

INSTITUTE OF HUMAN RESOURCES DEVELOPMENT

(Established by the Government of Kerala)

PRAJO'E TOWERS, VAZHUTHACAUD, THIRUVANANTHAPURAM-695014

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No.EB2 /13733/2013/IHRD

Dated, 16.12.2015

From

The Director

To

All heads of institutions under IHRD

Sir / Madam,

Sub:- Pay Revision 2009- fixation of pay of regular Part Time Sweeper working under IHRD - instructions issued - Reg:

Ref:- 1. G.O (MS) No. 939/14/H. Edn dated 09.12.2014

2. Government circular No. 42/2011/(3)/Fin dated 15.07.2011

As per the reference 1st cited, the benefits of 9th pay revision was extended to IHRD employees. On implementation of the pay revision order three new scales of pay have been introduced for the category of Part Time Sweeper. In the pay revision order 1st cited, it has been instructed among other things that the fixation of pay in respect of part time contingent employees would be done in accordance with the circular 2nd cited. But there are instances in which the pay of Part time Sweepers has been fixed erroneously by some Head of institution without following the circular instructions scrupulously. Hence I am to request you to follow the guidelines on fixation of pay of part time contingent employees as laid down in circular 2nd cited strictly. A copy of the circular is enclosed for ready reference.

Yours faithfully

Sd/-

Dr.K.Vijayakumar

DIRECTOR(i/c)

Encl:- Copy of the circular dated 15.07.2011

Approved for issue

Office Superintendent



GOVERNMENT OF KERALA

Finance (Anomaly Rectification Cell - A) Department

CIRCULAR

No.42/2011/(3)/Fin.

Dated, Thiruvananthapuram,

15.07.2011

Sub: - Pay Revision 2009- Pay fixation of Part-time Contingent Employees-further clarification issued.

Ref: - (1) GO (P) No.85/2011/Fin dated 26.02.2011
(2) GO (P) No.143/2011/Fin dated 30.03.2011
(3) GO (P) No.86/2011/Fin dated 26.02.2011
(4) GO (P) No.144/2011/Fin dated 30.03.2011

Government, as per the references cited, have issued orders revising pay and allowances of state government employees, staff of educational institutions, teachers, university employees etc. For the first time, new scales of pay have been sanctioned to part-time contingent employees. A large number of representations/enquiries have been received from individuals, service organizations and Heads of Departments seeking clarification regarding the pay fixation of part-time contingent employees. In view of this, Government are pleased to issue the following clarifications in this regard

2. As per para 9 of Pay Revision Order cited above, three scales of pay have been newly introduced for different categories of part-time contingent employees. The categories, rate of remuneration during 2004 Pay Revision and the new scales of pay eligible for each category are as follows:

Category	Rate of remuneration (2004 Pay Revision)	Scale of Pay as per 2009 Pay Revision (Revised)
I. Night school Teachers/Librarians	3100+DA	5520-120-6000-140-6700- 160-7500-180-8400
II. Part-time Sweepers/Cleaners, whose area of work is 400 sq.m above but below 800 Sq.m	2700+DA	4850-110-5400-120-6000- 140-6700-160-7500
III. Part-time Sweepers/Cleaners, whose area of work is 100 sq.m above but below 400 sq.m	2300+DA	4250-100-4850-110-5400- 120-6000-140-6700

3. The existing part-time contingent employees will come over to the newly introduced scales of pay and the pay will be fixed at the minimum of the scale of pay eligible for each category w.e.f 1.07.2009. In the case of those who have been drawing the basic remuneration, and an additional increase of Rs.150/-, Rs.150/-, Rs.100/- for completed years of 8, 16 and 23 years respectively as per the 2004 pay revision, such quantum of increase will be added to the minimum of the scale of pay of the respective categories and pay will be fixed at the next stage in the newly introduced scales of pay. Even if it is a stage in the new scale, next stage will be allowed. By the above fixation, a minimum benefit of Rs.300/- should be ensured. The minimum benefit of Rs.300/- may be calculated by deducting the remuneration which the employee was eligible during 2004 Pay Revision, from the revised pay as on 1.07.2009 calculated as above.

4. The next increment falls on completion of one year from the date of fixation of pay and in successive years accordingly. The revised scale of pay and allowances may be granted in cash from February 2011. Arrears of salary on fixation of pay in the revised pay scale from 1.07.2009 till 31.01 2011 may be credited to the Provident Fund account of the employee.

5. A ready reckoner for the fixation of pay of all the three categories of Part-time Contingent Employees is appended.

BY ORDER OF THE GOVERNOR

D.SYAMA
Additional Secretary (Finance)

To

The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.

The Accountant General (A&E), Kerala, Thiruvananthapuram.

The Director of Treasuries, Thiruvananthapuram

The District Treasury Officer, Thiruvananthapuram.

All District Treasuries, Kerala.

The Director of Public Relations

All Heads of Departments & Offices etc.

All Department and Sections of the Secretariat

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

The Registrar, University of Kerala/Calicut/Cochin and Kottayam (with C.L).
The Advocate General, Kerala, Ernakulam (with C.L).
The Registrar, Kerala Agricultural University, Mannuthy, Thrissur (with C.L).
The Secretary, Kerala Public Service Commission (with C.L).
The Chairman, Kerala Electricity Board, Thiruvananthapuram.
The Managing Director, Kerala State Road Transport Corporation, Thiruvananthapuram
(with C.L).
The Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under
Secretaries to Government.
The Secretary to Governor.
The Private Secretary to the Chief Minister and other Ministers.
The P.A. to Speaker.
The Private secretary to the Leader of opposition, MLA Hostel, Thiruvananthapuram.
The Additional Secretary to the Chief Secretary.
The Nodal Officer, www.finance.kerala.gov.in

Forwarded/By Order.


Section Officer

ILLUSTRATION OF PAY FIXATION

		Category I				Category II				Category III			
		Below 8 years	8 years & above but below 16 years	16 years & above but below 23 years	23 years & above	Below 8 years	8 years & above but below 16 years	16 years & above but below 23 years	23 years & above	Below 8 years	8 years & above but below 16 years	16 years & above but below 23 years	23 years & above
1	Pre-revised Remuneration	3100+ DA	3100+150 +DA	3100+150+150 +DA	3100+150+150 +100+DA	2700+ DA	2700+150+ DA	2700+150+150 +DA	2700+150+150 +100+ DA	2300+ DA	2300+150+ DA	2300+150+150+DA	2300+150+100+ DA
2	DA to be added @ 64% as on 1.7.2009	1984	2080	2176	2240	1728	1824	1920	1984	1472	1568	1664	1728
3	Total (1+2)	5084	5330	5576	5740	4428	4674	4920	5084	3772	4018	4264	4428
4	Revised Scale of Pay as on 1.7.2009	5520-8400	5520-8400	5520-8400	5520-8400	4850-7500	4850-7500	4850-7500	4850-7500	4250-6700	4250-6700	4250-6700	4250-6700
5	Minimum of the Revised Scale	5520	5520	5520	5520	4850	4850	4850	4850	4250	4250	4250	4250
6	Addl. Remuneration for 8//16/23 years	0	150	300	400	0	150	300	400	0	150	300	400
7	Total (5+6)	5520	5670	5820	5920	4850	5000	5150	5250	4250	4400	# 4550	# 4650
8	Stage in the Revised Scale	5520	5760	5880	6000	4850	5070	5180	5290	4250	4450	4650	4750
9	Net Benefit (8-3)	436	430	304	260	422	396	260	206	478	432	386	322
10	Total Pay as on 1/7/2009	5520	5760	5880	*6140	4850	5070	*5290	*5400	4250	4450	4650	4750

If the arrived amount is a stage in the new scale, the next stage will be allowed
 * If the net benefit is below ₹ 300/-, the next stage in the new scale will be allowed.