



**Institute of Human Resources Development  
Prajo'e Towers, Vazhuthacaud  
Thiruvananthapuram-14**

**PROCEEDINGS**

IHRD – Implementation of 10<sup>th</sup> Pay Revision – Revision of Scale of Pay of IHRD employees – Sanction accorded – orders issued.

*No.EA2/1298/2016/IHRD (1)*

*Dated, Thiruvananthapuram, 31<sup>st</sup> December 2019*

- Read:** - 1 G.O.(P) No.7/2016/Fin. dated 20.01.2016  
2 G.O.(Ms) No.370/2019/HEDN dated 13.11.2019  
3 Resolution of the 100<sup>th</sup> meeting of the Executive Committee of IHRD held on 14.11.2019

**ORDER**

In the Government order read as first paper above, the orders on revision of scale of pay and allied matters for scale of pay for State Government employees issued vide G.O(P)No.7/2016/Fin. dated 20.01.2016 has been extended to IHRD employees also with effect from 01.07.2014 with the concurrence of the Executive Committee and as ordered in the G.O.(Ms)No.370/2019/H.EDN dated 13.11.2019 subject to certain terms and conditions. The institution wise existing scale of pay and the corresponding revised scale of pay of various categories of post under IHRD as approved by Government is appended to this order as Annexure – I.

2. These orders will be applicable to all regular employees including Part-time staff under IHRD except those covered by AICTE/UGC/Central Schemes.

3. The revised scale of pay and allowance will be granted in cash with effect from 13.11.2019 onwards. The fixation of pay and arrears in the revised scale of pay for the period from 01.07.2014 to 12.11.2019 will be notional.

4. The rules for fixation of pay in the revised scales will be the same as given in Annexure -2 of the Government Order read as first paper above. All employees who were in service as on 01.07.2014 shall come out to the revised scale of pay with effect from 01.07.2014. There will be no option.

5. The pay fixation statement should be entered in the service book of the staff members concerned under proper attestation.

6. Necessary undertaking for recovery of over payment if any, on account of wrong fixation of pay should be obtained from the incumbent before the payments are made.

7. A specimen form for fixation of pay is appended along with the undertaking to be executed by each employee.

8. The pay revision of employees should be checked during internal audit.

9. Copy of the Government Order read as first paper above along with Annexure 1, 2, & 3 is also appended herewith for necessary action. (i.e, Revised scale of pay, rules for fixation of pay, scheme for Time Bound Higher Grade promotion respectively). The head of institution should strictly adhere to the guidelines in the G.O read as first and second paper above for fixation of pay, granting of increment etc....

10. All the Head of the institutions under IHRD will be held personally responsible for any deviation from the above said conditions, while implementation of pay revision as per G.O.(Ms) No.370/2019/HEDN dated 13.11.2019.

11. The Head of Institution shall fix the pay in respect of all regular hands in roll in accordance with the conditions specified above.

12. Further clarification if any required shall be issued on request.

*Sd/-*  
**Dr.P.Suresh Kumar**  
**DIRECTOR**

**Encl: As stated above.**

**To:-**

1. *All Heads of associate institutions under IHRD*
2. *Additional Director*
3. *Deputy Director*
4. *Administrative Officer*
5. *Finance Officer*
6. *Assistant Executive Engineer*
7. *Senior Superintendent - Establishment Section*
8. *All Section Heads in IHRD Head Quarters*
9. *Finance Section*
10. *All dealing hand in the Establishment Section*
11. *EA1 Section for necessary action*
12. *SF*
13. *OC*

**Forwarded/ By Order**

*A.S.B.*  
**Administrative Officer**

**STATEMENT OF FIXATION OF PAY IN THE REVISED SCALE**

1. G.O(P) No.7/2016/Fin dated 20.01.2016
2. G.O.(Ms) No.370/2019/H.Edn dated 13.11.2019
3. Proceedings No.EA2/1298/2016/HRD dated .....12.2019

1. Permanent Employee Number (PEN) :
2. Name (in block letters) :
3. Designation :
4. Post held as on 01.07.2014 :
5. Date of Commencement of full time regular service :
6. Completed years of full time regular service as on 01.07.2014 (Ref: Note below Rule 6 in Annexure II)\* :
7. Existing scale of pay (in full) as on 01.07.2014 :
8. Revised scale of pay (in full) as on 01.07.2014 :
9. (a) Basic pay in the existing scale of pay including increments/ stagnation increments on the date of change over to the revised scale (Rule 5 (a) of Annexure II) :
- (b) Personal Pay, if any, not specifically ordered to be absorbed in future increase of pay :
- (c) Special pay drawn in lieu of higher time scale of pay, provided there is no special pay attached to the revised scale :
- Note: Any other special pay drawn, in addition to pay drawn in the existing scale shall not be reckoned for fixation in the revised scale.*
- (d) DA admissible at the rate of 80% on pay as above :
10. (i) Fitment Benefit :  
(@ 12% of basic pay at 9 (a) subject to a minimum of Rs. 2000/-)

- (ii) Service Weightage  
 (@ 1/2 % of basic pay at 9(a) for every completed year of service subject to a maximum of 15%)
11. Total of 10 (i) + (ii) (Maximum limit : Rs.12000)
12. Total [(9) + (11)] :
13. Next stage :  
*(The amount computed against item 12 may be stepped up to the next stage in the Revised scale)*
14. Pay fixed in the revised scale \*\* :
15. (i) Date of Increment :  
*(Next Increment will accrue on the date of increment in the pre-revised scale)*
- (ii) Pay on Accrual of Increment :
16. Remarks :

Station:  
Date

Signature:  
Drawing Officer:  
Name:  
Designation:

Signature:  
Countersigning Officer:  
Name:  
Designation:

**\*Note:**  
*(Vide Items 6)*

*Service for the purpose of this rule means full time regular service including broken periods of service qualifying for normal increments in the scale of pay. Time spent on leave not counting for normal increment shall not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned. Prior full time regular service in aided schools / colleges / polytechnics, Municipal Common Service, University Service, Panchayat Service and High Court of Kerala Service will also be reckoned.*

**\*\*Note:**  
*(Vide Item 14)*

*If the amount arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of the revised scale and the difference shall be treated as personal pay and will not be absorbed in future increase on pay on account of granting increments. This personal pay will count for all purpose viz. fixation of pay, calculation of leave salary, drawal of allowances and pension. If the amount computed is less than the minimum of the revised scale, pay shall be fixed at the minimum of the revised scale.*

## UNDERTAKING

- 1 G.O.(P) No.7/2016/Fin. dated 20.01.2016
- 2 G.O.(Ms)No.370/2019/H.EDN dated 13.11.2019
- 3 Proceedings No.EA2/1298/2016/HRD dated .....12.2019 of the Director IHRD

I hereby agree to refund the excess pay and allowances, if any drawn by me, in case it is found later that I have been paid such excess (even if, it is due to erroneous fixation) on fixation of my pay in the revised scale with effect from 01.07.2014.

**Station :**

**Signature:**

**Date:**

**Name:**

**Designation:**

**Office /Department :**

**Countersigned**

**Head of Institution**



**GOVERNMENT OF KERALA**  
**Abstract**

IHRD - Pay Revision - Extending the benefits of 10<sup>th</sup> Pay Revision to the employees of IHRD and allied institutions - Sanctioned – Orders issued.

---

**HIGHER EDUCATION (J) DEPARTMENT**

**G.O.(Ms)No.370/2019/HEDN**

**Dated,Thiruvananthapuram, 13/11/2019**

---

- Read:-
- 1 GO(Ms) No. 76/2014/H.Edn dated 14/02/2014.
  - 2 GO(Ms) No. 692/2014/H.Edn dated 20/08/2014.
  - 3 GO(Ms) No. 939/2014/H.Edn dated 09/12/2014.
  - 4 GO(P) No. 7/2016/Fin dated 20/01/2016.
  - 5 Letter Nos. EA2/1298/2016/HRD dated 23/07/2018, 17/12/2018, 25/03/2019 from the Director, IHRD, Thiruvananthapuram.

**ORDER**

As per Government Orders read as 1<sup>st</sup> and 2<sup>nd</sup> papers above Government had approved the Staff Pattern and the Special Rules of Institute of Human Resources Development.

As per the Government Order read as 3<sup>rd</sup> paper above, Government extended the benefit of 9<sup>th</sup> Pay Revision to the employees of IHRD and that of the institutions under it.

The Director, IHRD vide his letter dated 23/07/2018 read above has now forwarded a proposal for extending the 10<sup>th</sup> Pay Revision benefits to the employees of IHRD and the institutions under it.

Government have examined the proposal in detail and are pleased to issue orders extending the 10<sup>th</sup> Pay Revision benefits as ordered to State Government employees vide Government order read as 4<sup>th</sup> paper above to the employees of IHRD and to the employees of the institutions under it with revised scales of pay as appended to this order subject to the following conditions:-

1. The pay and allowances of the employees of IHRD and the institutions under it may be revised w.e.f 01.07.2014.
2. No categories/posts other than those mentioned herein will be eligible for the benefits of this pay revision.
3. This pay revision is not applicable to employees if any, over and above the sanctioned strength as per the staff pattern of the IHRD issued vide G.O (Ms)

No.76/2014/H.Edn dated 14.02.2014, G.O(Ms)No.165/2018/HEDN dated 14.07.2018 and G.O (Ms)No.636/15/H.Edn dated 04.11.2015.

4. This pay revision is not applicable to the employees on Consolidated Pay, Daily Wages and on Monthly Stipend basis.
5. Pay revision should not be implemented in the IHRD, in future, to any category including those coming under UGC/AICTE schemes, without prior sanction from Government.
6. No DA will be admissible as on 01.07.2014. Further DA may be granted as per Government Order extending DA to State Government employees from time to time.
7. The House Rent Allowance will be paid as per para 14 and notes below para 14 of G.O (P) No.7/2016/Fin dated 20.01.2016.
8. The City Compensatory Allowance will be paid as per para 16 of G.O (P) No.7/2016/Fin dated 20.01.2016 and it will be limited only to those employees who are working in offices which are situated within city limits.
9. Time Bound Higher Grade may be granted as per para 7 and Annexure III of G.O (P) No.7/2016/Fin dated 20.01.2016.
10. No benefits other than those mentioned above will be granted without specific and prior orders from Government.
11. Further orders issued in continuation of G.O (P) No.7/2016/Fin dated 20.01.2016 shall be applicable to the employees of the IHRD, only with prior concurrence of Government.
12. The date of effect of revised scales of pay will be 01.07.2014 and the date of effect of various allowances and other benefits will be the date of this order.
13. All the rules relating to fixation of pay and stagnation increment stipulated in G.O (P) No.7/2016/Fin dated 20.01.2016 should be followed strictly. The period of regular service in IHRD and institutions under IHRD only will be reckoned for service weightage.
14. The fixation of pay of Part-Time Contingent employees will be as per Annexure VI of G.O (P) No.7/2016/Fin dated 20.01.2016.
15. Employees if any recruited/regularized after 01.07.2014 will be deemed to be appointed in the revised scales and they will not be eligible for fixation, option etc.
16. Those employees in all categories (teaching, administrative, ministerial etc) in the IHRD and in institutions under the IHRD, who do not have the prescribed educational qualification, experience etc., and are not specifically exempted by Government from possessing these qualifications, will not be eligible for pay



revision, further promotion, Time Bound Higher Grade etc., and they will become eligible for the same only from the date of attaining the qualification.

17. Notwithstanding anything contained in any orders, the power to create all posts, irrespective of scale of pay, will be vested in Government.
18. Upgradation, downgradation, abolition or re-designation of posts to be done with prior approval of Government only.
19. In case of any doubt regarding pay scales, fixation etc prior concurrence of Government should be obtained before arriving at a decision.
20. In all appointments in IHRD and institutions under it, first preference should be given to re-deployment and only in the absence of chances of re-deployment, other methods of appointments can be adopted.
21. No person shall be appointed (whether full time, part time, provisional, temporary, contract or daily wages), without a post validly created by Government. The employees appointed on contract basis or through employment exchanges to such validly created posts, shall be terminated on expiry of their term. For all appointments in IHRD and institutions under it, the vacancies should be notified and all recruitment procedures applicable to public appointment should be strictly followed.
22. Extra benefits, if any, being given to employees of the IHRD and the institutions under it, which are not allowable to State Government employees will be stopped while implementing this order.
23. As per the revised special rules of the IHRD (G.O (Ms) No.692/14/H.Edn dated 20.08.2014), the method of appointment to the posts of Joint Director/Deputy Director/Assistant Director of the streams of the Engineering Colleges, Colleges of Applied Science, Model Polytechnic Colleges and Technical Higher Secondary Schools is by selection from among the Principals of respective streams and not by promotion. Therefore no fixation will be allowed on appointment to these posts.
24. The AICTE/UGC pay scales and other benefits will be limited only to those who satisfy all conditions regarding educational qualifications and experience as per the regulations and in case of sanctioning of benefits of these schemes to anyone who is not fully qualified as per AICTE/UGC schemes, it will be treated as the personal liability of Director, IHRD.
25. The teaching faculties under AICTE/UGC schemes should not be transferred to teaching posts under State pattern and vice-versa.
26. The expenditure for implementation of pay revision will be met by the IHRD only and Government will not provide any financial assistance in this regard.
27. Under no circumstances, the plan grants provided by Government should be diverted for the administrative expenses including salary expenses of the

employees of IHRD and institutions under it. The detailed item-wise expenditure of plan grant should be explicitly specified in annual accounts.

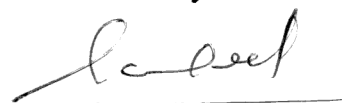
28. Posts lying vacant for more than one year will be treated as abolished as per the G.O (P) No.1208/2001/Fin dated 22.10.2001.
29. Reservation to Scheduled Castes/Scheduled Tribes /Other Backward Classes/ Differently abled and all other eligible categories should be strictly followed in recruitments in IHRD.
30. The Director, IHRD will be held personally responsible for any deviation from the above said conditions, while implementation of pay revision.

(By Order of the Governor)  
**DR.USHA TITUS**  
**PRINCIPAL SECRETARY**

To:-

- 1 The Director, Institute of Human Resources Development, Thiruvananthapuram.
- 2 The Director of Technical Education, Thiruvananthapuram.
- 3 The Advocate General, Kerala, Ernakulam.
- 4 The Heads of Institutions under IHRD (Through Director, IHRD).
- 5 The Principal Accountant General (A&E/Audit), Kerala, Thiruvananthapuram.
- 6 The Finance Department (Vide UO(f) No.EDN-B2/145/2018-FIN dated 19/07/2019, Computer No.923214)
- 7 The General Administration (SC) Department (Vide Item No. 3358 )
- 8 The Information Officer, Web & New Media, I&PRD.
- ✓ www.highereducation.kerala.gov.in
- 10 Stock File/Office copy.

Forwarded/By Order



Section Officer.

Copy to:-

- 1) Private Secretary to Hon'ble Chief Minister.
- 2) Private Secretary to Hon'ble Minister for Higher Education.
- 3) Private Secretary to Hon'ble Finance Minister.
- 4) Personal Assistant to Principal Secretary (Higher Education Department)

**I. HEAD QUARTERS, THIRUVANANTHAPURAM.**

Sl No	Name of Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Senior Administrative Officer	1	As in Parent Department	
2	Deputy Director	1	29180-43640	55350-101400
3	Finance Officer	1	36140-49740	68700-110400
4	Administrative Officer	1	22360-37940	42500-87000
5	Executive Engineer(Civil)	1	29180-43640	55350-101400
6	Assistant Executive Engineer(Civil)	1	20740-36140	39500-83000
7	Assistant Engineer (Civil)	1	19240-34500	36600-79200
8	Computer Engineer	1	20740-36140	39500-83000
9	Technical Co-ordinator/ Technical Officer	1	20740-36140	39500-83000
10	Accounts Officer	1	20740-36140	39500-83000
11	Senior Superintendent	4	18740-33680	35700-75600
12	Junior Superintendent	5	16180-29180	30700-65400
13	Head Clerk/Head Accountant/Cashier	7	14620-25280	27800-59400
14	Computer Programmer	1	13900-24040	26500-56700
15	Technical Store Keeper (Selection Grade)	1	19240-34500	36600-79200
16	Personal Assistant to the Director	1	20740-36140	39500-83000
17	Confidential Assistant (Selection Grade)	2	19240-34500	36600-79200
18	Overseer Grade III(Civil)	1	9940-16580	19000-43600
19	Senior Office Assistant	18	13210-22360	25200-54000
20	Office Assistant	6	9190-15780	18000-41500
21	Tradesman (Electrical)	1	9190-15780	18000-41500
22	Driver	3	9190-15780	18000-41500
23	Last Grade Servant	7	8500-13210	16500-35700
24	Part time Sweeper/Part time Sanitary Worker	3	4850-7500	9340-14800

## II. ENGINEERING COLLEGES

### 1. Model Engineering College, Ernakulam

Sl No	Name of Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Senior System Analyst	1	22360-37940	42500-87000
2	System Analyst	1	20740-36140	39500-83000
3	Junior System Analyst	1	16180-29180	30700-65400
4	Computer Programmer	2	13900-24040	26500-56700
5	Foreman (Electronics)	2	16180-29180	30700-65400
6	Foreman (Computer)	1	16180-29180	30700-65400
7	Foreman (Electrical)	1	16180-29180	30700-65400
8	Foreman (Mechanical)	1	16180-29180	30700-65400
9	Foreman (Biomedical)	1	16180-29180	30700-65400
10	Demonstrator/Workshop Instructor (Electronics)	3	13900-24040	26500-56700
11	Demonstrator/Workshop Instructor (Electrical)	2	13900-24040	26500-56700
12	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
13	Demonstrator/Workshop Instructor (Bio-medical)	1	13900-24040	26500-56700
14	Trade Instructor Grade-II (Electronics)	2	11620-20240	22200-48000
15	Trade Instructor Grade-II (Computer)	1	11620-20240	22200-48000
16	Trade Instructor Grade-II (Electrical)	2	11620-20240	22200-48000
17	Trade Instructor Grade-II (Mechanical)	1	11620-20240	22200-48000
18	Trade Instructor Grade-II (Bio-medical)	1	11620-20240	22200-48000
19	Tradesman (Electronics)	2	9190-15780	18000-41500
20	Tradesman (Computer)	1	9190-15780	18000-41500
21	Tradesman (Electrical)	1	9190-15780	18000-41500
22	Tradesman (Bio-medical)	1	9190-15780	18000-41500
23	Librarian Grade-I	1	20740-36140	39500-83000

24	Librarian Grade-II	1	16180-29180	30700-65400
25	Librarian Grade- III	1	14620-25280	27800-59400
26	Librarian Grade-IV	2	11620-20240	22200-48000
27	Library Assistant	4	8730-13540	17000-37500
28	Administrative Officer	1	22360-37940	42500-87000
29	Senior Superintendent	1	18740-33680	35700-75600
30	Junior Superintendent	2	16180-29180	30700-65400
31	Head Clerk/Head Accountant/Cashier	2	14620-25280	27800-59400
32	Technical Storekeeper	1	13900-24040	26500-56700
33	Senior Office Assistant	6	13210-22360	25200-54000
34	Office Assistant	3	9190-15780	18000-41500
35	Junior Office Assistant	1	8730-13540	17000-37500
36	Confidential Assistant (Senior Grade)	1	16180-29180	30700-65400
37	Last Grade Servant	4	8500-13210	16500-35700
38	Sweeper cum Peon	1	8500-13210	16500-35700
39	Part time Sweeper	1	4250-6700	8200-13340
40	Driver Grade I	1	9940-16580	19000-43600
41	Driver Grade II	1	9190-15780	18000-41500
The Joint Director (Engineering Colleges) handles full additional charge of the Principal of Model Engineering College Ernakulam, in addition to the duty of Joint Director of all Engineering Colleges under IHRD				

## 2. College of Engineering, Chengannur

Sl No	Name of Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Senior System Analyst	1	22360-37940	42500-87000
2	System Analyst	1	20740-36140	39500-83000
3	Junior System Analyst	1	16180-29180	30700-65400
4	Computer Programmer	2	13900-24040	26500-56700
5	Foreman (Electronics)	2	16180-29180	30700-65400
6	Foreman (Computer)	1	16180-29180	30700-65400
7	Foreman (Electrical)	1	16180-29180	30700-65400
8	Demonstrator/Workshop Instructor (Electronics)	3	13900-24040	26500-56700
9	Demonstrator/Workshop	1	13900-24040	26500-56700

	Instructor (Electrical)			
10	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
11	Trade Instructor Grade II (Electronics)	2	11620-20240	22200-48000
12	Trade Instructor Grade II (Computer)	1	11620-20240	22200-48000
13	Trade Instructor Grade II (Electrical)	2	11620-20240	22200-48000
14	Trade Instructor Grade II (Mechanical)	1	11620-20240	22200-48000
15	Tradesman (Electronics)	2	9190-15780	18000-41500
16	Tradesman (Computer)	1	9190-15780	18000-41500
17	Tradesman (Electrical)	1	9190-15780	18000-41500
18	Librarian Grade I	1	20740-36140	39500-83000
19	Librarian Grade II	1	16180-29180	30700-65400
20	Librarian Grade III	1	14620-25280	27800-59400
21	Librarian Grade IV	2	11620-20240	22200-48000
22	Library Assistant	3	8730-13540	17000-37500
23	Administrative Officer	1	22360-37940	42500-87000
24	Senior Superintendent	1	18740-33680	35700-75600
25	Junior Superintendent	2	16180-29180	30700-65400
26	Head Clerk/Head Accountant/Cashier	2	14620-25280	27800-59400
27	Technical Store Keeper	1	13900-24040	26500-56700
28	Senior Office Assistant	5	13210-22360	25200-54000
29	Office Assistant	2	9190-15780	18000-41500
30	Junior Office Assistant	1	8730-13540	17000-37500
31	Confidential Assistant (Selection Grade)	1	19240-34500	36600-79200
32	Last Grade Servant	4	8500-13210	16500-35700
33	Sweeper Cum Peon	1	8500-13210	16500-35700
34	Part-Time Sweeper	1	4250-6700	8200-13340
35	Driver Grade-I	1	9940-16580	19000-43600
36	Driver Grade II	1	9190-15780	18000-41500

### **3. College of Engineering, Adoor**

<b>Sl No</b>	<b>Name of Post</b>	<b>Sanctioned Strength</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
1	System Analyst	1	20740-36140	39500-83000
2	Junior System Analyst	1	16180-29180	30700-65400
3	Computer Programmer	1	13900-24040	26500-56700
4	Workshop/Lab Superintendent (Mechanical)	1	20740-36140	39500-83000
5	Foreman (Electronics)	2	16180-29180	30700-65400
6	Foreman (Computer)	1	16180-29180	30700-65400
7	Foreman (Electrical)	1	16180-29180	30700-65400
8	Foreman (Mechanical)	1	16180-29180	30700-65400
9	Demonstrator/Workshop Instructor (Electronics)	2	13900-24040	26500-56700
10	Demonstrator/Workshop Instructor (Electrical)	1	13900-24040	26500-56700
11	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
12	Trade Instructor Grade - II (Electronics)	1	11620-20240	22200-48000
13	Trade Instructor Grade - II (Computer)	1	11620-20240	22200-48000
14	Trade Instructor Grade - II (Electrical)	2	11620-20240	22200-48000
15	Trade Instructor Grade - II (Mechanical)	1	11620-20240	22200-48000
16	Tradesman (Electronics)	2	9190-15780	18000-41500
17	Tradesman (Computer)	1	9190-15780	18000-41500
18	Tradesman (Electrical)	1	9190-15780	18000-41500
19	Tradesman (Mechanical)	3	9190-15780	18000-41500
20	Librarian Grade - I	1	20740-36140	39500-83000
21	Librarian Grade - II	1	16180-29180	30700-65400
22	Librarian Grade - III	1	14620-25280	27800-59400
23	Librarian Grade - IV	1	11620-20240	22200-48000
24	Library Assistant	3	8730-13540	17000-37500
25	Administrative Officer	1	22360-37940	42500-87000
26	Senior Superintendent	1	18740-33680	35700-75600

27	Junior Superintendent	1	16180-29180	30700-65400
28	Head Clerk/Head Accountant/Cashier	2	14620-25280	27800-59400
29	Technical Storekeeper	1	13900-24040	26500-56700
30	Senior Office Assistant	4	13210-22360	25200-54000
31	Office Assistant	2	9190-15780	18000-41500
32	Confidential Assistant	1	10480-18300	20000-45800
33	Last Grade Servant	3	8500-13210	16500-35700
34	Sweeper-Cum-Peon	1	8500-13210	16500-35700
35	Part-time Sweeper	2	4250-6700	8200-13340
36	Driver Grade-I	1	9940-16580	19000-43600
37	Driver Grade-II	1	9190-15780	18000-41500

#### **4. College of Engineering, Kalloppa**

Sl No	Name of Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	System Analyst	1	20740-36140	39500-83000
2	Junior System Analyst	1	16180-29180	30700-65400
3	Computer Programmer	2	13900-24040	26500-56700
4	Foreman (Electronics)	1	16180-29180	30700-65400
5	Foreman (Electrical)	1	16180-29180	30700-65400
6	Demonstrator/Workshop Instructor (Electronics)	2	13900-24040	26500-56700
7	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
8	Demonstrator/Workshop Instructor (Electrical)	1	13900-24040	26500-56700
9	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
10	Trade Instructor Grade - II (Electronics)	1	11620-20240	22200-48000
11	Trade Instructor Grade - II (Computer)	1	11620-20240	22200-48000
12	Trade Instructor Grade - II (Electrical)	1	11620-20240	22200-48000
13	Trade Instructor Grade - II (Mechanical)	1	11620-20240	22200-48000



14	Tradesman (Electronics)	1	9190-15780	18000-41500
15	Tradesman (Computer)	1	9190-15780	18000-41500
16	Tradesman (Electrical)	1	9190-15780	18000-41500
17	Librarian Grade - I	1	20740-36140	39500-83000
18	Librarian Grade - III	1	14620-25280	27800-59400
19	Librarian Grade - IV	1	11620-20240	22200-48000
20	Library Assistant	3	8730-13540	17000-37500
21	Administrative Assistant	1	20740-36140	39500-83000
22	Senior Superintendent	1	18740-33680	35700-75600
23	Junior Superintendent	1	16180-29180	30700-65400
24	Head Clerk/Head Accountant/Cashier	1	14620-25280	27800-59400
25	Technical Store Keeper	1	13900-24040	26500-56700
26	Senior Office Assistant	3	13210-22360	25200-54000
27	Office Assistant	2	9190-15780	18000-41500
28	Confidential Assistant	1	10480-18300	20000-45800
29	Last Grade Servant	3	8500-13210	16500-35700
30	Sweeper cum Peon	1	8500-13210	16500-35700
31	Driver Grade - I	1	9940-16580	19000-43600
32	Driver Grade - II	1	9190-15780	18000-41500

##### **5. College of Engineering, Karunagappally**

Sl No	Name of Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	System Analyst	1	20740-36140	39500-83000
2	Junior System Analyst	1	16180-29180	30700-65400
3	Computer Programmer	2	13900-24040	26500-56700
4	Foreman (Electronics)	1	16180-29180	30700-65400
5	Foreman (Computer)	1	16180-29180	30700-65400
6	Foreman (Electrical)	1	16180-29180	30700-65400
7	Demonstrator/Workshop Instructor (Electronics)	2	13900-24040	26500-56700
8	Demonstrator/Workshop Instructor (Electrical)	1	13900-24040	26500-56700
9	Demonstrator/Workshop	1	13900-24040	26500-56700

	Instructor (Mechanical)			
10	Trade Instructor Grade - II (Electronics)	1	11620-20240	22200-48000
11	Trade Instructor Grade - II (Electrical)	2	11620-20240	22200-48000
12	Trade Instructor Grade - II (Mechanical)	1	11620-20240	22200-48000
13	Tradesman (Electronics)	2	9190-15780	18000-41500
14	Tradesman (Computer)	1	9190-15780	18000-41500
15	Tradesman (Electrical)	1	9190-15780	18000-41500
16	Librarian Grade - I	1	20740-36140	39500-83000
17	Librarian Grade - II	1	16180-29180	30700-65400
18	Librarian Grade - III	1	14620-25280	27800-59400
19	Librarian Grade - IV	1	11620-20240	22200-48000
20	Library Assistant	2	8730-13540	17000-37500
21	Administrative Officer	1	22360-37940	42500-87000
22	Senior Superintendent	1	18740-33680	35700-75600
23	Junior Superintendent	1	16180-29180	30700-65400
24	Head Clerk/Head Accountant/Cashier	2	14620-25280	27800-59400
25	Technical Store Keeper	1	13900-24040	26500-56700
26	Senior Office Assistant	3	13210-22360	25200-54000
27	Office Assistant	2	9190-15780	18000-41500
28	Confidential Assistant	1	10480-18300	20000-45800
29	Last Grade Servant	3	8500-13210	16500-35700
30	Sweeper Cum Peon	1	8500-13210	16500-35700
31	Part Time Sweeper	1	4250-6700	8200-13340
32	Driver Grade - I	1	9940-16580	19000-43600
33	Driver Grade - II	1	9190-15780	18000-41500

#### **6. College of Engineering, Kottarakkara**

Sl No	Name of Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	System Analyst	1	20740-36140	39500-83000
2	Junior System Analyst	1	16180-29180	30700-65400
3	Computer Programmer	2	13900-24040	26500-56700

4	Foreman (Electronics)	1	16180-29180	30700-65400
5	Foreman (Electrical)	1	16180-29180	30700-65400
6	Demonstrator/Workshop Instructor (Electronics)	2	13900-24040	26500-56700
7	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
8	Demonstrator/Workshop Instructor (Electrical)	1	13900-24040	26500-56700
9	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
10	Trade Instructor Grade - II (Electronics)	1	11620-20240	22200-48000
11	Trade Instructor Grade - II (Electrical)	1	11620-20240	22200-48000
12	Trade Instructor Grade - II (Mechanical)	1	11620-20240	22200-48000
13	Tradesman (Electronics)	2	9190-15780	18000-41500
14	Tradesman (Computer)	1	9190-15780	18000-41500
15	Tradesman (Electrical)	1	9190-15780	18000-41500
16	Librarian Grade - I	1	20740-36140	39500-83000
17	Librarian Grade - III	1	14620-25280	27800-59400
18	Librarian Grade - IV	1	11620-20240	22200-48000
19	Library Assistant	2	8730-13540	17000-37500
20	Administrative Assistant	1	20740-36140	39500-83000
21	Senior Superintendent	1	18740-33680	35700-75600
22	Junior Superintendent	1	16180-29180	30700-65400
23	Head Clerk/Head Accountant/Cashier	1	14620-25280	27800-59400
24	Technical Store Keeper	1	13900-24040	26500-56700
25	Senior Office Assistant	3	13210-22360	25200-54000
26	Office Assistant	2	9190-15780	18000-41500
27	Last Grade Servant	3	8500-13210	16500-35700
28	Sweeper Cum Peon	1	8500-13210	16500-35700

### 7.College of Engineering, Cherthala

Sl No	Name of Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	System Analyst	1	20740-36140	39500-83000
2	Junior System Analyst	1	16180-29180	30700-65400
3	Computer Programmer	2	13900-24040	26500-56700
4	Foreman (Electronics)	1	16180-29180	30700-65400
5	Foreman (Electrical)	1	16180-29180	30700-65400
6	Demonstrator/Workshop Instructor (Electronics)	2	13900-24040	26500-56700
7	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
8	Demonstrator/Workshop Instructor (Electrical)	1	13900-24040	26500-56700
9	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
10	Trade Instructor Grade- II (Electronics)	1	11620-20240	22200-48000
11	Trade Instructor Grade - II (Electrical)	1	11620-20240	22200-48000
12	Trade Instructor Grade - II (Mechanical)	1	11620-20240	22200-48000
13	Tradesman (Electronics)	2	9190-15780	18000-41500
14	Tradesman (Computer)	1	9190-15780	18000-41500
15	Tradesman (Electrical)	1	9190-15780	18000-41500
16	Librarian Grade - I	1	20740-36140	39500-83000
17	Librarian Grade - II	1	16180-29180	30700-65400
18	Librarian Grade - III	1	14620-25280	27800-59400
19	Librarian Grade - IV	1	11620-20240	22200-48000
20	Library Assistant	2	8730-13540	17000-37500
21	Administrative Officer	1	22360-37940	42500-87000
22	Senior Superintendent	1	18740-33680	35700-75600
23	Junior Superintendent	1	16180-29180	30700-65400
24	Head Clerk/Head Accountant/Cashier	2	14620-25280	27800-59400
25	Technical Store Keeper	1	13900-24040	26500-56700
26	Senior Office Assistant	3	13210-22360	25200-54000

27	Office Assistant	2	9190-15780	18000-41500
28	Confidential Assistant	1	10480-18300	20000-45800
29	Last Grade Servant	3	8500-13210	16500-35700
30	Sweeper Cum Peon	1	8500-13210	16500-35700
31	Driver Grade - I	1	9940-16580	19000-43600
32	Driver Grade - II	1	9190-15780	18000-41500

#### **8. College of Engineering, Poonjar**

Sl No	Name of Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	System Analyst	1	20740-36140	39500-83000
2	Junior System Analyst	1	16180-29180	30700-65400
3	Computer Programmer	2	13900-24040	26500-56700
4	Foreman (Electronics)	1	16180-29180	30700-65400
5	Foreman (Electrical)	1	16180-29180	30700-65400
6	Demonstrator/Workshop Instructor (Electronics)	2	13900-24040	26500-56700
7	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
8	Demonstrator/Workshop Instructor (Electrical)	1	13900-24040	26500-56700
9	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
10	Trade Instructor Grade - II (Electronics)	1	11620-20240	22200-48000
11	Trade Instructor Grade - II (Electrical)	1	11620-20240	22200-48000
12	Trade Instructor Grade - II (Mechanical)	1	11620-20240	22200-48000
13	Tradesman (Electronics)	1	9190-15780	18000-41500
14	Tradesman (Computer)	1	9190-15780	18000-41500
15	Librarian Grade - I	1	20740-36140	39500-83000
16	Librarian Grade - III	1	14620-25280	27800-59400
17	Librarian Grade - IV	1	11620-20240	22200-48000
18	Library Assistant	3	8730-13540	17000-37500
19	Administrative Assistant	1	20740-36140	39500-83000
20	Senior Superintendent	1	18740-33680	35700-75600

21	Junior Superintendent	1	16180-29180	30700-65400
22	Head Clerk/Head Accountant/Cashier	1	14620-25280	27800-59400
23	Technical Store Keeper (Senior Grade)	1	16180-29180	30700-65400
24	Senior Office Assistant	3	13210-22360	25200-54000
25	Office Assistant	2	9190-15780	18000-41500
26	Confidential Assistant (Senior Grade)	1	16180-29180	30700-65400
27	Last Grade Servant	3	8500-13210	16500-35700
28	Sweeper cum Peon	1	8500-13210	16500-35700
29	Driver Grade - I	1	9940-16580	19000-43600

### **9. College of Engineering, Attingal**

Sl No	Name of Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	System Analyst	1	20740-36140	39500-83000
2	Junior System Analyst	1	16180-29180	30700-65400
3	Computer Programmer	1	13900-24040	26500-56700
4	Foreman (Electronics)	1	16180-29180	30700-65400
5	Foreman (Electrical)	1	16180-29180	30700-65400
6	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
7	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
8	Demonstrator/Workshop Instructor (Electrical)	1	13900-24040	26500-56700
9	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
10	Trade Instructor Grade - II (Electronics)	1	11620-20240	22200-48000
11	Trade Instructor Grade - II (Electrical)	1	11620-20240	22200-48000
12	Trade Instructor Grade - II (Mechanical)	1	11620-20240	22200-48000
13	Tradesman (Electronics)	1	9190-15780	18000-41500
14	Tradesman (Computer)	1	9190-15780	18000-41500
15	Tradesman (Electrical)	1	9190-15780	18000-41500

16	Librarian Grade - I	1	20740-36140	39500-83000
17	Librarian Grade - III	1	14620-25280	27800-59400
18	Librarian Grade - IV	1	11620-20240	22200-48000
19	Library Assistant	3	8730-13540	17000-37500
20	Administrative Assistant	1	20740-36140	39500-83000
21	Senior Superintendent	1	18740-33680	35700-75600
22	Junior Superintendent	1	16180-29180	30700-65400
23	Head Clerk/Head Accountant/Cashier	1	14620-25280	27800-59400
24	Technical Store Keeper (Selection Grade)	1	19240-34500	36600-79200
25	Senior Office Assistant	3	13210-22360	25200-54000
26	Office Assistant	2	9190-15780	18000-41500
27	Last Grade Servant	3	8500-13210	16500-35700
28	Sweeper Cum Peon	1	8500-13210	16500-35700

### **III. COLLEGES OF APPLIED SCIENCE**

#### **1. College of Applied Science, Adoor**

<b>Sl No</b>	<b>Name of the Post</b>	<b>Sanctioned Strength</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
1	Principal/Joint Director	1	36140-49740	68700-110400
2	Lecturer (Electronics)	6	20740-36140	39500-83000
3	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
4	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
5	Lecturer (Computer)	8	20740-36140	39500-83000
6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Lecturer (Commerce)	3	19240-34500	36600-79200
8	Lecturer (Mathematics)	1	19240-34500	36600-79200
9	Foreman (Electronics)	1	16180-29180	30700-65400
10	Junior System Analyst	1	16180-29180	30700-65400
11	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
12	Computer Programmer	1	13900-24040	26500-56700

13	Librarian Grade II	1	16180-29180	30700-65400
14	Library Assistant	1	8730-13540	17000-37500
15	Junior Superintendent	1	16180-29180	30700-65400
16	Senior Office Assistant	2	13210-22360	25200-54000
17	Office Assistant	1	9190-15780	18000-41500
18	Last Grade Servant	2	8500-13210	16500-35700
19	Part Time Sweeper	3	4850-7500	9340-14800
The Joint Director (College of Applied Science) holds full additional charge of the Principal, College of Applied Science, Adoor in addition to the duty of Joint Director (College of Applied Science)				

## **2. College of Applied Science, Kundara**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Computer)	4	20740-36140	39500-83000
3	Lecturer in Computer Science	1	19240-34500	36600-79200
4	Lecturer (Commerce)	3	19240-34500	36600-79200
5	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
6	Computer Programmer	1	13900-24040	26500-56700
7	Librarian Grade - IV	1	11620-20240	22200-48000
8	Head Clerk	1	14620-25280	27800-59400
9	Office Assistant	1	9190-15780	18000-41500
10	Last Grade Servant	1	8500-13210	16500-35700
11	Part Time Sweeper	1	4850-7500	9340-14800

## **3. College of Applied Science, Dhanuvachapuram**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000



4	Lecturer (Electronics)	4	20740-36140	39500-83000
5	Lecturer (Computer)	4	20740-36140	39500-83000
6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Lecturer (Commerce)	3	19240-34500	36600-79200
8	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
9	Computer Programmer	1	13900-24040	26500-56700
10	Librarian Grade - IV	1	11620-20240	22200-48000
11	Head Clerk	1	14620-25280	27800-59400
12	Office Assistant	1	9190-15780	18000-41500
13	Last Grade Servant	1	8500-13210	16500-35700
14	Part Time Sweeper	2	4850-7500	9340-14800

**4. College of Applied Science, Mavelikkara**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	4	20740-36140	39500-83000
5	Lecturer (Computer)	7	20740-36140	39500-83000
6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Junior System Analyst	1	16180-29180	30700-65400
8	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
9	Computer Programmer	1	13900-24040	26500-56700
10	Librarian Grade - III	1	14620-25280	27800-59400
11	Junior Superintendent	1	16180-29180	30700-65400
12	Senior Office Assistant	1	13210-22360	25200-54000
13	Junior Office Assistant	1	8730-13540	17000-37500
14	Last Grade Servant	2	8500-13210	16500-35700
15	Part Time Sweeper	2	4850-7500	9340-14800

**5. College of Applied Science, Payyappady**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	6	20740-36140	39500-83000
5	Lecturer (Computer)	7	20740-36140	39500-83000
6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Foreman (Electronics)	1	16180-29180	30700-65400
8	Junior System Analyst	1	16180-29180	30700-65400
9	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
10	Trade Instructor Grade II (Computer)	1	11620-20240	22200-48000
11	Computer Programmer	1	13900-24040	26500-56700
12	Librarian Grade II	1	16180-29180	30700-65400
13	Library Assistant	1	8730-13540	17000-37500
14	Junior Superintendent	1	16180-29180	30700-65400
15	Senior Office Assistant	2	13210-22360	25200-54000
16	Office Assistant	3	9190-15780	18000-41500
17	Last Grade Servant	2	8500-13210	16500-35700
18	Part Time Sweeper	3	4850-7500	9340-14800

**6. College of Applied Science, Peerumedu**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	4	20740-36140	39500-83000
5	Lecturer (Computer)	4	20740-36140	39500-83000

6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade IV	1	11620-20240	22200-48000
10	Head Clerk	1	14620-25280	27800-59400
11	Office Assistant	1	9190-15780	18000-41500
12	Last Grade Servant	1	8500-13210	16500-35700
13	Part Time Sweeper	1	4850-7500	9340-14800

**7.College of Applied Science, Thodupuzha**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	6	20740-36140	39500-83000
5	Lecturer (Computer)	8	20740-36140	39500-83000
6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Lecturer (Commerce)	3	19240-34500	36600-79200
8	Lecturer (English)	1	19240-34500	36600-79200
9	Foreman (Electronics)	1	16180-29180	30700-65400
10	Junior System Analyst	1	16180-29180	30700-65400
11	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
12	Computer Programmer	1	13900-24040	26500-56700
13	Librarian Grade II	1	16180-29180	30700-65400
14	Library Assistant	1	8730-13540	17000-37500
15	Junior Superintendent	1	16180-29180	30700-65400
16	Senior Office Assistant	2	13210-22360	25200-54000
17	Office Assistant	1	9190-15780	18000-41500
18	Last Grade Servant	2	8500-13210	16500-35700
19	Part Time Sweeper	2	4850-7500	9340-14800

**8. College of Applied Science, Kaduthuruthy**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer in Computer Science	1	19240-34500	36600-79200
5	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
6	Computer Programmer	1	13900-24040	26500-56700
7	Librarian Grade IV	1	11620-20240	22200-48000
8	Head Clerk	1	14620-25280	27800-59400
9	Office Assistant	1	9190-15780	18000-41500
10	Last Grade Servant	1	8500-13210	16500-35700
11	Part Time Sweeper	1	4850-7500	9340-14800

**9. College of Applied Science, Mallappally**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	6	20740-36140	39500-83000
5	Lecturer (Computer)	4	20740-36140	39500-83000
6	Foreman (Electronics)	1	16180-29180	30700-65400
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade III	1	14620-25280	27800-59400
10	Junior Superintendent	1	16180-29180	30700-65400
11	Senior Office Assistant	1	13210-22360	25200-54000
12	Office Assistant	1	9190-15780	18000-41500
13	Last Grade Servant	2	8500-13210	16500-35700

14	Part Time Sweeper	2	4850-7500	9340-14800
----	-------------------	---	-----------	------------

**10. College of Applied Science, Kattappana**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	4	20740-36140	39500-83000
5	Lecturer (Computer)	7	20740-36140	39500-83000
6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Junior System Analyst	1	16180-29180	30700-65400
8	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
9	Computer Programmer	1	13900-24040	26500-56700
10	Librarian Grade III	1	14620-25280	27800-59400
11	Junior Superintendent	1	16180-29180	30700-65400
12	Senior Office Assistant	1	13210-22360	25200-54000
13	Office Assistant	1	9190-15780	18000-41500
14	Last Grade Servant	2	8500-13210	16500-35700
15	Part Time Sweeper	2	4850-7500	9340-14800

**11. College of Applied Science, Marayoor**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Computer)	4	20740-36140	39500-83000
3	Lecturer (Commerce)	3	19240-34500	36600-79200
4	Foreman (Electronics)	1	16180-29180	30700-65400
5	Computer Programmer	1	13900-24040	26500-56700
6	Librarian Grade IV	1	11620-20240	22200-48000
7	Head Clerk	1	14620-25280	27800-59400
8	Office Assistant	1	9190-15780	18000-41500

9	Last Grade Servant	1	8500-13210	16500-35700
10	Part Time Sweeper	1	4850-7500	9340-14800

**12. College of Applied Science, Nedumkandam**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Computer)	4	20740-36140	39500-83000
3	Lecturer (Commerce)	3	19240-34500	36600-79200
4	Foreman (Electronics)	1	16180-29180	30700-65400
5	Computer Programmer	1	13900-24040	26500-56700
6	Library Assistant	1	8730-13540	17000-37500
7	Head Clerk	1	14620-25280	27800-59400
8	Office Assistant	1	9190-15780	18000-41500
9	Last Grade Servant	1	8500-13210	16500-35700
10	Part Time Sweeper	1	4850-7500	9340-14800

**13. College of Applied Science, Kanjirappally**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer (Commerce)	3	19240-34500	36600-79200
5	Lecturer (English)	1	19240-34500	36600-79200
6	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
7	Computer Programmer	1	13900-24040	26500-56700
8	Librarian Grade IV	1	11620-20240	22200-48000
9	Head Clerk	1	14620-25280	27800-59400
10	Office Assistant	1	9190-15780	18000-41500
11	Last Grade Servant	1	8500-13210	16500-35700
12	Part Time Sweeper	1	4850-7500	9340-14800

**14. College of Applied Science, Konni**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer in Computer Science	1	19240-34500	36600-79200
5	Lecturer (Commerce)	3	19240-34500	36600-79200
6	Lecturer (English)	1	19240-34500	36600-79200
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade IV	1	11620-20240	22200-48000
10	Head Clerk	1	14620-25280	27800-59400
11	Office Assistant	1	9190-15780	18000-41500
12	Last Grade Servant	1	8500-13210	16500-35700
13	Part Time Sweeper	1	4850-7500	9340-14800

**15. College of Applied Science, Puthenvelikkara**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer in Computer Science	1	19240-34500	36600-79200
5	Lecturer (Commerce)	3	19240-34500	36600-79200
6	Lecturer (English)	1	19240-34500	36600-79200
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade IV	1	11620-20240	22200-48000
10	Head Clerk	1	14620-25280	27800-59400
11	Last Grade Servant	1	8500-13210	16500-35700
12	Part Time Sweeper	1	4850-7500	9340-14800

**16. College of Applied Science, Kozhikkode**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal/Joint Director	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	5	20740-36140	39500-83000
5	Lecturer (Computer)	11	20740-36140	39500-83000
6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Lecturer (Mathematics)	1	19240-34500	36600-79200
8	Foreman (Electronics)	1	16180-29180	30700-65400
9	Junior System Analyst	1	16180-29180	30700-65400
10	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
11	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
12	Tradesman (Computer)	1	9190-15780	18000-41500
13	Computer Programmer	1	13900-24040	26500-56700
14	Librarian Grade II	1	16180-29180	30700-65400
15	Library Assistant	1	8730-13540	17000-37500
16	Senior Superintendent	1	18740-33680	35700-75600
17	Junior Superintendent	1	16180-29180	30700-65400
18	Head Clerk	1	14620-25280	27800-59400
19	Senior Office Assistant	1	13210-22360	25200-54000
20	Office Assistant	1	9190-15780	18000-41500
21	Last Grade Servant	2	8500-13210	16500-35700
22	Part Time Sweeper	3	4850-7500	9340-14800

**17. College of Applied Science, Wadakkanchery**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in	1	22360-37940	42500-87000



	Electronics Science			
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	6	20740-36140	39500-83000
5	Lecturer (Computer)	12	20740-36140	39500-83000
6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Lecturer (Commerce)	3	19240-34500	36600-79200
8	Lecturer (Maths)	1	19240-34500	36600-79200
9	Lecturer (English)	1	19240-34500	36600-79200
10	Foreman (Electronics)	1	16180-29180	30700-65400
11	Junior System Analyst	1	16180-29180	30700-65400
12	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
13	Tradesman (Electronics)	1	9190-15780	18000-41500
14	Computer Programmer	1	13900-24040	26500-56700
15	Librarian Grade II	1	16180-29180	30700-65400
16	Library Assistant	1	8730-13540	17000-37500
17	Senior Superintendent	1	18740-33680	35700-75600
18	Head Clerk	1	14620-25280	27800-59400
19	Senior Office Assistant	2	13210-22360	25200-54000
20	Office Assistant	1	9190-15780	18000-41500
21	Last Grade Servant	2	8500-13210	16500-35700
22	Part Time Sweeper	3	4850-7500	9340-14800

**18. College of Applied Science, Malappuram**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
5	Computer Programmer	1	13900-24040	26500-56700
6	Librarian Grade IV	1	11620-20240	22200-48000
7	Head Clerk	1	14620-25280	27800-59400

8	Office Assistant	1	9190-15780	18000-41500
9	Last Grade Servant	1	8500-13210	16500-35700
10	Part Time Sweeper	1	4850-7500	9340-14800

**19. College of Applied Science, Nattika**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
5	Computer Programmer	1	13900-24040	26500-56700
6	Librarian Grade IV	1	11620-20240	22200-48000
7	Head Clerk	1	14620-25280	27800-59400
8	Office Assistant	1	9190-15780	18000-41500
9	Last Grade Servant	1	8500-13210	16500-35700
10	Part Time Sweeper	2	4850-7500	9340-14800

**20. College of Applied Science, Vazhakkad**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	4	20740-36140	39500-83000
5	Lecturer (Computer)	4	20740-36140	39500-83000
6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade IV	1	11620-20240	22200-48000
10	Head Clerk	1	14620-25280	27800-59400
11	Office Assistant	1	9190-15780	18000-41500

12	Last Grade Servant	1	8500-13210	16500-35700
13	Part Time Sweeper	1	4850-7500	9340-14800

**21. College of Applied Science, Vattamkulam**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	4	20740-36140	39500-83000
5	Lecturer (Computer)	4	20740-36140	39500-83000
6	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
7	Computer Programmer	1	13900-24040	26500-56700
8	Librarian Grade IV	1	11620-20240	22200-48000
9	Head Clerk	1	14620-25280	27800-59400
10	Office Assistant	1	9190-15780	18000-41500
11	Last Grade Servant	1	8500-13210	16500-35700
12	Part Time Sweeper	1	4850-7500	9340-14800

**22. College of Applied Science, Nadapuram**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
5	Computer Programmer	1	13900-24040	26500-56700
6	Librarian Grade IV	1	11620-20240	22200-48000
7	Head Clerk	1	14620-25280	27800-59400
8	Office Assistant	1	9190-15780	18000-41500
9	Last Grade Servant	1	8500-13210	16500-35700
10	Part Time Sweeper	1	4850-7500	9340-14800

**23. College of Applied Science, Thiruvambadi**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer (Commerce)	3	19240-34500	36600-79200
5	Lecturer (English)	1	19240-34500	36600-79200
6	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
7	Computer Programmer	1	13900-24040	26500-56700
8	Librarian Grade IV	1	11620-20240	22200-48000
9	Head Clerk	1	14620-25280	27800-59400
10	Office Assistant	1	9190-15780	18000-41500
11	Last Grade Servant	1	8500-13210	16500-35700
12	Part Time Sweeper	1	4850-7500	9340-14800

**24. College of Applied Science, Kuzhalmannam**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer (Commerce)	3	19240-34500	36600-79200
5	Lecturer (English)	1	19240-34500	36600-79200
6	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
7	Computer Programmer	1	13900-24040	26500-56700
8	Librarian Grade IV	1	11620-20240	22200-48000
9	Head Clerk	1	14620-25280	27800-59400
10	Office Assistant	1	9190-15780	18000-41500
11	Last Grade Servant	1	8500-13210	16500-35700
12	Part Time Sweeper	1	4850-7500	9340-14800

**25. College of Applied Science, Malampuzha**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer in Computer Science	1	19240-34500	36600-79200
5	Lecturer (Commerce)	3	19240-34500	36600-79200
6	Lecturer (English)	1	19240-34500	36600-79200
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade IV	1	11620-20240	22200-48000
10	Head Clerk	1	14620-25280	27800-59400
11	Office Assistant	1	9190-15780	18000-41500
12	Last Grade Servant	1	8500-13210	16500-35700
13	Part Time Sweeper	1	4850-7500	9340-14800

**26. College of Applied Science, Chelakkara**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	4	20740-36140	39500-83000
5	Lecturer (Computer)	4	20740-36140	39500-83000
6	Lecturer in Computer Science	1	19240-34500	36600-79200
7	Lecturer (Commerce)	3	19240-34500	36600-79200
8	Lecturer (English)	1	19240-34500	36600-79200
9	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
10	Computer Programmer	1	13900-24040	26500-56700
11	Librarian Grade IV	1	11620-20240	22200-48000

12	Head Clerk	1	14620-25280	27800-59400
13	Office Assistant	1	9190-15780	18000-41500
14	Last Grade Servant	1	8500-13210	16500-35700
15	Part Time Sweeper	1	4850-7500	9340-14800

**27. College of Applied Science, Muthuvallur**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Computer)	3	20740-36140	39500-83000
3	Lecturer (Commerce)	3	19240-34500	36600-79200
4	Trade Instructor Grade II (Electronics)	1	11620-20240	22200-48000
5	Computer Programmer	1	13900-24040	26500-56700
6	Librarian Grade IV	1	11620-20240	22200-48000
7	Head Clerk	1	14620-25280	27800-59400
8	Office Assistant	1	9190-15780	18000-41500
9	Last Grade Servant	1	8500-13210	16500-35700
10	Part Time Sweeper	1	4850-7500	9340-14800

**28. College of Applied Science, Attappady**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer (Commerce)	3	19240-34500	36600-79200
5	Lecturer (English)	1	19240-34500	36600-79200
6	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
7	Computer Programmer	1	13900-24040	26500-56700
8	Librarian Grade IV	1	11620-20240	22200-48000
9	Head Clerk	1	14620-25280	27800-59400
10	Office Assistant	1	9190-15780	18000-41500
11	Last Grade Servant	1	8500-13210	16500-35700

12	Part Time Sweeper	1	4850-7500	9340-14800
----	-------------------	---	-----------	------------

**29. College of Applied Science, Meenangadi**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer in Computer Science	1	19240-34500	36600-79200
5	Lecturer (Commerce)	3	19240-34500	36600-79200
6	Lecturer (English)	1	19240-34500	36600-79200
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade IV	1	11620-20240	22200-48000
10	Head Clerk	1	14620-25280	27800-59400
11	Office Assistant	1	9190-15780	18000-41500
12	Last Grade Servant	1	8500-13210	16500-35700
13	Part Time Sweeper	1	4850-7500	9340-14800

**30. College of Applied Science, Kodungalloor**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Computer)	3	20740-36140	39500-83000
3	Lecturer (Commerce)	3	19240-34500	36600-79200
4	Foreman (Electronics)	1	16180-29180	30700-65400
5	Computer Programmer	1	13900-24040	26500-56700
6	Library Assistant	1	8730-13540	17000-37500
7	Head Clerk	1	14620-25280	27800-59400
8	Last Grade Servant	1	8500-13210	16500-35700
9	Part Time Sweeper	1	4850-7500	9340-14800

**31. College of Applied Science, Manjeswaram**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	4	20740-36140	39500-83000
3	Lecturer (Computer)	6	20740-36140	39500-83000
4	Lecturer (Mathematics)	1	19240-34500	36600-79200
5	Lecturer (English)	1	19240-34500	36600-79200
6	Junior System Analyst	1	16180-29180	30700-65400
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade III	1	14620-25280	27800-59400
10	Junior Superintendent	1	16180-29180	30700-65400
11	Senior Office Assistant	1	13210-22360	25200-54000
12	Office Assistant	1	9190-15780	18000-41500
13	Last Grade Servant	2	8500-13210	16500-35700
14	Part Time Sweeper	2	4850-7500	9340-14800

**32. College of Applied Science, Cheemeni**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Electronics Science	1	22360-37940	42500-87000
3	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
4	Lecturer (Electronics)	5	20740-36140	39500-83000
5	Lecturer (Computer)	6	20740-36140	39500-83000
6	Lecturer (Mathematics)	1	19240-34500	36600-79200
7	Lecturer (English)	1	19240-34500	36600-79200
8	Foreman (Electronics)	1	16180-29180	30700-65400
9	Junior System Analyst	1	16180-29180	30700-65400
10	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700



11	Computer Programmer	1	13900-24040	26500-56700
12	Librarian Grade III	1	14620-25280	27800-59400
13	Library Assistant	1	8730-13540	17000-37500
14	Junior Superintendent	1	16180-29180	30700-65400
15	Senior Office Assistant	1	13210-22360	25200-54000
16	Office Assistant	1	9190-15780	18000-41500
17	Last Grade Servant	2	8500-13210	16500-35700
18	Part Time Sweeper	2	4850-7500	9340-14800

**33. College of Applied Science, Nileswaram**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	3	20740-36140	39500-83000
3	Lecturer (Computer)	1	20740-36140	39500-83000
4	Lecturer (Commerce)	3	19240-34500	36600-79200
5	Lecturer (Mathematics)	1	19240-34500	36600-79200
6	Lecturer (English)	4	19240-34500	36600-79200
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade IV	1	11620-20240	22200-48000
10	Head Clerk	1	14620-25280	27800-59400
11	Office Assistant	1	9190-15780	18000-41500
12	Last Grade Servant	1	8500-13210	16500-35700
13	Part Time Sweeper	1	4850-7500	9340-14800

**34. College of Applied Science, Payyannur**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	5	20740-36140	39500-83000
3	Lecturer (Computer)	7	20740-36140	39500-83000
4	Lecturer in Computer Science	1	19240-34500	36600-79200
5	Lecturer (Commerce)	5	19240-34500	36600-79200

6	Lecturer (Mathematics)	1	19240-34500	36600-79200
7	Lecturer (English)	1	19240-34500	36600-79200
8	Foreman (Electronics)	1	16180-29180	30700-65400
9	Junior System Analyst	1	16180-29180	30700-65400
10	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
11	Computer Programmer	1	13900-24040	26500-56700
12	Librarian Grade II	1	16180-29180	30700-65400
13	Library Assistant	1	8730-13540	17000-37500
14	Junior Superintendent	1	16180-29180	30700-65400
15	Senior Office Assistant	2	13210-22360	25200-54000
16	Office Assistant	1	9190-15780	18000-41500
17	Last Grade Servant	2	8500-13210	16500-35700
18	Part Time Sweeper	2	4850-7500	9340-14800

**35. College of Applied Science, Pattuvam**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	5	20740-36140	39500-83000
3	Lecturer (Computer)	7	20740-36140	39500-83000
4	Lecturer (Commerce)	3	19240-34500	36600-79200
5	Lecturer (Mathematics)	1	19240-34500	36600-79200
6	Lecturer (English)	1	19240-34500	36600-79200
7	Foreman (Electronics)	1	16180-29180	30700-65400
8	Junior System Analyst	1	16180-29180	30700-65400
9	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
10	Computer Programmer	1	13900-24040	26500-56700
11	Librarian Grade III	1	14620-25280	27800-59400
12	Library Assistant	1	8730-13540	17000-37500
13	Junior Superintendent	1	16180-29180	30700-65400
14	Senior Office Assistant	1	13210-22360	25200-54000
15	Office Assistant	1	9190-15780	18000-41500
16	Last Grade Servant	2	8500-13210	16500-35700
17	Part Time Sweeper	2	4850-7500	9340-14800

**36. College of Applied Science, Pinarayi**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Senior Lecturer in Computer Science	1	22360-37940	42500-87000
3	Lecturer (Electronics)	3	20740-36140	39500-83000
4	Lecturer (Computer)	4	20740-36140	39500-83000
5	Lecturer (Commerce)	3	19240-34500	36600-79200
6	Lecturer (Mathematics)	1	19240-34500	36600-79200
7	Lecturer (English)	1	19240-34500	36600-79200
8	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
9	Computer Programmer	1	13900-24040	26500-56700
10	Librarian Grade IV	1	11620-20240	22200-48000
11	Head Clerk	1	14620-25280	27800-59400
12	Office Assistant	1	9190-15780	18000-41500
13	Last Grade Servant	1	8500-13210	16500-35700
14	Part Time Sweeper	1	4850-7500	9340-14800

**37. College of Applied Science, Koothuparamba**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	5	20740-36140	39500-83000
3	Lecturer (Computer)	7	20740-36140	39500-83000
4	Lecturer (Commerce)	3	19240-34500	36600-79200
5	Lecturer (Mathematics)	1	19240-34500	36600-79200
6	Lecturer (English)	1	19240-34500	36600-79200
7	Foreman (Electronics)	1	16180-29180	30700-65400
8	Junior System Analyst	1	16180-29180	30700-65400
9	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
10	Computer Programmer	1	13900-24040	26500-56700
11	Librarian Grade II	1	16180-29180	30700-65400

12	Library Assistant	1	8730-13540	17000-37500
13	Junior Superintendent	1	16180-29180	30700-65400
14	Senior Office Assistant	1	13210-22360	25200-54000
15	Office Assistant	1	9190-15780	18000-41500
16	Last Grade Servant	2	8500-13210	16500-35700
17	Part Time Sweeper	2	4850-7500	9340-14800

**38. College of Applied Science, Iritty**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	3	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer (Commerce)	3	19240-34500	36600-79200
5	Lecturer (Mathematics)	1	19240-34500	36600-79200
6	Lecturer (English)	1	19240-34500	36600-79200
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade IV	1	11620-20240	22200-48000
10	Head Clerk	1	14620-25280	27800-59400
11	Office Assistant	1	9190-15780	18000-41500
12	Last Grade Servant	1	8500-13210	16500-35700
13	Part Time Sweeper	1	4850-7500	9340-14800

**39. College of Applied Science, Mananthavadi**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	36140-49740	68700-110400
2	Lecturer (Electronics)	3	20740-36140	39500-83000
3	Lecturer (Computer)	4	20740-36140	39500-83000
4	Lecturer (Commerce)	3	19240-34500	36600-79200
5	Lecturer (Mathematics)	1	19240-34500	36600-79200
6	Lecturer (English)	1	19240-34500	36600-79200
7	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700

8	Computer Programmer	1	13900-24040	26500-56700
9	Librarian Grade IV	1	11620-20240	22200-48000
10	Head Clerk	1	14620-25280	27800-59400
11	Office Assistant	1	9190-15780	18000-41500
12	Last Grade Servant	1	8500-13210	16500-35700
13	Part Time Sweeper	1	4850-7500	9340-14800

#### **IV. MODEL POLYTECHNIC COLLEGES.**

##### **1. Model Polytechnic College, Mala**

<b>Sl No</b>	<b>Name of the Post</b>	<b>Sanctioned Strength</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
1	Principal	1	29180-43640	55350-101400
2	Head of Section (Electronics)	1	22360-37940	42500-87000
3	Head of Section (Computer)	1	22360-37940	42500-87000
4	Lecturer (Electronics Engineer)	6	20740-36140	39500-83000
5	Lecturer (Computer Engineering)	7	20740-36140	39500-83000
6	Lecturer (Computer Application)	1	20740-36140	39500-83000
7	Lecturer (Mechanical Engineering)	1	20740-36140	39500-83000
8	Lecturer (Mathematics)	1	19240-34500	36600-79200
9	Foreman (Electronics)	1	16180-29180	30700-65400
10	Demonstrator/Workshop Instructor (Electronics)	3	13900-24040	26500-56700
11	Demonstrator/Workshop Instructor (Computer)	2	13900-24040	26500-56700
12	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
13	Trade Instructor Grade-II (Electronics/Electrical)	1	11620-20240	22200-48000
14	Tradesman (Electrical/Electronics)	1	9190-15780	18000-41500
15	Tradesman (Mechanical)	1	9190-15780	18000-41500
16	Tradesman (Computer)	1	9190-15780	18000-41500

17	Technical Store Keeper (Selection Grade)	1	19240-34500	36600-79200
18	Junior System Analyst	1	16180-29180	30700-65400
19	Computer Programmer	1	13900-24040	26500-56700
20	Librarian Grade IV	1	11620-20240	22200-48000
21	Library/Lab Assistant	1	8730-13540	17000-37500
22	Senior Superintendent	1	18740-33680	35700-75600
23	Head Clerk	1	14620-25280	27800-59400
24	Senior Office Assistant	1	13210-22360	25200-54000
25	Office Assistant	1	9190-15780	18000-41500
26	Last Grade Servant	2	8500-13210	16500-35700
27	Part-Time Sweeper	3	4850-7500	9340-14800

**2. Model Polytechnic College, Painavu**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	29180-43640	55350-101400
2	Head of Section (Biomedical)	1	22360-37940	42500-87000
3	Head of Section (Computer)	1	22360-37940	42500-87000
4	Head of Section (Electronics)	1	22360-37940	42500-87000
5	Lecturer (Electronics Engineering)	7	20740-36140	39500-83000
6	Lecturer (Biomedical)	2	20740-36140	39500-83000
7	Lecturer (Computer Engineering)	2	20740-36140	39500-83000
8	Lecturer (Computer Application)	1	20740-36140	39500-83000
9	Lecturer (Mechanical Engineering)	1	20740-36140	39500-83000
10	Lecturer (mathematics)	1	19240-34500	36600-79200
11	Foreman (Electronics)	1	16180-29180	30700-65400
12	Demonstrator/Workshop Instructor (Electronics)	3	13900-24040	26500-56700
13	Demonstrator/Workshop Instructor (Medical Electronics)	1	13900-24040	26500-56700
14	Demonstrator/Workshop	1	13900-24040	26500-56700

	Instructor (Computer)			
15	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
16	Trade Instructor Grade-II (Electronics/Electrical)	1	11620-20240	22200-48000
17	Tradesman (Electrical/Electronics)	1	9190-15780	18000-41500
18	Tradesman (Mechanical)	1	9190-15780	18000-41500
19	Tradesman (Computer)	1	9190-15780	18000-41500
20	Computer Programmer	1	13900-24040	26500-56700
21	Librarian Grade IV	1	11620-20240	22200-48000
22	Library/Lab Assistant	1	8730-13540	17000-37500
23	Senior Superintendent	1	18740-33680	35700-75600
24	Head Clerk	1	14620-25280	27800-59400
25	Senior Office Assistant	1	13210-22360	25200-54000
26	Driver Grade II	1	9190-15780	18000-41500
27	Last Grade Servant	2	8500-13210	16500-35700
28	Part-Time Sweeper	3	4850-7500	9340-14800

### 3. Model Polytechnic College, Vadakara

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	29180-43640	55350-101400
2	Head of Section (Biomedical)	1	22360-37940	42500-87000
3	Head of Section (Electronics)	1	22360-37940	42500-87000
4	Head of Section (Computer)	1	22360-37940	42500-87000
5	Lecturer (Electronics Engineering)	8	20740-36140	39500-83000
6	Lecturer (Biomedical)	2	20740-36140	39500-83000
7	Lecturer (Computer Engineering)	2	20740-36140	39500-83000
8	Lecturer (Computer Application)	1	20740-36140	39500-83000
9	Lecturer (Mechanical Engineering)	1	20740-36140	39500-83000
10	Lecturer (Mathematics)	1	19240-34500	36600-79200
11	Foreman (Electronics)	1	16180-29180	30700-65400
12	Demonstrator/Workshop Instructor (Electronics)	3	13900-24040	26500-56700
13	Demonstrator/Workshop Instructor	1	13900-24040	26500-56700

	(Medical Electronics)			
14	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
15	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
16	Trade Instructor Grade-II (Electronics/Electrical)	1	11620-20240	22200-48000
17	Tradesman (Electrical/Electronics)	1	9190-15780	18000-41500
18	Tradesman (Mechanical)	1	9190-15780	18000-41500
19	Tradesman (Computer)	1	9190-15780	18000-41500
20	Computer Programmer	1	13900-24040	26500-56700
21	Librarian Grade IV	1	11620-20240	22200-48000
22	Library/Lab Assistant	1	8730-13540	17000-37500
23	Senior Superintendent	1	18740-33680	35700-75600
24	Head Clerk	1	14620-25280	27800-59400
25	Senior Office Assistant	1	13210-22360	25200-54000
26	Office Assistant	1	9190-15780	18000-41500
27	Last Grade Servant	2	8500-13210	16500-35700
28	Part-Time Sweeper	3	4850-7500	9340-14800

#### **4. Model Polytechnic College, Kalliassery**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	29180-43640	55350-101400
2	Head of Section (Biomedical)	1	22360-37940	42500-87000
3	Head of Section (Electronics)	1	22360-37940	42500-87000
4	Head of Section (Computer)	1	22360-37940	42500-87000
5	Lecturer (Electronics Engineering)	7	20740-36140	39500-83000
6	Lecturer (Biomedical)	2	20740-36140	39500-83000
7	Lecturer (Computer Engineering)	2	20740-36140	39500-83000
8	Lecturer (Computer Application)	1	20740-36140	39500-83000
9	Lecturer (Mechanical Engineering)	1	20740-36140	39500-83000
10	Lecturer (Mathematics)	1	19240-34500	36600-79200
11	Foreman (Electronics)	1	16180-29180	30700-65400
12	Demonstrator/Workshop Instructor (Electronics)	3	13900-24040	26500-56700



13	Demonstrator/Workshop Instructor (Medical Electronics/Biomedical)	1	13900-24040	26500-56700
14	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
15	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
16	Trade Instructor Grade-II (Electronics/Electrical)	1	11620-20240	22200-48000
17	Tradesman (Electrical/Electronics)	1	9190-15780	18000-41500
18	Tradesman (Mechanical)	1	9190-15780	18000-41500
19	Tradesman (Computer)	1	9190-15780	18000-41500
20	Computer Programmer	1	13900-24040	26500-56700
21	Librarian Grade IV	1	11620-20240	22200-48000
22	Library/Lab Assistant	1	8730-13540	17000-37500
23	Senior Superintendent	1	18740-33680	35700-75600
24	Head Clerk	1	14620-25280	27800-59400
25	Senior Office Assistant	1	13210-22360	25200-54000
26	Last Grade Servant	2	8500-13210	16500-35700
27	Part-Time Sweeper	3	4850-7500	9340-14800

**5. Model Polytechnic College, Mattakkara**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal/Deputy Director	1	29180-43640	55350-101400
2	Head of Section (Electronics)	2	22360-37940	42500-87000
3	Head of Section (Computer)	1	22360-37940	42500-87000
4	Lecturer (Electronics Engineering)	8	20740-36140	39500-83000
5	Lecturer (Computer Engineering)	3	20740-36140	39500-83000
6	Lecturer (Computer Application)	1	20740-36140	39500-83000
7	Lecturer (Mechanical Engineering)	1	20740-36140	39500-83000
8	Lecturer (Mathematics)	1	19240-34500	36600-79200
9	Foreman (Electronics)	1	16180-29180	30700-65400

10	Demonstrator/Workshop Instructor (Electronics)	4	13900-24040	26500-56700
11	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
12	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
13	Trade Instructor Grade-II (Electronics/Electrical)	1	11620-20240	22200-48000
14	Tradesman (Electrical/Electronics)	1	9190-15780	18000-41500
15	Tradesman (Mechanical)	1	9190-15780	18000-41500
16	Tradesman (Computer)	1	9190-15780	18000-41500
17	Computer Programmer	1	13900-24040	26500-56700
18	Librarian Grade IV	1	11620-20240	22200-48000
19	Library/Lab Assistant	1	8730-13540	17000-37500
20	Senior Superintendent	1	18740-33680	35700-75600
21	Head Clerk	1	14620-25280	27800-59400
22	Senior Office Assistant	1	13210-22360	25200-54000
23	Office Assistant	1	9190-15780	18000-41500
24	Driver Grade-II	1	9190-15780	18000-41500
25	Last Grade Servant	2	8500-13210	16500-35700
26	Part-Time Sweeper	3	4850-7500	9340-14800

The Deputy Director (Model Polytechnic Colleges) holds full additional charge of Principal, Polytechnic College, Mattakkara, in addition to the duty of Deputy Director of all polytechnic Colleges under IHRD

#### **6. Model Polytechnic College, Karunagappally**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	29180-43640	55350-101400
2	Head of Section (Electronics)	2	22360-37940	42500-87000
3	Head of Section (Computer)	1	22360-37940	42500-87000
4	Lecturer (Electronics Engineering)	8	20740-36140	39500-83000
5	Lecturer (Computer Engineering)	3	20740-36140	39500-83000
6	Lecturer (Computer Application)	1	20740-36140	39500-83000

7	Lecturer (Mechanical Engineering)	1	20740-36140	39500-83000
8	Lecturer (Mathematics)	1	19240-34500	36600-79200
9	Foreman (Electronics)	1	16180-29180	30700-65400
10	Demonstrator/Workshop Instructor (Electronics)	4	13900-24040	26500-56700
11	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
12	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
13	Trade Instructor Grade-II (Electronics/Electrical)	1	11620-20240	22200-48000
14	Tradesman (Electronics)	1	9190-15780	18000-41500
15	Tradesman (Mechanical)	1	9190-15780	18000-41500
16	Tradesman (Computer)	1	9190-15780	18000-41500
17	Computer Programmer	1	13900-24040	26500-56700
18	Librarian Grade IV	1	11620-20240	22200-48000
19	Library/Lab Assistant	1	8730-13540	17000-37500
20	Senior Superintendent	1	18740-33680	35700-75600
21	Head Clerk	1	14620-25280	27800-59400
22	Senior Office Assistant	1	13210-22360	25200-54000
23	Last Grade Servant	2	8500-13210	16500-35700
24	Part-Time Sweeper	3	4850-7500	9340-14800

### **7. Model Polytechnic College, Poonjar**

Sl.No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	29180-43640	55350-101400
2	Head of Section (Electronics)	1	22360-37940	42500-87000
3	Head of Section (Computer)	1	22360-37940	42500-87000
4	Lecturer (Electronics Engineering)	5	20740-36140	39500-83000
5	Lecturer (Computer Engineering)	2	20740-36140	39500-83000
6	Lecturer (Computer Application)	1	20740-36140	39500-83000
7	Lecturer (Mechanical	1	20740-36140	39500-83000

	Engineering)			
8	Foreman (Electronics)	1	16180-29180	30700-65400
9	Demonstrator/Workshop Instructor (Electronics)	2	13900-24040	26500-56700
10	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
11	Trade Instructor Grade-II (Electronics/Electrical)	1	11620-20240	22200-48000
12	Tradesman (Electronics/Electrical)	1	9190-15780	18000-41500
13	Computer Programmer	1	13900-24040	26500-56700
14	Librarian Grade IV	1	11620-20240	22200-48000
15	Junior Superintendent	1	16180-29180	30700-65400
16	Senior Office Assistant	1	13210-22360	25200-54000
17	Last Grade Servant	2	8500-13210	16500-35700
18	Part-Time Sweeper	2	4850-7500	9340-14800

**8. Model Polytechnic College, Kuzhalmannam**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	29180-43640	55350-101400
2	Head of Section (Civil Engineering)	2	22360-37940	42500-87000
3	Lecturer (Civil Engineering)	7	20740-36140	39500-83000
4	Lecturer (Computer Engineering)	1	20740-36140	39500-83000
5	Lecturer (Mechanical Engineering)	2	20740-36140	39500-83000
6	Foreman (Civil Engineering)	1	16180-29180	30700-65400
7	Demonstrator/Workshop Instructor (Civil Engineering)	2	13900-24040	26500-56700
8	Demonstrator/Workshop Instructor (Mechanical)	1	13900-24040	26500-56700
9	Demonstrator/Workshop Instructor (Computer)	1	13900-24040	26500-56700
10	Tradesman (Civil Engineering)	2	9190-15780	18000-41500

11	Trade Instructor Grade-II (Civil Engineering)	1	11620-20240	22200-48000
12	Computer Programmer	1	13900-24040	26500-56700
13	Librarian Grade IV	1	11620-20240	22200-48000
14	Senior Superintendent	1	18740-33680	35700-75600
15	Head Clerk	1	14620-25280	27800-59400
16	Senior Office Assistant	1	13210-22360	25200-54000
17	Last Grade Servant	2	8500-13210	16500-35700
18	Part-Time Sweeper	2	4850-7500	9340-14800

## **V. TECHNICAL HIGHER SECONDARY SCHOOLS**

### **1. Technical Higher Secondary School, Vazhakkad**

<b>SI No</b>	<b>Name of Post</b>	<b>Sanctioned strength</b>	<b>Existing Scale of Pay</b>	<b>Revised scale of Pay</b>
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Electronics)	1	19240-34500	36600-79200
3	Lecturer (Computer)	1	19240-34500	36600-79200
4	Lecturer (Physics)	2	19240-34500	36600-79200
5	Lecturer (English)	2	19240-34500	36600-79200
6	Lecturer (Mathematics)	2	19240-34500	36600-79200
7	Lecturer (Chemistry)	2	19240-34500	36600-79200
8	Lecturer (Physical Education)	1	19240-34500	36600-79200
9	Junior System Analyst	1	16180-29180	30700-65400
10	Computer Programmer	1	13900-24040	26500-56700
11	Foreman (Electronics)	1	16180-29180	30700-65400
12	Trade Instructor Grade II (X-Ray)	1	11620-20240	22200-48000
13	Librarian Grade IV	1	11620-20240	22200-48000
14	Lab/Library Assistant	1	8730-13540	17000-37500
15	Head Clerk	1	14620-25280	27800-59400
16	Office Assistant	1	9190-15780	18000-41500
17	Last Grade Servant	2	8500-13210	16500-35700
18	Part Time Sweeper	2	4850-7500	9340-14800

**2. Technical Higher Secondary School, Vattamkulam**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Electronics)	1	19240-34500	36600-79200
3	Lecturer (Computer)	1	19240-34500	36600-79200
4	Lecturer (Physics)	3	19240-34500	36600-79200
5	Lecturer (English)	3	19240-34500	36600-79200
6	Lecturer (Mathematics)	4	19240-34500	36600-79200
7	Lecturer (Chemistry)	3	19240-34500	36600-79200
8	Lecturer (Physical Education)	1	19240-34500	36600-79200
9	Junior System Analyst	1	16180-29180	30700-65400
10	Computer Programmer	1	13900-24040	26500-56700
11	Foreman (Electronics)	1	16180-29180	30700-65400
12	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
13	Librarian Grade IV	1	11620-20240	22200-48000
14	Lab/Library Assistant	1	8730-13540	17000-37500
15	Head Clerk	1	14620-25280	27800-59400
16	Senior Office Assistant	1	13210-22360	25200-54000
17	Office Assistant	1	9190-15780	18000-41500
18	Last Grade Servant	2	8500-13210	16500-35700
19	Part time Sweeper	3	4250-6700	8200-13340

**3. Technical Higher Secondary School, Perinthalmanna**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Electronics)	1	19240-34500	36600-79200
3	Lecturer (Computer)	1	19240-34500	36600-79200
4	Lecturer (Physics)	2	19240-34500	36600-79200
5	Lecturer (English)	3	19240-34500	36600-79200
6	Lecturer (Mathematics)	3	19240-34500	36600-79200
7	Lecturer (Chemistry)	2	19240-34500	36600-79200
8	Junior System Analyst	1	16180-29180	30700-65400
9	Computer Programmer	1	13900-24040	26500-56700

10	Foreman (Electronics)	1	16180-29180	30700-65400
11	Librarian Grade IV	1	11620-20240	22200-48000
12	Library /Lab Assistant	1	8730-13540	17000-37500
13	Head Clerk	1	14620-25280	27800-59400
14	Junior Office Assistant	1	8730-13540	17000-37500
15	Last Grade Servant	2	8500-13210	16500-35700
16	Part time Sweeper	2	4250-6700	8200-13340

**4. Technical Higher Secondary School, Varadium**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Computer)	1	19240-34500	36600-79200
3	Lecturer (Physics)	1	19240-34500	36600-79200
4	Lecturer (English)	1	19240-34500	36600-79200
5	Lecturer (Mathematics)	1	19240-34500	36600-79200
6	Lecturer (Chemistry)	1	19240-34500	36600-79200
7	Junior System Analyst	1	16180-29180	30700-65400
8	Office Assistant	1	9190-15780	18000-41500
9	Last Grade Servant	1	8500-13210	16500-35700
10	Part time Sweeper	1	4250-6700	8200-13340

**5. Technical Higher Secondary School, Thiruthiyad**

SI No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Computer)	1	19240-34500	36600-79200
3	Lecturer (Physics)	1	19240-34500	36600-79200
4	Lecturer (English)	1	19240-34500	36600-79200
5	Lecturer (Mathematics)	1	19240-34500	36600-79200
6	Lecturer (Chemistry)	1	19240-34500	36600-79200
7	Junior System Analyst	1	16180-29180	30700-65400
8	Office Assistant	1	9190-15780	18000-41500
9	Last Grade Servant	1	8500-13210	16500-35700
10	Part time Sweeper	1	4250-6700	8200-13340

**6. Technical Higher Secondary School, Kaloor**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal/Assistant Director	1	22360-37940	42500-87000
2	Lecturer (Electronics)	2	19240-34500	36600-79200
3	Lecturer (Computer)	2	19240-34500	36600-79200
4	Lecturer (Physics)	3	19240-34500	36600-79200
5	Lecturer (English)	3	19240-34500	36600-79200
6	Lecturer (Mathematics)	3	19240-34500	36600-79200
7	Lecturer (Chemistry)	3	19240-34500	36600-79200
8	Junior System Analyst	1	16180-29180	30700-65400
9	Computer Programmer	1	13900-24040	26500-56700
10	Foreman (Electronics)	1	16180-29180	30700-65400
11	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
12	Librarian Grade IV	1	11620-20240	22200-48000
13	Library/Lab Assistant	1	8730-13540	17000-37500
14	Head Clerk	1	14620-25280	27800-59400
15	Senior Office Assistant	1	13210-22360	25200-54000
16	Office Assistant	1	9190-15780	18000-41500
17	Last Grade Servant	2	8500-13210	16500-35700
18	Part Time Sweeper	2	4250-6700	8200-13340

Assistant Director (Technical Higher Secondary School) will hold full additional charge of the Principal, Technical Higher Secondary School, Kaloor in addition to the duty of Assistant Director of all THSS under IHRD.

**7. Technical Higher Secondary School, Kaprassery**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Electronics)	1	19240-34500	36600-79200
3	Lecturer (Computer)	1	19240-34500	36600-79200
4	Lecturer (Physics)	2	19240-34500	36600-79200
5	Lecturer (English)	3	19240-34500	36600-79200
6	Lecturer (Mathematics)	2	19240-34500	36600-79200



7	Lecturer (Chemistry)	2	19240-34500	36600-79200
8	Junior System Analyst	1	16180-29180	30700-65400
9	Computer Programmer	1	13900-24040	26500-56700
10	Foreman (Electronics)	1	16180-29180	30700-65400
11	Librarian Grade IV	1	11620-20240	22200-48000
12	Library/Lab Assistant	1	8730-13540	17000-37500
13	Head Clerk	1	14620-25280	27800-59400
14	Office Assistant	1	9190-15780	18000-41500
15	Last Grade Servant	2	8500-13210	16500-35700
16	Part time Sweeper	2	4250-6700	8200-13340

**8. Technical Higher Secondary School, Aluva**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Electronics)	1	19240-34500	36600-79200
3	Lecturer (Computer)	1	19240-34500	36600-79200
4	Lecturer (Physics)	1	19240-34500	36600-79200
5	Lecturer (English)	1	19240-34500	36600-79200
6	Lecturer (Mathematics)	1	19240-34500	36600-79200
7	Lecturer (Chemistry)	1	19240-34500	36600-79200
8	Demonstrator/ Workshop Instructor (Electronics)	1	13900-24040	26500-56700
9	Library/Lab Assistant	1	8730-13540	17000-37500
10	Office Assistant	1	9190-15780	18000-41500
11	Last Grade Servant	1	8500-13210	16500-35700
12	Part time Sweeper	1	4250-6700	8200-13340

**9. Technical Higher Secondary School, Cherthala**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Computer)	1	19240-34500	36600-79200
3	Lecturer (Physics)	1	19240-34500	36600-79200
4	Lecturer (English)	1	19240-34500	36600-79200
5	Lecturer (Mathematics)	1	19240-34500	36600-79200

6	Lecturer (Chemistry)	1	19240-34500	36600-79200
7	Junior System Analyst	1	16180-29180	30700-65400
8	Office Assistant	1	9190-15780	18000-41500
9	Last Grade Servant	1	8500-13210	16500-35700
10	Part time Sweeper	1	4250-6700	8200-13340

**10. Technical Higher Secondary School, Puthuppally**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Electronics)	1	19240-34500	36600-79200
3	Lecturer (Computer)	1	19240-34500	36600-79200
4	Lecturer (Physics)	3	19240-34500	36600-79200
5	Lecturer (English)	3	19240-34500	36600-79200
6	Lecturer (Mathematics)	4	19240-34500	36600-79200
7	Lecturer (Chemistry)	3	19240-34500	36600-79200
8	Lecturer (Physical Education)	1	19240-34500	36600-79200
9	Junior System Analyst	1	16180-29180	30700-65400
10	Computer Programmer	1	13900-24040	26500-56700
11	Foreman (Electronics)	1	16180-29180	30700-65400
12	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
13	Librarian Grade IV	1	11620-20240	22200-48000
14	Library/Lab Assistant	1	8730-13540	17000-37500
15	Head Clerk	1	14620-25280	27800-59400
16	Senior Office Assistant	1	13210-22360	25200-54000
17	Office Assistant	1	9190-15780	18000-41500
18	Last Grade Servant	2	8500-13210	16500-35700
19	Part time Sweeper	3	4250-6700	8200-13340

**11. Technical Higher Secondary School, Mallappally**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Electronics)	1	19240-34500	36600-79200
3	Lecturer (Computer)	1	19240-34500	36600-79200

4	Lecturer (Physics)	2	19240-34500	36600-79200
5	Lecturer (English)	2	19240-34500	36600-79200
6	Lecturer (Mathematics)	3	19240-34500	36600-79200
7	Lecturer (Chemistry)	2	19240-34500	36600-79200
8	Junior System Analyst	1	16180-29180	30700-65400
9	Computer Programmer	1	13900-24040	26500-56700
10	Foreman (Electronics)	1	16180-29180	30700-65400
11	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
12	Library/Lab Assistant	1	8730-13540	17000-37500
13	Head Clerk	1	14620-25280	27800-59400
14	Office Assistant	1	9190-15780	18000-41500
15	Last Grade Servant	2	8500-13210	16500-35700
16	Part time Sweeper	2	4250-6700	8200-13340

**12. Technical Higher Secondary School, Adoor**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Computer)	1	19240-34500	36600-79200
3	Lecturer (Physics)	1	19240-34500	36600-79200
4	Lecturer (English)	1	19240-34500	36600-79200
5	Lecturer (Mathematics)	1	19240-34500	36600-79200
6	Lecturer (Chemistry)	1	19240-34500	36600-79200
7	Junior System Analyst	1	16180-29180	30700-65400
8	Office Assistant	1	9190-15780	18000-41500
9	Last Grade Servant	1	8500-13210	16500-35700
10	Part time Sweeper	1	4250-6700	8200-13340

**13. Technical Higher Secondary School, Muttam**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Electronics)	1	19240-34500	36600-79200
3	Lecturer (Computer)	1	19240-34500	36600-79200
4	Lecturer (Physics)	3	19240-34500	36600-79200

5	Lecturer (English)	3	19240-34500	36600-79200
6	Lecturer (Mathematics)	4	19240-34500	36600-79200
7	Lecturer (Chemistry)	3	19240-34500	36600-79200
8	Junior System Analyst	1	16180-29180	30700-65400
9	Computer Programmer	1	13900-24040	26500-56700
10	Foreman (Electronics)	1	16180-29180	30700-65400
11	Demonstrator/Workshop Instructor (Electronics)	1	13900-24040	26500-56700
12	Librarian Grade-IV	1	11620-20240	22200-48000
13	Library/Lab Assistant	1	8730-13540	17000-37500
14	Head Clerk	1	14620-25280	27800-59400
15	Senior Office Assistant	1	13210-22360	25200-54000
16	Office Assistant	1	9190-15780	18000-41500
17	Last Grade Servant	2	8500-13210	16500-35700
18	Part time Sweeper	2	4250-6700	8200-13340

**14. Technical Higher Secondary School, Peerumedu**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Electronics)	1	19240-34500	36600-79200
3	Lecturer (Computer)	1	19240-34500	36600-79200
4	Lecturer (Physics)	2	19240-34500	36600-79200
5	Lecturer (English)	1	19240-34500	36600-79200
6	Lecturer (Mathematics)	2	19240-34500	36600-79200
7	Lecturer (Chemistry)	2	19240-34500	36600-79200
8	Junior System Analyst	1	16180-29180	30700-65400
9	Library/Lab Assistant	1	8730-13540	17000-37500
10	Head Clerk	1	14620-25280	27800-59400
11	Office Assistant	1	9190-15780	18000-41500
12	Last Grade Servant	2	8500-13210	16500-35700
13	Part time Sweeper	2	4250-6700	8200-13340

**15. Technical Higher Secondary School, Muttada**

Sl No	Name of the Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Principal	1	22360-37940	42500-87000
2	Lecturer (Electronics)	1	19240-34500	36600-79200
3	Lecturer (Computer)	1	19240-34500	36600-79200
4	Lecturer (Physics)	1	19240-34500	36600-79200
5	Lecturer (English)	1	19240-34500	36600-79200
6	Lecturer (Mathematics)	1	19240-34500	36600-79200
7	Lecturer (Chemistry)	1	19240-34500	36600-79200
8	Junior System Analyst	1	16180-29180	30700-65400
9	Foreman (Electronics)	1	16180-29180	30700-65400
10	Library/Lab Assistant	1	8730-13540	17000-37500
11	Office Assistant	1	9190-15780	18000-41500
12	Last Grade Servant	1	8500-13210	16500-35700
13	Part time Sweeper	2	4250-6700	8200-13340

**VI. REGIONAL CENTRES**

**1. Regional Centre, Thiruvananthapuram**

Sl No	Name of Post	Sanctioned strength	Existing Scale of Pay	Revised scale of Pay
1	Lecturer in Computer Engineering/System Analyst	1	20740-36140	39500-83000
2	Head Clerk	1	14620-25280	27800-59400
3	Last Grade Servant	1	8500-13210	16500-35700
4	Part Time Sweeper/Part Time Sanitary Worker	2	4850-7500	9340-14800

**2. Regional Centre, Ernakulam**

Sl No	Name of Post	Sanctioned strength	Existing Scale of Pay	Revised scale of Pay
1	Junior System Analyst	1	16180-29180	30700-65400
2	Senior Office Assistant	1	13210-22360	25200-54000
3	Last Grade Servant	1	8500-13210	16500-35700

4	Part Time Sweeper/Part Time Sanitary Worker	1	4850-7500	9340-14800
---	---	---	-----------	------------

## VII. EXTENSION CENTRES

### 1. Extension Centre, Cherpu, Thrissur

Sl No	Name of Post	Sanctioned strength	Existing Scale of Pay	Revised scale of Pay
1	Computer Programmer	1	13900-24040	26500-56700
2	Senior Office Assistant	1	13210-22360	25200-54000
3	Part Time Sweeper	1	4850-7500	9340-14800

### 2. Extension Centre, Tirur

Sl No	Name of Post	Sanctioned strength	Existing Scale of Pay	Revised scale of Pay
1	Computer Programmer	1	13900-24040	26500-56700
2	Senior Office Assistant	1	13210-22360	25200-54000
3	Part Time Sweeper	1	4850-7500	9340-14800

### 3. Extension Centre, Kundara

Sl No	Name of Post	Sanctioned strength	Existing Scale of Pay	Revised scale of Pay
1	Computer Programmer	1	13900-24040	26500-56700
2	Senior Office Assistant	1	13210-22360	25200-54000
3	Part Time Sweeper	1	4850-7500	9340-14800

## VIII. STUDY CENTRES

### 1. Study Centre, Valanchery, Malappuram

Sl No	Name of Post	Sanctioned strength	Existing Scale of Pay	Revised scale of Pay
1	Computer Programmer	1	13900-24040	26500-56700
2	Office Assistant	1	9190-15780	18000-41500
3	Part Time Sweeper	1	4850-7500	9340-14800

**2. Study Centre, Rajakkad, Idukki**

Sl No	Name of Post	Sanctioned strength	Existing Scale of Pay	Revised scale of Pay
1	Computer Programmer	1	13900-24040	26500-56700
2	Office Assistant	1	9190-15780	18000-41500
3	Part Time Sweeper	1	4850-7500	9340-14800

**IX. SKILL DEVELOPMENT CENTRE**

**1. Skill Development Centre, Dhanuvachapuram**

Sl No	Name of Post	Sanctioned strength	Existing Scale of Pay	Revised scale of Pay
1	Computer Programmer	1	13900-24040	26500-56700
2	Senior Office Assistant	1	13210-22360	25200-54000
3	Part Time Sweeper	1	4850-7500	9340-14800

**X. MODEL FINISHING SCHOOL**

**1. Model Finishing school, Thiruvananthapuram**

Sl No	Name of Post	Sanctioned strength	Existing Scale of Pay	Revised scale of Pay
1	Computer Programmer	1	13900-24040	26500-56700
2	Office Assistant	1	9190-15780	18000-41500
3	Part Time Sweeper	1	4850-7500	9340-14800

**2. Model Finishing school, Ernakulam**

Sl No	Name of Post	Sanctioned strength	Existing Scale of Pay	Revised scale of Pay
1	Computer Programmer	1	13900-24040	26500-56700
2	Office Assistant	1	9190-15780	18000-41500
3	Part Time Sweeper	1	4850-7500	9340-14800



## GOVERNMENT OF KERALA

### Abstract

Revision of Pay and Allied Matters - Recommendations of the Tenth Pay Revision Commission - Implementation - Orders issued.

---

---

### FINANCE (PRC-D) DEPARTMENT

**G.O. (P) No.7/2016/Fin. Dated, Thiruvananthapuram, 20<sup>th</sup> January, 2016**

---

---

- Read :-1. G.O.(Ms) No.583/2013/Fin Dated 30/11/2013  
2. G.O.(Ms) No.79/2014/Fin Dated 22/02/2014  
3. G.O.(Ms) No.358/2015/Fin Dated 13/08/2015

### ORDER

Government vide the Orders read as 1<sup>st</sup> and 2<sup>nd</sup> papers above appointed the 10<sup>th</sup> Pay Revision Commission 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) To examine the scope of introducing non-cadre promotion to various categories of both gazetted and non-gazetted posts who continue in the entry cadres for long periods of service, in the lines of the Career Advancement Scheme, which has been introduced for professional categories.
- iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.
- v) To consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees.
- vi) To look into the anomalies created by the last Pay Revision, due to undue and unexplainable hike given to certain categories of employees and make suggestions to rectify the same.
- vii) To look into the cases of anomalies in the last Pay Revision specifically referred to the Commission by Government and suggest remedial measures.
- viii) To examine the scope and viability of introducing a new health package as in Central Government/any other State Government/Other Sectors for the employees and service pensioners of the State and make recommendations thereon.
- ix) Feasibility of introducing a Health Insurance Scheme for employees and pensioners by collecting premium from them.
- x) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly in the light of newly enacted Right to Service Act, 2012.
- xi) To review the existing systems of lateral entries to different categories of posts in State Government Service and to make recommendation for streamlining selection procedure for such lateral entries.
- xii) To consider feasibility of deployment of IT enabled services with a view to

reduction of cost of public services and to make suitable recommendations thereon.

- xiii) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises.
- xiv) To assess and indicate the additional financial commitment on account of implementation of its recommendations, indicating the methodology/assumptions adopted for such assessment.

2. The Pay Revision Commission submitted its report to Government in two parts- Part I of the Report on 13/07/2015 and Part II of the Report on 31/12/2015. As per the Government Order read as 3<sup>rd</sup> paper above, Government have constituted a Cabinet Sub Committee to study and submit suggestions on the recommendations of the Pay Revision Commission. The Cabinet Sub Committee, after detailed examination of Part I of the Report, has submitted its recommendations. After carefully considering the recommendations, Government are pleased to issue orders as contained in the subsequent paragraphs.

### **Revised Scales of Pay**

3. The existing scales of pay will be revised as shown in the Annexure-I to this Government Order. The revised scales will come into force from 01/07/2014. The revised scales of pay of different categories of posts in various Departments are shown in Annexure-XVI.

4. The revised scale of pay assigned to any post on the basis of any personal scale of the incumbent appointed against such post should not be treated as the revised scale of pay of the sanctioned post but only as the incumbent's personal scale.

5. The rules for fixation of pay in the revised scales of pay are given in Annexure-II. Some illustrations for fixation of pay are shown in Annexure-II A. Proforma for statement of fixation of pay in the revised scales of pay is given in Annexure-II B.

### **Ratio/Percentage Based Grade Promotions**

6. The existing and the modified ratio/percentage based grade promotions to various

categories of posts are indicated at the appropriate places under Common Category/Department schedule of posts in Annexure-XVI. The asterisks assigned adjacent to each category will have the meaning assigned in the footnote at the end of each schedule. The existing ratio/percentage based grade will continue unless modified in this Order. The modified ratio/percentage based grade promotion will have effect from 01/04/2016.

### **Time Bound Higher Grade Promotion scheme**

7. The existing time span of 8, 15, 22 years for allowing Time Bound Higher Grade (TBHG) promotion will continue. The existing time span of 27 years for accruing 4<sup>th</sup> TBHG will continue and this grade is limited to employees coming under the scales of pay ranging from 16500-35700 to 19000-43600. Revised rules for allowing TBHG promotions are incorporated in Annexure III. The date of effect of the same will be 01/02/2016.

### **TBHG to School Teachers**

8.(1) 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. LP/UP school Headmasters will be allowed TBHG on completion of 8 years as Headmaster or 28 years of service as Headmaster and LPSA/UPSA taken together and another grade promotion on completion of 20 years as Headmaster. But on becoming eligible for Higher Grade Promotion in the post of Headmaster, the notional Senior Grade/Selection Grade enjoyed by them based on the length of service as teacher had they continued as teacher need not be reviewed.

(2) 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 Rs. 32300-68700, Rs.35700-75600 and Rs.36600-79200 respectively on completion of 7, 15 and 22 years of service.

(3) 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 Rs.40500-85000 and Rs.42500-87000.

(4) TBHG to teachers will be regulated as per the existing Government Orders relating to TBHG and all other conditions contemplated in various Government Orders issued by the General Education Department from time to time for the grant of TBHG. Other conditions for Time Bound Higher Grade to teachers (including method of pay fixation) will be as indicated in Annexure-III.

#### **TBHG to Doctors**

9. The entry cadre of Medical Officers in Health Service Department, viz. Assistant Surgeon, Dental Assistant Surgeon, and equated categories and Assistant Insurance Medical Officer (Allopathy) of Insurance Medical Services Department will be allowed the scales of pay of respective promotion posts as TBHG on completion of 8 and 15 years of service. The existing conditions will continue to apply for the grant of TBHGs.

#### **TBHG to Civil Police Officer/Police Constable**

10. Civil Police Officers/Police Constables in Police Department will be allowed four Time Bound Higher Grade in relaxation to Para 2 in Annexure-III to this order. Qualified incumbents for promotions to respective posts will be allowed the scale of pay of Rs.27800-59400, Rs.30700-65400, Rs.32300-68700 and Rs.35700-75600 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.

#### **Career Advancement Scheme**

11. The Pay Revision Commission has recommended a review of the existing designation system in the Career Advancement Scheme so as to avoid situations of a regular cadre officer with a subordinate officer but with a higher designation (Non-Cadre) reporting to him. Accordingly, with a view to avoiding administrative inconsistency the present system of conferring higher designation will be dispensed with. The guidelines for the Career Advancement Scheme are revised as follows:

(1) Only the directly recruited employees to the posts for which professional degree is the basic qualification for appointment in the entry post will be allowed the scale of pay of respective promotion posts as appended in Annexure-IV to this order on completion of 8 and 15 years of service. The existing system of giving designation of the respective promotion post as Non-Cadre shall be discontinued. However, on their retirement from service, they will be deemed to have retired from the Non-Cadre post corresponding to scale of pay at the time of retirement.

(2) Scale of pay of the promotion post will be admissible only if corresponding regular promotion post exists in that Department.

(3) Only Officers who have the prescribed qualifications for the respective regular promotion posts will be allowed higher scale of pay.

(4) All the conditions applicable for reckoning qualifying service for Time Bound Higher Grade will apply for calculation of qualifying service for career advancement scheme also.

(5) The benefit of Career Advancement Scheme and Time Bound Higher Grade Scheme will not be allowed simultaneously. In cases where intermediary higher grade post exist between two cadre posts, promotion to such higher grade will be allowed with no change in pay and scale of pay to those who benefited under the Career Advancement Scheme.

(6) The officers who are placed in the higher scale under Career Advancement Scheme will not exercise the delegation of power of the respective regular promotion posts. They shall continue to discharge the duties of their respective cadre posts.

### **Stagnation Increment**

**12.** The existing scheme 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 the maximum of the master scale of Rs. 1,20,000.

### **Dearness Allowance**

**13.** The revised scale of pay has been formulated after merging the full Dearness allowance of 80% as on 01/07/2014 with the basic pay. That is, 239.92 points of

AICPI (IW)(2001=100) has been neutralised and 239.92 points of AICPI (IW) shall be taken as the index factor for calculating further DA with effect from 01/07/2014. Therefore, the new formula to be adopted for the calculation of further DA is as follows:

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

Accordingly, the rates of Dearness Allowance admissible with effect from 01/07/2014 will be as follows:

Date	Rate of DA	Total DA
01/07/2014	0%	0%
01/01/2015	3%	3%
01/07/2015	3%	6%

### House Rent Allowance

14. The revised rates of House Rent Allowance payable under different pay ranges and classification of cities/places are as shown below:

Sl.No	Pay Range	B2 Class Cities & above	Other Cities/Town	Other places
1	16500-26500	1500	1250	1000
2	27150-42500	2000	1500	1250
3	43600-68700	2500	1750	1500
4	70350 & above	3000	2000	1750

#### Notes:

1. The State Government employees working in New Delhi and other states will be eligible for House Rent Allowance at Government of India rates as applicable at those places.
2. B2 class city and above for the purpose of HRA means the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur.
3. Government Institutions situated within a radius of 3 kilometres from Civil Station Kakkanad, and in the case of other cities (mentioned in

Note 2) within 1 Kilometre will be considered as B2 Class city and above for the purpose of granting House Rent Allowance and City Compensatory Allowance.

4. The employees working in Forest complex at Mathottam (Kozhikkode) is eligible for HRA at the rates applicable to the city limits of Kozhikkode.
5. Other Cities and Towns include all other Municipal areas and townships as well as District and Taluk headquarters not coming under B2 class city & above.

### **Rent Recovery**

15. Rent at the following rates will be recovered from Government employees residing in Government quarters with effect from 01.02.2016.

<b>Range</b>	<b>Rate</b>
Those who are in the scale of pay up to 32300-68700	No recovery
Those who are in the scale of pay of and above 35700-75600	2% of basic pay

**Note:**

*For employees who do not come under the State Government scales of pay (e.g. All India Service Officers, those on UGC/AICTE/NJPC scale), existing orders and rates will continue.*

### **City Compensatory Allowance**

16. The revised rates of City Compensatory Allowance allowed for employees working in the offices located in the B2 Class cities will be as follows:

<b>Pay Range</b>	<b>Amount (Rs.)</b>
16500-26500	350
27150-42500	400
43600-68700	450
70350 & above	500

### **Spectacle Allowance**

17. The cost incurred towards the purchase of spectacles will be reimbursed subject to a maximum of Rs.1200. Reimbursement will be allowed once in five years.

### **Footwear allowance**

18. The existing rate of Footwear Allowance to eligible categories will be enhanced to Rs.450 per annum as shown in Annexure VII. The eligibility conditions will remain the same.

### **Special Commando Allowance**

19. Special Commando Allowance @ 15% of basic pay will be allowed to special commandos in Police Department irrespective of the rank or branch or the police unit to which they belong. This allowance is subject to the following conditions:

1. Maximum number of persons eligible for this allowance shall not exceed 60 at a time.
2. The physical and commando efficiency of individuals enjoying this allowance should be assessed annually by a competent board appointed for the purpose and list of commandos eligible for this allowance should be published by the appropriate authority.
3. The standard and training of commandos should be continuously monitored.
4. The allowance shall be discontinued to those who are found not satisfactory in maintaining the required standards.
5. Fresh personnel who pass the test and undergo competent training should be taken into the commando Platoon to replace those who cease to be commandos.

### **Training Allowance**

20. The revised rates of Training Allowance payable to officers of the Police Training College, Thiruvananthapuram and Kerala Police Academy, Thrissur will be as follows:

<b>Designation</b>	<b>Rate per month (Rs.)</b>
Vice –Principal, Police Training College (SP)	1600
Assistant Commandant	1600



<b>Designation</b>	<b>Rate per month (Rs.)</b>
Senior Law Lecturer (CI)/Law Instructor (CI)	1300
Senior Drill Instructor (Armed Police Inspector)	1300
Drill Instructor (Armed Police Inspector/Reserve Sub Inspector)	1100
Assistant Law Instructor (Sub Inspector)	1100
Assistant Drill Instructor (Head Constable/Havildar)	800
Assistant Sub Inspector (from Battalions)	900
Armed Police Inspector	1300
Armed Police Sub Inspector	1100
Havildar	800
Senior Instructors and Instructors	1300

### **Project Allowance**

**21.** The Project Allowance payable to Project Officer, Tribal Development Officer and Tribal Extension Officer in the Scheduled Tribe Development Department will be at the rate of Rs. 500/- per month.

### **Hill Tract Allowance**

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

<b>Pay range</b>	<b>Rate per month (Rs.)</b>
30700 and above	500
Above 18500 and below 30700	450
Up to 18500	300

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

**23.** The rate of Special Allowance admissible to differently abled employees is revised to Rs.800 per month. The existing conditions for sanctioning the allowance will continue.

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

**24.** The rate of Education Allowance admissible to parents who have mentally/physically challenged children studying in general schools and special

schools will be enhanced to Rs.600 per month. The other existing conditions for the admissibility of this allowance will continue.

### **Child Care Allowance**

**25.** Child Care Allowance admissible to female employees and single parent male employees (wife expired/legally divorced) having mentally/physically challenged child/ children will be revised to Rs.1500 per month, and the annual ceiling for each child is fixed at Rs.18000. The existing conditions for availing the allowance will continue.

### **Special Allowance to employees working in New Delhi**

**26.** The following allowances are admissible to State Government employees working in State Government offices in New Delhi:

- (a) New Delhi allowance @ 10% of basic pay subject to the maximum of Rs.8000.
- (b) Transport allowance @ Rs.750 p.m.
- (c) Warm cloth allowance @ Rs.5000 once in four years.
- (d) Uniform allowance @ Rs.3000 for summer season and Rs.1800 for winter season once in two years.
- (e) Shoe allowance @ Rs.1200 per annum.
- (f) Educational allowance @ Rs.600 p.m. per child subject to the maximum of 2 children.
- (g) Special Allowance to cooks @ Rs.500 p.m.
- (h) Mobile Phone Allowance @ Rs.600 p.m. to the officer in charge of Norka Cell, New Delhi.
- (i) LTC/HTA once in two years for visiting home town with family and once in a year for single travel (for the officer only).
- (j) Special Allowance to Protocol Officer, Assistant Protocol Officer in New Delhi at the same rate as admissible to equivalent cadres in General Administration (Political A) Department.

### **Other Specific Allowances**

**27.** The following allowances will be revised as shown in the respective annexures. Allowances which are not specifically mentioned therein shall be treated as withdrawn.

- (1) **Special Allowances:-** The revised rates of Special Allowance and the list

of employees eligible will be as shown in Annexure-VIII. Special Allowance except in cases where it is admissible as percentage of basic pay will be enhanced @10% of the amount provided now, on the 1<sup>st</sup> day of every financial year (1<sup>st</sup> indexing will be done with effect from 01/04/2017) and rounded off to the nearest multiple of ten, subject to the condition that such enhanced total shall not exceed Rs.2000.

(2) **Compensatory Allowance:-**The revised rates of Compensatory Allowances and the list of categories eligible are shown in Annexure-IX.

(3) **Risk Allowances:-** The revised rates of Risk Allowance and the list of employees eligible will be as shown in Annexure-X. Risk allowance also will be allowed annual enhancement @ 10% as in the case of Special Allowance.

(4) **Non-Practising Allowance:-** The revised rates of Non Practising Allowance and the list of categories eligible will be as shown in Annexure-XI.

(5) **Uniform Allowance:-**The categories of posts, the Uniform Allowance payable and the periodicity of payment will be as shown in Annexure-XII. Payment of Uniform Allowance will be subject to the following conditions:

(a) Uniform Allowance is inclusive of stitching and washing charges and cost of cloth.

(b) Uniform specifications (colour, type, item, size etc.) have to be fixed by the Head of the Department concerned in respect of different categories of employees under his control.

(c) The employees who are recipient of uniform allowance should wear uniform during duty time. The controlling officers should ensure the position and are free to discontinue sanctioning Uniform Allowance and even recover the amount already paid if an employee is seen not wearing uniform during duty time.

(6) **Additional Special Allowance:-**The revised rates of Additional Special Allowance and the list of categories eligible will be as shown in Annexure-XIII.

(7) **Permanent Travelling Allowance:-**The revised rates of Permanent Travelling Allowance and the list of categories eligible will be as shown in Annexure-XIV.

(8) **Permanent Conveyance Allowance:-**The revised rates of Permanent Conveyance Allowance and the list of categories eligible will be as shown in Annexure-XV.

### **Charge Allowance**

**28.** The revised rate of charge allowance will be 4% for holding full additional charge and that for discharging current duties will be 2% of the minimum of the scale of pay of additional post, with effect from 1/02/2016. The maximum period for which charge allowance is payable will be 3 months.

### **Travelling Allowance**

**29.(1) Classification of Officers:-**For the purpose of travelling allowance, Officers are classified into the following four grades

Grade I	All Officers who draw an actual basic pay of Rs.50400 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 Rs.42500 and above, but below Rs.50400
Grade II (b)	Officers with actual basic pay of Rs.27800 and above, but below Rs.42500. 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 Rs.18000 and above, but below Rs.27800
Grade IV	Officers with actual basic pay below Rs.18000

*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.

<b>Grades</b>	<b>Eligible class</b>
Grade I	II AC
Grade II (a)	I Class. If the train doesn't 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:-** Officers in the revised scale of pay of Rs.55350-101400 and above will be eligible for air journey.

(4) **Mileage Allowance:-**Mileage Allowance for road journey will be enhanced to Rs.2 per Kilometre for all grades of officers.

(5) **Incidental Expenses (Road/Rail/Air journeys):-**The revised rates of incidental expenses for rail/road/air journey will be as follows.

<b>Grades</b>	<b><u>Road/Rail</u> Rate (Rs) per Km</b>	<b><u>Air</u> Rate per journey</b>
Grade I	0.80	Limited to 1 Daily Allowance
Grade II (a)	0.60	
Grade II (b)	0.50	
Grade III	0.50	
Grade IV	0.50	

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

<b>Grades</b>	<b>Inside State (Rs.)</b>	<b>Outside State (Rs.)</b>
Grade I	400	550
Grade II (a)	320	450
Grade II (b)	320	450
Grade III	250	350
Grade IV	250	350

(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:-

<b>SI. No.</b>	<b>Category of Officers</b>	<b>Weight (kg)</b>
1	Officers whose actual basic pay is Rs.50400 and above	3000
2	Officers whose actual pay is Rs.27800 and above but below Rs.50400	2000
3	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.

<b>Grades</b>	<b>Rate (Rs)</b>
Grade I	800 at each end
Grade II (a)	450 at each end
Grade II (b)	450 at each end
Grade III	400 at each end
Grade IV	400 at each end

(9) **Reimbursement of room rent:-**The revised rates of reimbursement of room rent admissible to Officers for stay outside the State subject to the production of voucher are given below:

<b>Grades</b>	<b>New Delhi, Mumbai, Kolkata, Chennai (Rs.)</b>	<b>Other Cities/Towns outside State (Rs.)</b>
Grade I	2000	1500
Grade II (a)	2000	1500
Grade II (b)	1600	1000
Grade III	1600	1000
Grade IV	1100	1000

(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 single journey as 15 kilometre as per 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.

### **Medical Benefits**

**30.** The existing scheme of medical reimbursement in the State will continue.

### **House Building Advance**

**31.** The existing system of sanctioning House Building Advance to government employees with a maximum amount of 50 times of basic pay will continue. The maximum limit will be enhanced to Rs.20 lakh. It will have effect for the applications received on or after 01/04/2016.

### **Surrender of earned leave**

**32.** The existing system of surrender of earned leave for 30 days in a financial year will continue.

### **Leave Travel Concession**

**33.** The existing scheme will continue.

### **Special Leave for undergoing Organ transplantation**

**34.** Special leave for 90 days will be allowed to employees who are undergoing kidney and other major organ transplantation. Detailed orders in this regard will be issued later.

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

**35.** (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 01/07/2014.

<b>Category</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Category I	5520-120-6000-140-6700-160-7500-180-8400	10620-240-12300-260-13600-300-15100-340-16460
Category II	4850-110-5400-120-6000-140-6700-160-7500	9340-220-11100-240-12300-260-13600-300-14800
Category III	4250-100-4850-110-5400-120-6000-140-6700	8200-200-10000-220-11000-240-12300-260-13340

(2) The method of fixation of pay in the revised scales of pay is given in Annexure-VI. Some illustrations for fixation of pay are shown in Annexure-VI B.

(3) The existing scheme of granting one additional increment each on completion of qualifying service of 8,15,22 and 27 years will continue.

*Note:-The additional increment will be granted on completion of qualifying service and it will not affect the normal increment dates. The maximum number of such increment admissible shall be limited to one, two, three and four respectively on completion of 8,15,22 and 27 years of qualifying service including the benefit availed as per G.O (P) No.85/2011/Fin dated 26/02/2011.*

(4) Part-Time Contingent employees will be given stagnation increment. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.

(5) Part-Time Contingent employees working in designated cities shall be eligible for City Compensatory Allowance @ Rs.100 per month. The existing Hill Tract Allowance to employees who are working in designated area will be enhanced to Rs.300 per month.

### **Casual sweepers**

**36.** The existing remuneration of Rs.4000 per month admissible to casual sweepers will be enhanced to a consolidated amount of Rs.6000 per month with effect from 01/04/2016.

### **Applicability**

**37.** 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 Shetty Commission/Padmanabhan 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 35 of this Order is applicable to Part- Time Contingent employees and Para 36 is applicable to Casual Sweepers.



**38.** 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, formal approval/sanction of the government will have to be obtained for extending the revised pay scales and other benefits to their employees.

### **Amendments to Rule 28A and 37(a) Part I KSR**

**39.** As per the existing Rule 28 A Part I KSRs which took effect from 26.03.2006, 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 promotee is given the following options to elect the date on which his pay is to be fixed in the higher time scale 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.

*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. Thereafter fixation of pay under Rule 28 A will be allowed, based on the pay in the lower post on the date of increment in the lower post.

Prior to 26.03.2006, Rule 28 A Part I KSRs had operated without any options for fixation of pay. It had allowed only initial fixation on the date of promotion and a re-fixation whenever there was a change of pay in the lower time scale.

**40.** The method of fixation of pay contemplated under Rule 28 A *ibid* in force prior to 26.03.2006 will be restored with effect from 01/02/2016. 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 refixation 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.68700. In such cases fixation will be allowed under Rule 37 (a),Part I KSRs.

**41.** 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 III.

**42.** 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.

**43.** 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. 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 01.07.2014.

**44.** In the case of an officer who was promoted prior to 01.07.2014 and enjoyed the benefit of fixation of pay under Rule 28 A Part I KSRs on the date of increment in the pre-revised lower scale due after 01.07.2014 in terms of option(b), his pay in the

revised scale of the promoted post on the date of increment in the pre-revised lower scale will be fixed at the stage next above the pay notionally arrived at in the promoted scale by increasing the actual pay drawn by him in that time scale by one increment.

### **Date of Effect**

**45.** The date of effect of the revised scales of pay will be 01/07/2014. Revised pay will be admissible with the salary of February 2016. The date of effect of revised rates of monthly allowance will be 01/02/2016. Modified ratio/percentage based higher grade promotions, other periodical allowances will have effect from 01/04/2016. Modification to Rule 28A and 37(a), Part I KSR (*vide* Paras 39-44 above) will apply to promotions taking effect from 01/02/2016.

### **Arrears**

**46.** The revised pay and allowances will be granted in cash from February 2016. Employees will be entitled to draw arrears on account of pay revision in four instalments, each at 25% of the arrears, in cash on 1.4.2017, 1.10.2017, 1.4.2018 and 1.10.2018 respectively along with interest on the arrears not drawn as on the above dates at the rate of interest admissible on their Provident Fund. In the event of death of any employee, the entire arrears on account of pay revision not drawn by the employee will be paid along with interest accrued as on the date of death, to the legal heirs of the employee.

(For e.g. an employee entitled to Rs.1 lakh as arrears of pay revision, will be allowed to draw the first instalment of Rs.25,000 on 1.4.2017 along with interest at the current rate on State Government Employee Provident Fund (say 8.7%) for 14 months on Rs. 1 lakh, the second instalment of Rs.25,000 on 1.10.2017 along with interest at 8.7% for 6 months on Rs.75,000, the third instalment of Rs.25,000 on 1.10.2017 along with interest at 8.7% for 6 months on Rs.50,000 and the fourth and last instalment of Rs.25,000 along with interest at 8.7% for 6 months on Rs.25,000.)

**47.** The pay of all non-gazetted officers will be fixed in accordance with these orders by the Officers who draw and disburse their salary. The pay fixation statement of

those who draw salary on countersigned bills shall be approved by the countersigning authority. In the case of gazetted officers the drawing and disbursing officer concerned should take steps to get the revised salary fixed by the Accountant General. The pay fixation statement of non-gazetted employees should be pasted in the Service Book after countersignature by the Drawing Officer.

**48.** (1) Pension contribution based on the pay in the revised scale of pay will be recovered from 01/07/2014. Foreign employers will arrange the remittance at the revised rates from 01/07/2014.

(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 of February 2016 onwards.

**49.** Omissions/errors/inclusion of new category (temporary posts) if any, in respect of posts or scales of pay indicated in Annexure-XVI 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.

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

**51.** The Heads of Departments and other officers who inspect their subordinate offices, will check all cases of fixation of pay in the revised scales and indicate in the Service Books the fact of having checked the pay fixation. In case where fixation or grant of higher grade or payment of increased benefits is found to be incorrect, 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 fixation of 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.

**52.** Certain changes ordered above will require amendment to the existing provisions in KSRs. Such amendments will be done separately with retrospective effect from the relevant date indicated in this order.

**53.** Recoveries will be insisted upon where overpayments are made on account of wrong fixation. If an officer competent to fix 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.

**54.** 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-V.

**55.** Detailed orders on pension and other related benefits will be issued by Finance Department separately.

**56.** A Committee with the following composition is hereby constituted to examine the following and submit recommendations to Government.

- i. The recommendations in Part I of the Report of the Commission not specifically taken up in this Order
- ii. Part II Report of the Commission

Chief Secretary – Chairman

Additional Chief Secretary (Home)

Additional Chief Secretary (Finance)

Secretary (GAD)

Secretary (P&ARD)

Director General (IMG)

Principal Secretary (Finance-Expenditure) – Convenor

Orders on the items referred to the Committee above will be issued appropriately after considering the recommendations of this Committee and after due consultation with representatives of employees.

By Order of the Governor,

**Dr. K.M. ABRAHAM**  
Additional Chief Secretary (Finance)

To

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

The Principal Accountant General (G&SSA) Kerala, Thiruvananthapuram

The Accountant General (E&RSA) Kerala, Thiruvananthapuram

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

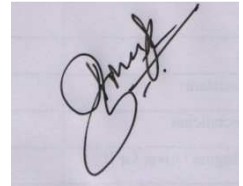
The Regional Manager, Indian Overseas Bank, Thiruvananthapuram

The Director of Treasuries, Thiruvananthapuram

The District Treasuries/Sub Treasuries

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

**Forwarded by Order,**

A rectangular box containing a handwritten signature in black ink. The signature is stylized and appears to be the name of the Section Officer.

**Section Officer**

**Existing and Revised Scales of Pay**

<b>Scale No.</b>	<b>Existing scales of Pay (2009)</b>	<b>Revised Scales of Pay (2014)</b>
1	8500-230-9190-250-9940-270-11020-300-12220-330-13210	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-35700
2	8730-230-9190-250-9940-270-11020-300-12220-330-13540	17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500
3	8960-230-9190-250-9940-270-11020-300-12220-330-13540-360-14260	17500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-39500
4	9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-15780	18000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-41500
5	9940-270-11020-300-12220-330-13540-360-14980-400-16580	19000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-43600
6	10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-18300	20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-45800
7	11620-300-12220-330-13540-360-14980-400-16980-440-18740-500-20240	22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000
8	13210-330-13540-360-14980-400-16980-440-18740-500-21240-560-22360	25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000
9	13900-360-14980-400-16980-440-18740-500-21240-560-24040	26500-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-56700
10	14620-360-14980-400-16980-440-18740-500-21240-560-24040-620-25280	27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400
11	15380-400-16980-440-18740-500-21240-560-24040-620-25900	29200-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-62400



<b>Scale No.</b>	<b>Existing scales of Pay (2009)</b>	<b>Revised Scales of Pay (2014)</b>
12	16180-400-16980-440-18740-500-21240-560-24040-620-27140-680-29180	30700-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400
13	16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-31360	32300-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-68700
14	18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680	35700-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-75600
15	19240-500-21240-560-24040-620-27140-680-29860-750-32860-820-34500	36600-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-79200
16	20740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140	39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000
17	21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-37040	40500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-85000
18	22360-560-24040-620-27140-680-29860-750-32860-820-36140-900-37940	42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-87000
19	24040-620-27140-680-29860-750-32860-820-36140-900-38840	45800-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-89000
20	29180-680-29860-750-32860-820-36140-900-40640-1000-43640	55350-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-101400
21	32110-750-32860-820-36140-900-40640-1000-44640	60900-1500-65400-1650-72000-1800-81000-2000-97000-2200-103600
22	36140-900-40640-1000-48640-1100-49740	68700-1650-72000-1800-81000-2000-97000-2200-108000-2400-110400

<b>Scale No.</b>	<b>Existing scales of Pay (2009)</b>	<b>Revised Scales of Pay (2014)</b>
23	40640-1000-48640-1100-57440	77400-1800-81000-2000-97000-2200-108000-2400-115200
24	42640-1000-48640-1100-57440-1200-58640	81000-2000-97000-2200-108000-2400-117600
25	44640-1000-48640-1100-57440-1200-58640	85000-2000-97000-2200-108000-2400-117600
26	46640-1000-48640-1100-57440-1200-59840	89000-2000-97000-2200-108000-2400-120000
27	48640-1100-57440-1200-59840	93000-2000-97000-2200-108000-2400-120000
<b>Master Scale</b>	8500-230-9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-40640-1000-48640-1100-57440-1200-59840.	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.

**Rules for Fixation of Pay in the Revised Scale of Pay**

1. The revised scales of pay shall come into force with effect from 01/07/2014.
2. All employees who were in service as on 01/07/2014 shall come over to the revised scale of pay with effect from 01/07/2014. There will be no option.
3. All appointments and promotions made on or after 1/7/2014 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.

**Existing emoluments**

4. Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2014.
5. Existing emoluments for the purpose of these rules shall be the total of:
  - (a) Basic Pay in the existing scale of pay as on 01/07/2014, including increments, if any, accruing on 01/07/2014, Stagnation increments shall also be reckoned.
  - (b) Personal Pay, if any, not specifically ordered to be absorbed in future increase of pay.
  - (c) Special Pay drawn in lieu of higher time scale of pay, provided there is no special pay attached to the revised scale of pay
  - (d) Dearness Allowance admissible at the rate of 80% on such pay *vide* (a), (b) and (c) above.

*Note:- Special pay, in addition to the pay drawn in the existing scale shall not be reckoned for fixation of pay in the revised scale.*

**Fitment Benefit and Service Weightage**

6. To the existing emoluments computed above, shall be added an amount equal to 12% of basic pay in Rule 5 (a) subject to a minimum of Rs.2000, towards Fitment Benefit and another amount equivalent to 1/2 % of basic pay specified in Rule 5 (a) above, for each completed year of service subject to a maximum of 30 completed years, towards Service Weightage, provided the amount of Fitment Benefit and Service Weightage taken together shall not exceed Rs.12,000.

*Note:-Service for the purpose of this rule means full time regular service including broken periods of service qualifying for normal increments in the*

*scale of pay. Time spent on leave not counting for normal increment shall not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned. Prior regular service in aided schools/colleges/polytechnics, Municipal Common Service, University Service, Panchayat Service and High Court of Kerala Service will also be reckoned.*

7. The amount so arrived at under Rule 6 above shall be stepped up to the next stage in the revised scale of pay.

8. If the amount arrived at under Rule 6 above is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes, viz fixation of pay, calculation of leave salary, drawal of allowances including dearness allowance and pension.

#### **Stepping up of pay of seniors**

9. In cases, where a senior employee promoted to a higher post before 01/07/2014 (other than Time Bound Higher Grade), draws less pay in the revised scale than his junior promoted to the same higher post after 01/07/2014, the pay of the senior employee shall be stepped up to the level of the pay of the junior with effect from the date on which junior draws more pay, provided that

(a) The senior and the junior employee should belong to the same category and should have been promoted to the same category of post.

(b) The pre-revised and revised scale of pay of the lower and higher posts should be identical.

(c) The senior employee at the time of promotion has been drawing equal or more pay than the junior.

(d) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay and fixation rules.

(e) The anomaly should not have arisen due to any advance increment granted to the junior in the lower post or due to the increased service weightage gained by the junior.

*Note:-(i) If the junior employee was drawing more pay than the senior employee in the lower post in the pre-revised scale, the senior to such junior shall have no claim over the pay of the junior.*

*(ii) In case where pay of an employee is stepped up in terms of Rule 8 above, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of pay.*

## **Increment**

**10.** The date of increments of the employees shall not undergo any change consequent on switch over to the revised scale of pay, that is, increments will be granted on due dates as if one had continued in the pre-revised scale without waiting for one year from the date of Pay Revision. In the case of employees whose increments falls on 1<sup>st</sup> July 2014, next increment will due on completion of one year.

**11.** An employee whose increment is withheld for want of declaration of probation on 01/07/2014 will be allowed the benefit of fixation of pay on the basis of the pay actually drawn as on 01/07/2014 and he will continue on that pay till the date of effect of declaration of probation. However, the period during which increment is withheld will not be reckoned for computation of service weightage. The pay so fixed will be revised on declaration of probation, notionally counting the increment accrued but withheld. The period during which increment was withheld will also be counted for service weightage now. Monetary benefit of revised fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the normal date.

**12.** In the case of employees who are on leave, or on deputation or under suspension on 1/7/2014, pay will be fixed as on the date of rejoining on duty on the basis of pay last drawn prior to 01/07/2014.

**13.** In the case of employees whose increment in the pre-revised scale is barred as punishment with cumulative effect, their pay in the revised scale will be fixed as on 01/07/2014 (if increment bar is in force on that date) on the basis of the pay they were drawing immediately before increment bar. They will be entitled to the pay at the same rate till the expiry of the period of increment bar. The next increment in the

revised scale will be sanctioned after the expiry of the period of increment bar, subject to Rule 10 of pay fixation rules.

**14.** In the case of employees whose increment in the pre-revised scale is barred as punishment without cumulative effect, their pay in the revised scale will be fixed as on 01/07/2014 (if increment bar is in force on that date) in the revised scale on the basis of the pay notionally arrived at by counting increment, in the pre-revised scale, for every completed year of service which would have been counted for normal increment, but for the punishment. But the remaining period of increment bar will not be counted for accruing the next increment in the revised scale, subject to Rule 10 of pay fixation rules.

**15.** In the case of employees whose pay in the pre-revised scale is reduced to a lower stage as penalty temporarily, their pay in the revised scale will be fixed as on 01/07/2014 (if increment bar is in force on that date) on the basis of the pay after reduction in the pre-revised scale. The next increment that will accrue in the revised scale in terms of Rule 10 of the above rules will be sanctioned only after the expiry of the remaining period of penalty.

**16.** In the case of employees whose pay in the pre-revised scale is reduced permanently to lower stage as penalty with the effect of postponing of future increments, their pay in the revised scale will be fixed on 01/07/2014 on the basis of reduced pay in the pre-revised scale. They will have to remain in that pay till expiry of period of reduction. The next increment that will accrue in the revised scale will be sanctioned only after expiry of the remaining period of penalty.

**17.** In the case of employees who are continuing on LWA on 01/07/2014, 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.

**18.** Provisional employees recruited through employment exchanges who were in service on 30/06/2014 and continued thereafter shall be eligible only for the minimum of the revised scale of pay with effect from 01/07/2014.

**19.** Heads of departments and offices shall fix the pay of all employees under them in the revised scales of pay within two months from the date of this order.

**20.** Heads of departments and offices should see that the contents of the Pay Revision Order are communicated to their subordinates, including those who are on leave, deputation and foreign service. The fixation rules may be published in Notice Board.

**Illustrations of Pay Fixation**

(1) An employee with less than one year of service and drawing basic pay of Rs.8500 in the existing scale of pay (Date of entry in service: 01/08/2013).

1	Existing Scale of Pay		8500-13210
2	Basic Pay as on 01.07.2014		8500
3	DA at 80%		6800
4	Total (2+3)		15300
5	Fitment Benefit at 12% (minimum Rs.2000)	2000	
6	Service Weightage at ½ % per completed year (maximum 15%)	0	
7	Total of 5+6 (maximumRs.12000)		2000
8	Total (4+7)		17300
9	Revised scale of pay		16500-35700
10	Pay fixed at next stage in the revised scale of pay		17500
11	Next increment on 01/08/2014		18000

(2) An employee having 8 years of service and drawing basic pay of Rs.19740 in the existing scale of pay (Date of last increment: 01/06/2014)

1	Existing Scale of Pay		16980-31360
2	Basic Pay as on 01.07.2014		19740
3	DA at 80%		15792
4	Total (2+3)		35532
5	Fitment Benefit at 12% (minimum Rs.2000)	2369	
6	Service Weightage at ½ % per completed year (maximum 15%)	790	
7	Total of 5+6 (Max. Rs.12000)		3159
8	Total (4+7)		38691
9	Revised scale of pay		32300-68700
10	Pay fixed at next stage in the revised scale of pay		39500
11	Next increment on 01/06/2015		40500



(3) An employee having 18 years of service and drawing basic pay of Rs.24040 in the existing scale of pay (Date of last increment: 01/04/2014)

1	Existing Scale of Pay		16980-31360
2	Basic Pay as on 01.07.2014		24040
3	DA at 80%		19232
4	Total (2+3)		43272
5	Fitment Benefit at 12% (minimum Rs.2000)	2885	
6	Service Weightage at ½ % per completed year (maximum 15%)	2164	
7	Total of 5+6 (Max. Rs.12000)		5049
8	Total (4+7)		48321
9	Revised scale of pay		32300-68700
10	Pay fixed at next stage in the revised scale of pay		49200
11	Next increment on 01/04/2015		50400

(4) An employee having 16 years of service and drawing basic pay of Rs.25280 in the existing scale of pay (Date of last increment: 01/07/2013)

1	Existing Scale of Pay		21240-37040
2	Basic Pay as on 01.07.2014		25900
3	DA at 80%		20720
4	Total (2+3)		46620
5	Fitment Benefit at 12% (minimum Rs.2000)	3108	
6	Service Weightage at ½ % per completed year (maximum 15%)	2072	
7	Total of 5+6 (Max. Rs.12000)		5180
8	Total (4+7)		51800
9	Revised scale of pay		40500-85000
10	Pay fixed at next stage in the revised scale of pay		52800
11	Next increment on 01/07/2015		54000

(5) An employee having 28 years of service and drawing basic pay of Rs.18300 in the existing scale of pay (Date of last increment: 01/09/2013)

1	Existing Scale of Pay		11620-20240
2	Basic Pay as on 01.07.2014		18300
3	DA at 80%		14640
4	Total (2+3)		32940
5	Fitment Benefit at 12% (minimum Rs.2000)	2196	
6	Service Weightage at ½ % per completed year (maximum 15%)	2562	
7	Total of 5+6 (Max. Rs.12000)		4758
8	Total (4+7)		37698
9	Revised scale of pay		22200-48000
10	Pay fixed at next stage in the revised scale of pay		38500
11	Next increment on 01/09/2014		39500

(6) An employee having 30 years of service and drawing basic pay of Rs.47640 in the existing scale of pay (Date of last increment: 01/11/2013)

1	Existing Scale of Pay		44640-58640
2	Basic Pay as on 01.07.2014		47640
3	DA at 80%		38112
4	Total (2+3)		85752
5	Fitment Benefit at 12% (minimum Rs.2000)	5717	
6	Service Weightage at ½ % per completed year (maximum 15%)	7146	
7	Total of 5+6 (Max. Rs.12000)	12863	12000
8	Total (4+7)		97752
9	Revised scale of pay		85000-117600
10	Pay fixed at next stage in the revised scale of pay		99200
11	Next increment on 01/11/2014		101400

(7) An employee having 33 years of service and drawing basic pay of Rs.33680+ 4 stagnation increments @ 820/- in the existing scale of pay (Date of last increment: 01/12/2013)

1	Existing Scale of Pay		18740-33680
2	Basic Pay as on 01.07.2014		33680+3280
3	DA at 80%		29568
4	Total (2+3)		66528
5	Fitment Benefit at 12% (minimum Rs.2000)	4435	
6	Service Weightage at ½ % per completed year (maximum 15%)	5544	
7	Total of 5+6 (Max. Rs.12000)		9979
8	Total (4+7)		76507
9	Revised scale of pay		35700-75600
10	Pay fixed at next stage in the revised scale of pay		75600+907 PP
11	Next increment on 01/12/2014 (stagnation )		75600+1800 (1 <sup>st</sup> stagnation increment)+907 PP

(8) An employee having 32 years of service and drawing basic pay of Rs.59840 in the existing scale of pay (Date of last increment: 01/12/2013)

1	Existing Scale of Pay		48640-59840
2	Basic Pay as on 01.07.2014		59840
3	DA at 80%		47872
4	Total (2+3)		107712
5	Fitment Benefit at 12% (minimum Rs.2000)	7181	
6	Service Weightage at ½ % per completed year (maximum 15%)	8976	
7	Total of 5+6 (Max. Rs.12000)	16157	12000
8	Total (4+7)		119712
9	Revised scale of pay		93000-120000
10	Pay fixed at next stage in the revised scale of pay		120000
11	Next increment on 01/12/2014		No further increment

**Annexure-II B**

**STATEMENT OF FIXATION OF PAY IN THE REVISED SCALE**  
**[ G.O.(P) No. 7/2016/Fin dated 20/01/2016]**

1	<b>Permanent Employee Number (PEN)</b>	:	
2	Name ( in block letters)	:	
3	Designation	:	
4	Post held as on 01-07-2014	:	
5	Date of Commencement of full time regular service	:	
6	Completed years of full time regular service as on 01-07-2014 (Ref. : Note below Rule 6 in Annexure II) *	:	
7	Existing Scale of Pay (in full) as on 01-07-2014	:	
8	Revised Scale of Pay(in full) as on 01-07-2014	:	
9. (a)	Basic pay in the existing scale of pay including increments/stagnation increments on the date of change over to the revised scale (Rule 5 (a)) of Annexure II)	:	
(b)	Personal Pay, if any, not specifically ordered to be absorbed in future increase of pay	:	
(c)	Special pay drawn in lieu of higher time scale of pay, provided there is no special pay attached to the revised scale <i>Note: Any other Special pay drawn, in addition to pay drawn in the existing scale shall not be reckoned for fixation in the revised scale.</i>	:	
(d)	DA admissible at the rate of 80% on pay as above	:	
10 (i)	Fitment Benefit (@ 12% of basic pay at 9(a) subject to a minimum of Rs. 2000)	:	
(ii)	Service Weightage (@ ½ % of basic pay at 9(a) for every completed year of service subject to a maximum of 15 %)	:	
11	Total of 10 (i) + (ii)(Maximum limit Rs. 12000)	:	
12	<b>Total [(9) + (11)]</b>	:	

13	Next stage (The amount computed against item 12 may be stepped up to the next stage in the Revised scale )	:	
14	Pay fixed in the revised scale **	:	
15 (i)	Date of Increment ( Next Increment will accrue on the date of increment in the pre revised scale )	:	
(ii)	Pay on Accrual of Increment	:	
16	Remarks	:	

**Station:**  
**Date:**

**Signature:**  
**Drawing Officer:**  
**Name:**  
**Designation:**

**Signature:**  
**Countersigning Officer:**  
**Name:**  
**Designation:**

**\* Note:**  
**(Vide Item 6)**

*Service for the purpose of this rule means full time regular service including broken periods of service qualifying for normal increments in the scale of pay. Time spent on leave not counting for normal increment shall not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned. Prior full time regular service in aided schools / colleges / polytechnics, Municipal Common Service, University Service, Panchayat Service and High Court of Kerala Service will also be reckoned.*

**\*\* Note:**  
**( Vide Item 14)**

*If the amount arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of the revised scale and the difference shall be treated as personal pay and will not be absorbed in future increase on pay on account of granting increments. This personal pay will count for all purposes viz. fixation of pay, calculation of leave salary, drawal of allowances and pension. If the amount computed is less than the minimum of the revised scale, pay shall be fixed at the minimum of the revised scale.*

**Scheme for Time Bound Higher Grade Promotion**

1. Employees who remain in their entry posts in the scales of pay ranging from Rs. 16500-35700 to Rs. 19000-43600 will be granted four higher grades on completion of the following specified periods of service in their posts, subject to para 6 below:

- (1) The first Time Bound Higher Grade on completion of eight years of service in the entry post.
- (2) The second Time Bound Higher Grade 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 Time Bound Higher Grade on completion of 22 years of total service in the entry post and the regular promotion post(s)/time bound higher grade(s) taken together.
- (4) A fourth Time Bound Higher Grade on completion of 27 years of total service in the entry post and the regular promotion post(s) /time bound higher grade(s) taken together.

2. Employees who remain in their entry post on scales of pay ranging from Rs.16500-35700 to Rs.26500-56700 will be granted Time Bound Higher Grades (TBHG) on completion of the period of qualifying service in their posts as follows with the scales of pay shown in TABLE – I below:

**TABLE - I**

<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>	<b>4<sup>th</sup>TBHG</b>
16500-35700	17000-37500	17500-39500	19000-43600	20000-45800
17000-37500	17500-39500	18000-41500	19000-43600	20000-45800
17500-39500	18000-41500	19000-43600	20000-45800	22200-48000
18000-41500	19000-43600	22200-48000	26500-56700	27800-59400

<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>	<b>4<sup>th</sup>TBHG</b>
19000-43600	22200-48000	26500-56700	27800-59400	30700-65400
20000-45800	22200-48000	26500-56700	27800-59400	NIL
22200-48000	25200-54000	26500-56700	30700-65400	NIL
25200-54000	26500-56700	30700-65400	32300-68700	NIL
26500-56700	27800-59400	30700-65400	32300-68700	NIL

3. Those on entry posts with pay scales ranging from Rs.27800-59400 to Rs.40500-85000 will be granted two time bound higher grades, the first on completion of 8 years of service in the entry post and the second on completion of 15 years of total service in the entry post and first promotion post/ higher grade taken together, as shown in Table II below:

**TABLE - II**

<b>Revised scale of pay in the entry post</b>	<b>1st TBHG for 8 years of service in the entry post</b>	<b>2<sup>nd</sup>TBHG for 15 years of service</b>
27800-59400	30700-65400	35700-75600
29200-62400	32300-68700	36600-79200
30700-65400	35700-75600	39500-83000
32300-68700	35700-75600	39500-83000
35700-75600	39500-83000	42500-87000
36600-79200	39500-83000	42500-87000
39500-83000	42500-87000	45800-89000
40500-85000	42500-87000	45800-89000

4. For direct recruits against posts carrying the scales of Rs.42500-87000 to Rs.55350-101400, one higher grade promotion in the scale as shown below will be given on completion of 8 years of service, as shown in Table III below:

**TABLE III**

<b>Revised pay scale in the entry post</b>	<b>TBHG for 8 years of service in the entry post</b>
42500-87000	45800-89000
45800-89000	55350-101400
55350-101400	68700-110400

5. For the incumbents in the posts on scales of pay above Rs.55350-101400 no Time Bound Higher Grade will be allowed.

6. If there is a regular promotion post (including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from Rs.16500-35700 to Rs.32300-68700 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 get the scales of pay of regular promotion posts). In cases where there exist 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 (ie. 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.

7. If the scale of pay of the regular promotion post is lower than the Time Bound Higher Grade proposed in the Table, the scale of pay of Time Bound Higher Grade specified above will be given on completion of prescribed years of qualifying service 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.



**8.** 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.

**9.** In respect of categories of post coming under the pay scale ranging from Rs.35700-75600 to 40500-85000 the Time Bound Higher Grade will be as specified in Table II. Scales of pay of regular promotion post will not be given in these cases. This is applicable in the case of employee enjoying scale of pay 35700-75600 and above whether by regular promotion or by Time Bound Higher Grade.

**10.** In the case of an employee enjoying the Time Bound Higher Grade Promotion in the pre-revised grade scale his revision shall be done only in the eligible Time Bound Higher Grade scale. Corresponding revised scale of pre-revised grade scale (as per Annexure I) will not be allowed in such case.

**11.** 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. The existing option facility for Time Bound Higher Grade Promotion is withdrawn with effect from 01/02/2016. The fixation on Time Bound Higher Grade Promotion shall be done on the due date itself. The revised fixation rule will be made applicable for Time Bound Higher Grade promotion due on or after 01/02/2016.

**12.** In case the 15/22/27 year higher grades as per the Tables above are equal to or lower than the first/second/third promotion post as the case may be, that grade(s) will be modified and fixed at the next higher scale(s) above that of the promotion post(s) in the list of standard scales of pay in Annexure I

**13.** Non-teaching staff in Aided Schools, Private Colleges and Polytechnics who come under the scheme of direct payment of salary by Government are also eligible for Time Bound Higher Grade promotion subject to the above conditions. The existing benefit of third Time Bound Higher Grade in the scale of pay of Junior Superintendent allowed to LD Clerk in Aided School will continue.

**14.** 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.

**15.** 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.

**16.** 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.

**17.** 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.

**18.** The employees in the entry scales of pay of Rs.17000-37500 and Rs.17500-39500 will be eligible for reckoning their last grade service also for allowing 22 years third Time Bound Higher Grade. This benefit will not be allowed to first, second and fourth Time Bound Higher Grades. The employees in the posts having the revised entry scale of Rs. 18000 - 41500 and above are also not eligible for this benefit.

**19.** 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 1**, with KSRs Part I Rule 28 A fixation benefit. The scale of pay of regular promotion post / table scale will be admissible with KSRs Part I Rule 30 fixation benefit 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.

**20.** All other existing general terms and conditions governing grant of Time Bound Higher Grade Promotions will continue subject to the modifications issued by Government from time to time.