

**SEVENTH KERALA LEGISLATIVE ASSEMBLY**

**COMMITTEE  
ON  
PUBLIC ACCOUNTS  
(2019-2021)**

**SIXTY FOURTH REPORT**  
**(Presented on 14th November, 2019)**



**SECRETARIAT OF THE KERALA LEGISLATURE**  
**THIRUVANANTHAPURAM**  
**2019**

**FOURTEENTH KERALA LEGISLATIVE ASSEMBLY**

**COMMITTEE  
ON  
PUBLIC ACCOUNTS  
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**SIXTY FOURTH REPORT**

**On**

**Action Taken by Government on the Recommendations  
contained in the 100<sup>th</sup> Report of the Committee on  
Public Accounts (1998-2000)**

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## INTRODUCTION

I, the Chairman, Committee on Public Accounts, having been authorised by the Committee to present this Report, on their behalf present the Sixty Fourth Report (64<sup>th</sup>) on Action Taken by Government on the Recommendations contained in the 100<sup>th</sup> Report of the Committee on Public Accounts (1998-2000).

The Committee considered and finalised this Report at the meeting held on 12<sup>th</sup> November, 2019.

Thiruvananthapuram,  
12<sup>th</sup> November, 2019.

V. D. SATHEESAN,  
*Chairman,*  
*Committee on Public Accounts.*

## **REPORT**

This Report deals with the action taken by the Government on the recommendations contained in the 100<sup>th</sup> Report of the Committee on Public Accounts (1998-2000).

The 100<sup>th</sup> Report of the Committee on Public Accounts (1998-2000) was presented to the House on 18<sup>th</sup> December 2000. The Report contained 11 recommendations related to Planning and Economic Affairs, SC/ST Development, and Finance Department. Government was addressed on 5-2-2001 to furnish the statements of Action Taken on the recommendations contained in the Report and the final copy was received on 17-9-2018.

The Committee considered the Action Taken Statements at its meeting held on 17-6-2009, 5-5-2010, 15-5-2012, 17-10-2012, 20-8-2014, 31-3-2015, 13-12-2017 and 19-9-2018. The Committee was not satisfied with the Action Taken by the SC/ST Development department on the recommendation contained in the 27<sup>th</sup> para. That recommendation, reply furnished thereon and further recommendation of the committee is included in Chapter I of this Report.

The Committee decided not to pursue further action on the remaining recommendations in the light of the replies furnished by Government. Such recommendations and the Action Taken by Government are included in Chapter II of this Report.

### **CHAPTER I**

#### **RECOMMENDATION IN RESPECT OF WHICH ACTION TAKEN BY GOVERNMENT IS NOT SATISFACTORY AND WHICH REQUIRE REITERATION**

#### **SC & ST DEVELOPMENT DEPARTMENT**

##### **Recommendation**

(Sl. No. 5, Para No. 27)

1.1 The Committee note with grave concern that out of Rs. 62.23 lakhs sanctioned for the implementation of 12 schemes during March 1985 to March 1995, an amount of Rs. 52.57 lakhs remained unutilised as of March 1996. The

Committee reasonably presume that if this is the case in 4 districts, the figure in all the other districts taken together may be very huge. Not only that, the period of retention of money range from one and a half year to 11 years. In most cases the entire amount allocated was kept in T.P Account. The Committee observe that the non-utilization of funds is due to sanctioning of non-viable schemes. The investment made on such schemes become unfruitful causing huge loss to Government apart from affecting the welfare of the downtrodden people. The Committee doubt whether the department can point out even a single scheme which has achieved its projected target. The schemes are approved without taking into account the infrastructure facilities, available marketing prospects and probable job opportunities. The Committee observe that this tendency seems to be the result of a 'vicious circle' in which non-viable schemes are sanctioned and after unfruitful investment of lakhs of rupees it is abandoned to be followed by another. The Committee, therefore, recommend that before giving administrative sanction to a scheme, a comprehensive study must be conducted in respect of all related matters including the viability of the scheme and that successful schemes only need be implemented.

#### **Action Taken**

1.2 New working groups constituted look into the viability of projects below 1 Crore before sanctioning them. Planning Department looks into the viability of other schemes before sanctioning them.

#### **Further Recommendation**

1.3 The Committee recommends that stringent action should be taken against the concerned officers who are responsible for the non-utilisation of funds allocated to Scheduled Caste/Scheduled Tribes Development Department for the welfare of Scheduled Caste and Scheduled Tribes communities for a long time. The Committee also recommends that in order to avoid such non-utilisation of funds Government should conduct a detailed study in the matter and to take action thereon. The Committee also directs the department to furnish the details regarding the amount utilised, the amount transferred to various accounts and the amount remaining unutilised out of the total amount allocated to the SC/ST Development Department as budget grant for the last five years.

**CHAPTER II****RECOMMENDATIONS IN RESPECT OF WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE FURTHER ACTION IN THE LIGHT OF THE REPLIES FURNISHED BY THE GOVERNMENT****PLANNING AND ECONOMIC AFFAIRS DEPARTMENT****Recommendation**

(Sl. No.1 , Para No. 23)

2.1 The Committee note with serious concern the inefficiency and laziness shown by the SC/ST Development Department in reconciling the accounts. Though the audit conducted in four districts revealed differences between the expenditure figures furnished by the department and the audited figures, the department did not try to tally the accounts and reconcile it accordingly. When they furnished reply to the draft audit paragraph in 1995, their statement was that the reconciliation was going on. The Committee understand that reconciliation of accounts had not been completed even in 1999, which means that it had been lagging behind for more than eight years. The Committee view this as a serious violation of the instructions contained in Paragraph 74 of the Budget Manual which clearly stipulates that reconciliation of Accounts should be completed before the month of September every year. The argument of the Department that figures are not available since they are too old and that they do not tally with the records is not at all acceptable to the Committee. It is the duty of the Department to keep the records on which audit objections was raised. The Committee vehemently criticize the unwillingness and incapability shown by the higher Officers in the Department in not reconciling the accounts in time. The Committee recommend that the reconciliation of accounts up to the current financial year should be completed without any further delay and the action taken in this regard should be intimated to the Committee.

**Action Taken**

2.2 The H.O.Ds coming under the Administrative control of Planning and Economic Affairs Department have been instructed to follow up the recommendation of the PAC scrupulously. They were directed to effect monthly reconciliation of Accounts with the Accountant General (A&G) and to scrupulously follow up the instruction contained in Paragraph 74 of the Budget Manual.



Copy of letter No. 12122/P/09/Plg(1) dated 22-9-2009 issued to all concerned in this regard is enclosed. (Annexure I).

**Recommendation**

(Sl. No. 2, Para No. 24)

2.3 The Committee condemn the lethargic attitude of Finance Department, the custodian of Government money, in ensuring that the Administrative departments reconciled their accounts in time. As per the Budget Manual, the Finance Department and the Administrative Department concerned are duty bound to monitor closely the expenditure of money and prompt reconciliation of accounts. Since Finance Department release money for various government departments they are to watch the budgetary allocation vis-a-vis expenditure and also the settling of accounts. The Committee recommend that the Finance Department should show more sense of responsibility in this matter and that they should review the reconciliation of accounts by Government Departments at short intervals and see that sincere efforts are made for settling of accounts.

**Action Taken**

2.4 The Finance Department vide their Circulars No. 22/09/Fin. Dated 13-3-2009 and 76/09/Fin. Dated 31-8-2009 have issued instruction to all Controlling Officers to conduct reconciliation of Departmental figures of Receipts and Expenditure with those of Accountant General in time.

2.5 The H.O.Ds concerned have been instructed to effect monthly reconciliation of accounts with the Accountant General (A&G) and to scrupulously follow up the instruction contained in Paragraph 74 of the Budget Manual.

**Recommendation**

(Sl. No. 3, Para No. 25)

2.6 The Committee understand that the Finance Department had issued a Circular on 21-11-1998 instructing all the Controlling Officers of the Government departments to conduct reconciliation of accounts on monthly basis and prepare a Statement for each quarter and send the same to the Chief Controlling Officer's (Heads of Departments) by the month of June every year, failing which the Treasury Officers concerned should not honour the Salary Bills of Controlling

Officers for the months of April, July, October and January. The Committee could not notice any instance of non-encashment of Salary Bill of any of the Controlling Officers though all of them have failed to comply with the instructions contained in the Circular. The Committee opine that issuance of Circulars alone will not lead matters in the right way unless earnest efforts are made to ensure that the guidelines in the Circular are promptly observed. The Committee recommend that stringent action should be taken against the Controlling officers who default in reconciliation and that their salary should invariably be withheld. The Committee further recommend that a specified time schedule should be given to the defaulting departments for making Accounts up-to-date and after the expiry of that date, the Finance Department should review the process seriously and in the event of persistence of the lapse, stern action should be taken against the defaulters.

#### **Action Taken**

2.7 The H.O.D.s coming under the Administrative control of Planning and Economic Affairs Department have been instructed to follow up the recommendation of the PAC scrupulously. They were directed to effect monthly reconciliation of Accounts with the Accountant General (A&G) and to scrupulously follow up the instructions issued by the Finance Department from time to time.

The Committee considered the action taken statements on Para No. 23, 24 and 25 on 5-5-2010 and sought further information on above paras from Planning and Economic Affairs Department. But Planning and Economic Affairs Department informed vide letter dated 13-3-2018 that, the further recommendations on para 23, 24 & 25 belong to SC and ST development department and so reply will be furnished by SC&ST development department.

Further Recommendation based on reply from Planning and Economic Affairs Department on Para 23, 24 & 25

#### Sl. No. 1 Para. 23

2.8 The Committee remarked that reconciliation of accounts should be done on monthly basis as per the existing provision in the Kerala Budget Manual. But even after the lapse of nine years the reconciliation was not carried out in the Department. The committee viewed this as a deliberate mistake and recommended to take stringent action against the delinquent officials.

Sl. No. 2 Para. 24

2.9 The Committee opined that the Government reply was not satisfactory. Since there is clear provision for monthly reconciliation of accounts in the Budget Manual, the Controlling Officer had the responsibility to take disciplinary action against the concerned officials for the lapse in the reconciliation of accounts.

2.10 The Committee remarked that the department submitted vague reply suppressing the facts for safeguarding the delinquent officials and viewed this with serious concern and recommended to take immediate disciplinary action against the responsible officers.

Sl. No. 3 Para. 25

2.11 The Committee recommended that stringent action should be taken not only against the concerned controlling officers but also against chief controlling officers who were responsible for not withholding the salary of the delinquents.

**Action Taken by SC and ST Development Department on further  
recommendations on Para 23 & 24**

2.12 Based on the recommendation of the PAC(1998-2000) the department had given strict direction to the unit officers to reconcile the expenditure monthly and to submit the reconciliation statements to the Directorate on the first week of every month. The department had consolidated the reconciliation statements received from unit officers and submitted reconciliation certificates up to the financial year 2015-16 to the Accountant General, Kerala. The reconciliation certificates of the financial year 2016-17 and 2017-18 will be submitted to Accountant General as early as possible after the verification of reconciliation statements received from unit officers got completed. As the PAC(1998-2000) had already approved the ATR on these paragraphs, it is humbly requested to drop further proceedings in this regard, being a long pending issue. The Committee's recommendations are noted for future guidance.

**Action Taken by SC & ST Development Department on further  
recommendations on Para 25**

2.13 SC Development Department had reconciled the expenditure incurred under the head of account up to the period of 2014-15 and had submitted the reconciled statement in this regard to the Accountant General. Strict direction has been given to all unit officers under SCDD to reconcile the accounts on their ward and to submit the same to the next level officer within the stipulated time and to make the accounts up to date.

**SCHEDULED CASTE AND SCHEDULED TRIBE DEVELOPMENT  
DEPARTMENT**

**Recommendation**

(Sl. No. 1, Para No. 23)

2.14 The Committee note with serious concern the inefficiency and laziness shown by the SC/ST Development Department in reconciling the accounts. Though the audit conducted in four districts revealed differences between the expenditure figures furnished by the department and the audited figures, the department did not try to tally the accounts and reconcile it accordingly. When they furnished reply to the draft audit paragraph in 1995, their statement was that the reconciliation was going on. The committee understand that reconciliation of accounts had not been completed even in 1999, which means that it had been lagging behind for more than eight years. The committee view this as a serious violation of the instructions contained in paragraph 74 of the Budget Manual which clearly stipulates that reconciliation of accounts should be completed before the month of September every year. The argument of the Department that figures are not available since they are too old and that they do not tally with the records is not at all acceptable to the Committee. It is the duty of the department to keep the records on which audit objections was raised. The Committee vehemently criticize the unwillingness and incapability shown by the higher officers in the department in not reconciling the accounts in time. The Committee recommend that the reconciliation of accounts up to the current financial year should be completed without any further delay and the action taken in this regard should be intimated to the Committee.

### **Action Taken**

2.15 Strict directions have been issued to all the unit officers at the monthly plan progress review meetings to reconcile the Departmental figures of expenditure with those booked by the Accountant General (Kerala). All the Drawing and Disbursing officers have also been directed to reconcile the departmental expenditure related to them with the respective A.G.'s office and propose transfer entry if found necessary to the Directorate. The reconciliation certificate up to 2010-2011 has already been submitted to the Accountant General. Action for giving the reconciliation certificate for 2011-12 & 2012-13 is directed to be expedited.

### **Scheduled Tribes Development Department**

2.16 Reconciliation in respect of the department has been completed up to 2009-2010.

## **SCHEDULED CASTE AND SCHEDULED TRIBE DEVELOPMENT DEPARTMENT**

### **Recommendation**

(Sl. No. 2, Para No. 24)

2.17 The Committee condemn the lethargic attitude of Finance department, the custodian of Government money, in ensuring that the administrative Departments reconciled their accounts in time. As per the Budget Manual, the Finance Department and the Administrative Department concerned are duty bound to monitor closely the expenditure of money and prompt reconciliation of accounts. Since Finance Department release money for various Government Departments they are to watch the budgetary allocation vis-a-vis expenditure and also the settling of accounts. The Committee recommend that the Finance Department should show more sense of responsibility in this matter and that they should review the reconciliation of accounts by Government Departments at short intervals and see that sincere efforts are made for settling of accounts.

### **Action Taken**

2.18 Strict directions have been issued to all the unit officers at the monthly plan progress review meetings to reconcile the Departmental figures of expenditure with those booked by the Accountant General (Kerala). All the Drawing and Disbursing officers have also been directed to reconcile the departmental expenditure related to them with the respective A.G.'s office and propose transfer entry if found necessary to the Directorate. The reconciliation certificate up to 2010-2011 has already been submitted to Accountant General. The certificates for 2011-12 & 2012-13 will be submitted at the earliest.

#### **Scheduled Tribes Development Department**

2.19 The reconciliation in respect of the department has already been completed up to 2009-10.

#### **Scheduled Caste/Scheduled Tribe Development Department**

##### **Recommendation**

Sl.No.3, Para No.25

2.20 The Committee understand that the Finance Department had issued a Circular on 21-11-1998 instructing all the controlling officers of the Government departments to conduct reconciliation of accounts on monthly basis and prepare a statement for each quarter and send the same to the Chief Controlling Officer's (Heads of Departments) by the month of June every year, failing which the Treasury Officers concerned should not honour the salary bills of Controlling officers for the months of April, July, October and January. The Committee could not notice any instance of non-encashment of Salary bill of any of the controlling officers though all of them have failed to comply with the instructions contained in the Circular. The Committee opine that issuance of circulars alone will not lead matters in the right way unless earnest efforts are made to ensure that the guidelines in the Circular are promptly observed. The Committee recommend that stringent action should be taken against the Controlling officers who default in reconciliation and that their salary should invariably be withheld. The Committee further recommend that a specified time schedule should be given to the defaulting departments for making accounts up-to-date and after the expiry of that date, the Finance Department should review the process seriously and in the event of persistence of the lapse, stern action should be taken against the defaulters.

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### **Action Taken**

2.21 At present ST Department is taking maximum efforts for the timely reconciliation of the departmental figures. Instructions issued in this regard are being strictly followed. Reconciliation of accounts of the departments on monthly basis up to 31-3-2012 has already been completed. The reconciliation for the year 2012-13 has been completed upto 31-12-2012.

### **FINANCE (Inspection Wing) DEPARTMENT**

#### **Recommendation**

(Sl. No. 2, Para No. 24)

2.22 The Committee condemn the lethargic attitude of Finance department, the custodian of Government money, in ensuring that the administrative Departments reconciled their accounts in time. As per the Budget Manual, the Finance Department and the Administrative Department concerned are duty bound to monitor closely the expenditure of money and prompt reconciliation of accounts. Since Finance Department release money for various Government Departments they are to watch the budgetary allocation vis-a-vis expenditure and also the settling of accounts. The Committee recommend that the Finance Department should show more sense of responsibility in this matter and that they should review the reconciliation of accounts by Government Departments at short intervals and see that sincere efforts are made for settling of accounts.

#### **Recommendation**

(Sl. No. 3, Para No. 25)

2.23 The Committee understand that the Finance Department had issued a Circular on 21-11-1998 instructing all the Controlling Officers of the Government departments to conduct reconciliation of accounts on monthly basis and prepare a statement for each quarter and send the same to the Chief Controlling Officer's (Heads of Departments) by the month of June every year, failing which the Treasury Officers concerned should not honour the Salary Bills of Controlling Officers for the months of April, July, October and January. The Committee could not notice any instance of non-encashment of Salary Bill of any of the Controlling

Officers though all of them have failed to comply with the instructions contained in the Circular. The Committee opine that issuance of Circulars alone will not lead matters in the right way unless earnest efforts are made to ensure that the guidelines in the Circular are promptly observed. The Committee recommend that stringent action should be taken against the Controlling officers who default in reconciliation and that their salary should invariably be withheld. The Committee further recommend that a specified time schedule should be given to the defaulting departments for making accounts up-to-date and after the expiry of that date, the Finance Department should review the process seriously and in the event of persistence of the lapse, stern action should be taken against the defaulters.

**Action Taken from Finance (Inspection Wing) Department for Para 24 & 25**

2.24 In response to D.O.No.11164/PAC-A3/2010/Fin. Dated 17-5-2010 from the Secretary (F.E), the Controlling Officers have started furnishing the pending reconciliation certificates to Accountant General, Thiruvananthapuram with copy to Finance Department. As the result/ output had not been encouraging this section had reminded all the Controlling Officers through D.O. letter dated 9-12-2010 from the Additional Secretary (Financial Inspection Wing) with strict instructions to clear the long pending dues up to 2008-09 by the end of December 2010 and Circular No.4/11/Fin. Dated 10-1-2011 was also issued to all Heads of Departments/Chief Controlling Officers with strict instructions to speed up the process of reconciliation so as to clear the pending certificates up to 2009-10 by the end of January 2011 and mistakes, omissions and misclassification if any, to be pointed out to the office of the Accountant General by the 1<sup>st</sup> week of February 2011 and to complete the process at any rate, by 15<sup>th</sup> February 2011. Another Circular No.16/2011/Fin. Dated 28-2-2011 was also issued to all H.O.D.s/C.C.O.s with strict instructions to send the monthly reconciliation to FD by 10<sup>th</sup> of the succeeding month without fail. The Finance Inspection (NT-K) Wing is conducting periodical inspection at maximum possible offices where pending reconciliation work is high.

2.25 The position of the reconciliation certificates due from the various controlling officers as informed by Accountant General on 7-3-2011 is given below. The total number of Reconciliation Certificates pending for the year from



2005-06 to 2008-09 has come down to 676 from 1363.

	Expenditure 2009-10	Receipts 2009-10	Expenditure 2010-11	Receipts 2010-11
	As on 7-3-2011		Upto 10/20	
No. of certificates due	4258	1726	2363	990
No. of certificates received	2827	1152	872	322
No. of certificates pending	1431	574	1491	668

2.26 Besides another Circular No.23/2011/Fin. Dated 19-4-2011 was also issued to all H.O.D.s/C.C.O.s/Cos with strict instructions to complete the long pending reconciliation of departmental figures of both expenditure and receipts upto the financial year 2008-09 and to furnish the same to AG on or before 13-5-2011 without fail in order to clear the long pending cases. After the issuance of Circular No.24/2011/Fin. dated 28-4-2011 and transmission of D.O. letters to the Heads of Department (with list of pendency), the pendency has been reduced to 181 reconciliation certificates from 676 reconciliation certificates. While conducting verification of reconciliation of accounts at various offices, all along all DDOs faced non-co-operation from the concerned end of the treasury officers. Immediate direction was given to the Director of Treasury to issue an internal circular among the subordinates offices. Subsequently, the Director of Treasury had issued an internal circular (No.8/11 dated 26-7-2011) to the subordinates for the speedy disposal of pending reconciliation.

2.27 Moreover, direction has also been given to all District Finance Inspecting Officers to conduct inspection in at least 10 Government Offices at District level to monitor the reconciliation of Government accounts and to furnish the details in a Proforma. In addition to this, the Wing has been conducting periodical verification of reconciliation of Government accounts in the offices having long pendency. This reduced the volume of pendency to a great extent.

2.28 The Finance Department state that the matter is being taken seriously and would take stringent action against the persistent defaulters.

**Scheduled Caste/Scheduled Tribe Development Department****Recommendation****Sl.No.4, Para No.26**

2.29 The Committee note with distress that the SC/ST Development Department used to keep the funds released for the Welfare of the SC/ST people in T. P. Accounts instead of spending it for their welfare. The routine practice of the Department has been to transfer the funds sanctioned during the fag end of the year to T. P. Account without making any earmark efforts to utilise the money on useful schemes. The Committee opine that the departmental officers should bestow more initiative and foresight and provide favourable grounds for the prompt and expeditious implementation of useful schemes as soon as funds are made available during February/March which will help to spend the money on the current year itself. The Committee in this context deeply regret the inaction of the department in not having furnished the details of the amount kept in T. P. Account from 1991-92 to 1998-99 (Reported figure and actual figure) which they agreed to furnish earlier. The Committee urge that the details called for by the Committee, should be furnished to them without any delay. The Committee recommend that the funds allotted for the schemes for the Welfare of the SC/ST people should be utilize properly instead of keeping it idle in T. P. Accounts and urge that strict instructions should be given to avoid such irregular drawals in violation of financial principles.

**Action Taken**

2.30 The amount sanctioned from 1991-92 were utilised for respective schemes though certain funds were placed in T.P.Account which were frozen by the Government of Kerala since 3/2000. Hence it was impossible to draw the amount and use to the respective schemes or remitted in the treasury. After 3/2001 the department stopped the process of drawing the fund and placing in T. P. Account. From 2001-02 the funds came under this are not placed in T. P. Account.

2.31 A statement showing the details of amount kept in T. P. Accounts in various offices under Scheduled Tribe Development for the period from 1991-92 as on 30-9-2002 is enclosed (Annexure).

**Recommendation**

Sl. No. 6, Para No. 28

2.32 The Committee realise that there is no machinery in the SC/ST Development Department to examine whether the submitted scheme is viable or not. Training programme in employment oriented trades is part and parcel of the schemes envisaged under SCP. But in actual practice there is little scope for the trainees to start their own projects. To avoid such discouraging situations, the Committee recommend that a committee of Technical Experts in related matters should be constituted for examining the viability of the proposed schemes to avoid unfruitful expenditure and idle outlay. The Committee also recommend that facilities for starting own projects should be given to the trainees.

**Action Taken**

2.33 Now Government ensures that schemes are viable before sanctioning them. Wasteful expenditure is being avoided.

**Scheduled Caste and Scheduled Tribe Development Department****Recommendation**

Sl. No. 7, Para No. 29

2.34 The Committee express their strong dissatisfaction over diversion of SCP funds allotted for the welfare of SC/ST people violating the guidelines issued by Government of India. The diversion of funds is made for implementing schemes which do not come under the purview of the SCP and hence not beneficial to SC/Sts. The Committee do not agree with the contention of the department that expenditure on the implementation of another scheme which may provide benefits for SC/ST people cannot be termed as diversion. The Committee opine that instead of implementating alternative schemes the Department should try their best to ensure that the original scheme is viable and that it is implemented most advantageously and in strict confirmity with the guidelines in this regard. This will save time and will avoid dead investments. The Committee recommend that strict disciplinary action should be taken against the officers responsible for diverting an amount of Rs.6.39 lakhs for other proposes from which the SC/ST people could not derive any benefit.

### **Action Taken**

2.35 Even after repeated searches, details regarding the reported diversion of Rs.6.39 lakh could not be located. As the issue could not be identified at this distance of time, unfortunately the Department is not in a position to identify the officials responsible for the reported diversion. It may kindly be noted that there has not been any diversion of SCP funds since then as schemes were being carried out strictly as per Gol guide line. This position has been indicated by further audits of AG, as no such diversion has been commented upon since then. In this circumstances, it is requested that the reported diversion may kindly be condoned and further proceedings may be dropped.

### **Further Recommendation**

2.36 The Committee was not convinced with the explanation furnished by the department and described it as frivolous. The Committee urged the department to enforce Committee's recommendations and furnished a clear cut reply.

### **Action Taken**

2.37 Presently the SCP funds allocated for the welfare of SC's are utilised strictly as per Govt. guidelines and diversion of funds are practically impossible. Individual assistance to beneficiaries is sanctioned against caste certificate issued by competent authorities whereas schemes for infrastructure development are implemented on the basis of feasibility certificates issued by the Departmental Officials.

2.38 Apart from the inspection of Accountant General and SC Department the Local Fund Audit Department also are conducting stringent examination/audit of schemes under SCP to locate lapse/diversion of funds if any and corrective measures are taken up promptly.

2.39 Despite thorough and repeated searches the reported diversion of Rs.6.39 lakhs could not be located. Hence the chance of identifying the officers responsible for the lapse is remote or practically nil. It may kindly be noted that there are no such reports of diversion of funds since then and further audits of the Accountant General substantiate the fact.

2.40 In view of the above explanation further proceedings in the matter may kindly be dropped.

**Recommendation****Sl. No. 8, Para No. 30**

2.41 The scheme like 'Cheevakai' unit in Wayanad and 'honey processing unit' in Thrissur, Coir mat production unit in Kollam district etc. proved to be utter failure. Some of them have not even started functioning. The Committee understand that all the money spent for these schemes is wasteful and opine that it was due to lack of foresight and lapse in examining and ascertaining the feasibility of the schemes that all of them failed. The Committee, in this connection express its deep displeasure over the non-receipt of the statement showing the reasons for not starting some of the sanctioned schemes and urge that the details called for by the Committee should be furnished to them without any delay.

**Action Taken**

2.42 'Cheevakai' factory in Wayanad District started functioning on 19-8-1993 with the financial aid of NCDC. The project of this unit was prepared by KITCO. Due to machinery fault and unfavourable climatic conditions the production was stopped in 1995. Then it was decided to shift the factory from Wayanad to Thrissur. But in the Apex level meeting held on 14-3-1996 the Hon'ble Minister (Co-operation), it was found that the factory could not be run as desired and hence the decision for shifting was dropped. Now the land and building of the factory is used for the collection of forest resources other than timber.

2.43 The honey factory in Thrissur was established in Anchery in 1995. But as the honey produced here was of poor quality it could not be marketed, and hence the production could not be conducted. Steps were taken to upgrade this unit, but in vain. Then an Ayurdhara factory was opened there and many SC/ST persons were given employment.

**Further Recommendation**

2.44 The Committee directed the department to furnish the details of the training and subsequent placements provided to SC/ST persons at Ayurdhara Factory.

### **Action Taken**

2.45 Ayurdhara is a project launched by Kerala State SC/ST Federation with the financial aid of NSCDC at Anchery in Thrissur District. The latest report on the functioning of the scheme as submitted by SC/ST Federation is appended and the scheme is running satisfactorily (Annexure II).

### **Recommendation**

Sl.No.9, Para No.31

2.46 The Committee note with distress that only 33% of the funds allotted for the purpose of employment training to SC/ST youths during the years from 1991-92 to 1995-96 was utilised which means that major portion of funds allotted remained unutilized. Not only that, most of the training agencies selected were incompetent in giving training in various trades. The Committee do not understand the logic in conducting a training course in Physical efficiency with a view to equip SC/ST youths to seek employment in military/para military forces and in entrusting such a training with District Tourism Promotion Council which has no competency to do it. Likewise the training given by Bharath Sevak Samaj in pre-primary teachers training course and the certificate issued by them were not valid to get jobs in Schools. The Committee cannot agree with the contention of the department that training programmes were entrusted to agencies like District Tourism Promotion Council, Bharath Sevak Samaj, Nirmithi Kendra, etc., since there existed no specific guidelines or criteria in this regard. The Committee disapprove of these type of irresponsible statements and opine that it was the duty of the department to issue necessary guidelines in time. The negligence shown by the department in this matter paved way for the District Collectors to act according to their will. In fact those which were actually benefited were the agencies who accumulated huge assets (Machinery, infrastructure, etc.) in the name of training programmes. The Committee find that the Department never conducted proper evaluation/review on the success of training programmes so much so, no information is available as to the amount spent for training, the number of youths got trained, the number of trades in which training was given, the benefits accrued as a result of training etc. The Committee, therefore, recommend that strict guidelines should be issued in respect of employment training to SC/ST youths and that regular evaluation study should also be conducted covering all aspects including employment potential of training programmes.

### **Action Taken**

2.47 As per the recommendation of 100<sup>th</sup> report (1998-2000) para 31\* of Public Accounts Committee, it is recommended to form a committee for issuing guidelines to conduct employment training for SC/ST youths, on the basis of decision taken by the Audit Monitoring Committee held on 8-12-2009 a committee was constituted as per order No.F2-27745/09 dated 22-12-2009 of the Director of Scheduled Caste Development department. The selection of institutions for conducting the training programmes and guidelines for conducting training programmes are also issued by the committee for strict compliance. Strict directions were also issued to District Collectors that training programmes for SC using funds of SCA to SCP should only be conducted/arranged in accordance with the guidelines issued in this regard.

2.48 Government vide letter No.7259/PS/2011/SCSTDD dated have issued guidelines in respect of training to SC/ST youths training programme for every batch.

### **Scheduled Tribes Development Department**

2.49 In the light of the guidelines, the Director, Scheduled Tribes Development Department had assured the Public Accounts Committee that the Department will initiate immediate steps to comply with the guidelines in the selection of training agencies, issuance of recognized and valid employment certificate, abolition of invalid courses and conduct of proper internal impact assessment on the success of training programme. The Officers of the department have been directed to comply with the guidelines and propose viable and innovative training programmes in tune with aptitudes and educational standards of tribal youth in their respective areas.

### **Further Recommendation**

2.50 The Committee desired to know the criteria adopted as per the guidelines issued to select the training agencies and the details of the vocational training given to SC/ST youths.

**Action Taken**

2.51 During the financial year 2017-18 the expenditure under the head of account meant for training and employment was as high as 90%. Now, the Schedule Caste Development Department implements varied and innovative placement linked skill training programmes through competent agencies selected by inviting expression of interest. The agencies ensure placement inside the country and abroad after successful training of the candidates. 44 SC candidates who were trained through Global Institute of Hotel Management studies in hospitality operations, in the year 2017-18 got placement abroad. This is indeed a distinct achievement in the history of Scheduled Caste Development Department, moreover, more than 500 SC youths were sanctioned foreign employment assistance in the year 2017-18.

2.52 The Department makes sure that funds allotted under training and employment head are utilized not only for mere training but for proper employment also.

**Recommendation**

Sl.No.10, Para No.32

2.53 The Committee do not agree with the argument of the department that sanctioning of schemes include provisions for the training agencies to purchase assets for conducting training. The Committee suggests that training programmes should be entrusted to competent agencies and that before entrusting them with this programmes it should be ascertained that they possess all necessary facilities and that they have competency to conduct training. The Committee, recommend that the year-wise and district-wise details of training programme conducted including the names of trades selected, amount spent in each programme, mode of selection of agencies, the agencies which conducted training, amount spent for purchasing assets, amount spent for remuneration, stipend, etc. should be furnished.

**Action Taken**

2.54 The Scheduled Caste Development Department has taken care to entrust training programmes only to quality institutions having necessary facilities. The Director, Scheduled Caste Development Department issued necessary directions to the implementing authorities in the regard.



2.55 It is submitted that the District Collector conducts various training programmes under SCA to SCSP in co-ordination with various agencies/ Government departments. Hence the Director, Scheduled Caste Development Department has reported that it is very difficult to collect the requested details of training programme conducted during the audit period 1998-2000 from the district. The Director, Scheduled Caste Development Department has assured that he will initiate earnest efforts to collect the details from the districts and will submit to government for placing before the Committee. However the Director has submitted year wise and district wise details of training programmes conducted by various agencies.

2.56 The Director, Scheduled Caste Development Department also reported that at present training programmes under SCA to SCSP is sanctioned with a condition of 70% employment assurance and ensures waged or self employment. Director, Scheduled Caste Development Department has ensured that in future training programme will also conducted with proper evaluation of training institutes and other aspects of training. The Director has assured that he will also conduct proper evaluation and review of training programmes before sanctioning to a particular institution and new guidelines will be formulated ensuring the training is conducted with competent training institutes.

#### **Recommendation**

Sl. No. 11, Para No. 33

2.57 The Committee are of the opinion that the schemes proposed for the welfare of the SC/ST people become a failure due to lack of proper studies about all related matters and also due to lack of proper evaluation and monitoring. There exist a state of 'anarchy' as far as the implementation of the schemes for the welfare of the poorest among the poor is concerned. All efforts for the upliftment of the SC/ST people seems to be like 'pouring of water on an over turned pot'. The Committee recommended that this negative and unproductive situation should be changed and department should act with earnestness and sincerely to see that all the efforts for the welfare of the SC/ST people achieve their objectives. The Committee urge that SC/ST development Department should make a detailed evaluation and keep detailed records of the target, achievement and short falls of every scheme so that future programmes could be implemented successfully.

### **Action Taken**

2.58 Most of the schemes implemented either for income generation or for promoting welfare could not render the expected results due to several shortcomings in respect of planning and implementation of the schemes. The main drawback in formulating schemes is the lack of proper field study or feasibility study pertaining to a particular programme before its introduction. Many of the schemes devised were 'tailor made' in nature which in several cases did not suit the varying tastes and caliber of the prospective beneficiaries for whom they were meant. To improve the quality of implementation of various programmes several novel measures were taken. Some of them are follows:-

- i. Schemes were generalized so as to accommodate any kind of income generating activity.
- ii. Field study before launching a new scheme.
- iii. Skill oriented training to the beneficiaries.

### **Further Recommendation**

2.59 The Committee directed the department to furnish a detailed report regarding the novel measures adopted to improve the quality of implementation of various programs as well as its outcome.

### **Action Taken**

2.60 As per G.O(Rt)No.578/16/SCSTDD dated 2-3-2016 Gulati Institute of Finance and Taxation has been entrusted with the detailed monitoring and evaluation of schemes/projects under taken by the Scheduled Caste Development Department during the period 2007-2017 based on internationally accepted guidelines. The total project cost in this connection comes to Rs.326 lakh. Reports containing suggestions/recommendations are being submitted by GIFT and the existing schemes would be modified after careful study for better implementation.

Thiruvananthapuram,  
12<sup>th</sup> November, 2019.

V. D. SATHEESAN,  
*Chairman,*  
*Committee on Public Accounts.*

## APPENDIX

## SUMMARY OF MAIN CONCLUSIONS/ RECOMMENDATIONS

Sl No.	Para No.	Department Concerned	Conclusion/Recommendation
1.	1.3	SC & ST Development	<p>The Committee recommends that stringent action should be taken against the concerned officers who are responsible for the non-utilisation of funds allocated to Scheduled Caste/ Scheduled Tribes Development Department for the welfare of Scheduled Caste and Scheduled Tribes communities for a long time. The Committee also recommends that in order to avoid such non-utilisation of funds Government should conduct a detailed study in the matter and to take action thereon. The Committee also directs the department to furnish the details regarding the amount utilized, the amount transferred to various accounts and the amount remaining unutilised out of the total amount allocated to the SC/ST Development Department as budget grant for the last five years.</p>

## Annexure I



**GOVERNMENT OF KERALA**  
**Planning & Economic Affairs (P) Department**

No. 12122/P/2009/Plg. (1)

Thiruvananthapuram, 22.09.2009.

From

The Secretary to Government.

To

The Director,  
Economics & Statistics Department, Thiruvananthapuram.The Commissioner,  
Land Use Board, Thiruvananthapuram.The Member Secretary,  
State Planning Board, Pattom, Thiruvananthapuram.The Joint Director,  
Western Ghats Development Programme,  
Pattom, Thiruvananthapuram.The Joint Director,  
CPMU.

Sir,

Sub :- PAC (1998 - 2000) 100<sup>th</sup> Report - General  
 Recommendations - Para 23, 24 & 25 -  
 Laziness shown by Departments in  
 Reconciliation of Accounts - Regarding.

- Ref :- 1. PAC (1998 - 2000) 100<sup>th</sup> Report.
2. Letter No.75842/PAC-A1/08/Pln. dated  
 30.07.2009 from the Principal Secretary,  
 Finance Department.

The Committee on Public Accounts (1998-2000) in their 100<sup>th</sup> Report have made the following general observations in Para 23, 24 & 25 thereof, to be observed by Planning & Economic Affairs Department, SC/ST Development Department and Finance Department.

There is inefficiency and laziness on the part of Departments in reconciling the Accounts. The Committee understood that reconciliation of Accounts had not been completed even in 1999. The Committee view this as a serious violation of the instruction contained in Paragraph 74 of the Budget Manual which clearly stipulates that reconciliation of Accounts should be completed by the month of September every year. The Committee recommend that the reconciliation of Accounts upto the current financial year should be completed without any further delay and the Action Taken in this regard should be intimated to the Committee.

The Committee opined that the issuance of Circulars alone would not lead matters in the right way unless earnest efforts were made to ensure that the guidelines in the Circulars were promptly observed. The Committee recommended that stringent action should be taken against the Controlling Officers who default in reconciliation and that their salary should be invariably be withheld. The Committee further recommended that a specified time schedule should be given to the defaulting Departments for making Accounts up-to-date and after the expiry of that date, the Finance Department should review the process seriously and in the event of persistence of the lapse, stern action should be taken against the defaulters.

Hence strict instructions are issued to all concerned to effect monthly reconciliation of Accounts with the Accountant General (A&E) and to scrupulously follow up the instructions contained in Paragraph 74 of the Budget Manual. Stringent action will be taken against the Controlling Officers who default in reconciliation and their salary invariably be withheld. The Head of Departments will watch strict enforcement of the above in the Offices under their administrative control and report compliance to Government.

Yours faithfully,

**TESKA RAM MEENA IAS,  
SECRETARY.**

Approved for issue,

  
Section Officer.

Copy to : The Principal Accountant General (Audit), Kerala, TVPM. (with CL)  
The Accountant General (A&E), Kerala, Thiruvananthapuram.  
(with CL)  
The Finance (PAC) Department.  
The Parliamentary Affairs Department.  
All Sections of Planning & Economic Affairs Department.  
All Officers of and above the rank of Under Secretary in the  
Planning & Economic Affairs Department.  
The PA to Secretary, Planning & Economic Affairs Department.  
The CA to Additional Secretary, Planning & Economic Affairs Dept.  
The Stock File/Office Copy.

Annexure II

കേരള സംസ്ഥാന പട്ടികജാതി പട്ടികവർഗ്ഗ വികസന സഹകരണ ഫെഡറേഷന്റെ കീഴിൽ പ്രവർത്തിക്കുന്ന ഫെഡറേഷന്റെ യൂണിറ്റായ തൃശ്ശൂർ അഞ്ചേരിയിലുള്ള ആയുർധാര ഹാർമസ്യൂട്ടിക്കൽസിന്റെ പ്രവർത്തനവുമായി ബന്ധപ്പെട്ട് 2018 ആഗസ്റ്റ് വരെ യുള്ള സംക്ഷിപ്ത വിവരണം.

കേരള സംസ്ഥാന പട്ടികജാതി/ പട്ടികവർഗ്ഗ സഹകരണ സംഘങ്ങളുടെ അടക്സ് സ്ഥാപനമായി കേരള സംസ്ഥാന പട്ടികജാതി/ പട്ടികവർഗ്ഗ വികസന സഹകരണ ഫെഡറേഷൻ തീരുവനന്തപുരം ആസ്ഥാനമായി 22.07.1991 ൽ രജിസ്റ്റർ ചെയ്തു 05.10.1991 ൽ പ്രവർത്തനം ആരംഭിച്ചു. 570 പട്ടികജാതി സഹകരണ സംഘങ്ങളും 301 പട്ടികവർഗ്ഗ സഹകരണ സംഘങ്ങളും സംസ്ഥാന സർക്കാരും ഉൾപ്പെടെ 571 അംഗങ്ങളാണ് ഇപ്പോൾ അംഗീകൃത മൂലധനം പത്ത് കോടി രൂപയാണ്. 321.08 ലക്ഷം രൂപ പിരിഞ്ഞു കിട്ടിയ മൂലധനത്തിൽ 21.34 ലക്ഷം രൂപ സംഘങ്ങളിൽ നിന്നും 299.74 ലക്ഷം രൂപ കേന്ദ്ര-സംസ്ഥാന സർക്കാർമാർക്കുള്ള വീഹിയവുമാണ്.

ഭരണം

ഫെഡറേഷന്റെ ഭരണം 09.08.1997 മുതൽ അംഗ സംഘങ്ങൾ തെരഞ്ഞെടുക്കുന്ന ഭരണസമിതിയാണ് നിർവ്വഹിക്കുന്നത്. 05.02.2018 ൽ തെരഞ്ഞെടുപ്പിലൂടെ അധികാരം റെറ്റ 14 അംഗങ്ങളും 2 യഥാസ്ഥാനത്ത് നോട്ടീനികളും 7 എക്സിക്യൂട്ടീവ് ഓഫീസറും ഫെഡറേഷൻ മാനേജിംഗ് ഡയറക്ടറും ഉൾപ്പെടെ 23 അംഗങ്ങൾ അടങ്ങിയതാണ് നിലവിലുള്ള ഭരണസമിതി. ശ്രീ.വേലായുധൻ പാലക്കുണ്ടി (മുഖ്യവും ജില്ല പ്രതിനിധി) യാണ് ഫെഡറേഷൻ പ്രസിഡന്റ്. ശ്രീ.പി.ഡോൺബോസുകോ ആണ് ഫെഡറേഷന്റെ മാനേജിംഗ് ഡയറക്ടർ.

ഫെഡറേഷന്റെ 2013-14 വർഷത്തെ ആഡിറ്റ് പൂർത്തിയായിട്ടുണ്ട് 2012-13 വരെയുള്ള ആഡിറ്റ് സർട്ടിഫിക്കറ്റ് ലഭിച്ചിട്ടുണ്ട്. 2013-14 വർഷത്തെ സർട്ടിഫിക്കറ്റ് ആഡിറ്റ് ലഭിച്ചിട്ടില്ല. തുടർന്നുള്ള വർഷത്തെ ആഡിറ്റ് നടന്നുകൊണ്ടിരിക്കുന്നു. 2018-19 സാമ്പത്തിക വർഷം വാർഷിക പദ്ധതി പ്രകാരം സഹകരണ വകുപ്പിൽ നിന്നും 5 കോടി രൂപ സാമ്പത്തിക സഹായം അനുവദിക്കുന്നതിന് പദ്ധതി സമർപ്പിച്ച് സർക്കാർ അനുമതി നൽകിയിട്ടുണ്ട്.

ആയുർധാര

ലേബിയ സഹകരണ വികസന കോർപ്പറേഷന്റെ ധന സഹായത്തോടെ തൃശ്ശൂർ അഞ്ചേരിയിൽ 27.01.99-ലെ ജി.ഓ.എം.എസ് നമ്പർ 18/99/എ.ഡി. നമ്പർ പ്രകാരം അംഗീകരിച്ച് 110 ലക്ഷം രൂപയ്ക്ക് നടപ്പാക്കിയിട്ടുള്ള പദ്ധതിയാണ് ആയുർധാര ഹാർമസ്യൂട്ടിക്കൽസി. 21.05.2000 ൽ പ്രവർത്തനം ആരംഭിച്ച ആയുർധാര ഹാർമസ്യൂട്ടിക്കൽസിൽ 242 ഔഷധങ്ങൾ നിർമ്മിക്കുന്നുണ്ട്. ഫെഡറേഷന്റെ പഞ്ചകർമ്മ ചികിത്സാകേന്ദ്രങ്ങളിൽ ഏറ്റവും ആയുർവ്വേദ ചികിത്സയും ഉരുന്നും മിതമായ നിരക്കിൽ നൽകി വരുന്നു.

കഴിഞ്ഞ അഞ്ച് വർഷത്തെ ആയുർധാര ഔഷധ വില്പന സംബന്ധിച്ച വിവരം ചുവടെ ചേർക്കുന്നു.

വർഷം		ആകെ വില്പന(ലക്ഷത്തിൽ)
2013	2014	110.22
2014	2015	116.75
2015	2016	59.15
2016	2017	34.00
2017	2018	153.00

ഫെഡറേഷന്റെ അംഗസംഘങ്ങൾ ഉൾപ്പെടെ എല്ലാ സഹകരണ സംഘങ്ങൾക്കും ആയുർധാരയുടെ ഏജൻസി നൽകുന്നതിനുള്ള പ്രത്യേക പദ്ധതി തയ്യാറാക്കി നടപ്പിലാക്കി വരുന്നു. ബഹു. സഹകരണ സംഘം രജിസ്ട്രാർ, സഹകരണ സംഘങ്ങൾ ആയുർധാര ഏജൻസി എടുക്കുന്നതിന് അനുമതി നൽകി തിരിച്ചടയം പുറപ്പെടുവിച്ചിട്ടുണ്ട്. അദ്ദേഹം സ്വയം ഭരണ സ്ഥാപനങ്ങളുടെ നിയന്ത്രണത്തിലുള്ള ആയുർവ്വേദ ആരോഗ്യപ്രതികളിലും ആയുർവ്വേദ ഔഷധങ്ങൾ വിതരണം ചെയ്യുന്നുണ്ട്. കൂടാതെ ആയുർധാര ഉത്പന്നങ്ങൾ സംസ്ഥാന തലത്തിൽ ഔദ്യോഗിക വഴിയും പ്രാദേശിക വഴിയും, ഫോർസൈയിൽ ഡിമാൻഡ് വഴിയും സംസ്ഥാനതലത്തോടെ വിറ്റഴിക്കുന്നുണ്ട്. ഇതിനു പുറമെ കേന്ദ്രതലത്തിൽ ഏജൻസിയായ റെഗുലേറ്ററി ഓഫീസ് പ്രവർത്തിക്കുന്ന ഇൻഡ്യയിലാകമാനം ഉള്ള 40 ഔദ്യോഗിക വഴിയും ആയുർധാര ഉത്പന്നങ്ങൾ വിറ്റഴിക്കുന്നുണ്ട്. ആയുർധാര ഉത്പന്നങ്ങളുടെ ഡിമാൻഡും സർക്കാരിന്റെ പ്രത്യേക പരിഗണനയും നൽകി കഴിഞ്ഞ 2017-18 സാമ്പത്തിക വർഷം 60 ഇനത്തിൽ ആയുർവ്വേദ മരുന്നുകൾ ഉൽപാദിപ്പിക്കുന്നതിനുവേണ്ടി 1.5 കോടി രൂപ അനുവദിക്കുകയും ചെയ്തിട്ടുണ്ട്. അതിന്റെ പ്രവർത്തനം നന്നെടുക്കുകയാണ്. 2018-19-ൽ ആയുർധാര ഫാർമസ്യൂട്ടിക്കൽസിലെ സംസ്ഥാനത്തിന്റെ അടിസ്ഥാന സ്ഥാപനമാക്കി വകുപ്പിന്റേതായിട്ട് മുഴുവൻ ന്യൂനത സാങ്കേതിക വിദ്യ തടയാക്കുന്നതിന് 5 കോടി രൂപയും സംസ്ഥാന സർക്കാർ ഭരണ പരമായ അനുമതി നൽകിയിട്ടുണ്ട്.

**ആയുർധാരയിലെ തിരുവിലുള്ള ജീവനക്കാരുടെ സ്ഥിതി വിവരക്കണക്ക് ചുവടെ ചേർക്കുന്നു.**

27/01/99-ലെ ജി.ഓ. (എം.എസ്) നമ്പർ 18/99/എ.ഡി. നമ്പർ ഉത്തരവ് പ്രകാരം അംഗീകരിച്ച എൻസിഡിസി പ്രോജക്ട് പ്രകാരം നടപ്പാക്കിയ പദ്ധതിയുടെ ഭാഗമായി സ്ഥിരം ജീവനക്കാരുടെ, കരാർ വ്യവസ്ഥയിൽ കൺസോളിഡേറ്റഡ് രമ്പയിൽ വ്യവസ്ഥയിൽ ഫാക്ടറിയിൽ 35 ജീവനക്കാരുടെ ഉണ്ട്. സഹകരണ വകുപ്പിലെ അസിസ്റ്റന്റ് രജിസ്ട്രാർ അംഗീകരിച്ച ലുള്ള തസ്തികയ്ക്ക് ജോയിന്റ് ജനറൽ മാനേജർ ആയി സേവനം ചെയ്യാവുന്നതും.

Sl.No.	Category	No.of post
1.	പ്രൊഡക്ഷൻ മാനേജർ/ മെഡിക്കൽ ഓഫീസർ	1
2.	കെമിസ്റ്റ്	1
3.	സൂപ്പർവൈസർ	1
4.	പ്രൊഡക്ഷൻ വർക്കർ (സ്കീൽഡ്)	6







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**2020**

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