHILD DEVELOPMENT

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

| Name of Post                                                                     | Existing Scale of Pay | Revised Scale of Pay |
|----------------------------------------------------------------------------------|-----------------------|----------------------|
| Director                                                                         | IAS                   | IAS                  |
| Additional Director/ State Project director                                      | 68700-110400          | 95600-153200         |
| Joint Director/Joint Project co-ordinator/Chief Executive Officer (Welfare Fund) | 55350-101400          | 77200-140500         |
| Assistant Director                                                               | 42500-87000           | 59300-120900         |
| District Women & Child Development Officer                                       | 40500-85000           | 56500-118100         |
| Programme Officer                                                                | 39500-83000           | 55200-115300         |
| Superintendent, Welfare Institution Gr I/ Regional Dowry Prohibition Officer     | 35700-75600           | 50200-105300         |
| Child Development Project Officer                                                | 35700-75600           | 50200-105300         |
| Women Protection Officer                                                         | 35700-75600           | 50200-105300         |
| Deputy Superintendent Gr I                                                       | 35700-75600           | 50200-105300         |
| Deputy Superintendent Gr II                                                      | 30700-65400           | 43400-91200          |
| Store keeper-cum-Logistics Officer                                               | 27800-59400           | 39300-83000          |
| Superintendent, Welfare Institution Gr II                                        | 29200-62400           | 41300-87000          |
| Nutritionist                                                                     | 27800-59400           | 39300-83000          |
| Pre-School Educationist                                                          | 27800-59400           | 39300-83000          |
| Health Educationist                                                              | 27800-59400           | 39300-83000          |
| Sociologist                                                                      | 27800-59400           | 39300-83000          |
| Superintendent, Welfare Institution Gr III                                       | 27800-59400           | 39300-83000          |

|   | <b>Name of Post</b>                               | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|---------------------------------------------------|------------------------------|-----------------------------|
|   | Child welfare Inspector                           | 27800-59400                  | 39300-83000                 |
| a | Supervisor, ICDS(HG)                              | 27800-59400                  | 39300-83000                 |
|   | Supervisor, ICDS                                  | 26500-56700                  | 37400-79000                 |
|   | Literacy Teacher                                  | 22200-48000                  | 31100-66800                 |
|   | Craft Instructor                                  | 22200-48000                  | 31100-66800                 |
|   | Music Teacher                                     | 22200-48000                  | 31100-66800                 |
|   | Agricultural Instructor                           | 22200-48000                  | 31100-66800                 |
|   | Carpentry Instructor                              | 22200-48000                  | 31100-66800                 |
|   | Weaving instructor                                | 22200-48000                  | 31100-66800                 |
|   | Physical Training Instructor                      | 22200-48000                  | 31100-66800                 |
|   | Dance Master                                      | 22200-48000                  | 31100-66800                 |
|   | Matron Gr I                                       | 19000-43600                  | 26500-60700                 |
|   | Tailoring Instructor/ Needle Work Teacher         | 19000-43600                  | 26500-60700                 |
|   | P D Teacher                                       | 18000-41500                  | 25100-57900                 |
|   | Care Taker (Male)                                 | 20000-45800                  | 27900-63700                 |
|   | Care Taker (Female)                               | 20000-45800                  | 27900-63700                 |
|   | Part-Time Hindi Teacher                           | 18000-41500                  | 25100-57900                 |
|   | Part-Time Bhagavathar/<br>Part-Time Music Teacher | 18000-41500                  | 25100-57900                 |
|   | Electrician cum Pump Driver                       | 17500-39500                  | 24400-55200                 |
|   | Ayah                                              | 17000-37500                  | 23700-52600                 |
|   | Matron Gr II                                      | 17500-39500                  | 24400-55200                 |
|   | Cook                                              | 17000-37500                  | 23700-52600                 |
|   | Watchman                                          | 16500-35700                  | 23000-50200                 |
|   | Watchwoman                                        | 16500-35700                  | 23000-50200                 |

a. Higher Grade ratio 4:1 will continue.

## Posts held by Personnel of other Departments

| Name of Post                 | No. of Posts | Existing Scale of Pay | Revised Scale of Pay |
|------------------------------|--------------|-----------------------|----------------------|
| Senior Finance Officer       | 1            | As in PD              | As in PD             |
| Finance Officer              | 1            | As in PD              | As in PD             |
| Administrative Officer       | 1            | As in PD              | As in PD             |
| Junior Statistical Inspector | 16           | As in PD              | As in PD             |
| Law Officer                  | 1            | As in PD              | As in PD             |

## B. ALLOWANCES

### (1) Special Allowance

| Sl. No | Category                                                        | Rate per month (₹) |
|--------|-----------------------------------------------------------------|--------------------|
| 1      | Superintendent, Government Children's Home and Special Schools  | 370                |
| 2      | Caretaker (Male/Female)                                         | 330                |
| 3      | Deputy Superintendent                                           | 170                |
| 4      | Industrial Instructor                                           | 160                |
| 5      | Agricultural Instructor/Physical Training Instructor/ Teachers  | 160                |
| 6      | Gardener/ Ayah /Watchman / Electrician cum Pump Operator/Driver | 130                |
|        | <b>Day off Allowance</b>                                        |                    |
| 7      | Supervisor/Cook                                                 | 140                |

### (2) Uniform Allowance

| Category                                         | Rate per Annum (₹) |
|--------------------------------------------------|--------------------|
| Ayahs in the Home for Mentally Retarded Children | 2200               |

**(3) Permanent Travelling Allowance**

| <b>Category</b> | <b>Rate per month (₹)</b> | <b>Area of Jurisdiction</b> | <b>Average No. of days of tour in a month</b> |
|-----------------|---------------------------|-----------------------------|-----------------------------------------------|
| ICDS Supervisor | 280                       |                             |                                               |

**SCHEDULE OF POSTS WITH EXISTING & REVISED  
SCALES OF PAY AND ALLOWANCES -  
COMMON CATEGORY**

## COMMON CATEGORY

## A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                           | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------------------------------|-----------------------|----------------------|
|   | Senior Finance Officer (HG)            | 77400-115200          | 107800-160000        |
| a | Senior Finance Officer                 | 68700-110400          | 95600-153200         |
|   | Finance officer (HG)                   | 55350-101400          | 77200-140500         |
| a | Finance Officer                        | 45800-89000           | 63700-123700         |
|   | Financial Assistant / Accounts Officer | 42500-87000           | 59300-120900         |
|   | Senior Administrative Officer (HG)     | 77400-115200          | 107800-160000        |
| a | Senior Administrative Officer          | 68700-110400          | 95600-153200         |
|   | Administrative Officer (HG)            | 55350-101400          | 77200-140500         |
| a | Administrative Officer                 | 45800-89000           | 63700-123700         |
|   | Administrative Assistant               | 42500-87000           | 59300-120900         |
|   | Divisional Accounts Officer (HG)       | 39500-83000           | 55200-115300         |
| b | Divisional Accounts Officer            | 35700-75600           | 50200-105300         |
|   | Senior Superintendent (HG)             | 40500-85000           | 56500-118100         |
| c | Senior Superintendent                  | 36600-79200           | 51400-110300         |
|   | Junior Superintendent (HG)             | 35700-75600           | 50200-105300         |
| a | Junior Superintendent                  | 30700-65400           | 43400-91200          |
|   | Fair Copy Superintendent (HG)          | 35700-75600           | 50200-105300         |
| a | Fair Copy Superintendent               | 30700-65400           | 43400-91200          |
|   | Head Clerk/Head Accountant             | 27800-59400           | 39300-83000          |
|   | Senior Clerk                           | 25200-54000           | 35600-75400          |
|   | Upper Division Accountant              | 25200-54000           | 35600-75400          |
|   | Store Clerk                            | 25200-54000           | 35600-75400          |
|   | Senior Store Keeper                    | 25200-54000           | 35600-75400          |
| e | Sergeant Senior Grade                  | 26500-56700           | 37400-79000          |
|   | Sergeant Grade I                       | 25200-54000           | 35600-75400          |
|   | Sergeant Grade II                      | 22200-48000           | 31100-66800          |

|   | Name of Post                                            | Existing Scale of Pay | Revised Scale of Pay |
|---|---------------------------------------------------------|-----------------------|----------------------|
| f | Clerk                                                   | 19000-43600           | 26500-60700          |
|   | Store cum Record Keeper                                 | 19000-43600           | 26500-60700          |
|   | Record Keeper                                           | 19000-43600           | 26500-60700          |
|   | Copyist                                                 | 19000-43600           | 26500-60700          |
|   | Store Keeper                                            | 19000-43600           | 26500-60700          |
| g | Confidential Assistant Selection Grade                  | 39500-83000           | 55200-115300         |
|   | Confidential Assistant Senior Grade                     | 30700-65400           | 43400-91200          |
|   | Confidential Assistant Grade I / Steno Typist Grade I   | 27800-59400           | 39300-83000          |
|   | Confidential Assistant Grade II / Steno Typist Grade II | 20000-45800           | 27900-63700          |
| h | Typist Selection Grade                                  | 27800-59400           | 39300-83000          |
|   | Typist Senior Grade                                     | 26500-56700           | 37400-79000          |
|   | Upper Division Typist                                   | 25200-54000           | 35600-75400          |
|   | Lower Division Typist                                   | 19000-43600           | 26500-60700          |
|   | Clerk cum Typist                                        | 19000-43600           | 26500-60700          |
|   | Clerk Typist                                            | 19000-43600           | 26500-60700          |
|   | Typist Clerk                                            | 19000-43600           | 26500-60700          |
| i | Driver Selection Grade                                  | 27800-59400           | 39300-83000          |
|   | Driver Senior Grade                                     | 22200-48000           | 31100-66800          |
|   | Driver Grade I                                          | 20000-45800           | 27900-63700          |
|   | Driver Grade II                                         | 18000-41500           | 25100-57900          |
|   | Binder Grade I                                          | 19000-43600           | 26500-60700          |
| j | Binder Grade II                                         | 17500-39500           | 24400-55200          |
|   | Driver cum Operator / Projectionist                     | 20000-45800           | 27900-63700          |
|   | Cinema Operator/Projectionist Grade I                   | 19000-43600           | 26500-60700          |
| j | Cinema Operator/Projectionist Grade II                  | 17500-39500           | 24400-55200          |
|   | Audio Visual Trailer Operator Grade I                   | 19000-43600           | 26500-60700          |
| j | Audio Visual Trailer Operator Grade II                  | 17500-39500           | 24400-55200          |
|   | Chief Operator (Audio Visual)                           | 25200-54000           | 35600-75400          |
|   | Artist/Photographer/Artist Cum Photographer             | 27800-59400           | 39300-83000          |

|   | Name of Post                                                      | Existing Scale of Pay | Revised Scale of Pay |
|---|-------------------------------------------------------------------|-----------------------|----------------------|
|   | Artist/Photographer/ Artist Cum Photographer                      | 25200-54000           | 35600-75400          |
|   | Artist/Photographer/ Artist Cum Photographer and similar category | 19000-43600           | 26500-60700          |
|   | Attender Grade I                                                  | 17500-39500           | 24400-55200          |
|   | Clerical Attender/Technical Attender Grade I                      | 17500-39500           | 24400-55200          |
|   | Clerical Assistant Grade I                                        | 17500-39500           | 24400-55200          |
| d | Clerical Assistant Grade II                                       | 17000-37500           | 23700-52600          |
| j | Attender Grade II                                                 | 17000-37500           | 23700-52600          |
| j | Clerical Attender /Technical Attender Grade II                    | 17000-37500           | 23700-52600          |
|   | <b>COMMON POOL LIBRARIANS</b>                                     |                       |                      |
|   | Special Grade Librarian                                           | 60900-103600          | 85000-143600         |
|   | Scientific Information Officer                                    | 55350-101400          | 77200-140500         |
|   | Senior Librarian                                                  | 45800-89000           | 63700-123700         |
| k | Librarian Grade I                                                 | 40500-85000           | 56500-118100         |
|   | Librarian Grade II                                                | 35700-75600           | 50200-105300         |
|   | Librarian Grade III                                               | 30700-65400           | 43400-91200          |
|   | Librarian Grade IV                                                | 22200-48000           | 31100-66800          |
|   | <b>MISCELLANEOUS CATEGORIES</b>                                   |                       |                      |
|   | Telephone Operator                                                | 18000-41500           | 25100-57900          |
|   | Telephone Attendant                                               | 17500-39500           | 24400-55200          |
|   | Roller Driver Grade I                                             | 22200-48000           | 31100-66800          |
|   | Roller Driver Grade II                                            | 19000-43600           | 26500-60700          |
|   | Roller Driver/ Assistant Roller Driver                            | 18000-41500           | 25100-57900          |
|   | Roller Cleaner                                                    | 18000-41500           | 25100-57900          |
|   | Lorry Cleaner                                                     | 17000-37500           | 23700-52600          |
|   | Oil Engine Driver                                                 | 18000-41500           | 25100-57900          |
|   | Driver cum Mechanic/Driver Mechanic                               | 18000-41500           | 25100-57900          |
|   | Workshop Mechanic/Motor Mechanic/Fitter                           | 18000-41500           | 25100-57900          |
|   | Motor Boat Driver Grade I                                         | 20000-45800           | 27900-63700          |
| l | Motor Boat Driver Grade II                                        | 18000-41500           | 25100-57900          |

|   | Name of Post                                       | Existing Scale of Pay | Revised Scale of Pay |
|---|----------------------------------------------------|-----------------------|----------------------|
|   | Tractor Driver/Boat Driver/Syrang Grade I          | 20000-45800           | 27900-63700          |
| i | Tractor Driver/Boat Driver/Syrang Grade II         | 18000-41500           | 25100-57900          |
|   | Carpenter                                          | 18000-41500           | 25100-57900          |
|   | Electrician                                        | 18000-41500           | 25100-57900          |
|   | Plumber                                            | 18000-41500           | 25100-57900          |
|   | Mechanic                                           | 18000-41500           | 25100-57900          |
|   | Lift Operator (HG)                                 | 19000-43600           | 26500-60700          |
| j | Lift Operator                                      | 18000-41500           | 25100-57900          |
|   | Stencil Operator/Roneo Operator/Duplicate Operator | 17500-39500           | 24400-55200          |
|   | Duffedar (HG)                                      | 17500-39500           | 24400-55200          |
| j | Duffedar                                           | 17000-37500           | 23700-52600          |
|   | Cook (HG)                                          | 17500-39500           | 24400-55200          |
| j | Cook                                               | 16500-35700           | 23000-50200          |
|   | Mochee                                             | 17000-37500           | 23700-52600          |
|   | Office Attendant Grade I                           | 17000-37500           | 23700-52600          |
| j | Office Attendant Grade II                          | 16500-35700           | 23000-50200          |

- a 1/3<sup>rd</sup> 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 1:1:1:1 among Grade II, Grade I, Senior Grade and Selection Grade will continue
- 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. ALLOWANCES

### (1) Special Allowance

| Category                                                                    | Rate per month( ₹ ) |
|-----------------------------------------------------------------------------|---------------------|
| 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                                                           |                     |
| Driver attached to the above Officers                                       | 440                 |
| Office Attendant, Duffedar attached to the above Officers                   | 360                 |
| Confidential Assistant of:                                                  |                     |
| • Members, KPSC                                                             |                     |
| • Additional Director General of Police                                     |                     |
|                                                                             | 440                 |

| Category                                                                                                                                                                                                                                                                                                                                                                                  | Rate per month( ₹ ) |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| Confidential Assistant of: <ul style="list-style-type: none"> <li>Additional Advocate General</li> <li>Other Heads of Departments</li> <li>Superintendents of Police and Higher Ranked Police Officers of and including the level of Inspector General of Police</li> <li>DIG (Vig.) Legal Advisor (Vig.), Public Prosecutors (Vig.), Additional Director of Prosecution (Vig)</li> </ul> | 220                 |
| Office Attendant / Duffedars attached to the above Officers                                                                                                                                                                                                                                                                                                                               | 140                 |
| Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver                                                                                                                                                                                                                                                                           | 220                 |
| Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs                                                                                                                                                                                                                                                                                                   | 280                 |
| Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists                                                                                                                                                                                                                                                                                                 | 140                 |
| Office Attendant doing work as Night Watcher                                                                                                                                                                                                                                                                                                                                              | 350                 |
| <b>Secret Section</b>                                                                                                                                                                                                                                                                                                                                                                     |                     |
| Superintendent                                                                                                                                                                                                                                                                                                                                                                            | 150                 |
| Clerk/Typist                                                                                                                                                                                                                                                                                                                                                                              | 140                 |
| Office Attendant                                                                                                                                                                                                                                                                                                                                                                          | 110                 |

### (1) Compensatory Allowance

| Category                                                                             | Rate per month (₹) |
|--------------------------------------------------------------------------------------|--------------------|
| Cook                                                                                 | 140                |
| Office Attendant / Attender/ Typist/ Confidential Assistant (operating photocopiers) | 110                |

### (2) Uniform Allowance

| Category | Rate per annum (₹) |
|----------|--------------------|
| Driver   | 2700               |