

**പതിനാലാം കേരള നിയമസഭ
രണ്ടാം സമ്മേളനം**

നക്ഷത്ര ചിഹ്നമിടാത്ത ചോദ്യം നം.5694

03.11.2016-ൽ മറുപടിയ്ക്ക്

കേരള കലാമണ്ഡലത്തിലെ തസ്തികകൾ

ചോദ്യം

ഉത്തരം

ശ്രീ.യു.ആർ.പ്രദീപ്

ശ്രീ.എ.കെ.ബാലൻ
(പട്ടികജാതി പട്ടികവർഗ്ഗ പിന്നോക്ക സമുദായക്ഷേമവും
നിയമവും സാംസ്കാരികവും പാർലമെന്ററി കാര്യവും
വകുപ്പു മന്ത്രി)

(എ) കേരള കലാമണ്ഡലം കൽപ്പിത സർവ്വകലാശാലയിൽ സ്പെഷ്യൽ റൂൾ നിലവിലുണ്ടോ; ഉണ്ടെങ്കിൽ എന്നാണ് സാംസ്കാരിക വകുപ്പ് അനുവദിച്ച ഉത്തരവായിട്ടുള്ളത് ; ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമാക്കുമോ;

(എ) കേരള കലാമണ്ഡലം ജീവനക്കാർക്ക് സ്പെഷ്യൽ റൂൾസ് രൂപീകരിക്കുന്നതിനായി ധനകാര്യ വകുപ്പിൽ നിന്ന് അഡീഷണൽ സെക്രട്ടറിയായി വിരമിച്ച ആറാം ശമ്പള കമ്മീഷൻ മെമ്പർ സെക്രട്ടറിയായിരുന്ന ശ്രീ.കെ.ജി.സുകുമാരപിള്ളയെ കലാമണ്ഡലം ചുമതലപ്പെടുത്തുകയും അദ്ദേഹം തയ്യാറാക്കിയ റൂൾസ് എക്സിക്യൂട്ടീവ് ബോർഡ് 03.09.2014-ൽ അംഗീകരിച്ചിട്ടുണ്ട്. പ്രസ്തുത സ്പെഷ്യൽ റൂൾസിന് സർക്കാർ അംഗീകാരം നൽകിയിട്ടില്ല.

(ബി) ഓഫീസ് വിഭാഗത്തിൽ ക്ലാർക്ക് മുതൽ എന്തെല്ലാം തസ്തികകൾ നിലവിലുണ്ട്; ഓരോ തസ്തികയ്ക്കും വേണ്ട മിനിമം യോഗ്യത, ശമ്പള സ്കെയിലിൽ എന്നിവ വ്യക്തമാക്കുമോ;

(ബി) ഓഫീസ് വിഭാഗത്തിൽ ക്ലാർക്ക് മുതലുള്ള എല്ലാ തസ്തികകളുടെയും പേര്, യോഗ്യത എന്നിവ ഉൾപ്പെടുന്ന റൂൾസിന്റെ പകർപ്പ് അനുബന്ധം (1) ആയി ചേർത്തിട്ടുണ്ട്. കാലകാലങ്ങളിൽ ശമ്പള പരിഷ്കരണങ്ങളിലൂടെ സർക്കാർ അനുവദിക്കുന്ന ശമ്പളസ്കെയിലുകളാണ് നൽകുന്നത്. 9-ാം ശമ്പള പരിഷ്കരണം അനുസരിച്ചുള്ള സ്കെയിലുകളാണ് ഇപ്പോൾ നിലവിലുള്ളത്.

(സി) നിലവിൽ ഓരോ തസ്തികയിലും ജോലി ചെയ്യുന്നവരുടെ യോഗ്യതകൾ പ്രത്യേകം വ്യക്തമാക്കുമോ;

അനുബന്ധം (2) ആയി ചേർത്തിട്ടുണ്ട്.

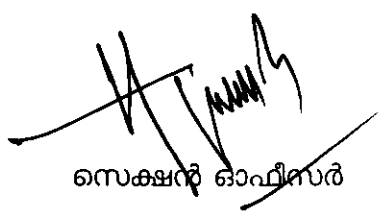
(ഡി) മിനിമം യോഗ്യതയും, അർഹതയും (ഡി) ഇല്ലാത്തവരാണ് ഓരോ തസ്തികയിലും അനർഹമായ പ്രമോഷൻ നേടി ജോലി നോക്കി വരുന്നതും ആനുകൂല്യങ്ങൾ & കൈപ്പറ്റി വരുന്നതും എന്ന ആക്ഷേപം ഉയർന്നുവരുന്നത് ശ്രദ്ധയിൽ (ഇ) പ്പെട്ടിട്ടുണ്ടോ;

കലാമണ്ഡലം കൽപ്പിത സർവ്വകലാശാല യാകുന്നതിനു മുൻപ് സേവനത്തിൽ പ്രവേശിച്ച ജീവനക്കാരുടെ സ്ഥാനക്കയറ്റം, സീനിയോറിറ്റി, യോഗ്യത എന്നീ വ്യവസ്ഥകൾ നിർവ്വാഹക സമിതിയുടെ അംഗീകാരത്തോടെയാണ് നടപ്പാക്കി വരുന്നത്. നിർവ്വാഹക സമിതി അംഗീകരിച്ച് വിശേഷാൽ ചട്ടങ്ങൾ സർക്കാരിന് സമർപ്പിക്കുന്ന മുറയ്ക്ക് പരിശോധിച്ച് അനർഹമായ പ്രമോഷനുകൾ നൽകിയോ എന്ന കാര്യങ്ങളും പരിശോധിച്ച് നടപടി സ്വീകരിക്കുന്നതാണ്.

(ഇ) ഉന്നത സാംസ്കാരിക പാരമ്പര്യമുള്ള കലാമണ്ഡലത്തിന്റെ യശസ്സിനെ ബാധിക്കുന്ന ഈ വിഷയത്തിൽ സ്വീകരിക്കുവാനുദ്ദേശിക്കുന്ന നടപടി വിശദമാക്കുമോ;

(എഫ്) അനർഹരെ ഒഴിവാക്കി മറ്റു (എഫ്) സർവ്വകലാശാലകളിലേതുപോലെ യോഗ്യതയുള്ളവരെ നിയമിക്കുന്നതിന് നടപടി സ്വീകരിക്കുമോ?

കല്പിത സർവ്വകലാശാലയാകുന്നതിനു മുൻപ് (2007 ന് മുൻപ്) സേവനത്തിൽ പ്രവേശിച്ചവരെ സർക്കാർ ഉത്തരവിലൂടെയാണ് സർവ്വകലാശാല പാറ്റേണിലേയ്ക്ക് മാറ്റി നിയമിച്ചത്. അനർഹരായി ആർക്കും പ്രമോഷൻ നൽകിയതായി ശ്രദ്ധയിൽ വന്നിട്ടില്ല.


സെക്ഷൻ ഓഫീസർ

Byelaws approved in the Executive Board Meeting held on 03/09/2014.

- I These are the byelaws governing the promotions and recruitment of non-teaching employees of Kerala Kalamandalam and these are to be included in the Byelaws 2011, Chapter VII.
- II These rules will come into force at once.
- III The hierarchy of posts are as follows
 Registrar – Finance Officer – Deputy Registrar – Assistant Registrar – [Section Officer, Senior Superintendent] – [Development Officer, Accountant & Cashier] & Assistant Grade I- Assistant Grade II – The Posts specified in Clause V. 6 and V. 7.
 The Post of Registrar, Finance Officer, Junior Engineer and Publicity & Research Officer are selection posts.
- IV The other posts, other than Class III, IV, are specified in clause V.5 – (Other Categories) are not included in the normal hierarchy as shown above, for promotions.
- V Posts in the University
 - 1 **Deputy Registrar**
 Method of Appointment
 For Promotion

 For Deputation

 Promotion /Deputation
 By promotion from the post of Assistant Registrar.
 A person of or above the rank of Under Secretary (HG) from Government Secretariat or from parallel post of other Universities.
 - 2 **Assistant Registrar**
 Method of Appointment
 For Promotion

 For Deputation

 By Promotion/ Deputation
 By promotion from the category of Section Officer (HG) or Section Officer, or Senior Superintendent of the University.
 A person of or in rank of Under Secretary from Government Secretariat or from parallel post of other Universities.
 3. **Section Officer**
 Method of Appointment
 For Promotion

 For Deputation

 Promotion/ Deputation
 By promotion according to seniority from the category of Development Officer/Accountant/Cashier/Senior Assistants
 By deputation from the Government Services, if candidates are not available in the ministerial cadre of the University.
 4. **Assistant**
 Method of Appointment
 Qualification for direct recruitment

 By direct recruitment.
 A Bachelor's Degree from a recognized University and age limit prescribed by Kerala Public Service Commission.
 - 5 **Other Categories**

	Junior Engineer	
	Method of Appointment	Direct/Deputation
	Qualification for direct recruitment	B.Tech (Civil) Degree from a recognized University or a B. E.(Civil) Degree from a recognized University.
	For Deputation	Not below in the rank of Assistant Engineer in PWD.
ii.	Publicity & Research Officer	
	Method of Appointment	Direct/Deputation
	Qualification for Direct Appointment	a. A Master's Degree in English or Malayalam from a recognized University with 55% of Marks or equivalent grade. b. Proficiency in handling English, Malayalam and Hindi. c. Interest in Arts and Art Criticism. d. Know Sanskrit.
	For Deputation	A person of or in same rank from parallel post of other Universities.
iii.	Librarian	
	Method of Appointment	Direct/Deputation
	Qualification for direct Recruitment	A Bachelor's Degree in Library Science from a recognized University.
	For deputation	From similar posts from Government/Other Universities.
iv.	Head Clerk	
	Method of Appointment	By promotion from the post of Upper Division Clerk.
v.	Upper Division Clerk	
	Method of Appointment	By promotion from the post of Lower Division Clerk/Clerk-Cum-Warden/Mess Manager cum LD Clerk. The inter se seniority of the above categories are determined in accordance with their continuous service in the Scale of Pay. If the length of service is same, the elder being the senior.
vi.	Lower Division Clerk	
	Method of Appointment	Direct
	Qualification	A pass in Plus Two
vii.	Clerk-cum-Warden(Male&Female)	
	Method of Appointment	Direct
	Qualification	A pass in Plus Two
viii.	Mess Manager -cum-Clerk	

	Method of Appointment	Direct
	Qualification	A pass in Plus Two
ix.	Upper Division Typist	
	Method of Appointment	By Promotion from the post of Lower Division Typist.
x.	Senior Electrician	
	Method of Appointment	Promotion from the post of Electrician (Class III)
	Qualification	For Promotion: Ten year experience in the post of Electrician (Class III Post).
xi.	Lower Division Typist	
	Method of Appointment	Direct
	Qualification	a. A pass in Plus Two. b. A pass in KGTE Lower Malayalam and Higher in English and Computer. Or ITI Diploma with Computer Knowledge.
xii.	Technician	
	Method of Appointment	Direct
	Qualification	A Bachelor's Degree in Electronics from a recognized University or a 3 (Three) year Diploma in Electronics approved by the Govt. of Kerala.
6.	Class III Posts	
a.	Driver	
	Method of Appointment	Direct
	Qualification	A pass in SSLC, Valid License, Badge.
b.	Attender	
	Method of Appointment	Direct/Promotion/By Transfer
	Qualification	1. For Direct: A pass in SSLC. 2. For Promotion: By promotion from the Post of Peon, who possess the minimum qualification required for attender. 3. For Transfer: The senior most employee in the Class IV Category. Note: The Post of attender will be filled up in the ration 1:1, i.e., Promotion: Transfer.
c.	Electrician	
	Method of Appointment	Direct
	Qualification	ITI Diploma (Electrical)

7. Class IV Posts

- a. Peon
- b. Watchman
- c. Cook, Scavenger
- d. Sweeper

Method of Appointment for the post such as Peon, Watchman, Cook, Scavenger, Sweeper. Direct.

Qualification

- a. A pass in VII Standard.
- b. Ability to read and write.

- e. Pettyman

Method of Appointment Direct

Qualification

- 1. Pass in VII Standard.
- 2. Knowledge in handling costumes of Kathakali, Kutiyattam and Thullal.
- 3. Ability to read and write.

VI **Reservation to the Other Category and Assistant**

- i. Class III employees who possess the qualification required for the posts in category vi to xi shall be eligible to be promoted to the posts in category of vi to xi if a vacancy exists.
- ii. Incumbents joining the posts in other categories (specified in Clause V.5), having the qualification prescribed for Assistant, as per these rules with a minimum service of 8 years in other category shall be eligible to be promoted to the category of Assistant in the ratio 3:1, provided he/she completed the probation in requisite period. (Direct: Category Change).

Note: Notwithstanding anything contained in these rules the Class III employees joined the service of erstwhile Kalamandalam, i.e., before 18/06/2007, and promoted, to the posts vi to xi of Other categories specified in Clause V.5, who possess the prescribed qualification for the post of Assistant shall be promoted to the post of Assistant, if a vacancy exists, irrespective of their length of service in Other Category, provided their probation in other category shall be declared completed. The seniority of the incumbents so promoted shall be in accordance with the principles prevailing in the State Government Service.

VII **Determination of Seniority**

Determination of Seniority of employees other than class III/IV employees of erstwhile Kalamandalam, ie employees joined the service before 18th June, 2007 and transferred vide GO (P) 144/2013 dt 21/03/2013 shall be determined, for the purpose of promotion to higher posts, shall be with reference to his/her continuous service in the Scale of Pay of the post in which the incumbent was working immediately prior to the date of coming into being of GO (P) 144/2013 dt 21/03/2013.

Where length of Service is equal, seniority shall be determined by their respective date of birth. ie, the elder will be senior.

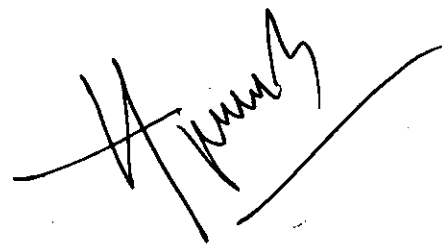
All the employees, other than class III/IV employees joined the service before 18th June 2007 and transferred vide GO(P)144/2013 dt 21/03/2013, shall be deemed to have qualified to the posts and its higher posts.

VIII Seniority

Before the end of January, every year a seniority list prepared in respect of the university employees, shall be publicly notified and objections invited shall be submitted to the Vice-Chancellor, which shall be referred to the Executive Board, if he/she deems so, within the period specified for the purpose. After consideration of objections by the Vice Chancellor or the Executive Board, the final lists shall be publicly notified, including the website of the University. The objections filed after the stipulated period shall not be considered. Objections to principles of seniority as prescribed in these rules shall not be entertained and such appeals will be summarily rejected.

IX Probation and passing of obligatory department test

- i. All incumbents, other than Class III/IV have to pass the obligatory departmental tests prescribed and conducted by the Kerala Public Service Commission for similar posts in Government Departments. The employees, who have attained the age of 50 or put in/rendered 20 years of service in erstwhile Kalamandalam, before 18th June 2007, will be permanently exempted from passing the obligatory departmental tests. To the incumbents who joined service before 18th June 2007 and are not exempted from passing the obligatory department test; a period of three years shall be allowed for passing the prescribed obligatory departmental tests. However, such incumbents will retain their seniority for a period of three years, which is the period granted for passing the prescribed obligatory departmental tests. In the meanwhile, if a vacancy arises to a higher post such incumbent will be promoted to the higher post with increment at the rate as applicable to his/her lower post and the incumbent so promoted, if fails to pass the prescribed obligatory departmental tests will be liable to be reverted to his/her substantive lower post. As and when such incumbent passes the obligatory departmental test within in the time stipulated, he/she shall be granted the increments at the rate applicable to the promoted post. If a University employee is appointed to a higher post and later he/she was reverted to the lower post for failure to acquire the obligatory departmental tests his/her service in the higher post will count for increments applicable to such lower post. The reversion, due to above, shall not amount to a penalty within the meaning of these rules.
- ii. Vice-Chancellor is competent to sanction increments and declare satisfactory completion of or extension of probation of University employees of and above the rank of Section Officer.
- iii. If any difficulty arises in application of these rules it shall be referred to the Executive Board whose decision shall be final.



2

Detail of Administrative Staff

Sl No:	Designation	Qualification
1.	Registrar	MA, PhD
2.	Deputy Registrar	SSLC
3.	Assistant Registrar	BA
4.	Section Officer	BSc
5.	Assistant Gr. I	BA
6.	Assistant Gr. I	SSLC
7.	Assistant Gr. I	BA
8.	Assistant Gr. I	MA
9.	UD Typist	BSc
10.	LD Typist	Plus Two
11.	Clerk Cum Warden	Plus Two
12.	Publicity and Research Officer	MA

