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GOVERNMENT OF KERALA

Abstract

Pay Revision 2004- Modifications to Rule 28 A & Rule 37 (a) of Part I Kerala Service Rules- Further orders issued

FINANCE (PARC) DEPARTMENT

G.O (P) No.227/07/ (54)/Fin

Dated Thiruvananthapuram 31st May 2007

Read: 1. G.O (P) No. 145/06/Fin dated 25.3.2006

2. Letter No. Co-ord. II/10-97/I/26/205 dated 3.5.2006, and Co-ord. II/10-97/Vol. II dated 25.9.2006 of the Accountant General (A&E), Kerala

ORDER

As per the orders issued in the G.O read as 1st paper above, Rules 28 A & 37 (a), Part I Kerala Service Rules were modified, with effect from 26.3.2006. By this modification, the re-fixation of pay in the promoted post/grade consequent on change of pay in the lower post/grade has been dispensed with. However, in order to avoid the anomaly of seniors drawing lesser pay than their juniors solely due to the application of the modified rule, promotees were allowed to elect the date beneficial to them to fix their pay under rule 28 A. The details of the method of application of the modified rules, and a format for filing option are included in paragraph 49 of the G.O read above.

2 The Accountant General in his letters read above has sought certain clarifications relating to the above orders. He has also suggested certain modifications to the orders, and to the form of option issued as per the above G.O. Government have examined the matter in consultation with the Accountant General and are pleased to order that the orders in paragraph 49 of the G.O read as 1st paper above shall be modified to the following effect:

3 In all cases of regular promotions, including ratio based promotions, to posts carrying higher time scale of pay, the minimum of which does not exceed Rs. 20700, whether it involves change of duties and responsibilities or not, pay in

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the promoted scale will be fixed as per the provisions of Rule 28 A, Part I, KSRs without refixation of pay in the higher scale consequent on change of pay in the lower scale. Next increment in the higher time scale will fall due only on completion of 12 months from the date of fixation of pay, in the higher time scale of pay, under rule 28 A. Promotees will be given opportunity to elect the date on which their pay is to be fixed in the higher time scale of pay under rule 28 A. Two options as indicated below will be available to the promotees for fixation of pay under rule 28 A.

Option a. Pay will be fixed in the higher time scale of pay, on the date of promotion, under rule 28 A. Next increment in the higher time scale will fall due only on completion of one year from the date of such fixation of pay.

OR

Option b. Pay on the date of promotion will be initially fixed at the stage of the higher time scale of pay of the promoted post next above the pay in the lower time scale of pay. Thereafter fixation of pay under rule 28 A will be allowed, based on the pay in the lower post on the date opted by the promotee, i.e. on the date of increment in the lower post. Next increment will fall due only on completion of one year from the date of fixation of pay under rule 28 A. If the fixation of pay under rule 28 A on the date of option does not make any change in the pay in the higher time scale, the pay of the promotee will remain at the same stage till completion of one year from the date of initial fixation (date of promotion) of pay in the higher time scale. Next increment in such cases will be allowed on completion of one year from the date of initial fixation of pay in the higher time scale of pay.

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4 The modified format for exercising option is given below

OPTION FOR FIXATION OF PAY UNDER RULE 28 A, PART I, KSR

(a) *Consequent upon my promotion aswith effect fromFN/AN, I hereby opt the fixation of pay under rule 28 A, in the higher scale of pay of the promoted post, with effect from the date of promotion, without any review consequent on accrual of increment in the lower scale.*

(b) *Consequent upon my promotion aswith effect fromFN/AN, I hereby opt the initial fixation of my pay at the stage in the time scale of pay of the promoted post next above my pay in the scale of pay of the lower post on the date of promotion, and thereafter under Rule 28 A in the higher scale of pay of the promoted post based on the pay in the lower post with effect fromi.e from the date of accrual of next increment in the scale of pay of the lower post.*

§ Strike off whichever is not applicable

5 In all cases of regular promotions including ratio based promotions to posts carrying higher time scale of pay, the minimum of which exceeds Rs. 20700 [i.e. under Rule 37 (a)] the pay, of the promotee, on the higher time scale will be initially fixed at the stage next above his pay in the lower time scale of pay. In such cases, if his pay in the lower scale becomes equal to his pay in the higher scale consequent on accrual of increment in the lower scale, his pay in the higher scale will be fixed at the next higher stage in the higher scale of pay with effect from that date. Next increment in the promoted post will be allowed only after completion of one year service from this date.

6 Illustration of fixation of pay under the modified rules is appended.

7 The above orders shall take effect from 26.3.2006. Suitable amendment to Kerala Service Rules shall be issued separately.

8 In all future promotions, the promotion order should contain a provision that the employee shall exercise option within one month from the date of promotion order or date of taking over charge of the promoted post whichever is later. In the case of promotions taken place after 25.3.2006, the promotees will be allowed to elect option (a) or (b) afresh under modified Rule 28 A, Part I KSRs within three months from the date of this order. This opportunity for re-option will apply only to regular promotions and not to time bound higher grade promotions not even to option for pay revision.

By order of the Governor
K. Jose Cyriac
Principal Secretary (Fin)

To

The Accountant General (A&E/Audit), Kerala, Thiruvananthapuram
All Departments (All Sections) in the Secretariat including Legislature Secretariat.
All Heads of Departments and Offices
The Secretary, Kerala Public Service Commission (with CL)
The Registrar, University of Kerala/ Cochin/ Calicut/ Kannur) (with CL)
The Registrar, Mahatma Gandhi University, Kottayam (with CL)
The Registrar Kerala Agricultural University (with CL)
The Registrar, University of Sanskrit, Ernakulam (with CL)
The Secretary, Kerala State Electricity Board (with CL)
The Registrar, High Court, Ernakulam
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government
The Private Secretaries to Chief Minister and Other Ministers
The Private Secretary to Speaker, Deputy Speaker, Leader of Opposition and the Chief Whip
The Secretary to Governor
The Director of Public Relations, Thiruvananthapuram
The Director of Treasuries Thiruvananthapuram
The District Treasuries/ Sub Treasuries

Forwarded/By Order

Accounts Officer

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FIXATION OF PAY UNDER RULE 28 A

Illustration 1

Lower scale of pay	6680-160-7480-170-7990-200-9590-240-10790
Basic pay with effect from 1.7.2005	Rs. 7990
Higher scale of pay	8390-200-9590-240-10790-280-11910-340-13270
Date of promotion	15.4.2006
Fixation of pay opted under Rule 28 A	Option a (Date of Promotion)
Pay fixed under rule 28 A in the higher scale on the date of promotion (15.4.2006)	Rs. 8390 (Next higher stage in the higher scale after adding notional increment to the pay in the lower scale, i.e, Rs. 7990+200+200)
Date of Next normal increment	1.4.2007 #
Pay as on 1.4.2007	Rs. 8590

Illustration 2

Lower scale of pay	6680-160-7480-170-7990-200-9590-240-10790
Basic pay with effect from 1.7.2005	Rs. 8190
Higher scale of pay	8390-200-9590-240-10790-280-11910-340-13270
Date of promotion	15.4.2006
Fixation of pay opted under Rule 28 A	Option b
Date of Option	1.7.2006 (w.c.f the date of accrual of increment in the lower scale)
Pay initially fixed in the higher scale on the date of promotion (15.4.2006)	Rs. 8390 (Next higher stage in the higher scale without notional increment i.e, Rs. 8190+200)
Pay in the Lower Scale on 1.7.2006	8390
Pay fixed in the higher scale under rule 28 A on the date of option (1.7.06)	Rs. 8790 (Next higher stage in the higher scale after adding notional increment to the pay of Rs. 8390 in the lower scale i.e, Rs. 8390+200+200)
Date of Normal Increment	1.7.2007 #
Pay as on 1.7.2007	Rs. 8990

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Illustration 3

Lower scale of pay	4510-120-4990-130-5510-140-5930-150-6680-160-7480
Basic pay with effect from 1.7.2005	7480
Higher scale of pay	4990-130-5510-140-5930-150-6680-160-7480-170-7990
Date of promotion	15.4.2006
Fixation of pay opted under Rule 28 A	Option a
Date of Option	15.4.2006 (w.e.f the date of promotion)
Pay fixed under Rule 28 A in the higher scale on the date of promotion (15.4.2006)	7650 (Next higher stage in the higher scale after adding notional increment of Rs. 160 to the pay of Rs. 7480 in the lower scale)
Date of Normal Increment	1.4.2007 #
Pay as on 1.4.2007	7820

Illustration 4

Lower scale of pay	4510-120-4990-130-5510-140-5930-150-6680-160-7480
Basic pay with effect from 1.7.2005	7480
Higher scale of pay	4990-130-5510-140-5930-150-6680-160-7480-170-7990
Date of promotion	15.4.2006
Fixation of pay opted under Rule 28 A	Option b
Date of Option	1.7.2006 (w.e.f the date of accrual of increment in the lower scale)
Pay initially fixed in the higher scale on the date of promotion (15.4.2006)	7650 (Next higher stage in the higher scale without notional increment.)
Pay in the Lower Scale on 1.7.2006	Rs. 7480 plus Rs. 160 1st Stagnation increment
Pay fixed in the higher scale under rule 28 A on the date of option (1.7.06)	7820 (Next higher stage in the higher scale after adding notional increment to the pay in the lower scale. i.e, Rs. 7480+160+160 =7800 which is not a stage in the higher scale. Hence pay fixed at the higher stage)
Date of Normal Increment	1.7.2007 #
Pay as on 1.7.2007	7990

Illustration 5

Lower scale of pay	6680-160-7480-170-7990-200-9590-240-10790
Basic pay with effect from 1.7.2005	Rs. 7480
Promoted scale	8390-200-9590-240-10790-280-11910-340-13270
Date of promotion	15.4.2006
Fixation of pay opted under Rule 28 A	Option b
Date of Option	1.7.2006 (w.e.f the date of accrual of increment in the lower scale)

Pay initially fixed in the higher scale on the date of promotion (15.4.2006)	Rs. 8390
	(Next higher stage in the higher scale without notional increment i.e, Rs. 7480+170, subject to the minimum of the higher scale)
Pay in the Lower scale on 1.7.2006	7650
Pay fixed in the higher scale under rule 28 A on the date of option (1.7.06)	Rs. 8390
	[Rs. 7650+Rs. 170+Rs. 170 = Rs. 7990 (Next stage in the higher scale after adding notional increment to the Pay in the lower scale on the date of option). Application of Rule 28 A with reference to the pay in the lower scale does not make any change in the pay in the higher scale)
Date of Normal Increment	1.4.2007 (On completion of one year from the date of initial fixation)#
Pay as on 1.4.2007	Rs. 8590

FIXATION OF PAY UNDER RULE 37 (a)

Illustration 1

Lower scale of pay	20700-500-23200-550-25400-600-26600
Basic pay with effect from 1.7.2005	23200
Higher scale of pay	23200-550-25400-600-26600-650-31150
Date of promotion	15.4.2006
Pay fixed under Rule 37 a in the higher scale on the date of promotion	23750
Pay in the higher scale on 1.7.2006	24300
	(Pay in the higher scale is stepped up to the next higher stage since the pay in the lower scale becomes equal to the pay in the higher scale on 1.7.2006)
Date of Normal Increment	1.7.2007 #
Pay as on 1.7.2007	24850

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Illustration 2

Lower scale of pay	20700-500-23200-550-25400-600-26600
Basic pay with effect from 1.7.2005	21700
Higher scale of pay	23200-550-25400-600-26600-650-31150
Date of promotion	15.4.2006
Pay fixed under Rule 37(a) in the higher scale on the date of promotion	23200
Pay in the Lower scale on 1.7.2006	22200
Pay in the Higher scale on 1.7.2006	23200
	Since the pay in the Lower scale is less than the pay in the higher scale, the pay in the higher scale remains without stepping up
Date of Increment in the higher scale	1.4.2007 #
Pay as on 1.4.2007	23750

Illustration 3

Lower scale of pay	25400-600-26600-650-33100
Basic pay with effect from 1.7.2005	33100
Higher scale of pay	26600-650-33750
Date of promotion	15.4.2006
Pay fixed under Rule 37 (a) in the higher scale on the date of promotion	33750
Date of next increment	Since the pay has reached the maximum of the scale, and stagnation increment is not admissible above Rs. 33100, no further increments in the scale of pay

Illustration 4

Lower scale of pay	25400-600-26600-650-33100 Plus 600 Special pay
Basic pay with effect from 1.7.2005	27900 Plus 600 Special Pay
Higher scale of pay	26600-650-33750
Date of promotion	15.4.2006
Pay fixed under Rule 37 a in the higher scale on the date of promotion	28550
Pay in the Lower scale on 1.7.2006	28550 plus 600 Special pay
Pay in the Higher scale on 1.7.2006	29200
Date of Next Increment	1.7.2007 #
Pay on 1.7.2007	29850

Subject to Government Decision no 1 & 2 below Rule 31, Part I, KSRs



GOVERNMENT OF KERALA

Abstract

PAY REVISION 2004—MODIFICATION TO RULE 28A & RULE 37(a) OF PART I KERALA SERVICE RULES—
FURTHER ORDERS ISSUED

FINANCE (PRC-C) DEPARTMENT

G. O. (P) No. 564/07/(82)/Fin.

Dated, Thiruvananthapuram, 26th November, 2007.

- Read:—1. G. O. (P) No. 145/06/Fin. dated 25-3-2006.
2. G. O. (P) No. 227/07/(54)/Fin. dated 31-5-2007.
3. Letter No. Co-ord.II/10-97/Vol.VI/168/149 dated 22-8-2007 from the Accountant General (A&E), Kerala, Thiruvananthapuram.

ORDER

As per the Government Orders read above, Rule 28A and 37(a) of Kerala Service Rules Part I were modified with effect from 26-3-2006. The Accountant General, Kerala vide letter read above has sought certain clarification to the Government Order read as 2nd paper above and suggested certain modifications to the above Government Order.

Government have examined the matter in detail and are pleased to issue the following modifications to the Government Order read as 2nd paper above.

(i) The expression 'date of next normal increment' and 'date of normal increment' occurring in the illustrations will be corrected and read as 'date of next increment'.

(ii) The 2nd sentence in para 5 of the Government Order is modified as follows:—

"In such cases, if his pay in the lower scale becomes equal to or greater than his pay in the higher scale consequent on accrual of increment in the lower scale, his pay in the higher scale will be fixed at the next higher stage in the higher scale of pay with effect from that date."

By order of the Governor,

K. JOSE CYRIAC,

Additional Chief Secretary (Finance).

To

- The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
- The Accountant General (A & E), Kerala, Thiruvananthapuram.
- All Departments (All Sections) in the Secretariat including Legislature Secretariat.
- All Heads of Departments and Offices.
- The Secretary, Kerala Public Service Commission (with C. L.).
- The Registrar, High Court of Kerala, Ernakulam.
- All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
- The Private Secretary to Chief Minister and Other Ministers.
- The Private Secretary to Speaker, Deputy Speaker.
- The Leader of Opposition and the Chief Whip.
- The Secretary to Governor.
- The Director of Public Relations, Thiruvananthapuram.
- The Director of Treasuries, Thiruvananthapuram.
- The District Treasuries/Sub Treasuries.
- Stock File/Office Copy.

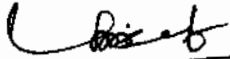
Endorsement No. EA2/3211/2006/HRD

Dated 20th November 2010

1. Copy of the Government order dated 31.05.2007 and dated 26.11.2007 are communicated to all heads of institutions for information and necessary action.
2. SF
3. OC

Sd/-
K. Viswanath
Administrative Officer

Approved for Issue



Junior Superintendent

