

**15 -ാം കേരള നിയമസഭ**

**8 -ാം സമ്മേളനം**

**നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 2400**

**27-02-2023 - ൽ മറുപടിയ്ക്ക്**

**പേ-റിവിഷൻ അരിയർ, ഡി.എ.അരിയർ, പെൻഷൻ റിവിഷൻ അരിയർ എന്നിവ നല്ലൂൽ.**

ചോദ്യം		ഉത്തരം	
<b>ശ്രീ. അബ്ദുൽ ഹമീദ് പി</b>		<b>ശ്രീ കെ എൻ ബാലഗോപാൽ (ധനകാര്യ വകുപ്പ് മന്ത്രി)</b>	
(എ)	<p>സംസ്ഥാനത്തെ സർവ്വീസ് പെൻഷൻകാർക്ക് നൽകേണ്ട ഡി.എ.അരിയർ, പെൻഷൻ റിവിഷൻ അരിയർ എന്നിവ എന്ന് നൽകാനാകും എന്നറിയിക്കുമോ;</p>	(എ)	<p>പതിനൊന്നാം പെൻഷൻ പരിഷ്കരണം പ്രകാരമുള്ള പെൻഷൻ പരിഷ്കരണ കുടിശ്ശികയുടെയും ക്ഷാമാശ്വാസ കുടിശ്ശികയുടെയും ഒന്നാം രണ്ടാം ഗഡുക്കൾ ഇതിനോടകം തന്നെ വിതരണം ചെയ്തിട്ടുണ്ട്. മൂന്നാം നാലാം ഗഡുക്കൾ അനുവദിക്കുന്നതു സംബന്ധിച്ച വിഷയം സർക്കാരിന്റെ നിലവിലെ സാമ്പത്തിക സ്ഥിതിയുടെ അടിസ്ഥാനത്തിൽ പരിശോധിച്ച് 17.02.2023-ലെ സ.ഉ. (അച്ചടി) നം.15/2023/ധന പ്രകാരം ഉത്തരവ് പുറപ്പെടുവിച്ചിട്ടുണ്ട്.</p>
(ബി)	<p>സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്ക് നടപ്പിലാക്കിയ ശമ്പള പരിഷ്കരണത്തിന്റെ ഭാഗമായി നൽകുവാനുള്ള പേ-റിവിഷൻ അരിയർ നൽകുന്നതിന് നിലവിൽ നിശ്ചയിച്ചിട്ടുള്ള നിബന്ധനകൾ എന്തെല്ലാമാണ്; ഇതു സംബന്ധിച്ച് പുറപ്പെടുവിച്ച ഉത്തരവിന്റെ പകർപ്പ് നൽകുമോ;</p>	(ബി)	<p>30.04.2021 -ലെ സ.ഉ. (അച്ചടി) നം.70/2021/(1)/ധന, 05/05/2021 ലെ സ.ഉ. (അച്ചടി) നം.73/2021/(3)/ധന എന്നീ ഉത്തരവുകൾ പ്രകാരം 01.07.2019 ന് ശേഷം സർവ്വീസിൽ നിന്നും വിരമിച്ചവർക്കും വിരമിക്കലിനോടനുബന്ധിച്ച് പി .എഫ് അക്കൗണ്ട് ക്ലോസ് ചെയ്തിട്ടുള്ളവർക്കും, 2021 ഏപ്രിൽ / മെയ് മാസങ്ങളിലായി വിരമിച്ച കോ-ടെർമിനസ് വ്യവസ്ഥയിൽ ജോലി ചെയ്തവർക്കും, പി.എഫ് അക്കൗണ്ട് ഇല്ലാത്തവർക്കും 2021 മെയ് മാസ ശമ്പളത്തോടൊപ്പം / ജൂൺ മാസ പെൻഷനോപ്പം ശമ്പള പരിഷ്കരണ കുടിശ്ശിക ഒറ്റത്തവണയായി അനുവദിക്കുന്നതാണെന്ന് ഉത്തരവായിട്ടുണ്ട്. നിലവിൽ സർവ്വീസിൽ തുടരുന്ന ജീവനക്കാർക്ക് 10.02.2021-ലെ സ.ഉ. (അച്ചടി) നം.27/2021/ധന ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ ഖണ്ഡിക 43-പ്രകാരം ശമ്പള പരിഷ്കരണ കുടിശ്ശിക 25 % വീതം 4 ഗഡുക്കളായി 01.04.2023, 01.10.2023, 01.04.2024, 01.10.2024 എന്നീ തീയതികളിൽ ജീവനക്കാരുടെ പി.എഫ് അക്കൗണ്ടിൽ ക്രഡിറ്റ് ചെയ്യുന്നതാണെന്ന് ഉത്തരവായിട്ടുണ്ട്.</p>
(സി)	<p>പ്രസ്തുത ഉത്തരവ് പ്രകാരം ജീവനക്കാർക്കും</p>	(സി)	<p>30.04.2021 -ലെ സ.ഉ. (അച്ചടി) നം.70/2021/(1)/</p>

	<p>പെൻഷൻകാർക്കും നൽകേണ്ട അരിയർ തുക നൽകുന്നതിനുള്ള നടപടികൾ ആരംഭിച്ചിട്ടുണ്ടോ; ഇല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കാമോ;</p>	<p>ധന, 05/05/2021 ലെ സ.ഉ. (അച്ചടി) നം.73/2021/(3)/ധന, എന്നീ ഉത്തരവുകൾ പ്രകാരം 01.07.2019 ന് ശേഷം സർവ്വീസിൽ നിന്നും വിരമിച്ചവർക്കും വിരമിക്കലിനോടനുബന്ധിച്ച് പി.എഫ് അക്കൗണ്ട് ക്ലോസ് ചെയ്തിട്ടുള്ളവർക്കും, 2021 ഏപ്രിൽ/ മെയ് മാസങ്ങളിലായി വിരമിച്ച കോ-ടെർമിനസ് വ്യവസ്ഥയിൽ ജോലി ചെയ്തവർക്കും, പി.എഫ് അക്കൗണ്ട് ഇല്ലാത്തവർക്കും 2021 മെയ് മാസ ശമ്പളത്തോടൊപ്പം/ ജൂൺ മാസ പെൻഷനൊപ്പം ശമ്പള പരിഷ്കരണ കടിശ്ശിക ഒറ്റത്തവണയായി അനുവദിക്കുന്നതാണെന്ന് ഉത്തരവായിട്ടുണ്ട്. നിലവിൽ സർവ്വീസിൽ തുടരുന്ന ജീവനക്കാർക്ക് 10.02.2021-ലെ സ.ഉ. (അച്ചടി) നം.27/2021/ധന.ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ ഖണ്ഡിക 43-പ്രകാരം ശമ്പള പരിഷ്കരണ കടിശ്ശിക 25 % വീതം 4 ഗഡുക്കളായി 01.04.2023, 01.10.2023, 01.04.2024, 01.10.2024 എന്നീ തീയതികളിൽ ജീവനക്കാരുടെ പി.എഫ് അക്കൗണ്ടിൽ ക്രഡിറ്റ് ചെയ്യുന്നതാണെന്ന് ഉത്തരവായിട്ടുണ്ട്.</p>
(ഡി)	<p>ജീവനക്കാർക്കും, പെൻഷൻകാർക്കും അർഹമായതും ലഭിക്കേണ്ടതുമായ ആനുകൂല്യങ്ങൾ അകാരണമായി തടഞ്ഞു വയ്ക്കുന്ന സമീപനം മാറ്റുവാൻ തയ്യാറാകുമോയെന്ന് വ്യക്തമാക്കാമോ?</p>	<p>(ഡി) ജീവനക്കാരുടെ / പെൻഷൻകാരുടെ അർഹതപെട്ടതും ലഭിക്കേണ്ടതുമായ ഒരു ആനുകൂല്യങ്ങളും നിഷേധിക്കുന്നതും തടഞ്ഞുവെക്കുന്നതും ഈ സർക്കാരിന്റെ നയമല്ല. ജീവനക്കാരോട് / പെൻഷൻകാരുടേ് ഒപ്പം നിൽക്കുന്ന ഒരു സർക്കാരായതിനാൽ സംസ്ഥാനത്തിന്റെ സാമ്പത്തിക സ്ഥിതി മെച്ചപ്പെടുന്നതിന്റെ അടിസ്ഥാനത്തിൽ പെൻഷൻ പരിഷ്കരണ കടിശ്ശികയുടെ മൂന്നും നാലും ഗഡുക്കൾ അനുവദിക്കുന്നതു പരിശോധിച്ച് അനുകൂലമായ തീരുമാനം എടുക്കുന്നതാണ്.</p>

സെക്ഷൻ ഓഫീസർ





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

Finance Department – Pay Revision 2019 – Payment of arrears to the employees/pensioners – along with the salary for the month of May/pension for the month of June– Modified - Orders issued.

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**FINANCE (Pay Revision Cell-D) DEPARTMENT**

G.O.(P) No.70/2021/(1)/Fin Dated, Thiruvananthapuram, 30/04/2021

Read:- G.O(P) No. 27/2021/Fin Dated 10/02/2021

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**ORDER**

As per Government Order read above Government have issued orders revising Pay and Allowances of State Government employees and Teachers w.e.f 01.07.2019. In para 43 of the Government Order read above, among other things it was ordered therein that in the case of employees who do not have PF account on 01.05.2021 or closed PF accounts prior to that date, the amounts of arrears on account of Pay Revision will be paid in cash after 01.07.2021. Now Government have re-examined the matter in detail and are pleased to order that the 2019 Pay Revision arrears in respect of the following employees/pensioners will be disbursed in lumpsum as cash along with the salary for the month of May/pension for the month of June, as the case may be.

- I. Those who retired from service on or after 01.07.2019.
- II. Those who are due to retire and have closed the PF account.



III. Co-terminous employees who retires during April/May 2021.

HoDs concerned and DDOs shall take timely steps to disburse the same.

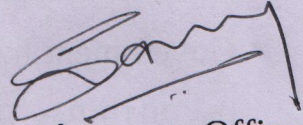
(By order of the Governor)

**RAJESH KUMAR SINGH IAS**  
**ADDITIONAL CHIEF SECRETARY (FINANCE)**

To

1. The Principal Accountant General (A&E/G&SSA), Kerala, Thiruvananthapuram
2. The Accountant General (E&RSA), Kerala, Thiruvananthapuram
3. The Chief Project Manager, SPARK PMU
4. All Heads of Departments
5. All Departments of the Secretariat (through e-office Notice Board)
6. The Director of Treasuries, Thiruvananthapuram
7. The Director, I&PRD (for press release)
8. The Nodal Officer, [www.finance.kerala.gov.in](http://www.finance.kerala.gov.in)
9. Stock file/Office Copy. (C - 1751319)

Forwarded/By Order

  
Accounts Officer





**GOVERNMENT OF KERALA**

# **FINANCE DEPARTMENT**

**GOVERNMENT ORDER ON THE  
RECOMMENDATIONS OF THE ELEVENTH PAY  
REVISION COMMISSION ON REVISION OF PAY  
AND ALLOWANCES OF STATE GOVERNMENT  
EMPLOYEES AND TEACHERS**

**G.O.(P)No.27/2021/Fin dated 10/02/2021**



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## GOVERNMENT OF KERALA

### Abstract

### Revision of pay & allowances and allied matters of State Government employees and Teachers -Recommendations of XI Pay Revision Commission - Implementation - Orders issued

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### FINANCE (PRC-D) DEPARTMENT

**G.O.(P) No. 27/2021/Fin**

**Dated, Thiruvananthapuram, 10/02/2021**

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Read: 1. G.O.(Ms) No.414/2019/Fin dated 06.11.2019.  
2. G.O.(P) No.07/2016/Fin dated 20.01.2016.

### ORDER

Government had revised the pay and allowances of State Government employees and teachers w.e.f from 01.07.2014 by the G.O read as 2nd above based on the recommendations of the X Pay Revision Commission. Government by the GO 1<sup>st</sup> cited have now appointed the XI Pay Revision Commission with Shri.K.Mohandas IAS (Rtd) as Chairman, Prof.(Retd) M.K.Sukumaran Nair and Adv.Ashok Mamen Cherian as members in order to study and make recommendations on further revision of pay and allowance of Government employees and Teachers 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) The commission shall also 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.
  - (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 cases of anomalies in the last Pay Revision specifically referred to the commission by Government and suggest remedial measures
  - (vii) 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
  - (viii) To consider the need for a gender sensitive service structure especially multifaceted issues faced by women employees and make suggestions for remedial measures
  - (ix) 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
  - (x) To assess and indicate the additional financial commitment on account of implementation of its recommendations, including the methodology/ assumptions adopted for such assessment

**2.** The Commission has submitted its Report Part I on recommendations regarding revision of pay & allowances, leave and pension on 29.01.2021. The Government have examined the Report in detail and are pleased to issue the following Orders.

### **Revised scale of pay and allowances**

3. The existing scales of pay of employees will be revised with effect from 01.07.2019 with the scales of pay as shown in the Annexure I. The revised scales of pay of different categories of posts in various departments will be as shown in **Annexure X**. The specific allowances applicable to employees working in various departments will be as provided under the schedules of posts of various departments. The scales of pay applicable to posts which are common to various departments will be as provided under **Annexure XI** and allowances applicable to such posts will be as provided under the schedule of Common Category.

4. The revision of pay from existing pay to revised pay will be in accordance with the Table for Stage to Stage fixation of pay as provided in **Annexure III** except in cases where the minimum of the scale of pay of the post held by an incumbent is higher than the corresponding pay stage provided in **Annexure X/XI**. The Rules of Fixation of pay in the revised scales will be as provided in **Annexure II**.

### **Ratio/Percentage based Grade Promotions**

5. The existing and the modified ratio/percentage based grade promotions to various categories of posts are indicated at the appropriate places under Department schedule of posts/Common Category in **Annexure X /XI**. The asterisks assigned to each category will refer to the benefit specified in the footnote at the end of each schedule of posts and allowances. No ratio promotion/percentage based higher grade will be available to any category of posts unless it is mentioned in this order. The modified ratio promotion/percentage based grade will have effect from 01.04.2021.

### **Time Bound Higher Grade Scheme**

6. The existing time span of 8,15,22 and 27 years for allowing Time Bound Higher Grade (TBHG) promotions will continue. The categories coming under the entry level scale of pay of Rs.23000-50200 to Rs.27900-63700 will be eligible for four TBHGs, the categories coming under the entry level scale of pay Rs.31100-66800 to Rs.39300-83000 will be eligible for three TBHGs, the categories coming under the entry level scale of pay Rs.41300-87000 to Rs.56500-118100 will be eligible for two TBHGs and the categories coming under the entry level scale of pay Rs.59300-120900 to Rs.85000-143600 will be eligible for one TBHG, subject to the conditions

provided in the scheme of Time Bound Higher Grade promotion. The revised rules for allowing Time Bound Higher Grades will be as incorporated in **Annexure VI** of this order. The revised Time Bound Higher Grade scheme will have effect from 01.04.2021.

### **Career Advancement Scheme**

7. Detailed orders on revised Career Advancement Scheme will be issued separately. For category of posts included under existing Career Advancement Scheme, the revised scale of pay will be the corresponding scale of pay as provided in **Annexure I**. In the case of doctors in Health Services and Insurance Medical Services departments enjoying scales of pay assigned under the existing Time Bound Higher Grade scheme, revised scales of pay will be the corresponding scale of pay of the existing scale as provided in **Annexure I**.

### **Stagnation Increment**

8. The existing scheme of 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 Rs.166800, the maximum of the master scale. The number of Stagnation Increments availed in the existing scale of pay will be reckoned for determining maximum number of Stagnation Increments.

### **Residuary Pay**

9. The existing Residuary Pay will be updated and allowed to continue in the revised scales according to the rules provided in the Rules of Fixation of Pay incorporated in **Annexure II** of this order. Residuary Pay will not be counted for any purpose viz, fixation of pay, leave salary, pension, family pension, DCRG, drawl of allowance or transit pay. However Dearness allowance will be admissible on Residuary Pay.

10. Doctors in Health Services department whose pay in the revised scale is fixed at the maximum of the revised master scale, on or after 01.07.2019, will be allowed Residuary Pay equal to the rate of last increment in the master scale on completion of every two years of service after reaching the maximum pay in the revised master



scale. Such residuary pay will be allowed subject to the condition that maximum number of such increments as Residuary Pay shall not exceed five. The service for this purpose will be the service qualifying for accrual of normal increments.

### **Dearness Allowance**

11. The revised scale of pay has been formulated after merging the full Dearness Allowance of 28% as on 01.07.2019 with the basic pay i.e., 306.1 points of All India Consumer Price Index (Industrial workers)(2001=100) has been neutralized and 306.1 points of AICPI(IW) shall be taken as the base index for calculating further DA with effect from 01.07.2019. Therefore the new formula for calculation of further DA is as follows:

$$\% \text{ of DA} = \left\{ \frac{(\text{Average AICPI for past 12 months} - 306.1)}{306.1} \right\} \times 100$$

Accordingly the rates of Dearness Allowance admissible with effect from 01.07.2019 will be as follows.

Date	Rate of DA (%)	Total DA (%)
01.07.2019	0	0
01.01.2020	4	4
01.07.2020	3	7

These rates of dearness allowance can be allowed to grant-in-aid institutions, PSUs, Boards etc only if the date of pay revision of such institutions are on 1.7.2019 and merged portion of DA in the pay shall be 28% (equivalent to 306.1 points (2001=100))

### **House Rent Allowance**

12. The existing system of fixed amount of HRA on the basis of different pay ranges will be dispensed with. Instead the rate of HRA will be as percentage of basic pay. For the purpose of HRA, the total area of the State is divided into following four Classes:

- (1) Class A: The Corporation limits of the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur. In addition, Forest

Complex, Mathottam, Kozhikode and Government Institutions situated within a radius of 3 kilometres from Civil Station, Kakkanad.

(2) Class B: The Municipalities at District Headquarters.

(3) Class C: All Municipalities other than those at District Headquarters.

(4) Class D: All Panchayaths

The rate of HRA with minimum and maximum amounts are as follows:

Class	Rate (% of Basic Pay)	Minimum Amount (₹)	Maximum Amount (₹)
A	10%	2300	10000
B	8%	2000	8000
C	6%	1500	6000
D	4%	1200	4000

Notes: 1) An employee working within 1 km from corporation limits and was drawing HRA at corporation rates will be assured 10% hike in the existing amount of HRA or the new rate applicable to their places whichever is higher.

2) The State Govt. employees working in New Delhi and other States will be eligible for House Rent Allowance at Govt. of India rates as applicable at those places.

13. For the purpose of HRA, basic pay as on the 1<sup>st</sup> day of the month only will be reckoned, and change in pay in the middle of a month will not be considered. Employees who are not under state pay pattern but are drawing HRA at the rates applicable for State Government Employees, will also draw HRA at the above rates.

14. Revised rates of HRA have effect from **01.03.2021**.

### Rent Recovery

15. Rent at the following rates will be recovered from Government employees residing in Government quarters with effect from 01.03.2021.

Range	Rate
Those who are in the scale of pay up to 45600-95600	No Recovery
Those who are in the scale of pay of and above 50200-105300	2% of basic pay

In the case of employees who do not come under the State Government scales of pay (e.g. All India Service Officers, those on UGC/AICTE/NJPC scale), rent recovery will be 2% of Basic Pay with effect from 01.03.2021.

16. Employees who are allotted quarters and Policemen/Women Police attached to Battalions shall not be eligible for HRA.

#### **City Compensatory Allowance**

17. City Compensatory Allowance sanctioned in G.O. read as second paper will be discontinued with effect from 01.03.2021.

#### **Spectacle Allowance**

18. Amount of Rs. 1500 once in five years will be allowed as reimbursement of the cost incurred for the purchase of spectacles. No employees will be allowed this allowance unless completed five years after getting this reimbursement by virtue of the provisions in the G.O. read as second paper above.

#### **Hill Tract Allowance**

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

Pay range	Rate per month (₹)
₹ 43400 & above	500
Above ₹ 25100 and below ₹ 43400	450
Upto ₹ 25100	300

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

20. The rate of Special Allowance admissible to differently abled employees is revised to Rs. 1100 per month. The existing conditions for sanctioning the allowance will continue.

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

21. The rate of Education Allowance admissible to employees having mentally/physically challenged children studying in general schools and special schools will be revised to ₹ 1000 per month. The existing conditions for the



admissibility of this allowance will continue.

### **Child Care Allowance**

22. The rate of allowance will be revised to ₹ 1750 per month per child and the annual ceiling will be ₹ 21000. The existing conditions as laid down in G.O (P)No.172/2013/(150)/Fin dated 16.04.2013, G.O(P)No.360/13(171)/Fin dated 24.07.2013 and G.O(P)No.110/2016/(15)/Fin dated 30.07.2016 for the admissibility of the allowance will continue.

### **Charge Allowance**

23. The existing rate of Charge Allowance for holding full additional charge is 4% of the minimum of the scale of pay attached to the additional post and that for discharging current duties is 2% of the minimum of the scale of pay of additional post. The existing rates and conditions will continue in the revised scales.

### **Other Allowances**

24. Other Allowances include Special Allowances, Compensatory Allowance, Risk Allowance, Non-practising Allowance, Additional Special Allowances, Permanent Travelling Allowance, and Permanent Conveyance Allowance. The Categories of employees eligible for these allowances along with rates of allowances are provided under the schedule of posts of various departments in the **Annexure X/ XI**. The allowances which are not specifically included under either department schedule or common category (**Annexure X/ XI**) will be treated as withdrawn.

25. Different types of Additional Special Allowances to uniformed forces viz, Smartness Allowance, Ration Money Allowance, Feeding Charges, Water & Electricity Charges and Battalion Allowance sanctioned in G.O. read as second paper above are subsumed into single allowance by the names Police Special Allowance, Fire Service Special Allowance, Prison Special Allowance, and Forest Special Allowance as the case may be and the revised rate of these allowances will be inclusive of the subsumed allowances.

26. Government have issued detailed instructions in Circular No.38/2017/Fin dated 23.05.2017 for the sanction of Uniform Allowance and wearing of Uniforms. In spite of these instructions, it is seen that there are several categories of staff who

draw the allowance but do not wear uniform. It is reiterated for enforcing the directions laid down in Circular dated 23.05.2017 and controlling officers should ensure that employees who do not default in wearing uniform during duty time only are paid Uniform Allowance.

### Travelling Allowance

**27. (1) Classification of Officers:-** For the purpose of Travelling Allowance, officers are classified into following four grades.

Grade I	All Officers who draw an actual basic pay of ₹ 70000 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 ₹ 59300 and above, but below ₹ 70000
Grade II (b)	Officers with actual basic pay of ₹ 39300 and above, but below ₹ 59300. 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 ₹ 25100 and above, but below ₹ 39300
Grade IV	Officers with actual basic pay below ₹ 25100

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.

Grades	Eligible class
Grade I	II AC
Grade II (a)	I Class. If the train does not 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:-** The employees who are in the scale of pay ₹ 77200-140500 will be eligible for flight journey. However any employee can travel by air for official purposes provided that Travelling Allowance at the rate sanctioned for their eligible class of travel by train will be allowed for such journeys subject to the production of flight ticket and boarding pass and flight ticket

will be considered in place of train tickets for admitting TA claim. This facility is restricted for journey of the officer only. Under Secretary to Government will be eligible for flight journey for official journey to New Delhi.

**(4) Mileage Allowance:-** Mileage Allowance for road journey will be ₹ 2.5 per kilometre for all grades of officers.

**(5) Incidental Expenses (Road/Rail/Air journeys):-** The revised rates of Incidental Expenses for Road/ Rail/ Air journey will be as follows:

<b>Grades</b>	<b><u>Road/Rail</u> Rate in paisa per km</b>	<b><u>Air</u> Rate per journey</b>
Grade I	90	Limited to 1 Daily Allowance
Grade II (a)	70	
Grade II (b)	60	
Grade III	60	
Grade IV	60	

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

<b>Grades</b>	<b>Inside State Rate (₹ )</b>	<b>Outside State Rate (₹ )</b>
Grade I	600	750
Grade II (a)	500	650
Grade II (b)	500	650
Grade III	350	500
Grade IV	350	500

**(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>Category of Officers</b>	<b>Weight (kg)</b>
Officers whose actual basic pay is ₹ 70000 and above	3000
Officers whose actual pay is ₹ 39300 and above but below ₹ 70000	2000
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 (₹)</b>
Grade I	900 at each end
Grade II (a)	500 at each end
Grade II (b)	500 at each end
Grade III	450 at each end
Grade IV	450 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 Rate (₹)</b>	<b>Other Cities/Towns outside State Rate (₹)</b>
Grade I	3000	2500
Grade II (a)	3000	2500
Grade II (b)	2500	1500
Grade III	2500	1500
Grade IV	1500	1200

**(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 a single journey as 15 kilometres as per the 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.

**28.** Revised rates of Travelling Allowances will have effect from 01.03.2021.

### **Medical Benefits**

**29.** The existing scheme of Medical Reimbursement in the state will continue, until implementation of Medical Insurance Scheme.

### **Surrender of Earned Leave**

**30.** The existing system of surrender of Earned Leave for 30 days in a financial year will continue.

### **Leave Travel Concession**

**31.** The existing scheme will continue.

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

**32 (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 01.07.2019.

<b>Category</b>	<b>Existing Scale of Pay</b>	<b>Revised scale of pay</b>
Category I	10620-240-12300-260-13600-300-15100-340-16460	14800-340-17180-370-19030-410-20670-460-22970.
Category II	9340-220-11100-240-12300-260-13600-300-14800	13000-330-15970-360-17410-390-19360-430-21080.
Category III	8200-200-10000-220-11100-240-12300-260-13340	11500-300-14500-330-17140-360-18940.

(2) The revision of pay from existing pay to revised pay will be in accordance with the Table for Stage to Stage fixation of pay as provided in **Annexure VIII**.

(3) Rules of fixation of pay in the revised scales of pay is given in **Annexure VII**.

(4) The existing scheme of granting one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years will continue. The additional increment will be granted on completion of the prescribed qualifying service and it will not affect the normal increment dates.

**Allowances: -**

**(5)(i) Footwear Allowance:**

The existing rate of Footwear Allowance to eligible categories will be enhanced to ₹500 per annum.

**(ii) Spectacle Allowance:**

The cost incurred towards the purchase of spectacles will be reimbursed subject to a maximum of ₹1500, once in five year of service.

**(iii) Hill Tract Allowance:**

Hill Tract Allowance of ₹300 per month will be sanctioned to employees who are working in designated areas.

**(iv) Special Allowance for differently abled employees:**

The rate of Special Allowance admissible to differently abled Part Time Contingent employees will be revised to ₹ 1100 per month.

**(v) Compensatory Allowance:**

Compensatory Allowance of ₹120/- per month will be sanctioned to those employees working in the offices located in Municipal Corporation limits.

**(vi)** The revised rates of allowances of Part Time Contingent Employees will have effect from 01.03.2021.

**Casual Sweepers**

**33.** The existing remuneration of ₹6000 per month admissible to Casual Sweepers will be enhanced to a consolidated amount of ₹8000 per month. The revised rates have effect from 01.03.2021.

**Applicability**

**34.** 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 National

Judicial Pay 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 32** of this Order is applicable to Part- Time Contingent employees and **Para 33** is applicable to Casual Sweepers. Part-Time Contingent employees are eligible for only the benefits provided under **Para 32** of this Order.

**35.** 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, this Order will not be automatically applied unless formal approval/sanction of the Government is issued for extending the revised pay scales and other benefits to their employees. The rate of DA as per the formula provided in this Order will be applicable only in cases where complete neutralization of DA with pay as on 01.07.2019 is effected.

**Rules for fixation of pay consequent to promotion and other appointments [Rule 28A and 37(a) Part I KSR]**

**36.** The existing method of fixation of pay for promotions contemplated under Rule 28 A Part I KSR will be continued for fixation in revised scales also. 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 re-fixation 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.95600. In such cases fixation will be allowed under Rule 37 (a), Part I KSRs.

**37.** 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 VI.**

**38.** 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.

**39.** 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. However, if there are two or more consecutive promotion posts / by-transfer appointments to posts on the same or identical scale of pay, the benefit of advance increment will be limited to the first promotion only, with effect from 01.04.2021. 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 01.07.2019.

**40.** In the case of an officer who was promoted prior to 01.07.2019 and enjoyed the benefit of fixation of pay under Rule 28 A Part I KSRs, the benefit of re-fixation of pay on the normal increment date due after 01.07.2019 will be allowed in the revised scales.

#### **Date of Effect**

**41.** The date of effect of the revised scales of pay will be 01/07/2019. Revised pay will be admissible with the salary for the month of March 2021. The date of effect of revised rates of monthly allowances will be 01/03/2021. Modified

ratio/percentage based higher grade promotions, other periodical allowances including Uniform allowance, Footwear allowances etc. will have effect from 01/04/2021. Revised Time Bound Higher Grade Scheme will be applicable w.e.f 01/04/2021. Revised rates of Travelling Allowance will have effect from 01/03/2021.

**42.** Dearness Allowance at the rate of 7% will be allowed along with the revised pay for the month of March 2021.

#### **Arrears**

**43.** The revised pay and allowances will be granted in cash from 01.04.2021 with the salary of March 2021. Arrears on account of pay revision will be credited to the PF Account of employees in four installments each at 25% on 01.04.2023, 01.10.2023, 01.04.2024 and 01.10.2024. The arrears on Dearness Allowance at the rate of 4% w.e.f 01.01.2020 to 30.06.2020 and 7% w.e.f 01.07.2020 to 31.03.2021 will be credited to the PF Account along with the salary of April 2021. The amounts so credited to PF Account will not be allowed to withdrawn prior to 31.03.2024. 50% of the amounts so credited in to the PF Account could be withdrawn after 01.04.2024 and full amount could be withdrawn only after 01.04.2025. In case of employees who do not have PF Account on 01.05.2021, or closed PF accounts prior to those dates the amounts of arrears on account of pay revision and DA will be paid in cash after 01.07.2021.

**44.** The pay of all non-gazetted officers on 01.07.2019 will be replaced with the revised pay stage by SPARK in accordance with the table provided in **Annexure III** to this Order. The Drawing and Disbursing Officers will confirm the pay so provided in the SPARK before 15.03.2021. The change in pay happened after 01.07.2019 will also be updated by the SPARK and the Drawing and Disbursing Officers will confirm such change in pay as on 01.03.2021 so provided in the SPARK. The Drawing and Disbursing Officers should make necessary entries in the Service Book of the employees while confirming the pay provided in the SPARK. If any authorities fail to confirm the pay provided in the SPARK, the employees will be given the revised pay and allowances for two months on the basis of pay updated in the SPARK, provided that the pay of such employees from



07/2019 to 02/2021 should be processed in SPARK. Different allowances as per this Order applicable to employees will be updated by the Drawing and Disbursing Officers into SPARK before 31.03.2021. If any authorities fail to update allowances, Allowances at the pre-revised rates will be allowed for two months. In the case of employees whose pay are drawn based on counter signed bills, the Counter Signing Authorities will make counter signature of revised pay in SPARK using online methodology as per the provisions laid down in G.O.(P) No.163/2020/Fin dated 22.12.2020.

45. In the case of Gazetted Officers, the Drawing and Disbursing Officers concerned and SPARK authorities should take steps to get the revised salary fixed by the Accountant General before 10.03.2021 so as to disburse revised pay along with the salary of March 2021.

46. All Non-Gazetted Officers shall furnish an undertaking in the form prescribed by GO(P)No.169/2019/Fin dated 13.12.2019 to their Drawing and Disbursing Officer in order to get the revised pay in the revised scale. The undertaking shall be countersigned by the Drawing and Disbursing Officer and pasted in the Service Book of the incumbent. The Gazetted Officers shall furnish the undertaking in duplicate and the Drawing and Disbursing Officer will forward one copy with his counter signature to the Accountant General (A&E) who will authorise revised pay. However no undertaking will be insisted on where the Officer is no more. Those Gazetted Officers who retired on or after 01.07.2019 shall submit the undertaking directly to the Accountant General. Revised salary for two months will be allowed even if Undertaking is not furnished. Form of Undertaking is provided in **Annexure V**.

47. (1) Pension contribution based on the pay in the revised scale of pay will be recovered from 01/07/2019. Foreign employers will arrange the remittance at the revised rates from 01/07/2019.

(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 for the month of March 2021 onwards.

48. Omissions/errors/inclusion of new category (temporary posts) if any, in respect of posts or scales of pay indicated in **Annexure X/ XI** 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.

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

50. The Heads of Departments and other Officers who inspect their subordinate offices, will check the entries made in Service Book in respect of revised pay in the revised scales. In case where overpayment of pay or grant of irregular grade is found, 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 the revised 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.

51. Recoveries will be insisted upon where overpayments are made. If an officer competent to authorize 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.

52. 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 IX**.

53. Detailed orders on pension and other related benefits will be issued separately.

54. In the case of pay, allowances, redesignation, RBHG , TBHG etc, the orders issued by Finance Department alone shall be included in the SPARK and Accountant General shall issue slips based on the orders issued by Finance Department only.

55. This order does not cover all the recommendations submitted by XI Pay Revision Commission. A committee consisting of the following Secretaries will examine other recommendations of the Commission and submit its report within one month. Detailed orders will be issued thereafter.

- 1) Additional Chief Secretary (Finance) - Convenor
- 2) Additional Chief Secretary (P&ARD) - Member
- 3) Principal Secretary (GAD) - Member

**By Order of the Governor,**

**RAJESH KUMAR SINGH IAS  
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)

Stock File (E-1690411)

**Forwarded by Order,**



**Section Officer**

**Existing and Revised Scales of Pay**

<b>Scale No</b>	<b>EXISTING SCALES OF PAY</b>	<b>REVISED SCALES OF PAY</b>
<b>S1</b>	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-35700	23000-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-50200
<b>S2</b>	17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500	23700-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600
<b>S3</b>	17500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-39500	24400-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-55200
<b>S4</b>	18000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-41500	25100-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-57900
<b>S5</b>	19000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-43600	26500-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700
<b>S6</b>	20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-45800	27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-63700
<b>S7</b>	22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000	31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-66800
<b>S8</b>	25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000	35600-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-75400
<b>S9</b>	26500-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-56700	37400-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000
<b>S10</b>	27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400	39300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-83000
<b>S11</b>	29200-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-62400	41300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-87000

<b>S12</b>	30700-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400	43400-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-91200
<b>S13</b>	32300-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-68700	45600-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-95600
<b>S14</b>	35700-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-75600	50200-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-105300
<b>S15</b>	36600-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-79200	51400-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-110300
<b>S16</b>	39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000	55200-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300
<b>S17</b>	40500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-85000	56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-118100
<b>S18</b>	42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-87000	59300-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-120900
<b>S19</b>	45800-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-89000	63700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-123700
<b>S20</b>	55350-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-101400	77200-1800-79000-2000-89000-2200-97800-2500-115300-2800-140500
<b>S21</b>	60900-1500-65400-1650-72000-1800-81000-2000-97000-2200-103600	85000-2000-89000-2200-97800-2500-115300-2800-140500-3100-143600
<b>S22</b>	68700-1650-72000-1800-81000-2000-97000-2200-108000-2400-110400	95600-2200-97800-2500-115300-2800-140500-3100-149800-3400-153200



<b>S23</b>	77400-1800-81000-2000-97000-2200-108000-2400-115200	107800-2500-115300-2800-140500-3100-149800-3400-160000
<b>S24</b>	81000-2000-97000-2200-108000-2400-117600	112800-2500-115300-2800-140500-3100-149800-3400-163400
<b>S25</b>	85000-2000-97000-2200-108000-2400-117600	118100-2800-140500-3100-149800-3400-163400
<b>S26</b>	89000-2000-97000-2200-108000-2400-120000	123700-2800-140500-3100-149800-3400-166800
<b>S27</b>	93000-2000-97000-2200-108000-2400-120000	129300-2800-140500-3100-149800-3400-166800
<b>Master Scale</b>	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	23000-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-140500-3100-149800-3400-166800

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

- (1) The revised scales of pay will come into force with effect from 01/07/2019.
- (2) All employees who were in service as on 01/07/2019 shall come over to the revised scale of pay with effect from 01/07/2019. There will be no option facility to elect another date for pay revision.
- (3) The pay in the revised scale as on 01/07/2019 will be the corresponding revised pay stage of pre revised pay as provided in Annexure III. However, if the corresponding revised stage is less than the minimum of the revised scale of the post, the pay will be fixed at the minimum. There will be no fixation exercise for calculation of revised pay as done in previous pay revisions.
- (4) In cases where the existing pay as on 01/07/2019 is retrospectively changed after 01/07/2019 for any reason, the pay so changed will be revised as provided in Annexure III.
- (5) All appointments and promotions made on or after 01/07/2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.

**Existing emoluments**

- (6) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01/07/2019 in the existing scale of pay. Increments, if any, accrued on 01/07/2019 will also be reckoned.
- (7) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2019.
- (8) In cases where Personal pay is existing in the pre revised scale of pay, revised pay stage in the revised scales shall be arrived at based on the pre revised basic pay only. After arriving at the revised pay stage, existing Personal pay will be revised by multiplying it with the factor of 1.28 and the result will be rounded off to the next multiple of ₹100. If the amount so obtained is equal to or greater than the amount of increment(s) next above the pay fixed in the revised scale, an amount of Personal pay equal to the sum of increment(s) in the revised scales of pay will be subsumed into the basic pay in the revised scale of pay. The remaining portion of Personal pay, if any, after subsumed into basic pay will be continued in the revised scales as Personal pay. In other cases where the revised Personal pay as arrived at above is less than an increment, the Personal pay will be continued as such in the revised scale without absorption in future increase in pay.
- (9) Residuary Pay existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. The existing Residuary Pay in the pre-revised scale will be multiplied by a factor of 1.28 and the result will be rounded to the next multiple of ₹10. The Residuary Pay so fixed will be retained in the revised scale and the existing conditions of payment will continue.
- (10) Special Pay existing in the pre-revised pay structure will not be reckoned for

determination of pay stage in the revised scale. The existing Special Pay in the pre-revised scale will be multiplied by a factor of 1.28 and the result will be rounded to the next multiple of ₹10. The Special Pay so fixed will be retained in the revised pay scales provided such Special Pay is not available in the revised pay scale.

(11) Stagnation increment existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.

(12) In the case of an employee enjoying Personal pay, Special pay and Stagnation increment at the same time in the pre-revised pay structure, Special pay and Personal pay will be retained in the revised pay structure, each multiplied by a factor of 1.28 and rounded to the next multiple of ₹10. But Stagnation increment will be retained as provided under Rule 11.

(13) If the amount arrived by multiplication of Personal pay and Special pay by the factor provided is a multiple of ₹10 or ₹100 as the case may be, the amounts will not be rounded off to the next multiple.

(14) **Date of next increment-** The existing date of increment shall not undergo any change. In all cases where the minimum of the scale of pay of an employee is greater than the pay stage eligible with effect from 01/07/2019 in accordance with Annexure III, the date of next increment will be on completion of one year of service from that date.

(15) In the case of an Officer who is on deputation/ foreign service and has opted for the pay of the deputation post or is on leave without allowances or is under suspension as on 01.07.2019, his pay will be fixed under these rules on the date of his rejoining duty on the basis of pay last drawn immediately before 01.07.2019. In cases where the officer on deputation/ foreign service as on 01.07.2019 has opted for the grade pay and allowances of his cadre post, he will be allowed revised pay as if he were continuing in his parent department.

(16) In the case of employees who are continuing on LWA on 01/07/2019, 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. However, if LWA is granted under Rule 91A Part I KSRs or on Medical Certificate to an Officer, both of which qualify for increment under Rule 33(b)(2) KSR, Part I, the pay of such an officer will be fixed on the date of return from leave by counting the increment accrued on 01.07.2019.

(17) Provisional employees recruited through employment exchanges who were in service on 30/06/2019 and continued thereafter shall be eligible only for the minimum of the revised scale of pay with effect from 01/07/2019.

(18) An employee whose increment is withheld for want of declaration of probation as on 01/07/2019 will be allowed the benefit of pay revision on the basis of the pay actually drawn as on 01/07/2019 and he will continue on that pay till the date of effect of declaration of probation. The pay so fixed will be revised to the corresponding stage in accordance with Annexure III on declaration of probation, notionally counting the increment accrued but withheld. Monetary benefit of revision of fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the normal date.

(19) Regular employees who have got a new appointment either through by transfer or by PSC appointment, for which pre service training with stipend is mandatory and the employees were on such training as on 01/07/2019, their pay on 01/07/2019 will be revised based on the actual pay drawn in the former post prior to 01/07/2019, and after completion of such training, pay in the new post will be fixed as per the relevant rules in KSR on the date of assuming duty in the new post.

(20) **Stagnation increment-** The existing system 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 maximum of the Master scale.

Suitable illustrations for the above Rules are provided under Annexure IV.

Stage to Stage Fixation Table

Stage No	Existing pay stage (₹)	Revised Pay Stage (₹)	Stage No	Existing Pay Stage (₹)	Revised Pay Stage (₹)	Stage No	Existing Pay Stage (₹)	Revised Pay Stage (₹)
1	2	3	1	2	3	1	2	3
1	16500	23000	29	33900	<b>47800</b>	57	67050	93400
2	17000	23700	30	34800	49000	58	68700	95600
3	17500	24400	31	35700	50200	59	70350	<b>97800</b>
4	18000	25100	32	36600	51400	60	72000	100300
5	18500	25800	33	37500	<b>52600</b>	61	73800	102800
6	19000	26500	34	38500	53900	62	75600	105300
7	19500	27200	35	39500	55200	63	77400	107800
8	20000	<b>27900</b>	36	40500	<b>56500</b>	64	79200	110300
9	20550	28700	37	41500	57900	65	81000	112800
10	21100	29500	38	42500	59300	66	83000	<b>115300</b>
11	21650	30300	39	43600	<b>60700</b>	67	85000	118100
12	22200	<b>31100</b>	40	44700	62200	68	87000	120900
13	22800	32000	41	45800	63700	69	89000	123700
14	23400	32900	42	46900	<b>65200</b>	70	91000	126500
15	24000	33800	43	48000	66800	71	93000	129300
16	24600	34700	44	49200	68400	72	95000	132100
17	25200	35600	45	50400	<b>70000</b>	73	97000	134900
18	25850	36500	46	51600	71800	74	99200	137700
19	26500	37400	47	52800	73600	75	101400	<b>140500</b>
20	27150	<b>38300</b>	48	54000	75400	76	103600	143600
21	27800	39300	49	55350	77200	77	105800	146700
22	28500	40300	50	56700	<b>79000</b>	78	108000	<b>149800</b>
23	29200	41300	51	58050	81000	79	110400	153200
24	29900	<b>42300</b>	52	59400	83000	80	112800	156600
25	30700	43400	53	60900	85000	81	115200	160000
26	31500	44500	54	62400	87000	82	117600	163400
27	32300	45600	55	63900	<b>89000</b>	83	120000	<b>166800</b>
28	33100	46700	56	65400	91200			

Illustrations for Rules of Fixation**Rule 4**

Case I. If the pre-revised pay of an employee on 01.07.2019 is ₹27150 in the scale of pay of ₹20000-45800, his pay undergoes following changes after 01.07.2019.

01.08.2019 (Increment)-Pay raised to ₹27800

01.12.2019 (Promotion to a post with scale of pay (₹25200-54000)- Pay fixed at ₹29200 (Rule 28A Part I KSR)

01.08.2020 (Increment)- Pay raised to ₹29900

Next Increment- 01.08.2021

His pay in the revised scale of pay ₹27900-63700 is fixed as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	27150	38300
01.08.2019	27800	39300
01.12.2019	29200 (Rule 28A Part I KSR)	41300 (Rule 28A Part I KSR)
01.08.2020	29900 (Re-fixation)	42300(Re-fixation)

Case II. An employee in the scale of pay of ₹ 42500-87000 who was drawing ₹ 65400 w.e.f. 01.05.2019 (increment date) and he was drawing pay of ₹67050 w.e.f. 01.05.2020. Suppose his pre-revised pay on 01.07.2019 has been retrospectively changed by a ratio promotion w.e.f. 28.06.2019 as per Order dated 01.07.2021. Consequent on the retrospective promotion, his pay was fixed at ₹ 68700 in the scale of pay of ₹ 45800-89000 and he is eligible for re-fixation on 01.05.2020, on the date of increment in the lower scale. His pay on and after 01.07.2019 will be regulated as follows:



Initial fixation to Revised Pay Scales

Date	Pre-revised Pay Stage & Pre-revised Scale of Pay	Revised Pay Stage & Revised Scale of Pay
01.07.2019	65400 (42500-87000)	91200 (59300-120900)
01.05.2020	67050(Increment)	93400(Increment)
01.05.2021	68700(Increment)	95600 (Increment)

Revised Fixation on 01.07.2021 (by virtue of order dated 01.07.2021)

Date	Pre-revised Pay Stage & Pre-revised Scale of Pay	Revised Pay Stage & Revised Scale of Pay
01.07.2019	68700 (45800-89000)	95600 (63700-123700)
01.05.2020	70350 (Re-fixation under Rule 28A)	97800 (Re-fixation under Rule 28A)
01.05.2021		100300 (Increment)

Case III. An employee in the scale of pay of ₹ 42500-87000 who was drawing ₹65400 w.e.f. 01.05.2019 (increment date) has been awarded with a punishment of barring two increments without cumulative effect by an order dated 18.08.2019. His pay in the revised scale of pay of ₹ 59300-120900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	65400	91200
18.08.2019	65400	91200
01.05.2020	65400	91200 (1 <sup>st</sup> increment in the Revised Scale barred)
01.05.2021	65400	91200 (2 <sup>nd</sup> increment barred)
01.05.2022	70350	97800 (Normal increment sanctioned and barred increments restored)

Case IV. If the increment barred in the above case is with cumulative effect. His pay in the revised scale of pay of ₹ 59300-120900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	65400	91200
18.08.2019	65400	91200
01.05.2020	65400	91200(1 <sup>st</sup> increment in the revised scale barred)
01.05.2021	65400	91200(2 <sup>nd</sup> increment barred)
01.05.2022	67050	93400(Normal increment sanctioned)

#### Rule 8

Case I. An employee in the scale of pay of ₹29200-62400 was drawing ₹54000 + ₹1500 PP w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹41300-87000 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	54000+1500PP	75400(Revised stage of ₹54000/-) Revised PP-₹1500×1.28=₹1920 Next Multiple of 100=₹2000 Next Increment after ₹ 75400 is ₹1800 Pay stepped up to ₹77200 Balance amount ₹200 will be protected as PP, which will not be absorbed in future increase in pay.
01.05.2020	55350+1500PP	79000+200PP

Case II. An employee in the scale of pay of ₹29200-62400 was drawing ₹54000 + ₹1100 PP w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹41300-87000 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	54000+1100PP	75400(Revised stage of ₹54000/-) ₹1100x1.28=₹1408 Next Multiple of 100=₹1500 (It is less than the next increment above ₹ 75400 ) Hence no step up in pay will be given and his pay will be ₹75400+1500PP. The PP will not be absorbed in future increase in pay
01.05.2020	55350+1100PP	₹ 77200+1500 PP

### Rule 9

An employee in the scale of pay of ₹89000-120000 is drawing basic pay ₹120000 and Residuary Pay ₹4500 w.e.f. 01.07.2014, his pay in the revised scale of pay of ₹123700-166800 as on 01.07.2019 will be ₹166800. His Residuary Pay in the revised scale will be ₹5760 (1.28x4500=5760)

### Rule 10

An employee in the scale of pay of ₹60900-103600 is drawing basic pay ₹97000 and Special Pay of ₹1300 in lieu of higher time scale w.e.f. 01.5.2019, his pay in the revised scale of pay of ₹85000-143600 as on 01.07.2019 will be ₹134900. His Special Pay in the revised scale will be ₹1670 (1.28x1300=1664 rounded to 1670).

### Rule11

An employee in the scale of pay of ₹18000-41500 is drawing two stagnation increments w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹25100-57900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	41500+₹2000 SI (2)	Revised pay stage of ₹41500 is ₹57900, last increment rate in the scale of pay of ₹25100-57900 is ₹1400. Hence his revised pay will be ₹57900+2800 SI(2)
01.05.2020	41500+₹3000 SI(3)	57900+₹4200 SI (3)
01.05.2021	41500+₹4000 SI (4)	57900+₹5600 SI (4)
01.05.2022	41500+₹4000 SI (4)	57900+₹5600 SI(4)

01.05.2023	41500+₹5000 SI(5) 5 <sup>th</sup> Stagnation Increment Fifth biennial	57900+₹7000 SI(5) 5 <sup>th</sup> Stagnation Increment biennial
01.05.2024	41500+₹5000 SI(5) No further stagnation increments	57900+₹7000 SI(5) No further stagnation increments

### Rule 12

An employee in the scale of pay of ₹18000-41500 is drawing two stagnation increments and personal pay of ₹800 w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹25100-57900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	41500+800 PP+₹2000 SI (2)	Revised pay stage of ₹41500 is ₹57900; Last increment rate in the scale of pay of ₹25100-57900 is ₹1400. Hence his revised pay will be ₹57900+2800 SI(2)+1100 PP(800 X 1.28=1024, rounded to 1100)
01.05.2020	41500+800 PP+₹3000 SI(3)	57900+1100 PP+₹4200 SI (3)
01.05.2021	41500+800 PP+₹4000 SI (4)	57900+1100 PP+₹5600 SI (4)
01.05.2022	41500+800 PP+₹4000 SI (4)	57900+1100 PP+₹5600 SI(4)
01.05.2023	41500+800 PP+₹5000 SI(5) 5 <sup>th</sup> Stagnation Increment Fifth biennial	57900+1100 PP+₹7000 SI(5) 5 <sup>th</sup> Stagnation Increment (biennial)
01.05.2024	41500+800 PP+₹5000 SI(5) No further stagnation increments	57900+1100 PP+₹7000 SI(5) No further stagnation increments

### Rule14

In the case of three employees A, B and C was drawing ₹23400, ₹24600 and ₹25200 w.e.f. 01.08.2018, 01.09.2018 and 01.09.2019 in the pre-revised scale of pay of ₹22200-48000. The scale of pay of their posts was given upgradation in the scale of pay in this pay revision to ₹25200-54000. The regulation of pay of three employees in the revised scale of pay of ₹35600-75400 are regulated as follows:

**EmployeeA**

Date	Pay Stage in the Pre-revised Scale	Corresponding Revised Stage	Pay fixed in the revised scale
01.07.2019	23400	32900	35600
01.08.2019	24000	33800	35600 (Increment will not be given on 01.08.19 since his pay in the revised scale was fixed on 01.07.2019 at a higher stage than corresponding stage in Annexure-6(2))
01.07.2020	24000(No change)	33800	36500 (Next increment on completion of one year from 01.07.2019)
01.07.2021	24600 (w.e.f.01.08.2020)	34700	37400 (Next increment)

**Employee B**

Date	Pay Stage in the Pre-revised Scale	Corresponding Revised Stage	Pay fixed in the revised scale
01.07.2019	24600	34700	35600
01.09.2019	25200	35600	35600 (Increment will not be given on 01.09.19 since his pay in the revised scale was fixed on 01.07.2019 at a higher stage than corresponding stage in Annexure-6(2))
01.07.2020	25200(No change)	35600	36500 (Next increment on completion of one year from 01.07.2019)
01.07.2021	25850 (w.e.f. 01.09.2020)	36500	37400 (Next increment)

## Employee C

Date	Pay Stage in the Pre-revised Scale	Corresponding Revised Stage	Pay fixed in the revised scale
01.07.2019	25200	35600	35600
01.09.2019	25850	36500	36500 (Increment will be given in the due date)
01.09.2020	26500	37400	37400 (Next increment)

### Rule19

A Senior Clerk who was drawing ₹38500 w.e.f. 01.05.2019, in the scale of pay ₹25200-54000 has got appointment to the post of State Tax Officer in the scale of pay ₹ 39500-83000 (Revised scale of pay: ₹55200-115300) and inducted in to pre-service training w.e.f. 01.06.2019 (which will not be reckoned as duty) and completed the training successfully and joined in regular service in the post of State Tax Officer w.e.f. 05.06.2020. His pay on and after 01.07.2019 will be regulated as follows:

Date	Pre-revised Pay & Scale of Pay in the post of senior clerk	Revised Pay & Scale of Pay	Actual pay or stipend
01.07.2019	₹ 38500 (₹ 25200-54000)	₹ 53900 (₹ 35600-75400) (senior clerk)	₹ 55200 (Stipend)
01.05.2020	₹ 38500 (₹ 25200-54000)	₹ 53900 (₹ 35600-75400) (senior clerk)	₹ 55200 (Stipend)
05.06.2020	₹ 40500 (₹ 39500-83000) (Fixation under Rule 28 A Part I KSR)	₹ 56500 (₹ 51400-110300) (Fixation under Rule 28 A Part I KSR)	₹ 56500(Pay) (State Tax Officer)
01.05.2021	₹ 41500 (Re-fixation under Rule 28A)	₹ 57900 (Re-fixation under Rule 28A)	57900 (State Tax Officer)

***Undertaking***

*(vide G.O.(P) No.169/2019/Fin. Dated 13/12/2019)*

*I hereby undertake that in the event of my pay, leave salary or pension or any other item having been fixed in a manner contrary to the provisions contained in the rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payment due to me or in cash.*

*Date:*

*Place:*

*Signature:*

*Name:*

*Designation:*

*PEN:*

*Countersignature of Drawing and Disbursing officer/ Head of office with date*

*Name:*

*Designation:*

*PEN:*



**SCHEME OF TIME BOUND HIGHER GRADE PROMOTION****A. GENERAL SCHEME**

1. Employees who remain in their entry posts in the scales of pay ranging from ₹23000-50200 to ₹85000-143600 will be given higher grades as mentioned below on completion of following specified periods of service in their posts in the scales of pay mentioned in the tables, subjects to para 7 below.

- (1) The first TBHG on completion of 8 years of service in the entry post.
- (2) The second TBHG 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 TBHG on completion of 22 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.
- (4) The fourth TBHG on completion of 27 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.

2. Employees who remain in their entry posts in the scales of pay ranging from ₹23000-50200 to ₹27900-63700 will be given four Higher Grades on completion of 8,15,22 and 27 years of service. The scales of pay on TBHG will be as specified in the following table, subject to para 7 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>
23000-50200	23700-52600	24400-55200	26500-60700	27900-63700
23700-52600	24400-55200	25100-57900	26500-60700	27900-63700
24400-55200	25100-57900	26500-60700	27900-63700	31100-66800
25100-57900	26500-60700	31100-66800	37400-79000	39300-83000
26500-60700	31100-66800	37400-79000	39300-83000	43400-91200
27900-63700	31100-66800	37400-79000	39300-83000	43400-91200

3. Employees who remain in their entry posts in the scales of pay ranging from ₹31100-66800 to ₹39300-83000 will be given three Higher Grades on completion of 8,15 and 22 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

**TABLE - II**

<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>
31100-66800	35600-75400	37400-79000	43400-91200
35600-75400	37400-79000	43400-91200	45600-95600
37400-79000	39300-83000	43400-91200	45600-95600
39300-83000	43400-91200	50200-105300	51400-110300

4. Employees who remain in their entry posts in the scales of pay ranging from ₹41300-87000 to ₹56500-118100 will be given two Higher Grades on completion of 8 and 15 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

**TABLE - III**

<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>
41300-87000	45600-95600	51400-110300
43400-91200	50200-105300	55200-115300
45600-95600	50200-105300	55200-115300
50200-105300	55200-115300	59300-120900
51400-110300	55200-115300	59300-120900
55200-115300	59300-120900	63700-123700
56500-118100	59300-120900	63700-123700

5. Employees who remain in their entry posts in the scales of pay ₹59300-120900 to ₹85000-143600 will be granted higher grade promotions in the scale of pay as shown below on completion of 8 years of service, subject to para 7 below.

**TABLE IV**

<b>Revised pay scale in the entry post</b>	<b>TBHG for 8 years of service in the entry post</b>
59300-120900	63700-123700
63700-123700	77200-140500
77200-140500	95600-153200
85000-143600	95600-153200

6. For incumbents in the posts on scales of pay above ₹85000-143600, no TBHG will be allowed.

7. If there is a regular promotion post (including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from ₹23000-50200 to ₹45600-95600 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 be allowed the scales of pay of regular promotion posts). In cases where there exists 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 (i.e. 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**.

8. The benefit of scale of pay of promotion posts is limited to non-gazetted entry posts in the entry scales of pay ranging from ₹23000-50200 to ₹45600-95600. Among the categories in Table III, those coming under the pay scales ranging from ₹50200-105300 to ₹56500-118100 will be allowed TBHG as specified in the Table.

9. If an officer is granted 1<sup>st</sup> or 2<sup>nd</sup> TBHG in the scale of pay of ₹50200-105300 or above by virtue of the provision for eligibility of scale of pay of promotion posts, further TBHG will not be given in the scales of pay of promotion posts. In such cases, further TBHGs will be given in the scales of pay provided in the Table III only. If the 1<sup>st</sup> or 2<sup>nd</sup> TBHG scale of pay sanctioned to an officer is higher than the scale of pay for next higher grades in the table, the scale of pay next above the existing grade scale of the incumbent in the Standard Scales of pay in Annexure I will be given.

10. In the orders sanctioning TBHGs in the scale of pay of the promotion post in the direct line, the date and number of the special rules/ Govt. orders which prescribe the method of appointment and qualification of the promotion post, the scale of pay of which is given as the TBHG to the incumbent and the date of effect of TBHG shall be mentioned. If such rules/ orders are not available, grades will be sanctioned in the scale of pay specified in the Tables concerned.

11. If an officer had been granted regular promotion to a post on a lower scale of pay than that proposed in the Table, before completion of the prescribed qualifying service required for TBHG, the scale of pay of TBHG specified in the Table will be

given on completion of prescribed years of qualifying service for getting TBHG 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.

**12.**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.

**13.** In the case of an employee enjoying the Time Bound Higher Grade Promotion in the pre-revised grade scale, his pay revision shall be done only in his eligible Time Bound Higher Grade scale.

*For eg:- Suppose there are two posts 'A' and 'B' - with 'B' as the immediate regular promotion post of 'A'. The pre-revised scale of pay of the post 'B' was ₹26500-56700. The corresponding revised scale of pay of this scale is ₹37400-79000. Suppose, the post of 'B' is placed in the revised scale of pay ₹39300-83000 by giving one level upgradation in scale of pay in this pay revision. A person in the post 'A' was given 1<sup>st</sup> TBHG in the pre-revised scale of pay of 'B' [₹ 26500-56700] prior to 01.07.2019, Para 13 provides that the pay revision of such a person should be done in the revised scale of pay of ₹ 39300-83000, and not in the corresponding revised scale of pay of his existing scale of ₹ 26500-56700 i.e., 37400-79000".*

**14.** 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. There will not be any option to elect a convenient date for sanction of TBHG and

the fixation on Time Bound Higher Grade Promotion shall be done on the due date itself.

**15.** In the matter of determination of scales of pay of TBHG on 2<sup>nd</sup> / 3<sup>rd</sup> / 4<sup>th</sup> THBG(s), in cases where the existing scale of pay of an incumbent by virtue of his first/ second/third promotions/TBHG(s), is higher or equal to the respective grade scales provided for 2<sup>nd</sup> /3<sup>rd</sup> / 4<sup>th</sup> THBG in the table provided, TBHG will be granted in the next higher scale of pay of the existing scale of pay of the incumbent in the Standard Scales of pay in Annexure I as illustrated below:

*For eg., The scale of pay of Radiographer in Health Services department is ₹31100-66800. The scale of pay of its 1<sup>st</sup> and 2<sup>nd</sup> promotion posts are Radiographer Gr I and Chief Radiographer in the scales of pay ₹37400-79000 and ₹ 50200-105300 respectively. Hence the second TBHG of an entry cadre Radiographer will be given in the scale of pay ₹50200-105300. There is no further promotion posts above Chief Radiographer. As per TBHG table, the scale of pay applicable for 3<sup>rd</sup> TBHG to categories having entry scale of ₹ 31100-66800 is ₹43400-91200. In this case, the incumbent is already in the scale of pay of ₹50200-105300, but he has to be given 3<sup>rd</sup> TBHG and consequent fixation of pay as he has availed only two promotions in his entire service. In such cases the above clause will apply and the 3<sup>rd</sup> TBHG of the incumbent will be given in the next higher scale of pay of ₹50200-105300 in the Standard Scales of Pay in Annexure I i.e., at ₹51400-110300.*

**16.** Non-teaching staff in Aided Schools, Private Colleges and Polytechnics who come under the scheme of direct payment of salary by Government will be eligible for Time Bound Higher Grade promotions in the scales provided in the Tables concerned. However, Clerks in those institutions will be eligible for the scale of pay applicable to the posts of Senior Clerk, Head Clerk, Junior Superintendent and Junior Superintendent (HG) on 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> TBHG, subject to the general conditions.

**17.** 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.

**18.** 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.

**19.** 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. The period of service during which increment(s) are barred without cumulative effect and Dies-non period will be reckoned as qualifying service for granting TBHG promotions. In the case of employees who are given inter district /inter departmental transfer in the category of post to which they were initially appointed by direct recruitment forfeiting their seniority, the period of qualifying service put in by them before such transfer will also be reckoned as qualifying service for TBHG. Similarly the (1) Period of LWA, not reckoned for increment (2) Increment bar period with cumulative effect (3) Service not counted for increment as a punishment (4) The period in which promotion is barred will not be reckoned as qualifying service for TBHG.

**20.** 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.

**21.** Employees in the entry scales of pay of ₹23700-52600 and ₹24400-55200 will be eligible for reckoning their last grade service on ₹23000-50200 also for 3<sup>rd</sup> and 4<sup>th</sup> Time Bound Higher Grades. This benefit will not be allowed to 1<sup>st</sup> and 2<sup>nd</sup> Time Bound Higher Grades. However, the 4<sup>th</sup> TBHG to such persons will be given only

after completion of 5 years from the date of effect of 3<sup>rd</sup> TBHG promotion.

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

**23.** The general terms and conditions of TBHG promotions are as follows:

(1) Since promotions to the time bound higher grade posts are granted on the basis of completed years of service prescribed for each grade, after converting the existing lower post held by the employee to a post on higher scale of pay, there will be no resultant vacancy in the lower post to be filled up. The question of resultant vacancy arises only when the employee is promoted to a regular post in the same / higher scale in the usual manner. The Heads of Department / Appointing Authorities are empowered to fix higher grades strictly observing the provisions contained in the orders issued by government. They are also empowered to convert the existing lower grade posts into higher grade posts for the purpose of accommodating the incumbents on higher grades. Promotions to time bound higher grade post will not confer seniority on the promotee. When time bound higher grades are granted, following designations will be given in the following three circumstances.

- i. TBHG on Scales of pay of promotion posts: The abbreviation 'TBHG-P' will be inserted with the existing designation of the employee within brackets.
- ii. TBHG on Table Scales: The abbreviation 'TBHG-T' will be inserted with the existing designation of the employee within brackets.
- iii. TBHG on unqualified Scales: The abbreviation 'TBHG-U' will be inserted with the existing designation of the employee within brackets.

(2) On acquiring test qualification or on becoming eligible for permanent exemption from acquiring obligatory departmental test qualification in accordance with Rule 13B of the general rules of KS & SSR 1958, on attaining 50 years of age, they will be granted scale of pay of promotion post with fixation benefit as per government Decision under Rule 30 Part I KSR. Persons who are not eligible for permanent exemption by application of Rule 13B of KS & SSR, 1958 even on attaining 50 years of age shall not be eligible for the scale of pay of promotion post.

(3) Provisional service will be reckoned for TBHG promotion only if the provisional service has been reckoned for increment in terms of Government Decision No.2 below Rule 33 Part I KSR.

(4) Declaration of probation is not a necessary condition for the sanction of time bound grade promotion. But such persons are eligible for TBHG in the unqualified scales only. For example, an LD Clerk who has not passed MOP test will also be eligible for higher grade promotion in the next higher scale in the standard scales of pay in Annexure I on completion of prescribed periods of qualifying service in the entry cadre. Increments in the TBHG scales can be sanctioned to them only after the declaration of satisfactory completion of probation.

(5) Acquisition of test qualification for regular promotion post is not essential for granting time bound higher grades. Such incumbents are eligible for TBHG promotions in the unqualified scales only. i.e., in the next higher scale of pay of the existing scale of pay of the incumbent in the Standard Scales of pay in Annexure I.

(6) In the case of Copyists, Typists, Copyist-Clerks, Copyist-Typists and Village Assistants who are appointed / promoted as Clerks, their service in the respective cadres before appointing/promoting as Clerks will be reckoned for grade promotion in the cadre of Clerk.

(7) In the case of UD Typist / Confidential Assistant who have changed over to the category of UD clerk, their prior service as Typist / Confidential Assistant will be reckoned as qualifying service for allowing time bound higher grade in the clerk post. The number of 28A fixations enjoyed in the Typist/Confidential Assistant



posts shall determine the eligibility for further fixation in TBHG in the clerk post.

(8) In the case of Last Grade Employees, their full-time service in the various categories of Last Grade Service (both in the regular and full time contingency service) will be reckoned as qualifying service in the Last Grade post for granting time bound higher grade. Broken periods of service in the Last Grade service (either in the regular service or in full time Contingency service) reckoned for the grant of normal increments will also be taken into account for purpose of calculating the qualifying service for grade promotions. Part time Service will not be reckoned as qualifying service for time bound higher grade promotions in the full-time posts.

(9) In the case of employees on deputation to other departments, the period spent on deputation shall be treated as qualifying service for time bound higher grade in the parent Department, with effect from 16.09.1985 irrespective of the scale of pay assigned to them in the deputation post (G.O.(P) 944/86/(117)/Fin dated 24.12.1986).

(10) Time bound higher grade promotions will not be given for those who have relinquished / relinquish regular promotions either permanently or for specified periods. Before giving time bound higher grade promotions, an undertaking will be obtained from the officers concerned to the effect that he/she will not refuse the regular promotion as and when it becomes due. A declaration to the effect of agreeing to refund the excess pay and allowances, if any drawn by the incumbent in case it is found later that he has been paid such excess due to mistake in the grant of TBHG promotion or irregular fixation of pay also has to be furnished. Last Grade employees who relinquish promotion to the post of Attender permanently are eligible for time bound higher grade promotions in cases where post of Attender is not a promotion post in the line of promotion of Last Grade Employees.

(11) Those who are promoted for short spells but reverted to lower post for want of vacancy and are continuing in the lower post, their service in the higher post will also be reckoned for computing the prescribed qualifying service for granting higher grade in the lower post. This order is applicable only to those employees promoted on regular basis but reverted to lower post for want of vacancy.

(12) Those who are initially appointed in one Department, who get further appointment subsequently by direct recruitment (PSC) in the same post in another Department will be eligible for time bound higher grade in the latter Department by reckoning their prior service also, provided the same has been reckoned for increment in the latter Department.

(13) Those who got appointment to higher posts/regular promotion to higher posts

with the benefit of 28A fixation within the period prescribed for grade promotion are not eligible for further time bound higher grade promotion during that period. In addition to the service reckoned for increment, the benefits of 28A fixation enjoyed by the employees within the period prescribed for each higher grade promotion shall also be taken into account for determining the eligibility for time bound higher grade promotion.

(14) In the case of regular promotions from TBHG, if the fixation of pay made under Rule 30 Part I KSR increases basic pay of the incumbent by two or more increments, such promotions will be counted as promotions for the purpose of further TBHG.

**24.** Before granting TBHG promotions in scales of pay of promotion posts, an undertaking of willingness will be obtained to the effect that the employee would not opt any other channel of promotion by bypassing the normal line of promotion to the post the scale of pay which has been granted as TBHG. In the absence of such undertaking, time bound higher grade will not be given in the scale of pay of promotion post even if he is qualified for the promotion post. He will be given only the time bound higher grade in the scale of pay provided in the Tables. As Tables of grades are not applicable to teachers, nothing contained in this para will apply to them.

## **B.TBHG OF POLICE CONSTABLES**

**25.** Civil Police Officers, Police Constables and Police Constable Drivers in Police Department will be allowed four Time Bound Higher Grades. Incumbents qualified for promotion to respective posts will be allowed the scale of pay of ₹39300-83000, ₹43400-91200, ₹45600-95600 and ₹50200-105300 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, subject to other general conditions.

**26.** In the case of all categories of executive staff, other than those mentioned above, in Police department having entry level scale of pay equivalent to Civil Police Officer/ Police Constable, 1<sup>st</sup>,2<sup>nd</sup> and 3<sup>rd</sup> TBHGs shall not be given above the scales of pay of Senior Civil Police Officer, Assistant Sub Inspector and Sub Inspector respectively, notwithstanding the provision laid down in para 7 of the scheme of TBHG.

For eg., In the Orchestra Wing, there is no post equivalent to Assistant Sub Inspector. That is, in strict sense, Sub Inspector is the second promotion post of Bugler PC. But his second TBHG will not be given in the scale of pay of Sub Inspector. It is to be given in the scale of pay of Assistant Sub Inspector, while in the case of an Electrician PC, his TBHGs will be given only in the scales provided in the Tables, since there is no promotion posts to Electrician PC.

## **C.TBHG OF TEACHERS**

**27.** 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.

**28.** LP/UP School Teachers who get promotion as HM before availing the 2<sup>nd</sup> or 3<sup>rd</sup> TBHG promotion as Senior Grade and Selection Grade respectively will be allowed notional fixation as and when they become eligible for Senior Grade/Selection Grade. That is, on due date of completing qualifying services for Senior Grade/Selection Grade promotions, their pay will be fixed in the Senior Grade/Selection Grade as if they had continued as Grade I/Senior Grade without getting promotion as HM. That is, their actual pay consequent to promotion as HM, will not be taken for notional fixation, but their notional pay as if they had continued as Grade I/Senior Grade Teacher will be taken for fixation of pay. Subsequent to this, their pay will be fixed in the scale of pay of HM as per Rule 28 A Part I KSR with effect from the date of sanction of notional grade. As per G.O.(P)No.66/2019/Fin dated 10.06.2019, teachers who have completed the prescribed qualifying service for Senior Grade/Selection Grade promotions on or after 01.02.2016, will be sanctioned the notional grades on the due date and the next increment will be allowed on the date of increment in lower scale and thereafter fixation in the scale of pay of HM will be done on this date of increment itself. This system will continue with effect from the date of effect of the time bound higher grade scheme in the XI Pay Revision.

**29.** LP/UP school Headmasters will be allowed TBHG on completion of 8 years as Headmaster or 28 years of total service as Headmaster and LPSA/UPSA taken together and another grade promotion on completion of 20 years as Headmaster. An LPSA/UPSA who had already completed 28 years of service will become eligible for HM higher grade only on the next day of taking charge as HM of LP/UP School. 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.

**30.** 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 ₹ 45600-95600, ₹50200-105300 and ₹51400-110300 respectively on completion of 7, 15 and 22 years of service.

**31.** High School Teachers who get promotion as HM before availing the 2<sup>nd</sup> or 3<sup>rd</sup> TBHG promotion as Senior Grade/Selection Grade are allowed notional fixation as and when they become eligible for Senior Grade/Selection Grade. That is, on due

date of completing qualifying services for Senior Grade/Selection Grade promotions, their pay will be fixed in the Senior Grade/Selection Grade as if they had continued as Higher Grade/Senior Grade without getting promotion as HM. That is, their actual pay consequent to promotion as HM, will not be taken for notional fixation, but their notional pay as if they had continued as Higher Grade /Senior Grade Teacher will be taken for fixation of pay. Thereafter, their pay will be fixed in the scale of pay of HM as per Rule 28 A Part I KSR. As per G.O.(P)No.66/2019/Fin dated 10.06.2019, teachers who have completed the prescribed qualifying service for Senior Grade/Selection Grade promotions on or after 01.02.2016, will be sanctioned the notional grades on the due date and the next increment will be allowed on the date of increment in lower scale and thereafter fixation in the scale of pay of HM will be done on this date of increment itself. This system will continue with effect from the date of effect of the time bound higher grade scheme in the XI Pay Revision.

**32.** Headmasters of Secondary Schools and equated categories will be allowed Higher Grade on completion of 7 years of service as Headmaster/Assistant Educational Officer or 27 years of total service as High School Assistant and Headmaster of High Schools/Training Schools/Assistant Educational Officer taken together. In the case of those HSAs who had already completed 27 years of service will become eligible for HM (Higher Grade) only on the next day of taking charge as HM /AEO.

**33.** In the case of a teacher who resigns/relieves from Aided School and joins Government School, his/her service prior to resignation will be reckoned for granting TBHG in Government School provided the aided school service is continuous and approved by the competent authority and the period of break between the resignation/relief and joining in Government School shall not exceed one month.

**34.** 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 ₹56500-118100 and ₹59300-120900.

**35.** Higher Secondary School Teachers who get promotion as Principal before availing the 1<sup>st</sup> or 2<sup>nd</sup> TBHG promotion as Higher Grade/Selection Grade are allowed notional fixation as and when they become eligible for Higher

Grade/Selection Grade. That is, on due date of completing qualifying services for Higher Grade/Selection Grade promotions, their pay will be fixed in the Higher Grade/Selection Grade as if they had continued as HSST/HSST(HG) without getting promotion as Principal. That is, their actual pay consequent to promotion as Principal, will not be taken for notional fixation, but their notional pay as if they had continued as HSST/HSST(HG) will be taken for fixation of pay. Thereafter, their pay will be fixed in the scale of pay of Principal as per Rule 28 A Part I KSR.

**36.** Higher Secondary School Teacher Junior / Non Vocational Higher Secondary School Teacher Junior will be allowed two TBHG Promotions as Higher Secondary School Teacher Junior (HG)/Non Vocational Higher Secondary School Teacher Junior (HG) and Higher Secondary School Teacher Junior (Sel.Gr)/Non Vocational Higher Secondary School Teacher Junior (Sel.Gr) on completion of 8 years and 15 years of service in the scale of pay of ₹55200-115300 and ₹56500-118100 respectively.

**37.** The existing Time Bound Higher Grade scheme stands modified to the extent specified in the present scheme.

**Rules of fixation of pay for Part-Time Contingent employees**

The revised scales of pay will come into force with effect from 01/07/2019.

- i) All employees who were in service as on 01/07/2019 shall come over to the revised scale of pay with effect from 01/07/2019.
- ii) The pay in the revised scale as on 01/07/2019 will be the corresponding revised pay stage of pre revised pay as provided in the Annexure VIII.
- iii) In cases where the existing pay as on 01/07/2019 is retrospectively changed after 01/07/2019 for any reason the pay so changed will be revised as provided in Annexure VIII..
- iv) All appointments made on or after 01/07/2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.
- v) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01/07/2019 in the existing scale of pay. Increments, if any, accruing on 01/07/2019 will also be reckoned.
- vi) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2019.
- vii) Stagnation increment, if any, existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.
- viii) Date of Increment: The existing date of increment shall not undergo any change.
- ix) In the case of an employee who is on Leave without Allowance or under suspension as on 01/07/2019, his/her pay will be fixed under these rules on the date of his/ her re-joining duty on the basis of pay last drawn immediately before 01/07/2019.
- x) In the case of an employee who is continuing on LWA on 01/07/2019, his/her 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.
- xi) Stagnation Increment: The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.
- xii) The existing scheme of granting one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years will continue. The additional increment will be granted on completion of the prescribed qualifying service and it will not affect the normal increment dates.

## Annexure VIII

Stage to Stage Fixation Table for Part-Time Contingent employees

Stages in the existing scale	Corresponding Stages in the Revised scale	Stages in the existing scale	Corresponding Stages in the Revised Scale	Stages in the existing scale	Corresponding Stages in the Revised scale
<b>10620</b>	<b>14800</b>	<b>9340</b>	<b>13000</b>	<b>8200</b>	<b>11500</b>
10860	15140	9560	13330	8400	11800
11100	15480	9780	13660	8600	12100
11340	15820	10000	13990	8800	12400
11580	16160	10220	14320	9000	12700
11820	16500	10440	14650	9200	13000
12060	16840	10660	14980	9400	13300
<b>12300</b>	<b>17180</b>	10880	15310	9600	13600
12560	17550	<b>11100</b>	15640	9800	13900
12820	17920	11340	<b>15970</b>	<b>10000</b>	14200
13080	18290	11580	16330	10220	<b>14500</b>
13340	18660	11820	16690	10440	14830
<b>13600</b>	<b>19030</b>	12060	17050	10660	15160
13900	19440	<b>12300</b>	<b>17410</b>	10880	15490
14200	19850	12560	17800	<b>11100</b>	15820
14500	20260	12820	18190	11340	16150
14800	<b>20670</b>	13080	18580	11580	16480
<b>15100</b>	21130	13340	18970	11820	16810
15440	21590	<b>13600</b>	<b>19360</b>	12060	<b>17140</b>
15780	22050	13900	19790	<b>12300</b>	17500
16120	22510	14200	20220	12560	17860
<b>16460</b>	<b>22970</b>	14500	20650	12820	18220
		<b>14800</b>	<b>21080</b>	13080	18580
				<b>13340</b>	<b>18940</b>

**Classification of Officers into Group A, B, C & D**

<b>Group A</b>	<b>Group B</b>	<b>Group C</b>	<b>Group D</b>
<b>Proposed Scale of Pay</b>	<b>Proposed Scale of Pay</b>	<b>Proposed Scale of Pay</b>	<b>Proposed Scale of Pay</b>
77200-140500	50200-105300	23700-52600	23000-50200
85000-143600	51400-110300	24400-55200	
95600-153200	55200-115300	25100-57900	
107800-160000	56500-118100	26500-60700	
112800-163400	59300-120900	27900-63700	
118100-163400	63700-123700	31100-66800	
123700-166800		35600-75400	
129300-166800		37400-79000	
		39300-83000	
		41300-87000	
		43400-91200	
		45600-95600	



**SCHEDULE OF POSTS WITH EXISTING &  
REVISED SCALES OF PAY AND  
ALLOWANCES - DEPARTMENTS**

**1. GOVERNMENT SECRETARIAT****(A) KERALA RAJ BHAVAN****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY****(1) GOVERNOR'S SECRETARIAT**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Secretary to Governor	IAS	IAS
	Deputy Secretary	77400-115200	107800-160000
	Under Secretary	45800-89000	63700-123700
	Private Secretary to Governor	42500-87000	59300-120900
	Public Relations Officer	42500-87000	59300-120900
	Personal Assistant to Governor	39500-83000	55200-115300
	Section Officer (HG)	40500-85000	56500-118100
a	Section Officer	36600-79200	51400-110300
	Additional Personal Assistant to Governor	35700-75600	50200-105300
	Tour Superintendent	35700-75600	50200-105300
b	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
c	Computer Assistant Selection Grade	32300-68700	45600-95600
	Computer Assistant Senior Grade	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700
a	Confidential Assistant Grade I	27800-59400	39300-83000
	Confidential Assistant Grade II	20000-45800	27900-63700
	Telephone Operator	18000-41500	25100-57900
	Chauffer	18000-41500	25100-57900
	Motor Cycle Despatch Rider	18000-41500	25100-57900
	Binder	18000-41500	25100-57900
	Clerical Assistant	17000-37500	23700-52600
	Duffedar	17000-37500	23700-52600

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Office Attendant Grade I	17000-37500	23700-52600
	Office Attendant Grade II	16500-35700	23000-50200
	Sweeper	16500-35700	23000-50200
	Sanitation Worker	16500-35700	23000-50200
	Sweeper cum Sanitation Worker	16500-35700	23000-50200

- a Grade ratio will be 1:1
- b Existing ratio 1:1:1 will continue
- c Existing ratio 1:1:1:1 will continue

## **B. ALLOWANCES**

### **(1) Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
Deputy Secretary	830
Private Secretary to Governor / Additional Private Secretary to Governor	830
Under Secretary (Tour) / Under Secretary	830
Personal Assistant to Governor / Section Officer / Section Officer (Accounts) / Tour Superintendent	610
Assistant	550
Computer Assistant	330
Confidential Assistant	550
Chauffeur	530
Duffedar	220
Personal Attendant / Motor Cycle Despatch rider / Office Attendants working with Governor, Secretary to Governor and other Officers and posted for duty in the VIP Room	220
Telephone Operator	260
Clerical Assistant	220
Attender	220
Police Driver	260

**(2) GOVERNOR'S HOUSEHOLD**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	ADC to Governor	As in PD	As in PD
	Comptroller	60900-103600	85000-143600
	Additional Private Secretary	42500-87000	59300-120900
	Furniture Clerk	19000-43600	26500-60700
	Motor Section Clerk	19000-43600	26500-60700
	Garden Supervisor	19000-43600	26500-60700
	Chauffer	18000-41500	25100-57900
	Carpenter	18000-41500	25100-57900
	Head Butler	17500-39500	24400-55200
	Head Cook	17500-39500	24400-55200
	Head Gardener	17500-39500	24400-55200
	Gardener	17000-37500	23700-52600
	Personal Attendant	17000-37500	23700-52600
	Care Taker	17000-37500	23700-52600
	Tailor	17000-37500	23700-52600
	Cook	17000-37500	23700-52600
	Laundry Superintendent	17000-37500	23700-52600
	Dhobi	17000-37500	23700-52600
	Female Attendant	17000-37500	23700-52600
	Attender	17000-37500	23700-52600
	Duffedar	17000-37500	23700-52600
	Waiter	17000-37500	23700-52600
	Matey	16500-35700	23000-50200
	Lascar	16500-35700	23000-50200
	Sweeper	16500-35700	23000-50200
	Sweeper-cum-Sanitation Worker	16500-35700	23000-50200
	Cleaner	16500-35700	23000-50200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Office Attendant	16500-35700	23000-50200
	Watcher	16500-35700	23000-50200
	Medical Officer	45800-89000	As in PD
	Staff Nurse Grade II	26500-56700	As in PD
	Pharmacist Grade II	22200-48000	As in PD
	Nursing Assistant	16500-35700	As in PD
	Hospital Attendant	16500-35700	As in PD

## **B. ALLOWANCES**

### **(1) Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
Comptroller	830
Motor Section Clerk / Furniture Clerk	260
Chauffeur	530
Duffedar	220
Head Butler	220
Head Cook	220
Cook	220
Waiter	220
Cleaner	220
Matey	220
Lascar	220
Garden Supervisor	220
Caretaker	220
Medical Officer	440
Staff Nurse	280
Pharmacist	220
Nursing Assistant	200
Hospital Attendant	200

## (2) Compensatory Allowance

Category	Rate per month (₹)
ADC	370
Physician to Governor	370
Head Gardener	110
Gardener	110
Sweeper	110
Pharmacist	110
Hospital Attendant	110
Nursing Assistant	110

## (3) Uniform Allowance

Category	Rate per annum (₹)
Head Butler	2700
Head Cook	2700
Cook	2700
Waiter	2700
Cleaner	2700
Matey	2700
Lascar	2700
Garden Supervisor	2700
Caretaker	2700
Gardener	2700
Sweeper	2700
Staff Nurse	2700
Pharmacist	2200
Hospital Attendant	2700
Nursing Assistant	2700

**(B). ADMINISTRATIVE SECRETARIAT****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Chief Secretary	IAS	IAS
	Additional Chief Secretary	IAS	IAS
	Principal Secretary	IAS	IAS
	Secretary	IAS	IAS
	Additional Secretary (IAS)	IAS	IAS
	Special Secretary	93000-120000	129300-166800
	Additional Secretary	89000-120000	123700-166800
	Joint Secretary	85000-117600	118100-163400
	Deputy Secretary	77400-115200	107800-160000
	Under Secretary (HG)	68700-110400	95600-153200
a	Under Secretary and Asst. Electoral Officer/Protocol Officer/ Additional Protocol Officer/Chief Liaison Officer	45800-89000	63700-123700
*	Language Expert	45800-89000	63700-123700
**	Personal Secretary	45800-89000	63700-123700
	Personal Assistant (HG)	42500-87000	59300-120900
a	Personal Assistant	40500-85000	56500-118100
	Section Officer (HG)	40500-85000	56500-118100
a	Section Officer/Cashier/ Liaison Officer/ Assistant Protocol Officer	36600-79200	51400-110300
	Office Superintendent (HG)	40500-85000	56500-118100
a	Office Superintendent	36600-79200	51400-110300
b	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant/ Assistant Cashier	30700-65400	43400-91200
	Assistant / Accountant/ Reception Officer/ Assistant Liaison Officer	27800-59400	39300-83000
c	Computer Assistant Selection Grade	32300-68700	45600-95600
	Computer Assistant Senior Grade	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700
	Security Officer	30700-65400	43400-91200
	Assistant Security Officer	27800-59400	39300-83000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Sergeant	27800-59400	39300-83000
	Head Guard	25200-54000	35600-75400
	Security Guard Grade I	22200-48000	31100-66800
d	Security Guard Grade II, Chowkidar, Watchman	19000-43600	26500-60700
	Clerical Assistant Grade I	20000-45800	27900-63700
a	Clerical Assistant Grade II	19000-43600	26500-60700
	Lift Supervisor	20000-45800	27900-63700
	Duplicating Machine Supervisor	19000-43600	26500-60700
	Duplicating Machine Operator	18000-41500	25100-57900
	Motor Cycle Orderly	20000-45800	27900-63700
	Secretariat Traffic Warden	17500-39500	24400-55200
	Head Gardener	17500-39500	24400-55200
e	Gardener	17000-37500	23700-52600
	Dhobi Supervisor	18000-41500	25100-57900
	Dhobi	17500-39500	24400-55200
	Attender (HG)	18000-41500	25100-57900
f	Attender	17500-39500	24400-55200
	Nottam	17500-39500	24400-55200
	Store Attendant	17000-37500	23700-52600
	Conference Hall Watchman	17500-39500	24400-55200
	Messenger	16500-35700	23000-50200
	Full Time Telephone Cleaner	16500-35700	23000-50200
	OP Attender	16500-35700	23000-50200
i	Confidential Assistant Selection Grade	39500-83000	55200-115300
	Confidential Assistant Senior Grade	30700-65400	43400-91200
	Confidential Assistant Grade I	27800-59400	39300-83000
	Confidential Assistant Grade II	20000-45800	27900-63700
	Health Inspector Grade II	26500-56700	37400-79000
	Binder Grade I	20000-45800	27900-63700
h	Binder Grade II	19000-43600	26500-60700
g	Lift Operator	18000-41500	25100-57900
	Health Assistant	18000-41500	25100-57900
	Office Attendant Grade I	17000-37500	23700-52600



	Name of Post	Existing Scale of Pay	Revised Scale of Pay
h	Office Attendant Grade II	16500-35700	23000-50200
	Full Time Sweeper	16500-35700	23000-50200

\*Present incumbent holding the post will be in the Personal scale of pay of ₹107800-160000 in terms of G.O(Ms)No.135/2018/GAD dated 22.06.2018.

\*\* There will be total four posts of Personal Secretary in the O/o the Chief Secretary/ Additional Chief Secretary in the following Departments:

General Administration Department -3 and Finance Department -1

a Existing ratio 1:1 will continue

b The Grade ratio 1:1:1 will continue

c The existing ratio 1:1:1:1 will continue

d The ratio between Grade I and Grade II will be 1:3

e The ratio of 10:1 between Full Time Gardeners and Head Gardener will continue

f 1/3<sup>rd</sup> Higher Grade will continue

g Ratio 9:1 between Lift Operator and Lift Supervisor will continue

h The ratio between Grade II and Grade I will be 2:1

i Ratio among Gr II, Gr I, Senior grade and Section Grade will be 1:1:1:1

#### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Garden Supervisor (Addition to the cadre of Assistant Agricultural Officer in Agriculture Department)	As in PD	As in PD

#### B. ALLOWANCES

##### (1) Footwear Allowance

Category	Rate per annum (₹)
Gardener	500
Head Gardener	500

##### (2) Special Allowance

Category	Rate per month (₹)
Additional Secretary/Joint Secretary in the O/o the Chief Secretary	1100
Deputy Secretary /Under Secretary, General Administration (SC) Department	990

Category	Rate per month (₹)
Section Officer/ Assistant/Typist, General Administration (SC) Department	830
Personal Secretary, Personal Assistant and Confidential Assistants in the office of Chief Secretary	830
Personal Assistant/ Confidential Assistant, General Administration (SC) Department	720
Personal Secretary, Personal Assistant, Confidential Assistant in the Office of Additional Chief Secretaries including Finance	720
Personal Assistant and Confidential Assistant to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government	610
Confidential Assistant in the Office of Additional Secretary/Special Secretary	280
Chauffer/ Attender/Office Attendant in the O/o Chief Secretary	660
Driver/ Attender/Office Attendant in the Office of Additional Chief Secretaries including Finance	660
Section Officer, General Administration (SS), Home (SS) and General Administration (C.R. Cell) Department	260
Assistant/Typist, General Administration (SS) and Home (SS) Department	170
Assistant, General Administration (Office Section) Department	170
Assistant, Central Agency	360
Assistant, General Administration (Official Language Translation) Department	140
Gunman in the O/o Chief Secretary	390
Security Guard in the O/o Chief Secretary	390
Office Attendant/ Attender, General Administration (SS) and Home (SS) Department	140
Office Superintendent, General Administration (Office Section)	200
Office Attendant, General Administration (Office Section) Department	140
Office Superintendent, Tele-printer Section	220
Office Attendant/ Messenger, Central Agency	220
<b>(ii) General Administration (Political-A) Department</b>	
Special Secretary / Additional Secretary/Joint Secretary/Deputy Secretary to Government working as State Protocol Officer	990
Under Secretary and State Protocol Officer/ Additional State Protocol Officer	830
Assistant Protocol Officer/ Section Officer	720

Category	Rate per month (₹)
Assistant/Typist/Confidential Assistant	720
Office Attendant	440
Chauffeur attached to G.A. (Pol.) Department	440
<i>(iii) Personal Staff of Ministers/Leader of Opposition/Govt. Chief Whip</i>	
Private Secretary/ Additional Private Secretary/Special Private Secretary/ Assistant Private Secretary/ Press Secretary and Political Secretary to Chief Minister and Leader of opposition	990
Personal Assistant/ Additional Personal Assistant/Special Personal Assistant/Section Officer	880
Clerk/ Assistant/ Confidential Assistant/ Typist	830
Chauffeur/Driver	770
Head Office Attendant/ Duffedar	390
Clerical Assistant/ Attender	660
Office Attendant/ Contingent Employees	660
<i>(iv) Personnel in the Computer Cell attached to the office of the Chief Minister</i>	
Section Officer	610
Assistant	610
Typist	610
Office Attendant	610
<i>(v) Office of the Principal Secretary to the Chief Minister</i>	
Joint Secretary	830
Deputy Secretary/ Under Secretary	610
Section Officer	610
<i>(vi) Other Categories</i>	
Driver	330
Chief Security Officer	280
Security Officer	220
Assistant Security Officer	200
Station Officer (Fire Force)	200
Sergeant	200
Garden Supervisor	160
Lift Supervisor	330
Security Guard	140
Office Attendant, General Administration (English Records) Department	110

Category	Rate per month (₹)
Lift Operator	250
Driver attached to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government	440
Office Attendant, Duffedar attached to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government	360
Office Attendant/Duffedar attached to Additional Secretary, Special Secretary to Government	140

### (3) Compensatory Allowance

Category	Rate per month (₹)
Sergeant	110
Security Guard	110
Watchman/ Chowkidar	110
Secretariat Traffic Warden	110
<i>(i)Allopathic Clinic attached to Secretariat</i>	
Chief Medical Officer	660
Medical Officer	660
Gynaecologist	660
Dental Surgeon/ Paediatrician	550
Pharmacist	280
Nurse	280
Dental Hygienist	220
Clerical Assistant	220
Scavenger	220
<i>(ii)Homoeo Clinic attached to Secretariat</i>	
Medical Officer	660
Pharmacist	280
Sweeper/Office Attendant	170
<i>(iii)Other Establishments</i>	
Head Gardener	110
Gardener	110
Sweeper of Secretariat Garden	110
<i>(iv)Ayurveda Clinic attached to Secretariat</i>	
Medical Officer	660
Pharmacist	280
Attender	170

#### (4) Uniform Allowance

Category	Rate per annum (₹)
<i>a) Other Categories</i>	
Security Officer	4000
Assistant Security Officer	4000
Sergeant	4000
Security Guard	4000
Secretariat Traffic Warden	4000
Lift Operator	2800
Durbar/Conference Hall Watchman	2800
Full Time Gardener	2800
Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker	2800
<i>(b) Allopathic Clinic attached to Secretariat</i>	
Pharmacist	2200
Nurse	2700
Scavenger	2700
<i>(c) Homoeo Clinic attached to Secretariat</i>	
Pharmacist	2200
<i>(d) Other Establishments</i>	
Head Gardener	2800
Gardener	2800
Sweeper of Secretariat Garden	2800
<i>(e) Ayurveda Clinic attached to Secretariat</i>	
Pharmacist	2200
Attender	2700
<i>(f) Personal Staff of Ministers/Leader of Opposition</i>	
Chauffeur	3300
Attender*	3300
Office Attendant	3300
*Maximum two Attenders in the office of a Minister/Leader of Opposition will be allowed the allowance	

**(C). FINANCE SECRETARIAT****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Principal Secretary	IAS	IAS
	Secretary	IAS	IAS
	Special Secretary	93000-120000	129300-166800
	Additional Secretary	89000-120000	123700-166800
	Joint Secretary	85000-117600	118100-163400
	Deputy Secretary	77400-115200	107800-160000
	Under Secretary (HG)	68700-110400	95600-153200
a	Under Secretary	45800-89000	63700-123700
	Section Officer (HG)	40500-85000	56500-118100
a	Section Officer	36600-79200	51400-110300
	Office Superintendent (HG)	40500-85000	56500-118100
a	Office Superintendent	36600-79200	51400-110300
b	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
c	Computer Assistant Selection Grade	32300-68700	45600-95600
	Computer Assistant Senior Grade	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700
	Clerical Assistant Grade I	20000-45800	27900-63700
a	Clerical Assistant Grade II	19000-43600	26500-60700
	Attender (HG)	18000-41500	25100-57900
d	Attender	17500-39500	24400-55200
	Director, Information Systems	85000-117600	118100-163400
	Joint Director (Information Systems)	36600-79200	51400-110300
	Accounts Officer	42500-87000	59300-120900
	Binder Grade I	20000-45800	27900-63700

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
e	Binder Grade II	19000-43600	26500-60700
	Roneo Operator	18000-41500	25100-57900
	Office Attendant Grade I	17000-37500	23700-52600
e	Office Attendant Grade II	16500-35700	23000-50200

- a The existing ratio 1:1 will continue  
b The Grade ratio 1:1:1 will continue  
c The existing ratio 1:1:1:1 will continue  
d 1/3<sup>rd</sup> HG will continue  
e The ratio between Grade II and Grade I will be 2:1

### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Chief Technical Examiner	As in PD	As in PD
Assistant Chief Technical Examiner	As in PD	As in PD
Technical Examiner (Civil, Electrical)	As in PD	As in PD
Assistant Technical Examiner (Civil, Electrical, Mechanical)	As in PD	As in PD
Divisional Accounts Officer	As in PD	As in PD
Statistical Assistant Grade I	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Personal Secretary, Personal Assistant and Confidential Assistant to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government	610
Confidential Assistant working in the offices of Additional Secretary/Special Secretary	280
System Analyst-cum-programming Officer (Data Processing Centre)	500
Chief Technical Examiner	500
Assistant Chief Technical Examiner	440
Technical Examiner (Civil, Electrical)	390

Category	Rate per month (₹)
Assistant Technical Examiner (Civil, Electrical, Mechanical)	280
Additional Secretary attending the work relating to Secretaries Committee	390
Section Officer attending the work relating to Secretaries Committee	280
Assistant attending the work relating to Secretaries Committee	220
Computer Assistant attending the work relating to Secretaries Committee	190
Office Attendant attending the work relating to Secretaries Committee	140
Deputy Secretary & above working on other duty as Vigilance Officer & equated posts in other departments	330
Under Secretary working on other duty as Accounts Officer in other departments	280
Office Attendant / Confidential Assistant in O/o Additional Secretary / Special Secretary	280
<i>(i) Office of the Additional Chief Secretary (Finance)/ Principal Secretary (Finance)</i>	
Under Secretary/Deputy Secretary/Joint Secretary	660
<i>(ii) Secret Section</i>	
Section Officer	330
Assistant / Computer Assistant	190
Office Attendant	140
<i>(iii) Other Categories</i>	
Driver	330
Driver attached to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government	440
Office Attendant attached to Principal Secretaries, Secretaries to Government and Special Secretaries (IAS) to Government	360
Office Attendant attached to Additional Secretary, Special Secretary to Government	140

**(2) Uniform Allowance**

Category	Rate per annum (₹)
Full -time Sweeper / Full-time Sweeper-cum-Sanitation Worker	2800



**D) LAW SECRETARIAT**

**A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Law Secretary	As in PD	As in PD
	Special Secretary (Law)	93000-120000	129300-166800
	Additional Secretary	89000-120000	123700-166800
	Joint Secretary	85000-117600	118100-163400
	Deputy Secretary	77400-115200	107800-160000
	Under Secretary (HG)	68700-110400	95600-153200
a	Under Secretary	45800-89000	63700-123700
	Section Officer (HG)	40500-85000	56500-118100
a	Section Officer	36600-79200	51400-110300
	Office Superintendent (HG)	40500-85000	56500-118100
a	Office Superintendent	36600-79200	51400-110300
b	Assistant Legal Officer	32300-68700	45600-95600
	Legal Assistant Grade I	30700-65400	43400-91200
	Legal Assistant Grade II	29200-62400	41300-87000
*	Senior Tamil Translator (HG)	42500-87000	59300-120900
	Senior Tamil Translator	35700-75600	50200-105300
	Tamil Translator (HG)	30700-65400	43400-91200
	Assistant Tamil Translator	26500-56700	37400-79000
	Senior Kannada Translator (HG)	42500-87000	59300-120900
	Senior Kannada Translator	35700-75600	50200-105300
	Kannada Translator (HG)	30700-65400	43400-91200
	Assistant Kannada Translator	26500-56700	37400-79000
c	Computer Assistant Selection Grade	32300-68700	45600-95600
	Computer Assistant Senior Grade	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700
	Attender (HG)	18000-41500	25100-57900
d	Attender	17500-39500	24400-55200
	Clerical Assistant Grade I	20000-45800	27900-63700
a	Clerical Assistant Grade II	19000-43600	26500-60700

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Binder Grade I	20000-45800	27900-63700
e	Binder Grade II	19000-43600	26500-60700
	Roneo Operator	18000-41500	25100-57900
	Office Attendant Grade I	17000-37500	23700-52600
e	Office Attendant Grade II	16500-35700	23000-50200
	Duffedar	17000-37500	23700-52600

a Existing ratio 1:1 will continue

b Grade ratio 1:1:1 will continue

c The existing ratio 1:1:1:1 will continue

d Ratio 2:1 between Attender and Attender HG will continue

e The ratio between Grade II and Grade I will be 2:1

\* The existing incumbent will continue to be designated as Deputy Secretary (Tamil Translator) with the Personal Scale of pay ₹107800-160000 in terms of GO(Ms)No.177/2012/GAD dated 10.07.2012.

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Personal Assistant and Confidential Assistant to Secretary, Law	610
Confidential Assistants in the O/o Additional Secretary and Special Secretary	280
Driver	330
Driver attached to Secretary, Law	440
Office Attendant attached to Secretary, Law	360
Office Attendant attached to Additional Secretary, Special Secretary to Government	140

### (2) Compensatory Allowance

Category	Rate per month (₹)
Clerical Assistant attached to the Library	140
Office Attendant attached to the Library	110
Binder attached to the Library	150

**(3) Uniform Allowance**

Category	Rate per annum (₹)
Full -time Sweeper / Full-time Sweeper-cum-Sanitation Worker	2800

**(E). LEGISLATURE SECRETARIAT****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Secretary	As In PD	As in PD
	Special Secretary	93000-120000	129300-166800
	Additional Secretary	89000-120000	123700-166800
	Joint Secretary / Estate Officer / Finance Officer	85000-117600	118100-163400
	Deputy Secretary / Research Officer	77400-115200	107800-160000
	Under Secretary (HG)	68700-110400	95600-153200
a	Under Secretary / Protocol Officer	45800-89000	63700-123700
	Section Officer (HG)	40500-85000	56500-118100
a	Section Officer/ Manager / Superintendent / Cashier	36600-79200	51400-110300
	Chief Editor	77400-115200	107800-160000
	Joint Chief Editor	55350-101400	77200-140500
	Deputy Chief Editor	45800-89000	63700-123700
	Editor of Debates	42500-87000	59300-120900
	Selection Grade Reporter (HG)	40500-85000	56500-118100
c	Selection Grade Reporter	36600-79200	51400-110300
d	Senior Grade Reporter	32300-68700	45600-95600
	Reporter Grade I	30700-65400	43400-91200
	Reporter Grade II	27800-59400	39300-83000
	Chief Librarian	68700-110400	95600-153200
	Librarian	60900-103600	85000-143600
	Deputy Librarian	45800-89000	63700-123700
b	Assistant Librarian Grade I	32300-68700	45600-95600
	Assistant Librarian Grade II	30700-65400	43400-91200
	Catalogue Assistant	27800-59400	39300-83000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Personal Assistant (HG)	42500-87000	59300-120900
a	Personal Assistant	40500-85000	56500-118100
b	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	Office Superintendent (HG)	40500-85000	56500-118100
a	Office Superintendent	36600-79200	51400-110300
e	Computer Assistant Selection Grade	32300-68700	45600-95600
	Computer Assistant Senior Grade	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700
	Controller of Printing	36600-79200	51400-110300
	Foreman	29200-62400	41300-87000
	Reader Grade II	26500-56700	37400-79000
	Paste Up Artist	25200-54000	35600-75400
	Offset Machine Operator	25200-54000	35600-75400
	Copy Holder	20000-45800	27900-63700
	Computer Operator-cum-Web Designer	20000-45800	27900-63700
	Health Inspector Grade II	27800-59400	39300-83000
	Chief Information Assistant	26500-56700	37400-79000
	Information Assistant	25200-54000	35600-75400
	Clerical Assistant Grade I	20000-45800	27900-63700
a	Clerical Assistant Grade II	19000-43600	26500-60700
	Lift supervisor	20000-45800	27900-63700
	Chief Amenities Assistant (MLA Hostel)	20000-45800	27900-63700
	DTP Operator	20000-45800	27900-63700
	Photocopier Operator	18000-41500	25100-57900
	Lift Operator	18000-41500	25100-57900
	Roneo Operator	17500-39500	24400-55200
	Amenities Assistant (MLA Hostel) HG	19000-43600	26500-60700
f	Amenities Assistant (MLA Hostel)	17500-39500	24400-55200
	Attender (HG)	18000-41500	25100-57900
f	Attender	17500-39500	24400-55200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Binder Grade I	20000-45800	27900-63700
g	Binder Grade II	19000-43600	26500-60700
	Office Attendant Grade I	17000-37500	23700-52600
g	Office Attendant Grade II	16500-35700	23000-50200
	Assembly Attendant	17500-39500	24400-55200
	Head Gardener	17500-39500	24400-55200
	Lady Attendant	17000-37500	23700-52600
	Helper	17000-37500	23700-52600
	Mochee	17000-37500	23700-52600
	Gardener	17000-37500	23700-52600
	Sweeper	16500-35700	23000-50200
	Sanitation Worker	16500-35700	23000-50200
	Cleaner	16500-35700	23000-50200

- a Existing ratio 1:1 will continue
- b Existing ratio 1:1:1 will continue
- c Ratio 2:1 will be allowed between Selection Grade Reporter and its HG
- d Ratio 1:1:1 will be allowed among Grade II, Grade I and Senior Grade Reporters
- e Existing ratio 1:1:1:1 will continue
- f 1/3<sup>rd</sup> of the posts will be in the Higher Grade
- g Ratio between Gr II and Gr I will be 2:1

### **Posts held by Personnel of other Departments**

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Chief Marshal	As in PD	As in PD
Additional Chief Marshal	As in PD	As in PD
System Administrator (Software Development & Training)	As in PD	As in PD
Network Administrator	As in PD	As in PD
System Administrator (Hardware Maintenance & Networking)	As in PD	As in PD
Marshal	As in PD	As in PD
Sergeant (In the grade of Head Constable)	As in PD	As in PD
Leading Fireman	As in PD	As in PD
Fireman	As in PD	As in PD
Sergeant Assistant (In the grade of Police Constable)	As in PD	As in PD

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Women Sergeant Assistant	As in PD	As in PD
IT Consultant	As in PD	As in PD
Personal Assistant to MLA	As in PD	As in PD
Pump operator	As in PD	As in PD
Assistant Agricultural Officer	As in PD	As in PD
Junior Health Inspector	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Personal Assistant attached to Secretary, Legislature	610
Personal Assistant / Confidential Assistant attached to Additional Secretary	220
Driver	330
Lift Operator	140
Telephone Operator	140
Office Superintendent	200
Chief Marshal	390
Deputy Chief Marshal	330
Marshal	280
Sergeant	220
Sergeant Assistant	170
Personal Assistant and Confidential Assistant in the O/o Additional Secretary and Special Secretary	280
<b>Protocol Wing</b>	
Protocol Officer (Under Secretary)	220
Assistant	170
Office Attendant	140
<b>Personal Staff of Speaker / Deputy Speaker / Chairman, Financial Committee</b>	
Private Secretary/ Additional Private Secretary / Assistant Private Secretary	990
Section Officer/Personal Assistant/ Additional Personal Assistant	880
Typist/ Assistant/Confidential Assistant	830

Category	Rate per month (₹)
Chauffeur	770
Duffedar	390
Office Attendant	660
Gardener	660

**(2) Compensatory Allowance**

Category	Rate per month (₹)
Lift Operator	110
Telephone Operator	150
Amenities Assistant	110
Assembly Attendant	110
Lady Attendant	110
Duffedar	110
Office Attendant (attending Chamber duty)	110
Sweeper (including Higher Grade)/Scavenger/ Gardener	110

**(3) Uniform Allowance**

Category	Rate per annum (₹)
Chief Marshal	As in PD
Deputy Chief Marshal	As in PD
Marshal	As in PD
Sergeant	4000
Sergeant Assistant	4000
Assembly Attendant/ Chief Amenities Assistant/ Cleaner/Driver	3000
Amenities Assistant	2700
Lady Attendant	2700
Lift Operator	3000
Gardener/Full Time Gardener	2700
Duffedar	2700
Sweeper (including Higher Grade)/Scavenger	2700
Full -Time Sweeper/Full-Time Sweeper-cum-Sanitation Worker	2700
Part -Time Sweeper	2700

**(4) Additional Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
Personal Assistant of MLAs in the Legislative Assembly	830

**(F). KERALA HOUSE, NEW DELHI**

**A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	<b>Office of the Resident Commissioner</b>		
	Resident Commissioner	IAS	IAS
	Additional Resident Commissioner	IAS	IAS
	Law Officer (Additional Law Secretary)	89000-120000	As in PD
	Liaison Officer (Joint Secretary)	85000-117600	As in PD
	Administrative Officer (Under Secretary)	42500-87000	As in PD
	Section Officer	36600-79200	As in PD
	Assistant Executive Engineer	42500-87000	As in PD
	Assistant Engineer	39500-83000	As in PD
	Personal Assistant	39500-83000	As in PD
	Assistant Liaison Officer	27800-59400	As in PD
	Assistant	27800-59400	As in PD
	Typist	20000-45800	As in PD
	Overseer (Electrical)	19000-43600	As in PD
	Overseer (Civil)	19000-43600	As in PD
	Driver	18000-41500	As in CC
	<b>Office of the Controller</b>		
	Controller	39500-83000	55200-115300
	Protocol Officer	45800-89000	63700-123700
	Administrative Officer	42500-87000	59300-120900
	Assistant Protocol Officer	35700-75600	50200-105300
	Manager (Catering / Housekeeping)	35700-75600	50200-105300
	Section Officer	36600-79200	51400-110300
	Assistant	27800-59400	39300-83000
	Typist	20000-45800	27900-63700



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Reception Assistant	26500-56700	37400-79000
	Catering Supervisor	22200-48000	31100-66800
	Steno-typist	20000-45800	27900-63700
	Telephone Operator (HG)	19000-43600	26500-60700
a	Telephone Operator	18000-41500	25100-57900
	House Keeping Supervisor	22200-48000	31100-66800
	Assistant House Keeper	18000-41500	25100-57900
	Store Keeper	22200-48000	31100-66800
	Chauffer (HG)	19000-43600	26500-60700
a	Chauffer	18000-41500	25100-57900
	Butler/Steward	18000-41500	25100-57900
	Waiter/Bearer (HG)	17500-39500	24400-55200
a	Waiter/Bearer	17000-37500	23700-52600
	Attender	17000-37500	23700-52600
	Room Attendant (HG)	17500-39500	24400-55200
a	Room Attendant	17000-37500	23700-52600
	Cook (HG)	17500-39500	24400-55200
a	Cook	17000-37500	23700-52600
	Office Attendant Grade I	17000-37500	23700-52600
a	Office Attendant Grade II	16500-35700	23000-50200
	Plumber	18000-41500	25100-57900
	Sweeper	16500-35700	23000-50200
	Lascar/Gardener/ Scavenger/Kitchen Helper	16500-35700	23000-50200
	<b>Information Office</b>		
	Deputy Director	As in PD	As in PD
	Information Officer	45800-89000	As in PD
	Assistant Information Officer	27800-59400	As in PD
	Assistant Editor	30700-65400	As in PD
	Cinema Operator	18000-41500	25100-57900
	Office Attendant Grade I	17000-37500	23700-52600
	Clerical Attender	16500-35700	23000-50200
	Driver	18000-41500	25100-57900
	<b>NORKA Cell</b>		
	Deputy Secretary	77400-115200	As in PD

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Assistant	27800-59400	As in PD
	<b>Tourism Information Office</b>		
	Deputy Director	As in PD	As in PD
	Information Assistant	26500-56700	As in PD
	Driver	18000-41500	As in PD
	Office Attendant Grade II	16500-35700	As in PD

a 1/3<sup>rd</sup> HG will continue.

## **B. ALLOWANCES**

### **(1) Special Allowance**

<b>Category</b>	<b>Rate (₹)</b>
New Delhi Allowance	10% of Basic Pay subject to a maximum of 9000 per month
Transport Allowance	830 per month
Warm Cloth Allowance	3000 once in two years
Uniform Allowance-Summer Season	3300 once in two years
Uniform Allowance-Winter Season	2000 once in two years
Shoe Allowance	1320 per annum
Educational Allowance	900 per month per child subject to the maximum of 2 children
Special Allowance to cooks	550 per month
Mobile Phone Allowance to the officer in charge of Norka Cell, New Delhi	660 per month
Protocol Officer, New Delhi	830 per month
Assistant Protocol Officer, New Delhi	720 per month
Leave Travel Concession/Home Travel Allowance	Once in two years for visiting home town with family and once in a year for single travel (for the officer only)
Personal Assistant and Confidential Assistant to Resident Commissioner and Additional Resident Commissioner	610 per month
Confidential Assistant attached to Law Officer	220 per month

Category	Rate (₹)
Driver attached to the Resident Commissioner and Additional Resident Commissioner	440 per month
Office Attendant attached to the Resident Commissioner and Additional Resident Commissioner	360 per month

**(2) Compensatory Allowance**

Category	Rate per month (₹)
Chauffeurs in Kerala House and Office of the Resident Commissioner, New Delhi	1650

**2. ADVOCATE GENERAL'S OFFICE**

**A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Secretary to Advocate General	89000-120000	123700-166800
	Joint Secretary	85000-117600	118100-163400
	Deputy Secretary	77400-115200	107800-160000
	Under Secretary (HG)	68700-110400	95600-153200
a	Under Secretary	45800-89000	63700-123700
	Section Officer (HG)	40500-85000	56500-118100
b	Section Officer	36600-79200	51400-110300
	Librarian	35700-75600	50200-105300
	Personal Assistant (HG)	42500-87000	59300-120900
b	Personal Assistant	40500-85000	56500-118100
	Office Superintendent (HG)	40500-85000	56500-118100
b	Office Superintendent	36600-79200	51400-110300
c	Assistant Section Officer	32300-68700	45600-95600
	Assistant Senior Grade	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
d	Computer Assistant Selection Grade	32300-68700	45600-95600
	Computer Assistant Senior Grade	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Translator	26500-56700	37400-79000
	Clerical Assistant Grade I	20000-45800	27900-63700
	Clerical Assistant Grade II	19000-43600	26500-60700
	Library Assistant	18000-41500	25100-57900

- a 1/3<sup>rd</sup> Higher Grade will continue
- b Grade ratio will be 1:1
- c Grade ratio 1:1:1 will continue
- d Grade ratio 1:1:1:1 will continue

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Personal Assistant attached to Advocate General	610
Personal Assistant attached to Additional Advocate General	220
<i>Officers attending work in the Office of the Director of Public Prosecution</i>	
Section Officer	200
Confidential Assistant	160
Personal Assistant to the Advocate General attending Secret Section work	160
Driver	330

### (2) Compensatory Allowance

Category	Rate per month (₹)
Librarian	220
Assistant officiating as Assistant Librarian	200
Library Attender	160
Last Grade Employee in the Library	110
Library Assistant (Catalogue work)	390
<i>Those Attending Cause list work</i>	
Under Secretary	1100
Section Officer	1100
Assistant	1100
Computer Assistant	1100
Personal Assistant/Confidential Assistant	1100
Office Superintendent	1100
Office Attendant	1100

**(3) Uniform Allowance**

Category	Rate per annum (₹)
Duffedar	2700

**3. AGRICULTURE DEVELOPMENT AND FARMERS' WELFARE****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	89000-120000	123700-166800
	Additional Director	81000-117600	112800-163400
	Joint Director/Principal Agricultural Officer	68700-110400	95600-153200
	Deputy Director/Chief Soil Chemist/Plant Protection Officer	45800-89000	63700-123700
a	Assistant Director/Senior Agricultural Officer/Radio Contact Officer	42500-87000	59300-120900
	Assistant Principal Agricultural Officer	40500-85000	56500-118100
	Banana Development Officer	40500-85000	56500-118100
	Cashew Development Officer/Special Officer	40500-85000	56500-118100
	Research Officer/Farm Superintendent	40500-85000	56500-118100
b	Assistant Soil Chemist	40500-85000	56500-118100
	Labour Welfare Officer	39500-83000	55200-115300
a	Agricultural Officer/ Farm Assistant/ Seed Development Officer	39500-83000	55200-115300
	Technical Assistant	39500-83000	55200-115300
	Personal Assistant to Director of Agriculture	39500-83000	55200-115300
c	Senior Scientific Assistant	35700-75600	50200-105300
	Agricultural Field Officer (HG)	39500-83000	55200-115300
d	Agricultural Field Officer	35700-75600	50200-105300
c	Scientific Assistant Grade I	30700-65400	43400-91200

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
e	Assistant Agriculture Officer	30700-65400	43400-91200
	Agricultural Assistant Grade I	26500-56700	37400-79000
	Agricultural Assistant Grade II	20000-45800	27900-63700
c	Scientific Assistant Grade II	25200-54000	35600-75400
	Offset Operator	22200-48000	31100-66800
	Assistant Offset Operator	18000-41500	25100-57900
	Film Librarian	18000-41500	25100-57900
	Lab Assistant	18000-41500	25100-57900
	Oil Engine Driver	18000-41500	25100-57900
	Field Supervisor	17000-37500	23700-52600
	Lab Keeper	17000-37500	23700-52600
	Lab Attender		23700-52600
	Tractor Cleaner Grade I		23700-52600
	Tractor Cleaner Grade II		23000-50200
	Gardener cum Cleaner		23000-50200
	Tissue Culture Technician	Consolidated pay of 18000	27900-63700
	AC Mechanic (on contract)	Consolidated pay of 17000/-	Consolidated pay of 23500/-
<b>Agriculture Engineering Wing</b>			
	State Agricultural Engineer	81000-117600	112800-163400
	Executive Engineer	68700-110400	95600-153200
	Assistant Executive Engineer (Agri)	42500-87000	59300-120900
	Assistant Engineer (Agri)	39500-83000	55200-115300
	Head Draftsman (Civil)	39500-83000	55200-115300
	Draftsman Grade I/ Overseer Grade I/ Draftsman Grade I (Mechanical)	26500-56700	37400-79000
	Store-in-charge	26500-56700	37400-79000
	Foreman	22200-48000	31100-66800
	Draftsman Grade II/ Overseer Grade II	22200-48000	31100-66800

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Work Superintendent	19000-43600	26500-60700
	Tractor Driver Grade I	19000-43600	26500-60700
	Tractor Driver Grade II	18000-41500	25100-57900
	Senior Mechanic	20000-45800	27900-63700
	Mechanic	18000-41500	25100-57900
	Skilled Assistant	18000-41500	25100-57900
	Welder	18000-41500	25100-57900
	Fitter	18000-41500	25100-57900
	Blacksmith	18000-41500	25100-57900
	Carpenter	18000-41500	25100-57900
	Turner	18000-41500	25100-57900
	Electrician	18000-41500	25100-57900
	Machinist	18000-41500	25100-57900
	Borer	17500-39500	24400-55200
	Workshop Attender	17000-37500	23700-52600
	<b>Farm Information Bureau</b>		
	Principal Information Officer	68700-110400	95600-153200
	Deputy Director of Agriculture	45800-89000	63700-123700
	Assistant Director of Agriculture	42500-87000	59300-120900
	Editor-cum-Press Relations Officer	40500-85000	56500-118100
	Technical Assistant	22200-48000	31100-66800
	Agricultural Officer	39500-83000	55200-115300
	Videographer	35700-75600	50200-105300
	Photographer	27800-59400	39300-83000
	Photo Artist	25200-54000	35600-75400
	Village Level Worker (Agricultural Assistant)	20000-45800	27900-63700
	Agricultural Assistant	20000-45800	27900-63700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	<b>Animal Husbandry</b>		
	Campaign Officer	40500-85000	56500-118100
	Information Officer	40500-85000	56500-118100
	Publication Officer	40500-85000	56500-118100
	Editor Farm News	40500-85000	56500-118100
	<b>Miscellaneous</b>		
	Artist	25200-54000	35600-75400
	Pharmacist	22200-48000	31100-66800
	Compositor	22200-48000	31100-66800
	Boat Driver Grade I	20000-45800	27900-63700
	Boat Driver Grade II	18000-41500	25100-57900
	Regular Mazdoor	16500-35700	23000-50200

a The ratio 1:3 between Senior Agricultural Officer/Assistant Director and Agricultural Officer will continue.

b The existing ratio 1:1 between Agricultural Officer and Senior Grade Scientific Assistant for promotion as Assistant Soil Chemist will continue.

c The ratio 2:1:1 among Grade II, Grade I and Senior Grade will continue.

d 25% of posts will be placed in the Higher Grade

e The existing ratio 5:3:2 will continue.

### **Posts held by Personnel of other Departments**

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Vigilance Officer (Finance)	As in PD	As in PD
Senior Administrative Officer	As in PD	As in PD
Senior Finance Officer	As in PD	As in PD
Law Officer	As in PD	As in PD
Deputy Director (Statistics)	As in PD	As in PD
Assistant Director (Statistics)	As in PD	As in PD
Research Officer	As in PD	As in PD
Accounts Officer	As in PD	As in PD
Research Assistant	As in PD	As in PD
Statistical Assistant/Investigator Grade I	As in PD	As in PD



## B. ALLOWANCES

### (1) Uniform Allowance

Category	Rate per Annum (₹)
Boat Driver	2700
Boat Syrang	2700
Mechanic	2700
Driver-cum-operator	2700
Full Time Gardener	2700
Tractor Driver	2700

### (2) Permanent Conveyance Allowance

Category	Rate per month (₹)	Area of Jurisdiction
Agriculture Officer	190	One Panchayat
Agricultural Assistant/ Assistant Agricultural Officer	170	Below One Panchayat
Agricultural Assistant working in KMEP	170	Below One Panchayat
Field Supervisor	160	Below One Panchayat

## 4. ANIMAL HUSBANDRY

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	89000-120000	123700-166800
Additional Director / Director, Institute of Animal Health & Veterinary Biological, Palode	81000-117600	112800-163400

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Registrar, Kerala Veterinary Council / Additional Director (Planning)	77400-115200	107800-160000
	Principal Training Officer, Livestock Management Training Centre / Joint Director / District Animal Husbandry Officer / Chief Disease Investigation Officer / Standardization Officer / Project Officer, Live Stock Disease Control / State Livestock Census Officer / Senior Research Officer	68700-110400	95600-153200
	Deputy Director (HG) / Project Officer, ICDP (HG) / Production Manager, Central Hatchery (HG)/ Livestock Products Inspecting Officer(HG) / Research Officer, Institute of Animal Health & Veterinary Biologicals (HG) / Quality Control Officer(HG) / Chief Veterinary Officer (HG)/ Cattle Sterility Officer(HG) / State Epidemiologist, Thiruvananthapuram (HG)	55350-101400	77200-140500
a	Deputy Director / Project Officer, ICDP / Production Manager, Central Hatchery / Livestock Products Inspecting Officer / Research Officer, Institute of Animal Health & Veterinary Biologicals / Quality Control Officer / Chief Veterinary Officer / Cattle Sterility Officer / State Epidemiologist Thiruvananthapuram	45800-89000	63700-123700
	Assistant Director / Senior Veterinary Surgeon / Superintendent, Goat Farm Superintendent, District Livestock Farm / Superintendent, Buffalo Breeding farm / Assistant Project Officer, RAIC / Assistant Director, RPF / Assistant Director (Planning) / Project Officer, IPD Block / Disease Investigation Officer / Assistant Research Officer / Assistant Director, Fodder Development / Lecturer, Extension Training Centre / Disease Surveillance Officer / Forest Veterinary Officer / Geneticist /	42500-87000	59300-120900

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Assistant Rinder Pest Officer / Assistant Director, Cattle Sterility		
b	Plant Engineer / Assistant Executive Engineer	42500-87000	59300-120900
	Assistant Engineer	39500-83000	55200-115300
c	Veterinary Surgeon / Toxicologist / Scientific Assistant / Research Assistant, IAH & VB	39500-83000	55200-115300
	Chief Instructor	36600-79200	51400-110300
	Feed Analyst	36600-79200	51400-110300
	Labour Officer	35700-75600	50200-105300
	Senior Instructor	35700-75600	50200-105300
	Field Officer (HG)	36600-79200	51400-110300
d	Field Officer	35700-75600	50200-105300
	Chemist	35700-75600	50200-105300
	Laboratory Supervisor	35700-75600	50200-105300
	Live Stock Inspector Senior Grade / Assistant Field Officer	29200-62400	41300-87000
	Junior Instructor / Chick Sexing Expert	27800-59400	39300-83000
	Livestock Inspector Grade I	26500-56700	37400-79000
	Laboratory Technician Grade I / Laboratory Assistant Grade I	25200-54000	35600-75400
	Chief Operator	25200-54000	35600-75400
	Incubation Technician	22200-48000	31100-66800
	Electrician-cum-Mechanic	22200-48000	31100-66800
	Refrigeration Mechanic	22200-48000	31100-66800
	X-ray Technician	22200-48000	31100-66800
e	Livestock Inspector Grade II	20000-45800	27900-63700
	Laboratory Technician Grade II / Laboratory Assistant Grade II	20000-45800	27900-63700
	Cinema Operator cum Driver	20000-45800	27900-63700
	Chick Sexer	20000-45800	27900-63700
	Despatch Rider	17500-39500	24400-55200
	Pump Operator / Plumber	17500-39500	24400-55200
	Carpenter-cum-Mechanic	17500-39500	24400-55200

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Carpenter-cum-Packer	17500-39500	24400-55200
	Poultry Attendant / Servant	17000-37500	23700-52600
	Gardener Grade I	17000-37500	23700-52600

- a. HG in the ratio 1:2 will continue
- b. HG in the ratio 1:2 will continue as in PWD
- c. The ratio 3:1 between Veterinary Surgeons and Senior Veterinary Surgeons will continue.
- d. HG in the ratio 1:3 will continue
- e. Ratio of 5:3:2 among Livestock Inspector Grade II, Livestock Inspector Grade I and Live Stock Inspector Senior Grade / Assistant Field Officer will continue

#### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Senior Administrative Officer	As in PD	As in PD
Senior Finance Officer	As in PD	As in PD
Joint Director (Statistics)	As in PD	As in PD
Research Officer	As in PD	As in PD
Research Assistant	As in PD	As in PD
Statistical Assistant Grade I	As in PD	As in PD
Statistical Assistant Grade II	As in PD	As in PD
Agricultural Officer	As in PD	As in PD

#### B. ALLOWANCES

##### (1) Risk Allowance

Category	Rate per month (₹)
Veterinary Surgeons working in Elephant Squad	330
X-Ray Technician	110

##### (2) Uniform Allowance

Category	Rate per annum (₹)
Duffedar	2700

### (3) Additional Special Allowance

Category	Rate per month (₹)
Veterinary Surgeons working in rural areas	3000
Veterinary Surgeons working in difficult rural areas	4500

### (4) Permanent Conveyance Allowance

Category	Rate per month (₹)	Area of Jurisdiction
Senior Veterinary Surgeon / Veterinary Surgeon in charge of Veterinary Hospitals and Dispensaries	160	Jurisdiction of the Veterinary hospitals and dispensaries
Live Stock Inspectors	160	Jurisdiction of the Veterinary hospitals and dispensaries

## 5. ARCHAEOLOGY

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	68700-110400	95600-153200
Conservation Officer	45800-89000	63700-123700
Superintending Archaeologist	45800-89000	63700-123700
Epigraphist	45800-89000	63700-123700
Assistant Executive Engineer		59300-120900
Archaeological Chemist	40500-85000	56500-118100
Publication Officer	40500-85000	56500-118100
Assistant Engineer	39500-83000	55200-115300
Documentation Officer	36600-79200	51400-110300
Artist Superintendent	36600-79200	51400-110300
Education Officer	36600-79200	51400-110300

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Research Officer	36600-79200	51400-110300
	Personal Assistant	35700-75600	50200-105300
	Excavation Assistant	35700-75600	50200-105300
	Epigraphy Assistant	35700-75600	50200-105300
	Curator	35700-75600	50200-105300
	Field Assistant	29200-62400	41300-87000
	Technical Assistant	29200-62400	41300-87000
	Assistant Editor	27800-59400	39300-83000
	Preservation Assistant	27800-59400	39300-83000
	Research Assistant	27800-59400	39300-83000
	Manager	27800-59400	39300-83000
	Artist	27800-59400	39300-83000
	Documentation Assistant	27800-59400	39300-83000
	Designer	27800-59400	39300-83000
	Foreman	26500-56700	37400-79000
	Museum Assistant	25200-54000	35600-75400
	Photographer	25200-54000	35600-75400
	Display Technician	25200-54000	35600-75400
	Gallery Supervisor	25200-54000	35600-75400
	Estampage Maker	25200-54000	35600-75400
	Laboratory Assistant	22200-48000	31100-66800
	Draftsman	20000-45800	27900-63700
	Museum Guide	20000-45800	27900-63700
	Dark Room Assistant	20000-45800	27900-63700
	Electrician		25100-57900
	Mechanic		25100-57900

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Head Gardener	17500-39500	24400-55200
	Cook	17500-39500	24400-55200
	Ticket Attender	17500-39500	24400-55200
	Record Attender	17500-39500	24400-55200
	Helper/Moulder	17000-37500	23700-52600
	Specimen Collector	17000-37500	23700-52600
	Technical Helper	17000-37500	23700-52600
	Gallery Attender	16500-35700	23000-50200
	Duster	16500-35700	23000-50200

#### **Posts held by Personnel of other Departments**

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Security Officer (S.I of Police)	As in PD	As in PD
Security Guard (PC/HC)	As in PD	As in PD

#### **B. ALLOWANCES**

##### **(1) Uniform Allowance**

<b>Category</b>	<b>Rate per annum (₹)</b>
Head Gardener	2700
Waiter	2700
Gardener	2700
Watcher	2700
Cook	2700

## 6. ARCHIVES

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	68700-110400	95600-153200
	Assistant Director	42500-87000	59300-120900
	Editorial Archivist	35700-75600	50200-105300
	Archivist	35700-75600	50200-105300
	Superintendent	35700-75600	50200-105300
	Conservation Officer	35700-75600	50200-105300
	Asst. Archivist Gr I	30700-65400	43400-91200
	Junior Editor	30700-65400	43400-91200
	Editorial Assistant	25200-54000	35600-75400
	Senior Clerk/ Asst. Archivist Gr II	25200-54000	35600-75400
	Photographer	25200-54000	35600-75400
	Asst. Conservation Officer	35700-75600	50200-105300
	Preservation Supervisor	27800-59400	39300-83000
a	Mender (HG)	25200-54000	35600-75400
	Mender	20000-45800	27900-63700
b	Binder Gr I	19000-43600	26500-60700
	Binder Gr II	18000-41500	25100-57900

a 1/3<sup>rd</sup> Higher Grade will Continue.

b The ratio between Grade II & I will be 2:1

#### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD



## B. ALLOWANCES

### (1) Compensatory Allowance

Category	Rate per month (₹)
Superintendent posted in the Secretariat Cellar	170
Assistant/Clerk posted in the Secretariat Cellar	150
Office Attendant posted in the Secretariat Cellar	110
<b>Preservation Section</b>	
Preservation Supervisor/ Mender	110
Binder/Lascar	110

### (2) Risk Allowance

Category	Rate per month (₹)
Mender	110

## 7. AYURVEDA MEDICAL EDUCATION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	UGC	UGC
Principal	UGC	UGC
Professor	UGC	UGC
Associate Professor	UGC	UGC
Assistant Professor	UGC	UGC
Chief Medical Officer	42500-87000	63700-123700
Lecturer	42500-87000	59300-120900
Senior Medical Officer/ Research Officer / Deputy Manager	40500-85000	59300-120900
Scientific Officer	40500-85000	56500-118100

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Demonstrator/ RMO/ Medical Officer	39500-83000	55200-115300
	Scientific Assistant	36600-79200	51400-110300
	Manager / Lay Secretary & Treasurer / Senior Superintendent	36600-79200	51400-110300
	Nursing Superintendent Grade I	35700-75600	50200-105300
	Junior Scientific Officer	35700-75600	50200-105300
	Head Nurse (Allopathy)	32300-68700	45600-95600
	Store Officer / Junior Superintendent	30700-65400	43400-91200
	Technician (Bhasma & Sindura)	30700-65400	43400-91200
	Nursing Superintendent Grade II	30700-65400	43400-91200
	Store Superintendent	30700-65400	43400-91200
	Technician (Pharmacy)	27800-59400	39300-83000
	Herpetologist	27800-59400	39300-83000
	Staff Nurse (Allopathy)	27800-59400	39300-83000
	Lady Health Inspector	26500-56700	37400-79000
	Technician (X-ray)	26500-56700	37400-79000
	Lab Technician Grade I	26500-56700	37400-79000
a	Lab Technician Grade II	22200-48000	35600-75400
	Nurse Gr. I	25200-54000	35600-75400
	Pharmacist Grade I	25200-54000	35600-75400
	Technician (Electrical)	25200-54000	35600-75400
	Technician (Other category) (Mechanical)	25200-54000	35600-75400
	Technician (Dravyaguna)	25200-54000	35600-75400
	Artist cum Museum Keeper	25200-54000	35600-75400
	Ayurveda Therapist (HG)	20000-45800	35600-75400
c	Ayurveda Therapist	19000-43600	27900-63700
	Foreman (Power Laundry)	22200-48000	31100-66800
	Junior Public Health Nurse	22200-48000	31100-66800
	Technician (Netra)	22200-48000	31100-66800
	Artist Grade II	22200-48000	31100-66800
b	Nurse Grade II	20000-45800	27900-63700
b	Pharmacist Grade II	20000-45800	27900-63700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Panchakarma Assistant	20000-45800	27900-63700
	Technical Assistant (Ayurveda)	19000-43600	26500-60700
	Herbarium keeper	19000-43600	26500-60700
	Technical Assistant (X-ray)	19000-43600	26500-60700
	Technical Assistant (Visha)	19000-43600	26500-60700
	Library Assistant	18000-41500	25100-57900
	Garden Superintendent	18000-41500	25100-57900
	Record Keeper	18000-41500	25100-57900
	Gardener (HG)	18000-41500	25100-57900
	Scribe	18000-41500	25100-57900
	Electrician	18000-41500	25100-57900
	Technician (Swasthawritha)	18000-41500	25100-57900
	Technician (Nature cure)	18000-41500	25100-57900
	Record Assistant	17500-39500	24400-55200
	Theatre Assistant	17500-39500	24400-55200
	Lab Attender Grade I	17500-39500	24400-55200
	Pharmacy Attender Grade I	17500-39500	24400-55200
	Nursing Assistant Grade I	17500-39500	24400-55200
d	Pharmacy Attender Grade II	17000-37500	23700-52600
	Lab Attender Grade II / Nursing Assistant Grade II/ Power Laundry Attender	17000-37500	23700-52600
	Head warden / Hospital Attendant / Specimen collector / Gardener/ Dravya Attender	17000-37500	23700-52600
	Sanitation Worker	16500-35700	23000-50200
	Stretcher carrier	16500-35700	23000-50200
	Gate Keeper	16500-35700	23000-50200
	Van Cleaner Cum Conductor	16500-35700	23000-50200
	Dhoby	16500-35700	23000-50200
	Mess Attender	16500-35700	23000-50200
	Cook	16500-35700	23000-50200
	Male Servant	16500-35700	23000-50200
	Sweeper	16500-35700	23000-50200
	Female Servant	16500-35700	23000-50200
	Watcher	16500-35700	23000-50200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Scavenger	16500-35700	23000-50200
	Sweeper cum Scavenger	16500-35700	23000-50200
	Kitchen Assistant	16500-35700	23000-50200
	Kashaya Servant	16500-35700	23000-50200
	Female Attender	16500-35700	23000-50200
	Yoga Instructor	6500+ DA (Honorarium)	9000+ DA (Honorarium))
	<b>Drugs Standardization Unit</b>		
	Senior Research Officer (Chemistry)	60900-103600	85000-143600
	Research Officer (Botany)	42500-87000	59300-120900
	Research Officer (Chemistry / Biochemistry)	42500-87000	59300-120900
	Research Officer (Ayurveda)	42500-87000	59300-120900
	Assistant Research Officer (Chemistry / Pharmacology)	39500-83000	55200-115300
	Research Assistant (Microbiology/ Ayurveda/Chemistry)	36600-79200	51400-110300
	Lab Technician (Drug Standardisation Unit)	27800-59400	39300-83000
	Lab Attender	17000-37500	23700-52600
	<b>Pharmacognosy Unit</b>		
	Senior Research Officer (Botany)	60900-103600	85000-143600
	Research Officer (Botany)	42500-87000	59300-120900
	Assistant Research Officer (Ayurveda)	39500-83000	55200-115300
	Assistant Research Officer (Botany)	39500-83000	55200-115300
	Farm Superintendent	39500-83000	55200-115300
	Research Assistant (Botany)	36600-79200	51400-110300

- a Higher Grade in the ratio of 1:1 will continue
- b Ratio 1:2 between Grade I and Grade II will continue.
- c Ayurveda Therapist and Ayurveda Therapist HG will be in the ratio 2:1
- d Ratio between Pharmacy Attender Grade I and Grade II will be 1:2

## Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Lecturer Gr-I in Sanskrit (UGC)	As in PD	As in PD
	Lecturer in Physical Education (UGC)	As in PD	As in PD
	Junior Consultant	As in PD	As in PD
	Assistant Surgeon	As in PD	As in PD
	Administrative Officer Grade I	As in PD	As in PD
	Administrative Officer Grade II	As in PD	As in PD
	Librarian Grade I	As in PD	As in PD
	Pharmacist Grade II (Allopathy)	As in PD	As in PD
	Junior Health Inspector	As in PD	As in PD

## B. ALLOWANCES

### (1) Footwear Allowance

Category	Rate per annum (₹)
<i>Govt. Ayurveda Colleges</i>	
Theatre Assistant, Anatomy Department	500
Scavenger, Anatomy Department	500
Dravya Attender	500
X-ray Technician	500
Nursing Assistant	500
Ayurveda Therapist	500
Attender	500
Stretcher Carrier	500
Cook	500
Dhoby	500
Mess Attender	500
Sanitation Worker	500
Watcher	500
Pharmacy Attender	500
Gardener	500

Category	Rate per annum (₹)
Technician & Assistant Technician (X-Ray Section)	500
Sweeper	500
Scavenger	500
Sweeper-cum-Scavenger	500
Female Attender	500

**(2) Compensatory Allowance**

Category	Rate per month (₹)
Deputy Warden (Hostels)	150

**(3) Uniform Allowance**

Category	Rate per annum (₹)
<i>Government Ayurveda Colleges</i>	
Theatre Assistant, Anatomy Department	2700
Scavenger, Anatomy Department	2700
Lady Heath Worker (Allopathic Midwife)	2000
Nursing Superintendent	2700
Nurse	2700
Pharmacist	2000
Lab Technician	2000
Nursing Assistant Grade I & II	2700
Ayurveda Therapist	2700
Attender Grade I & II	2700
Stretcher Carrier	2700
Cook	2700
Dhoby	2700
Mess Attender	2700
Sanitation Worker	2700
Watcher	2700
Pharmacy Attender	2700
Gardener	2700
Radiographer (X-Ray Section)	1200
Technician & Assistant Technician (X-Ray Section)	1200

Sweeper	2700
Scavenger	2700
Sweeper-cum-Scavenger	2700
Female Attender	2700

## 8. BACKWARD CLASSES DEVELOPMENT

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Deputy Director	45800-89000	63700-123700

### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Senior Finance Officer	As in PD	As in PD

## 9. CHEMICAL EXAMINER'S LABORATORY

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Chief Chemical Examiner	81000-117600	112800-163400
	Joint Chemical Examiner	77400-115200	107800-160000
	Assistant Chemical Examiner (HG)	45800-89000	63700-123700
a	Assistant Chemical Examiner	40500-85000	56500-118100
	Scientific Officer	36600-79200	51400-110300
	Technical Assistant / Serological Assistant (HG)	30700-65400	43400-91200
b	Technical Assistant / Serological Assistant	26500-56700	37400-79000
	Glass Blower	22200-48000	31100-66800
	Laboratory Assistant (HG)	20000-45800	27900-63700
c	Laboratory Assistant	18000-41500	25100-57900
	Junior Lab Assistant	17000-37500	23700-52600

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Packer	17000-37500	23700-52600
	Lascar	16500-35700	23000-50200
	Bottle Cleaner	-	23000-50200

- a The existing ratio 2:1 between Assistant Chemical Examiner and Assistant Chemical Examiner (HG) will continue.
- b 1/3<sup>rd</sup> of the post of Technical Assistant / Serological Assistant taken together will be in HG.
- c 1/3<sup>rd</sup> of the Laboratory Assistants under direct recruitment will be in HG.

### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

## B. ALLOWANCES

### (1) Foot Wear Allowance

Category	Rate per annum (₹)
Junior Laboratory Assistant	500
Packer / Bottle Cleaner / Lascar	500

### (2) Risk Allowance

Category	Rate per month (₹)
Chief Chemical Examiner	220
Joint Chemical Examiner	170
Assistant Chemical Examiner	170
Scientific Officer	170
Serological Assistant	140
Technical Assistant	140
Laboratory Assistant / Junior Laboratory Assistant	110
Packer / Bottle Cleaner	110
Glass Blower	110



### (3) Uniform Allowance

Category	Rate per annum (₹)
Assistant Chemical Examiner	2000
Scientific Officer	2000
Serological Assistant	2000
Technical Assistant	2000
Laboratory Assistant	2000
Junior Laboratory Assistant	2000
Packer / Bottle Cleaner / Lascar	2000
Glass Blower	2000
Night Watcher	2000

## 10. CIVIL SUPPLIES

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Controller of Rationing	77400-115200	107800-160000
	Dy. Controller of Rationing/ Vigilance Officer	60900-103600	85000-143600
a	District Supply Officer/ Assistant Secretary (HG)	55350-101400	77200-140500
	District Supply Officer / Assistant Secretary	45800-89000	63700-123700
	Accounts Officer	42500-87000	59300-120900
b	Taluk Supply Officer/ City Rationing Officer (HG)	40500-85000	56500-118100
	Taluk Supply Officer/ City Rationing Officer	36600-79200	51400-110300
	Assistant Taluk Supply Officer / Manager	30700-65400	43400-91200
	Rationing Inspector	27800-59400	39300-83000

a 25% Higher Grade will continue.

b Existing 20% Higher Grade will continue.

## Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Chief Accounts Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Statistical Officer	As in PD	As in PD

### B. ALLOWANCES

#### (1) Permanent Travelling Allowance

Category	Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a month
Taluk Supply Officer	550	One Taluk	15
Assistant Taluk Supply Officer	330	One Taluk	15

#### (2) Permanent Conveyance Allowance

Category	Rate per Month (₹)	Area of Jurisdiction
City Rationing Inspector	270	20 to 25 Wards in a city
Rationing Inspector	270	One village
Rationing Inspector	140	5 to 13 wards in a city

## 11. COLLEGIATE EDUCATION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Additional Director	UGC	UGC
	Deputy Director	UGC	UGC
	Principal (Special Grade) (Arts & Science Colleges)	UGC	UGC

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Principal (Arts & Science College/ Sanskrit College/ Training College/ Physical Education College)	UGC	UGC
	Principal (Arabic College)	UGC	UGC
	Professor (Arts & Science College/ Sanskrit College / Training College/ Physical Education College)	UGC	UGC
	Associate Professor (Arts & Science College/ Sanskrit College/Training College/Physical Education College)	UGC	UGC
	Assistant Professor (Arts & Science College/ Sanskrit College/Training College/Physical Education College)	UGC	UGC
	Lecturer (Physical Education)	UGC	UGC
	Librarian (Selection Grade)	UGC	UGC
	Librarian (Senior Grade)	UGC	UGC
	Librarian	UGC	UGC
	Principal (Music College)	77400-115200	107800-160000
	Professor (Vocal, Veena, Mridhangam & Violin)	68700-110400	95600-153200
	Professor Gr II (Arabic College)	42500-87000	59300-120900
	Assistant Professor (Vocal, Veena, Mridhangam, Dance (Kerala Nadanam) and Violin	42500-87000	59300-120900
	Senior Administrative Assistant	42500-87000	59300-120900
	Special Officer for Scholarship	42500-87000	59300-120900
	Lecturer in Musicology (Music College)	36600-79200	51400-110300
	Lecturer (Non-UGC) (Arts & Science, Training College)	36600-79200	51400-110300
	Lecturer (Vocal, Veena, Violin, Mridhangam, Bharathanatyam, Dance (Kerala nadanam), Mohiniyattom, Kathakali Vesham, Kathakali, Kathakali Sangeetham, Kathakali Chenda, Kathakali Maddalam, Drawing & Painting, Sculpture, Applied Art)	36600-79200	51400-110300
	Coach	36600-79200	51400-110300
	Junior Lecturer (Bharathanatyam, Mohiniyattom, Dance (Kerala nadanam), Kathakali Vesham,	29200-62400	41300-87000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Kathakali Sangeetham, Kathakali Chenda, Kathakali Maddalam, Drawing & Painting, Sculpture, Applied Art)		
	Supporting Artist in Vocal (Bharathanatyam, Mohiniyattom, Dance(Kerala nadanam), Kathakali)	29200-62400	41300-87000
	Supporting Artist in Mridangam (Bharathanatyam, Mohiniyattom, Dance(Kerala nadanam))	29200-62400	41300-87000
	Supporting Artist in Chenda/Maddalam for Kathakali	29200-62400	41300-87000
	Instructor (Arts & Crafts) (Training College)	27800-59400	39300-83000
	Tech. Assistant (Electronics)	27800-59400	39300-83000
	Tech. Assistant (Computer Science)	27800-59400	39300-83000
	Instrument Mechanic (Music College)	26500-56700	37400-79000
	Matron	20000-45800	27900-63700
	Heritage Document Translator	20000-45800	27900-63700
	Studio Assistant	19000-43600	26500-60700
	Herbarium Keeper	18000-41500	25100-57900
	Mechanic	19000-43600	26500-60700
	Librarian Gr.IV (Kannada Knowing)	19000-43600	26500-60700
	Attender(Music College)	17500-39500	24400-55200
	Lab Attender	17500-39500	24400-55200
	Library Attender	17500-39500	24400-55200
	Specimen Collector	17000-37500	23700-52600
	Marker	16500-35700	23000-50200
	Cook	16500-35700	23000-50200
	Part time Lecturer in Law/ Journalism	19000+DA	26500+DA

#### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD

	Research Assistant	As in PD	As in PD
	Statistical Investigator Gr.I	As in PD	As in PD

## B. ALLOWANCES

### (1) Compensatory Allowance

Category	Rate per month (₹)
Warden, College Hostels	220

### (2) Uniform Allowance

Category	Rate per annum (₹)
Sweeper	2700
Cook	2700
Sanitation Worker	2700
Gardener	2700

## 12. COMMISSIONERATE OF ENTRANCE EXAMINATIONS

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Commissioner	IAS	IAS
System Assistant	30700-65400	43400-91200

### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Joint Commissioner	As in PD	As in PD
Finance Officer	As in PD	As in PD
Technical Assistant	As in PD	As in PD
Systems Manager	As in PD	As in PD
Systems Analyst	As in PD	As in PD

	Information Officer	As in PD	As in PD
	Programming Officer	As in PD	As in PD
	Systems Assistant	As in PD	As in PD
	Personal Assistant	As in PD	As in PD
	Senior Superintendent	As in PD	As in PD
	Assistant	As in PD	As in PD
	Confidential Assistant	As in PD	As in PD
	Typist	As in PD	As in PD
	DTP Operator	As in PD	As in PD
	Data Entry Operator	As in PD	As in PD
	Driver	As in PD	As in PD
	Attender	As in PD	As in PD
	Technical Attender	As in PD	As in PD
	Office Attendant	As in PD	As in PD
	Night Watchman	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per Month (₹)
Pay Range ₹ 43400 and above	940
Pay Range ₹ 39300 to ₹ 43399	880
Pay Range ₹ 31100 to ₹ 39299	770
Pay Range below ₹ 31100	720

## 13. CO-OPERATION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Registrar of Co-operative Societies	IAS	IAS
Additional Registrar	77400-115200	107800-160000
Joint Registrar	68700-110400	95600-153200
Deputy Registrar	45800-89000	63700-123700

	Assistant Registrar (HG)	39500-83000	55200-115300
a	Assistant Registrar	36600-79200	51400-110300
	Personal Assistant to the Registrar of Co-operative Societies	36600-79200	51400-110300
	Editor Cum Press Relation Officer	36600-79200	51400-110300
	Special Grade Inspector	32300-68700	45600-95600
b	Senior Inspector	30700-65400	43400-91200
c	Junior Inspector	27800-59400	39300-83000
	<b>Audit Wing</b>		
	Director of Co-operative Audit	IAS	IAS
	Additional Director of Co-operative Audit	77400-115200	107800-160000
	Joint Director of Co-operative Audit	68700-110400	95600-153200
	Deputy Director of Co-operative Audit	45800-89000	63700-123700
	Assistant Director (HG)	39500-83000	55200-115300
a	Assistant Director	36600-79200	51400-110300
	Personal Assistant	36600-79200	51400-110300
	Special Grade Auditor	32300-68700	45600-95600
b	Senior Auditor	30700-65400	43400-91200
c	Junior Auditor	27800-59400	39300-83000

- a Ratio between Assistant Director and its HG will be 3:1  
b 1/3<sup>rd</sup> of the post will be in Special Grade.  
c Existing ratio 1:1 between Senior Inspector/ Senior Auditor and Junior Inspector/Junior Auditor will continue

### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Senior Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Deputy Inspector General of Police	As in PD	As in PD
	Deputy Superintendent of Police	As in PD	As in PD
	Circle Inspector of Police	As in PD	As in PD
	Police Constable	As in PD	As in PD
	Election Commission/ Special Secretary	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Junior Statistical Inspector	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Personal Assistant to the Registrar of Co-operative Societies	610

### (2) Permanent Travelling Allowance

Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
Unit Auditor of Co-operative Societies / Unit Inspector of Co-operative Societies	One Taluk	15	330

### (3) Permanent Conveyance Allowance

Category	Area of Jurisdiction	Rate per month (₹)
Senior Co-operative Inspector / Junior Co-operative Inspector	Circle (Municipal or Corporation area)	220

## 14. CULTURE

### CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	77400-115200	107800-160000

### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Deputy Director	As in PD	As in PD
Administrative Officer/ Accounts Officer	As in PD	As in PD



## 15. DAIRY DEVELOPMENT

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	77400-115200	107800-160000
	Joint Director/Quality Manager	60900-103600	85000-143600
	Deputy Director/Farm Superintendent/ Principal	45800-89000	63700-123700
	Quality Control Officer	42500-87000	59300-120900
	Vice Principal	42500-87000	59300-120900
	Subject Matter Specialist (Dairy)	42500-87000	59300-120900
	Assistant Director/Senior Dairy Extension Officer/ Technical Assistant	42500-87000	59300-120900
	Subject Matter Specialist (Co-operation)	42500-87000	59300-120900
a	Dairy Extension Officer/ Analyst	39500-83000	55200-115300
b	Dairy Farm Instructor (HG)	27800-59400	39300-83000
	Dairy Farm Instructor	25200-54000	35600-75400
	Lab Technician	22200-48000	31100-66800
	Agricultural Assistant	20000-45800	27900-63700
	Lab Assistant	18000-41500	25100-57900
	Pump Operator		23700-52600

a Ratio between Dairy Extension Officer and Senior Dairy Extension Officer/ Assistant Director/Other equated categories will be 2:1.

b Ratio between Dairy Farm Instructor and Dairy Farm Instructor (HG) will be 2:1.

## Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Statistical Assistant Gr I	As in PD	As in PD

## B. ALLOWANCES

### (1) Permanent Conveyance Allowance

Category	Rate per month (₹)	Area of Jurisdiction
Dairy Farm Instructor	220	Half the number of Panchayats in a Block

## 16. DEPARTMENT OF GENERAL EDUCATION

### A. GENERAL EDUCATION

#### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Additional Director	85000-117600	118100-163400
	Joint Director	68700-110400	95600-153200
a	Deputy Director	45800-89000	63700-123700
	Chief Planning Officer	45800-89000	63700-123700
	Accounts Officer (Provident Fund)	42500-87000	59300-120900
	Secretary-cum-Treasurer (Housing Society)	42500-87000	59300-120900
	District Educational Officer (Science)	42500-87000	59300-120900
	Assistant Director	40500-85000	56500-118100
	Public Relations Officer	40500-85000	56500-118100
	Additional Administrative Assistant	40500-85000	56500-118100
	Assistant Provident Fund Officer		56500-118100

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Administrative Assistant		56500-118100
	Accounts Officer (Audit)	40500-85000	56500-118100
	Arabic Special Officer	40500-85000	56500-118100
	Sanskrit Special Officer	40500-85000	56500-118100
	PA General	39500-83000	55200-115300
	PA Employment	39500-83000	55200-115300
	Assistant Super Check Officer	39500-83000	55200-115300
	Assistant Secretary (NFTW)	39500-83000	55200-115300
	Personal Assistant to Secretary, State Edn. Advisory Board	39500-83000	55200-115300
	Sports Organiser	36600-79200	51400-110300
	Editor (Vidyarangom)	30700-65400	43400-91200
	<b>IEDC/ IEDSS</b>		
	Deputy Director	45800-89000	63700-123700
	Special Educator	39500-83000	55200-115300
	Co-ordinator	39500-83000	55200-115300
	<b>(CARE)-Noon Meal Programme</b>		
	Senior Administrative Assistant	45800-89000	63700-123700
	Supervisor (Noon Feeding)	36600-79200	51400-110300
	<b>Examination Wing</b>		
	Joint Commissioner for Govt. Examinations	68700-110400	95600-153200
	System Manager	68700-110400	95600-153200
	Secretary to the Commissioner for Govt. Exams	45800-89000	63700-123700
	PA to Secretary to the Commissioner for Govt. Exams	36600-79200	51400-110300
	<b>Text Books</b>		
	Text Book Officer	45800-89000	63700-123700
	Personal Assistant to the Text Book Officer	36600-79200	51400-110300
	Chief Accountant	35700-75600	50200-105300
	Store Keeper, Central Stores	35700-75600	50200-105300
	Store Keeper, District Stores	30700-65400	43400-91200

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	<b>Office of the Deputy Director, Education</b>		
a	Deputy Director	45800-89000	63700-123700
	<b>District Institute of Education and Training (DIET)</b>		
	Principal	45800-89000	63700-123700
	Senior Lecturer	42500-87000	59300-120900
	Lecturer	39500-83000	55200-115300
	Technician	26500-56700	37400-79000
	Statistical Assistant	25200-54000	35600-75400
	Librarian	20000-45800	27900-63700
	Laboratory Assistant	18000-41500	25100-57900
	<b>District &amp; Sub District Office</b>		
	District Education Officer	42500-87000	59300-120900
	Personal Assistant to DEO	40500-85000	56500-118100
	Assistant Educational Officer	39500-83000	55200-115300
	Additional Assistant Educational Officer	39500-83000	55200-115300
	Inspector of Muslim Education	36600-79200	51400-110300
	Women Inspector of Muslim Girls Education	30700-65400	43400-91200
	<b>TTI for In-service Training in Hindi</b>		
	Chief Instructor	39500-83000	55200-115300
	Instructor	27800-59400	39300-83000
	<b>Secondary School (including Training Schools)</b>		
	Headmaster HG	42500-87000	59300-120900
	Headmaster	39500-83000	55200-115300
	High School Assistant Sel. Gr	36600-79200	51400-110300
	High School Assistant Sen Gr.(Graduate / Language)	35700-75600	50200-105300
	High School Assistant HG (Graduate / Language)	32300-68700	45600-95600
	High School Assistant (Graduate / Language)	29200-62400	41300-87000
	<b>Instructors and Specialist Teachers</b>		
	Instructor (Engineering/ Printing Tech/ Agri.)	32300-68700	45600-95600

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
b	Instructor/Special Teacher/Specialist/ Dance Master/Bhagavathar/ Sewing Mistress/Drawing Master Sel. Grade (Specialization details shown at the end)	32300-68700	45600-95600
	Instructor Sen. Grade (Commerce)	32300-68700	45600-95600
	Instructor Grade I (Commerce)	30700-65400	43400-91200
b	Instructor/ Special Teacher/ Specialist / Dance Master/ Bhagavathar/ Sewing Mistress/ Drawing Master Sen. Grade (Specialization details shown at the end)	30700-65400	43400-91200
	Instructor (Engineering)	27800-59400	39300-83000
	Instructor Grade II (Commerce)	27800-59400	39300-83000
	Physical Training (Bharatanatyam)	27800-59400	39300-83000
	Domestic Science Assistant	27800-59400	39300-83000
	Secretarial Assistant	27800-59400	39300-83000
	Dance Master (Kathakali)	27800-59400	39300-83000
	Pandit	27800-59400	39300-83000
b	Instructor/ Special Teacher/ Specialist/ Dance Master/ Bhagavathar/Sewing Mistress/Drawing Master Grade I (Specialization details shown at the end)	27800-59400	39300-83000
b	Instructor/Special Teacher/Specialist/Dance Master/ Bhagavathar/Sewing Mistress/ Drawing Master Grade II (Specialization details shown at the end)	25200-54000	35600-75400
	Teacher - (Ratton Works/Music/Craft/ Physical Edn./Veena/ Commercial/Hindustani - Urdu/craft	25200-54000	35600-75400
<b>Upper Primary and Lower Primary Schools</b>			
	Headmaster Sen. Grade	39500-83000	55200-115300
	Headmaster HG	36600-79200	51400-110300
	Headmaster	35700-75600	50200-105300

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Assistant Teacher (Nursery/ Pre-primary)/ Assistant Dance Teacher/ Art Assistant/ Art master Sel. Grade	32300-68700	45600-95600
b	Teacher/Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/ Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar (Bharathanatiyam, Kathakali) Sel. Grade (Specialization details shown at the end)	32300-68700	45600-95600
b	Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/ Bhagavathar(Bharathanatiyam, Kathakali) Sen. Grade (Specialization details shown at the end)	30700-65400	43400-91200
	Assistant Teacher (Nursery/Pre-Primary)/ Assistant Dance Teacher/ Art Assistant/ Art Master Sen. Grade	30700-65400	43400-91200
	Assistant Teacher (Nursery/Pre-Primary)/ Assistant Dance Teacher/ Art Assistant/ Art Master Grade I	27800-59400	39300-83000
b	Teacher/ Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/ Bhagavathar (Bharathanatiyam, Kathakali) Grade I (Specialization details shown at the end)	27800-59400	39300-83000
	Assistant Teacher (Nursery/Pre-Primary)/ Assistant Dance Teacher/ Art Assistant/ Art Master Grade II	25200-54000	35600-75400
b	Teacher/Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/ Junior Pandit/ Hindi Pandit/Drill Master/Drawing Master/ Bhagavathar (Bharathanatiyam,	25200-54000	35600-75400

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Kathakali) Grade II (Specialization details shown at the end)		
	Attender (Kathakali Chutti)	22200-48000	31100-66800
	Teacher (craft)	22200-48000	31100-66800
	Instructor Work Experience Programme	22200-48000	31100-66800
	<b>Schools for the Handicapped</b>		
	Headmaster HG	40500-85000	56500-118100
	Headmaster	39500-83000	55200-115300
	High School Assistant Sel. Grade	39500-83000	55200-115300
	High School Assistant Sen. Grade	36600-79200	51400-110300
	Resource Teacher Sel. Grade	35700-75600	50200-105300
	High School Assistant HG	35700-75600	50200-105300
	Teacher (Graduate who are handicapped) Sel. Grade	35700-75600	50200-105300
	Assistant Teacher (with special training) Sel. Grade	36600-79200	51400-110300
	High School Assistant	32300-68700	45600-95600
	Teacher (Graduate who are handicapped) Sen. Grade	32300-68700	45600-95600
	Assistant Teacher (with special training) Sen. Grade	35700-75600	50200-105300
	Headmaster (Under Graduate)	30700-65400	43400-91200
	Resource Teacher Sen. Grade	32300-68700	45600-95600
	Graduate Assistant (Training centre for handicapped)	30700-65400	43400-91200
	Assistant Teacher (without special training) Sel. Grade	32300-68700	45600-95600
	Assistant Teacher(with special training) HG	32300-68700	45600-95600
	Braillist, Craft, Music and Drawing Teacher Sel. Grade	32300-68700	45600-95600
	Teacher (Under Graduate who are handicapped) Sel. Grade	32300-68700	45600-95600
	Mobility Instructor-cum-Physical Edn. Teacher Sel. Grade	32300-68700	45600-95600
	Resource Teacher Grade I	27800-59400	39300-83000
	Teacher (Graduate who are handicapped)	27800-59400	39300-83000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Assistant Teacher (with special training)	29200-62400	41300-87000
	Assistant Teacher (without special training) Sen. Grade	30700-65400	43400-91200
	Teacher (Under Graduate who are handicapped) Sen. Grade	30700-65400	43400-91200
	Brailist, Craft, Music and Drawing Teacher Sen. Grade	30700-65400	43400-91200
	Mobility Instructor-cum-Physical Edn. Teacher Sen. Grade	30700-65400	43400-91200
	Assistant Teacher (without special training) Grade I	27800-59400	39300-83000
	Teacher (Under Graduate who are handicapped) Grade I	27800-59400	39300-83000
	Brailist, Craft, Music and Drawing Teacher Grade I	27800-59400	39300-83000
	Mobility Instructor-cum-Physical Edn. Teacher Grade I	27800-59400	39300-83000
	Instructor in Plumbing	25200-54000	35600-75400
	Instructor in Composing	25200-54000	35600-75400
	Assistant Teacher (without special training) Grade II	22200-48000	31100-66800
	Teacher (Under Graduate who are handicapped) Grade II	22200-48000	31100-66800
	Brailist, Craft, Music and Drawing Teacher Grade II	25200-54000	35600-75400
	Mobility Instructor-cum-Physical Edn. Teacher Grade II	22200-48000	31100-66800
	Matron	20000-45800	27900-63700
	Brailist (Part- time)	18000-41500	25100-57900
	Part- time Instrumental Music Teacher	18000-41500	25100-57900
	Skilled Assistant (Printing & Composing)	19000-43600	26500-60700
	Skilled Assistant (Plumbing)	19000-43600	26500-60700
	Ayah	16500-35700	23000-50200
	<b>Subordinate Staff</b>		
	Accountant CARE	26500-56700	37400-79000
	Manager	26500-56700	37400-79000
	Depot Officer	26500-56700	37400-79000
	Assistant Depot Officer	22200-48000	31100-66800



	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Sergeant	22200-48000	31100-66800
	Calculator Operator	19000-43600	26500-60700
	Mechanic	19000-43600	26500-60700
	Assistant Librarian	18000-41500	25100-57900
	Godown Keeper	18000-41500	25100-57900
	Record Keeper	18000-41500	25100-57900
	Tally Clerk	18000-41500	25100-57900
	Computer	18000-41500	25100-57900
	Compositor	18000-41500	25100-57900
	Printer	18000-41500	25100-57900
	Store Assistant	17500-39500	24400-55200
	Packer	17000-37500	23700-52600
	Counter	17000-37500	23700-52600
	<b>Part time posts</b>		
	Language Teacher (High School)	19000-43600	26500-60700
	Language Teacher (Primary)	18000-41500	25100-57900
	Teacher (Craft)	18000-41500	25100-57900
	Teacher (Physical Education)	18000-41500	25100-57900
	Instructor	18000-41500	25100-57900
	Instructor ( Manual Training)	18000-41500	25100-57900
	Pandit	18000-41500	25100-57900
	Teacher (PD)	18000-41500	25100-57900
	Teacher (Drawing & Drill)	18000-41500	25100-57900
	Teacher (Music)	18000-41500	25100-57900
	Teacher (Needle Work)	18000-41500	25100-57900
	Drawing Master	18000-41500	25100-57900
	Drill Master	18000-41500	25100-57900
	Brailist	18000-41500	25100-57900
	Specialist Teacher	18000-41500	25100-57900

- a. Out of total no. of posts, 25% of Deputy Director will be in higher grade in the scale of pay of ₹ 77200-140500.
- b. LPSA/UPSA/Teacher - Ratton works, Craft, Training Reserve, Industrial, Special Language, Hebrew, Arabic, Hindustani, Sewing, Needle work, music, music-cum-Needle work, Music & Drill, Drawing & Music, Drawing -cum- Needle work,

Drawing, Physical Education, Thiruvathirakkali, Mohiniyattom, Mirdangom, Kaikottikali, Weaving, Tailoring, Book Binding, Manual Training, Physical Training, Girls Guide, Technological Fishing.

**Instructor** - Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharathanatyam, Physical Training, Wood works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering Fishing Technology, Assistant/Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit /Drill Master/Drawing Master/ Bhagavathar (Bharathanatyam, Kathakali).

### Posts held by personnel of Other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
<b>Posts held by personnel of Govt. Secretariat</b>		
Senior Administrative Officer	As in PD	As in PD
Deputy Secretary, Super Check	As in PD	As in PD
Senior Finance Officer	As in PD	As in PD
Law Officer	As in PD	As in PD
Accounts Officer (DD Office)	As in PD	As in PD
Finance Officer	As in PD	As in PD
<b>Posts held by personnel of Economics &amp; Statistics Department</b>		
Statistical Officer (Joint Director)	As in PD	As in PD
Research Officer (Statistics)	As in PD	As in PD
Taluk Statistical Officer	As in PD	As in PD
Research Assistant (Statistics)	As in PD	As in PD
Statistical Assistant Gr I	As in PD	As in PD
Statistical Assistant Gr II	As in PD	As in PD
LD Typist	As in PD	As in PD
Class IV Employee	As in PD	As in PD
<b>Posts held by personnel of Public Works Department</b>		
Liaison Officer	As in PD	As in PD
Assistant Engineer (PWD Electrical)	As in PD	As in PD
<b>Posts held by personnel of Technical Education Department</b>		
Special Officer, Work Experience	As in PD	As in PD
Foreman, Work Experience	As in PD	As in PD
Workshop Instructor, Work Experience	As in PD	As in PD
Trade Instructor, Work Experience	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Lecturers, Senior Lecturers and Principals of DIET having Ph.D in the respective subject	550
Headmaster, Govt. Vocational & Higher Secondary School for Deaf, Thiruvananthapuram	440
Special Officer (Work Experience)	280
Graduate Headmasters in Special Schools	390
Assistant Teacher (Without Training) and Special Teacher, School for Handicapped	150
Teachers in Special Schools	150
Teacher in charge of Incomplete High School	220
Headmaster of High School not eligible for Headmaster's scale	220
Graduate Headmasters of UP School	140
Headmaster of Aided UP Schools not eligible for Headmaster's scale of pay	170
Headmaster of Aided LP Schools not eligible for Headmaster's scale of pay	160
Headmaster of Incomplete LP School	160
Teacher in charge of Incomplete UP School	160
Education Extension Officer and Instructor (Training School)	220
Senior Clerk, Vigilance Section, D.G.E's Office	110
Confidential Assistant to the Additional Director	150
Office Attendant to the Additional Director	110
Deputy Secretary to Government (Super Check Cell)	330
A.E.O. (HM), Super Check Cell	220
Teacher in charge of Lab / Library/IT	330
Physical Education Teacher attending to the Higher Secondary/VHSE School Section#.	600

Category	Rate per month (₹)
<i>Staff of the Commissionerate of Government Examinations</i>	
Pay range of 28700 & above	280
Pay range between 25100 & 28699	220
Pay range between 23700 & 25099	180
Pay below 23700	160

#. Allowance may be drawn from the salary head of the incumbent.

### (2) Permanent Conveyance Allowance

Category	Rate per month (₹)	Area of Jurisdiction
Assistant Educational Officer/ Additional Assistant Educational Officer	420	One Educational Sub District

### (3) Compensatory Allowance

Category	Rate per month (₹)
Part Time Teacher#	120

#. This may be sanctioned to the Part Time Teachers working in institutions in Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur Municipal Corporation limits.

## B. HIGHER SECONDARY EDUCATION

### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
a	Deputy Director	45800-89000	63700-123700
	State Co-ordinator/ Career Guidance/ Adolescent Counselling	45800-89000	63700-123700
	Principal	45800-89000	63700-123700
	Higher Secondary School Teacher(Sel. Gr)	42500-87000	59300-120900
	Higher Secondary School Teacher (HG)	40500-85000	56500-118100

Higher Secondary School Teacher	39500-83000	55200-115300
Higher Secondary School Teacher Junior (Sel. Gr)	40500-85000	56500-118100
Higher Secondary School Teacher Junior (HG)	39500-83000	55200-115300
Higher Secondary School Teacher Junior	32300-68700	45600-95600
Lab Assistant	17500-39500	24400-55200

- a The present scale of pay will be applicable only to those who have been appointed as per the Special Rules to be framed.

### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Joint Director	As in PD	As in PD
Senior Administrative Officer	As in PD	As in PD
Senior Finance Officer	As in PD	As in PD
Assistant Director	As in PD	As in PD
Administrative Assistant	As in PD	As in PD
Accounts Officer	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Higher Secondary School Teachers / Principal having Ph.D in the respective subject	550
Higher Secondary School Teacher having Special Training working in Special Schools	500
Clerk attending the work of Higher Secondary Section in Higher Secondary Schools	220
Office Attendant attending the work of Higher Secondary section in Higher Secondary Schools	110
Deputy Director*	1200

\* Special Allowance of ₹ 1200 to the incumbents holding the post of Deputy Director who did not enjoy the benefit of pay fixation or advance increment on appointment to the post.

### C. VOCATIONAL HIGHER SECONDARY EDUCATION

#### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Deputy Director	55350-101400	77200-140500
	Assistant Director	45800-89000	63700-123700
	Technical Officer	40500-85000	56500-118100
	Research Assistant	39500-83000	55200-115300
	Vocational Teacher/Non- Vocational Teacher (Sel. Gr)	42500-87000	59300-120900
	Vocational Teacher/Non- Vocational Teacher (HG)	40500-85000	56500-118100
	Vocational Teacher/Non- Vocational Teacher	39500-83000	55200-115300
	Non-Vocational Teacher Junior (Sel Gr)	40500-85000	56500-118100
	Non-Vocational Teacher Junior(HG)	39500-83000	55200-115300
	Non-Vocational Teacher Junior	32300-68700	45600-95600
	Non-Vocational Teacher (GFC)	9500 consolidated pay	13200 consolidated pay
	Vocational Instructor	27800-59400	39300-83000
	Matron		27900-63700
	Laboratory Technical Assistant	19000-43600	26500-60700

#### Posts held by Personnel of other Departments

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Vocational Higher Secondary School Teachers / Principal having Ph.D in the respective subject	550
<b>(a) High School</b>	
Principal	1380
Teacher holding the charge of Academic Head	770
Science Teacher (in charge of laboratories)	180
Person in charge of Library	280
<b>(b) Technical High Schools</b>	
Person in charge of Library	180

## 17. DIRECTORATE OF PROSECUTION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director General of Prosecution	Consolidated pay	Consolidated pay
	Director of Prosecution	81000-117600	112800-163400
	Deputy Director of Prosecution and Senior Assistant Public Prosecutor	68700-110400	95600-153200
a	Assistant Public Prosecutor Senior Grade	45800-89000	63700-123700
	Assistant Public Prosecutor Grade I	42500-87000	59300-120900
	Assistant Public Prosecutor Grade II	40500-85000	56500-118100
	Personal Assistant	27800-59400	39300-83000

a Ratio 1:1:1 among Assistant Public Prosecutor Senior Gr, Gr-I & Gr-II will continue

### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Section Officer	As in PD	As in PD

Assistant	As in PD	As in PD
Typist Grade II	As in PD	As in PD

## B. ALLOWANCES

### (1) Uniform Allowance

Category	Rate per annum (₹)
Assistant Public Prosecutors	5000
Deputy Director of Prosecution and Senior Assistant Public Prosecutor	5000

## 18. DRUGS CONTROL

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Drugs Controller	77400-115200	107800-160000
	Chief Government Analyst	68700-110400	95600-153200
	Deputy Drugs Controller	68700-110400	95600-153200
	Assistant Drugs Controller (Allopathy) (HG)	55350-101400	77200-140500
a	Assistant Drugs Controller (Allopathy)	45800-89000	63700-123700
	Analyst Grade I (HG)	55350-101400	77200-140500
a	Analyst Grade I	45800-89000	63700-123700
	Regional Drugs Inspector / Chief Inspector of Drugs, Intelligence Squad / Senior Drugs Inspector	42500-87000	59300-120900
	Senior Drugs Inspector (Ayurveda)	-	59300-120900
	Analyst Grade II	42500-87000	59300-120900
	Drugs Inspector (Allopathy) / Drugs Inspector, Special Intelligence Branch / Technical Assistant to Drugs Controller	39500-83000	55200-115300
	Drugs Inspector (Ayurveda)	39500-83000	55200-115300
	Analyst Grade III	39500-83000	55200-115300
	Law Officer	35700-75600	50200-105300



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Scientific Assistant	27800-59400	39300-83000
	Store Superintendent	27800-59400	39300-83000
	Legal Assistant	26500-56700	37400-79000
	Technical Assistant (Drugs Testing Lab)	25200-54000	35600-75400
	Media Maker	25200-54000	35600-75400
	Sample Warden	25200-54000	35600-75400
	L.D Technician	19000-43600	26500-60700
	Technical Store Keeper	19000-43600	26500-60700
	Record Attender	17000-37500	23700-52600
	Laboratory Attender	17000-37500	23700-52600

a 30% Higher Grade will continue

### **Posts held by Personnel of other Departments**

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Deputy Drugs Controller (Ayurveda)	68700-110400	As in PD
Statistical Assistant	As in PD	As in PD

## **19. ECONOMICS AND STATISTICS**

### **A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Director	85000-117600	118100-163400
	Additional Director	81000-117600	112800-163400
	Senior Joint Director	77400-115200	107800-160000
	Joint Director	68700-110400	95600-153200
	Deputy Director	55350-101400	77200-140500
	Nosologist	55350-101400	77200-140500
	District Officer / Regional Statistical Officer / Senior Statistical Officer (Administration)	40500-85000	56500-118100
	Assistant Director	40500-85000	56500-118100

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Additional District Officer / Scrutiny Officer	36600-79200	51400-110300
	Research Officer	36600-79200	51400-110300
	Taluk Statistical Officer / Senior Supervisor (Computer)	35700-75600	50200-105300
	Deputy Health Officer (Vital Statistics)	30700-65400	43400-91200
	Research Assistant/ Statistical Inspector/ Extension Officer (Planning& Monitoring)/	30700-65400	43400-91200
	Computer Supervisor	29200-62400	41300-87000
	Statistical Assistant Grade I / Statistical Investigator Gr. I/ Junior Statistical Inspector	26500-56700	37400-79000
a	Statistical Assistant Grade II / Statistical Investigator Grade II	22200-48000	31100-66800
	Draftsman L.D	19000-43600	26500-60700

a The existing ratio of 1:1 between Gr. II and Gr. I will continue.

### **Posts held by Personnel of other Departments**

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Senior Administrative Officer	As in PD	As in PD

### **B. ALLOWANCES**

#### **(1) Permanent Travelling Allowance**

<b>Category</b>	<b>Area of Jurisdiction</b>	<b>Average no. of days of tour in a month</b>	<b>Rate per month (₹)</b>
Statistical Investigators conducting field level activities	One District	15	600
	One Taluk	15	400

Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
<i>Timely Reporting Survey of Agricultural Statistics</i>			
Statistical Inspector (NSS)	One District	15	770
Statistical Inspector	One Taluk	15	550
Statistical Investigator	One Taluk	15	370
Statistical Investigator	One District	15	550
Taluk Statistical Officer	One Taluk	15	610

**(2) Permanent Conveyance Allowance**

Category	Area of Jurisdiction	Rate per month (₹)
Deputy Health Officer	Working in Municipalities, Corporation etc.	390
Research Assistant		270
Compiler		170
Price Inspector / Statistical Investigator	Within 8 kms. of the HQ	160

**20. ELECTRICAL INSPECTORATE**

**A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Chief Electrical Inspector	93000-120000	129300-166800
	Additional Chief Electrical Inspector	85000-117600	118100-163400
	Deputy Chief Electrical Inspector	81000-117600	112800-163400
	Electrical Inspector (HG)	77400-115200	107800-160000
a	Electrical Inspector	68700-110400	95600-153200
	Deputy Electrical Inspector (HG)	45800-89000	63700-123700

b	Deputy Electrical Inspector	42500-87000	59300-120900
	Assistant Electrical Inspector	39500-83000	55200-115300
	Instrument Mechanic	22200-48000	31100-66800
	Skilled Assistant Sr. Grade	26500-56700	37400-79000
	Skilled Assistant HG	22200-48000	31100-66800
c	Skilled Assistant II	19000-43600	26500-60700
	Night Watcher	16500-35700	23000-50200

a Existing 25% HG will continue.

b Existing 1/3<sup>rd</sup> HG will continue.

c Existing ratio 1:1:1 among three grades of Skilled Assistants will continue.

### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

## 21. ENQUIRY COMMISSIONER & SPECIAL JUDGE; VIGILANCE TRIBUNAL

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
<b>ENQUIRY COMMISSIONER AND SPECIAL JUDGE COURT</b>			
	Enquiry Commissioner and Special Judge	NJPC	NJPC
	Manager (HG)	42500-87000	59300-120900
a	Manager	39500-83000	55200-115300
b	Assistant (Selection Grade)	32300-68700	45600-95600
	Assistant (Senior Grade)	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
c	Confidential Assistant Sel Grade	39500-83000	55200-115300
	Confidential Assistant Senior Grade	30700-65400	43400-91200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Confidential Assistant Grade I	27800-59400	39300-83000
	Confidential Assistant Grade II	20000-45800	27900-63700
c	Computer Assistant Selection Grade	32300-68700	45600-95600
	Computer Assistant Senior Grade	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700
d	Driver Senior Grade	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II	18000-41500	25100-57900
	<b>VIGILANCE TRIBUNAL</b>		
	Vigilance Tribunal	NJPC	NJPC
	Manager (HG)	42500-87000	59300-120900
a	Manager	39500-83000	55200-115300
b	Assistant (Selection Grade)	32300-68700	45600-95600
	Assistant (Senior Grade)	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
c	Confidential Assistant Sel Grade	39500-83000	55200-115300
	Confidential Assistant Senior Grade	30700-65400	43400-91200
	Confidential Assistant Grade I	27800-59400	39300-83000
	Confidential Assistant Grade II	20000-45800	27900-63700
c	Computer Assistant Selection Grade	32300-68700	45600-95600
	Computer Assistant Senior Grade	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700
d	Driver Senior Grade	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II	18000-41500	25100-57900

a Ratio between Manager and Manager (HG) will be 2:1

b The existing ratio 1:1:1 will continue

c The existing ratio 1:1:1:1 will continue

d The ratio among Grade II, Grade I and Senior Grade will be 1:1:1

## 22. ENVIRONMENT & CLIMATE CHANGE

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Director	85000-117600	118100-163400
	Environment Programme Manager	77400-115200	107800-160000
	Environmental Engineer	77400-115200	107800-160000
	Environmental Scientist	77400-115200	107800-160000
	Environmental Officer	40500-85000	56500-118100
	Assistant Environmental Officer	36600-79200	51400-110300

### Posts held by Personnel of other Departments

	<b>Sl. No</b>	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	1	Administrative Officer	As in PD	As in PD
	2	Finance Officer	As in PD	As in PD

## 23. EXCISE

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Excise Commissioner	IAS	IAS/IPS
	Additional Excise Commissioner	IAS/IPS	IAS/IPS
	Joint Commissioner of Excise / Senior Grade Deputy Excise Commissioner	81000-117600	112800-163400
	Deputy Excise Commissioner	77400-115200	107800-160000
	Assistant Excise Commissioner (HG) / Assistant Secretary (HG)	68700-110400	95600-153200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
a	Assistant Excise Commissioner / Assistant Secretary	45800-89000	63700-123700
	Manager (HG)/ Excise Circle Inspector (HG)/ Superintendent (HG)	40500-85000	56500-118100
b	Manager / Excise Circle Inspector / Superintendent	39500-83000	55200-115300
	Excise Inspector	30700-65400	43400-91200
	Assistant Excise Inspector	29200-62400	41300-87000
	Preventive Officer	26500-56700	37400-79000
c	Driver Selection Grade	29200-62400	41300-87000
	Driver Senior Grade	25200-54000	35600-75400
	Driver Grade I	22200-48000	31100-66800
	Driver Grade II	19000-43600	26500-60700
	Civil Excise Officer	20000-45800	27900-63700
	Women Civil Excise Officer	-	27900-63700

a 20% Higher Grade will continue

b 25% of the post will be in Higher Grade

c The existing ratio 1:1:1 among Driver Grade II, Driver Grade I and Driver Senior Grade will continue. 10% of post of Senior Grade Driver will be on Selection Grade.

### **Posts held by Personnel of other Departments**

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Administrative Officer	As in PD	As in PD
Law Officer	As in PD	As in PD
Mechanical Engineer	As in PD	As in PD
Finance Officer	As in PD	As in PD
Section Officer	As in PD	As in PD
Vigilance Officer (Superintendent of Police)	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
<i>Training Allowance (Personnel working in State Excise Academy and Research Centre, Thrissur)</i>	
Assistant Excise Commissioner	800
Circle Inspector	650
Excise Inspector	550
Preventive Officer	400

### (2) Uniform Allowance

Category	Rate per annum (₹)
Joint Excise Commissioner	5750
Deputy Excise Commissioner	5750
Assistant Excise Commissioner	5750
Excise Circle Inspector	5600
Excise Inspector	5600
Assistant Excise Inspector	5600
Preventive Officer	5000
Civil Excise Officer/ Women Civil Excise Officer	5000
Driver	5000

### (3) Additional Special Allowance

Category	Rate per month (₹)
<i>1. Excise Special Allowance</i>	
Assistant Excise Commissioner	170
Excise Circle Inspector	160
Excise Inspector	160
Assistant Excise Inspector	140
Preventive Officer	140
Civil Excise Officer/ Women Civil Excise Officer	140
<i>2. Day off Allowance *</i>	<b>Rate per day</b>
Excise Circle Inspector	550



Category	Rate per month (₹)
Excise Inspector	550
Assistant Excise Inspector	550
Preventive Officer	510
Civil Excise Officer/ Women Civil Excise Officer	440
Driver	440
*Day off Allowance granted for officers working in the field units compensating for their duty during Onam and Christmas festivals.	

**(4) Permanent Travelling Allowance**

Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
Excise Inspector	One Range	15	440
Assistant Excise Inspector	One Range	15	330
Preventive Officer	One Range	15	220
Civil Excise Officer/ Women Civil Excise Officer	One Range	15	220

**24. FACTORIES AND BOILERS**

**A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Factories & Boilers	81000-117600	112800-163400
	Senior Joint Director of Factories & Boilers	77400-115200	107800-160000
	Joint Director of Factories & Boilers	68700-110400	95600-153200
	Joint Director of Factories & Boilers (Medical)	68700-110400	95600-153200
	Technical Officer (Chemical)	45800-89000	63700-123700
	Medical Officer	45800-89000	63700-123700
a	Inspector of Factories & Boilers Gr I	45800-89000	63700-123700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Inspector of Factories & Boilers Gr II	39500-83000	55200-115300
	Technical Assistant (Chemical)/ Chemical Inspector	39500-83000	55200-115300
	Additional Inspector of Factories (HG)	36600-79200	51400-110300
	Additional Inspector of Factories	36600-79200	51400-110300
	Industrial Hygienist	36600-79200	51400-110300
	Head Draftsman	36600-79200	51400-110300
	Head Statistician	35700-75600	50200-105300
	Computer Operator	27800-59400	39300-83000
	Draftsman Gr I	26500-56700	37400-79000
	Draftsman Gr II	22200-48000	31100-66800

a. Existing ratio 2:1 will continue

### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Chemist	As in PD	As in PD
	Nursing Assistant Gr II	As in PD	As in PD
	Lab Assistant	As in PD	As in PD
	Lab Attendant	As in PD	As in PD

## **B. ALLOWANCES**

### **(1) Uniform Allowance**

<b>Category</b>	<b>Rate per Annum (₹)</b>
Sweeper	2700

### **(2) Non-Practicing Allowance**

Category	Rate per month (₹)
Joint Director (Medical)	1320

## 25. FIRE & RESCUE SERVICES

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director General	IPS	IPS
	Director (Technical) / (Administration)	81000-117600	112800-163400
@	Regional Fire Officer (Senior Grade)	68700-110400	95600-153200
@ a	Regional Fire Officer	45800-89000	63700-123700
	Manager	42500-87000	59300-120900
@	District Fire Officer (HG)	40500-85000	56500-118100
@ b	District Fire Officer	36600-79200	51400-110300
	Station Officer	30700-65400	43400-91200
	Station Officer (Motor Transport)	30700-65400	43400-91200
	Assistant Station Officer	29200-62400	41300-87000
*	Leading Fireman	26500-56700	37400-79000
*	Driver Mechanic	26500-56700	37400-79000
*	Fireman Driver Cum Pump Operator Grade I	26500-56700	37400-79000
*	Fireman Driver Cum Pump Operator Grade II	20000-45800	27900-63700
*	Fireman	20000-45800	27900-63700

a one post will be in Senior Grade

b 20% HG will continue

@ The posts of Divisional Officer and Assistant Divisional Officer were re-designated as Regional Fire Officer and District Fire Officer respectively by G.O.(Ms)No.96/2018/Home dated 31/05/2018.

\* The posts Leading Fireman, Driver Mechanic, Fireman Driver cum Pump Operator, Fireman may be read as Senior Fire and Rescue Officer, Senior Fire and Rescue Officer (Mechanic), Fire and Rescue Officer (Driver), Fire and Rescue

Officer respectively w.e.f. 23/11/2019 in terms of G.O.(Ms) No.185/2019/Home dated 23/11/2019.

**Posts held by Personnel of other Departments**

Sl. No	Name of Post	Existing Scale of Pay	Revised Scale of Pay
1	Administrative Officer	As in PD	As in PD
2	Finance Officer	As in PD	As in PD

**B. ALLOWANCES**

**(1) Special Allowance**

Sl. No	Category	Rate per month (₹)
	<b>1. Training Allowance (Personnel working in Training Centres)</b>	
1	Leading Fireman *	400
2	Assistant Station Officer	450
3	Station Officer	550
4	District Fire Officer	650
5	Regional Fire Officer	800
	<b>2. Scuba Diving Allowance</b>	
6	Fire Service Personnel who are working in the Scuba Diving Team after having successfully completed the Advanced Scuba Training conducted by the Institute of Advanced Water Rescue and Training.	500

**(2) Compensatory Allowance**

Sl. No	Category	Rate per month (₹)
1	Fireman Driver Cum Pump Operator *	110
2	Driver Mechanic *	110

**(3) Risk Allowance**

Sl. No	Category	Rate per month (₹)
1	Driver Mechanic *	200
2	Leading Fireman *	200
3	Fireman *	200
4	Fireman Driver Cum Pump Operator *	200

**(4) Uniform Allowance**

Sl. No	Category	Rate per annum (₹)
1	Director (Technical) / Director (Administration)	5500
2	Staff Car Driver of the Director General	2700
3	Driver Mechanic *	5500
4	Leading Fireman *	5500
5	Fireman *	5500
6	Fireman Driver Cum Pump Operator *	5500
7	Station Officer	5500
8	Assistant Station Officer	5500
9	District Fire Officer	5500
10	Regional Fire Officer	5500

**(5) Additional Special Allowance**

Sl. No	Category	
	<b>1. Day off Allowance (Rate per day)</b>	<b>Rate per day (₹)</b>
1	Fireman Driver Cum Pump Operator *	170
2	Driver Mechanic *	170
3	Leading Fireman *	170
4	Fireman *	170
5	Assistant Station Officer	170
6	Station Officer	190
	<b>2. Fire Service Special Allowance #</b>	<b>Rate per month (₹)</b>
7	Fireman Driver Cum Pump Operator *	750
8	Driver Mechanic *	600
9	Leading Fireman *	600
10	Fireman *	600
11	Station Officer	500
12	Assistant Station Officer	500
13	District Fire Officer	350
14	Regional Fire Officer	180
15	Staff Car Driver of the Director General	280

# Special Allowance, Water and Electricity, Feeding Charges and Ration Money now existing under Additional Special Allowance are subsumed into Fire Service Special Allowance

\*The posts Leading Fireman, Driver Mechanic, Fireman Driver cum Pump Operator, Fireman may be read as Senior Fire and Rescue Officer, Senior Fire and Rescue Officer (Mechanic), Fire and Rescue Officer (Driver), Fire and Rescue Officer respectively w.e.f. 23/11/2019 in terms of G.O.(Ms) No.185/2019/Home dated 23/11/2019

## 26. FISHERIES

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Additional Director	81000-117600	112800-163400
	Joint Director	68700-110400	95600-153200
a	Deputy Director (HG)	55350-101400	77200-140500
	Deputy Director	45800-89000	63700-123700
	Assistant Director / CEO /Project Officer	40500-85000	56500-118100
	Deputy Registrar of Co-operative Societies (Fisheries)	40500-85000	56500-118100
	Assistant Registrar of Co-operative Societies (Fisheries)	36600-79200	51400-110300
	Fisheries Extension Officer	35700-75600	50200-105300
@	Fishery Development Officer Gr.I	30700-65400	43400-91200
@	Senior Co-operative Inspector	30700-65400	43400-91200
b	Foreman/ Senior Mechanical Instructor (HG)	30700-65400	43400-91200
	Foreman/ Senior Mechanical Instructor	27800-59400	39300-83000
	Fishery Development Officer Gr.II	27800-59400	39300-83000
#	Research Assistant	27800-59400	39300-83000
#	Curator	27800-59400	39300-83000
#	Assistant Extension Officer	27800-59400	39300-83000
#	Inspector of Fisheries	27800-59400	39300-83000
#	Technical Assistant	27800-59400	39300-83000
#	Fish Culture Officer	27800-59400	39300-83000

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
#	Fish Farm Manager	27800-59400	39300-83000
	Mechanical Instructor Gr I	26500-56700	37400-79000
*	Sub Inspector of Fisheries	25200-54000	35600-75400
	Mechanical Instructor Gr II	22200-48000	31100-66800
	Laboratory Assistant	22200-48000	31100-66800
\$	Nursery Keeper	18000-41500	25100-57900
\$	LD Investigator	18000-41500	25100-57900
	Mechanic		25100-57900
	Lascar Gr II	17500-39500	24400-55200
	Cook	17500-39500	24400-55200
	Tindal Cum Driver	17500-39500	24400-55200
	Ticket Collector	17500-39500	24400-55200
	Fisherman cum Watchman	17000-37500	23700-52600
	Petty Yard Officer	17000-37500	23700-52600
	Laboratory Attender	17000-37500	23700-52600
	Oil Man	17000-37500	23700-52600
	Mess Boy/ Mess Girl	16500-35700	23000-50200
	Deckman	16500-35700	23000-50200
	Tank Attender		23000-50200
	Gardener		23000-50200
	<b>Miscellaneous Category</b>		
	Boat Driver/ Engine Driver	18000-41500	25100-57900
	Boat Syrang	18000-41500	25100-57900
	Roneo Operator	17500-39500	24400-55200

- a. Existing ratio of 4:1 will continue.
- b. Ratio will be 2:1

**Designations marked as @, #, \* and \$ may be read as Fisheries Co-operative Inspector, Assistant Fisheries Extension Officer, Fisheries Officer and Fisheries Assistant respectively in terms of G.O. (P) No.16/2020/F&P dated: 24.06.2020.**

### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Senior Administrative Officer	As in PD	As in PD
	Superintendent of Police (Marine Enforcement)	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Deputy Director (Statistics)	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Chief Guards	As in PD	As in PD
	Research Officer (Statistics)	As in PD	As in PD
	Inspector of Guards	As in PD	As in PD
	Sub Inspector of Guards	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Head Guard	As in PD	As in PD
	Statistical Assistant Grade I	As in PD	As in PD
	Guard	As in PD	As in PD
	Statistical Assistant Grade II	As in PD	As in PD
	Headmaster	As in PD	As in PD
	High School Assistant	As in PD	As in PD
	Warden Cum Tutor	As in PD	As in PD
	Physical Education Teacher	As in PD	As in PD

### B. ALLOWANCES

#### (1) Special Allowance

Category	Rate per Month (₹)
Head Master, Regional Fisheries Technical High Schools	280

#### (2) Risk Allowance

Category	Rate per Month (₹)
Assistant Director	330
Inspector of Guards	330
Sub Inspector of Guards	280
Head Guards	220
Fishery Guards	190



Boat Driver	190
Syrang	190
Deckman	190
Lascar	190

### (3) Permanent Travelling Allowance

Category	Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a Month
Statistical Investigator / Statistical Assistant Thiruvananthapuram, Kollam and Alappuzha.	330	One District	15
Statistical Investigator/ Statistical Assistant, Kollam.	280	Two Taluks	15
Inspector of Fisheries, Kollam and Alappuzha.	330	One District	15
Sub Inspector of Fisheries, Backwaters	250	1. Kollam Back waters, 2.Vaikom & Meenachil, 3.Cherthala Taluks	15
Senior Co-operative Inspector, Vizhinjam and Thiruvananthapuram	280	Two Taluks	15
Fishery Development Officer, Vizhinjam	280	One District	15
Fishery Development Officer, Thiruvananthapuram	280	Two Taluks	15
Senior Co-operative Inspector, Kollam and Alappuzha.	280	One District	15
Fishery Development Officer, Kollam.	280	One District	15
Sub Inspector of Fisheries, North Paravur	170	One Taluk	15
Fishery Development Officer, Ernakulam, Alappuzha.	280	Two Districts	15
Senior Co-operative Inspector, Ernakulam	280	Two Districts	15
Sub Inspector of Fisheries, Thevaravattom	250	Thevaravattom Fisheries Section	15
L.D. Investigator, Alappuzha, (Part of a District)	280	Part of a District	15

Category	Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a Month
<b>Office of the Deputy Director of Fisheries, Thrissur</b>			
Senior Co-operative Inspector	280	One District	15
Fishery Development Officer, Chavakkad.	280	One Taluk	15
<b>Office of the Deputy Director of Fisheries, Ponnani</b>			
Fishery Development Officer, Ponnani and Thanur.	280	One Taluk	15
Senior Co-operative Inspector, Ponnani and Thanur.	280	One Taluk	15
<b>Office of the Deputy Director of Fisheries, Kozhikkode</b>			
Fishery Development Officer, Vadakara.	280	One Taluk	15
Senior Co-operative Inspector.	280	One Taluk	15
<b>Office of the Deputy Director of Fisheries, Kannur</b>			
Fishery Development Officer, Kannur.	280	One Taluk	15
Senior Co-operative Inspector.	280	One Taluk	15
<b>Office of the Deputy Director of Fisheries, Kasaragod</b>			
Fishery Development Officer, Kasaragod.	280	One Taluk	15
Senior Co-operative Inspector	280	One Taluk	15
<b>Office of the Assistant Director of Fisheries, Kottayam</b>			
Sub Inspector of Fisheries, Backwater	250	One District	15

## 27. FOOD SAFETY

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Commissioner of Food Safety	IAS	IAS
	Deputy Director (PFA)	81000-117600	112800-163400
	Chief Govt. Analyst	77400-115200	107800-160000
	Joint Commissioner of Food Safety (Administration and Legal) / (Enforcement)	68700-110400	95600-153200
	Government Analyst	45800-89000	63700-123700
	Deputy Commissioner of Food Safety	45800-89000	63700-123700
	Deputy Government. Analyst	42500-87000	59300-120900
	Assistant Commissioner of Food Safety	36600-79200	51400-110300
	Research Officer	36600-79200	51400-110300
	Research Officer (Microbiology)	36600-79200	51400-110300
	Food Safety Officer (HG)	30700-65400	43400-91200
a	Food Safety Officer	27800-59400	39300-83000
	Junior Research Officer	35700-75600	50200-105300
	Microbiologist	35700-75600	50200-105300
	Technical Assistant Grade I	30700-65400	43400-91200
	Technical Assistant Grade II	25200-54000	35600-75400
	Lab Assistant	18000-41500	25100-57900
	Junior Lab Assistant	17500-39500	24400-55200
	Packer	17000-37500	23700-52600

a 1/3rd of the post will be on Higher Grade

#### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Statistical Assistant	As in PD	As in PD

**28. FOREST****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Principal Chief Conservator of Forests (Head of Forest Force)	IFS	IFS
	Principal Chief Conservator of Forests	IFS	IFS
	Additional Principal Chief Conservator of Forests	IFS	IFS
	Chief Conservator of Forests	IFS	IFS
	Conservator of Forests	IFS	IFS
	Deputy Conservator of Forests	IFS	IFS
	Deputy Conservator of Forests (Non Cadre)	77400-115200	107800-160000
	Economist	77400-115200	107800-160000
a	Assistant Conservator of Forests / Divisional Forest Officer/ Wildlife Warden	45800-89000	63700-123700
	Deputy Director (Wildlife Education)	45800-89000	63700-123700
	Senior Administrative Assistant	42500-87000	59300-120900
	Range Forest Officer and equated category	39500-83000	55200-115300
b	Wildlife Assistant Senior Grade	39500-83000	55200-115300
	Wildlife Assistant Grade I	30700-65400	43400-91200
	Wildlife Assistant Grade II	26500-56700	37400-79000
	Deputy Range Officer	29200-62400	41300-87000
	Section Forest Officer	26500-56700	37400-79000
	Beat Forest Officer	20000-45800	27900-63700
	Selection Grade Forest Driver	29200-62400	41300-87000
	Senior Grade Forest Driver	25200-54000	35600-75400
	Forest Driver Grade I	22200-48000	31100-66800
	Forest Driver Grade II	19000-43600	26500-60700
	Forest Boat Driver	19000-43600	26500-60700
	Timber Supervisor	17500-39500	24400-55200
	Documentation Officer	17500-39500	24400-55200
	Elephant Mahouts/ Cavadies	17500-39500	24400-55200
	Boat Watcher	16500-35700	23000-50200
	Boat Cleaner	16500-35700	23000-50200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Boat Lascar	16500-35700	23000-50200
	Boat Syrang	16500-35700	23000-50200
	Tracker - Cum - Gardener	16500-35700	23000-50200
	Gardener - Cum - Marker	16500-35700	23000-50200
	Cook	16500-35700	23000-50200
	Assistant Cook	16500-35700	23000-50200
	Chowkidar	16500-35700	23000-50200
	Depot Watcher / Reserve Watcher	16500-35700	23000-50200
@	Tribal Watcher	16500-35700	23000-50200
	Plantation Watcher cum Cook	16500-35700	23000-50200
	Sanitation Worker	16500-35700	23000-50200

a 25% posts of Assistant Conservator of Forest will be in Senior Grade

b The existing ratio of 1:1:1 among Senior Grade, Grade I and Grade II Wildlife Assistants will continue.

@ The post marked @ may be read as Forest Watcher (Special Recruitment) w.e.f 04/11/2020 in terms of G.O.(Ms) No.18/2020/F&WLD dated 04.11.2020

#### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	<b>Economics &amp; Statistics</b>		
	Research Officer	As in PD	As in PD
	Deputy Director	As in PD	As in PD
	Statistical Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant Grade I	As in PD	As in PD
	Statistical Assistant Grade II	As in PD	As in PD
	<b>Survey and Land Records</b>		
	Assistant Director	As in PD	As in PD
	Superintendent of Survey	As in PD	As in PD
	Head Draftsman	As in PD	As in PD
	Head Surveyor	As in PD	As in PD
	Draftsman Grade I	As in PD	As in PD
	Draftsman Grade II	As in PD	As in PD
	Surveyor Grade I	As in PD	As in PD
	Surveyor Grade II	As in PD	As in PD

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Survey Lascar	As in PD	As in PD
	<b>Judiciary</b>		
	Tribunal Judge	As in PD	As in PD
	<b>Secretariat</b>		
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Section Officer	As in PD	As in PD
	Public Relations Officer	As in PD	As in PD
	Legal Assistant	As in PD	As in PD
	Photographer - cum- Artist	As in PD	As in PD
	Confidential Assistant	As in CC	As in CC
	Office Attendant	As in PD	As in PD
	<b>AG's Office</b>		
	Finance Manager	As in PD	As in PD
	<b>Animal Husbandry</b>		
	Forest Veterinary Officer	As in PD	As in PD
	Assistant Veterinary Officer	As in PD	As in PD
	<b>PWD</b>		
	Head Draftsman	As in PD	As in PD
	Draftsman Grade I	As in PD	As in PD
	Draftsman Grade II	As in PD	As in PD
	<b>Police</b>		
	Circle Inspector	As in PD	As in PD
	Sub Inspector	As in PD	As in PD
	Head Constable	As in PD	As in PD
	Constable	As in PD	As in PD
	P.T. Instructor	As in PD	As in PD
	<b>Health</b>		
	Pharmacist	As in PD	As in PD
	Nursing Assistant	As in PD	As in PD
	Hospital Attender	As in PD	As in PD
	<b>Kerala Water Authority</b>		
	Pump Operator	As in PD	As in PD
	<b>Information &amp; Public Relations Department</b>		
	Assistant Forest Publicity Officer	As in PD	As in PD

**B. ALLOWANCES****(1) Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
Principal, Forest School, Arippa	220
Instructor (Ranger), Forest School, Arippa	220
Instructor, Forest School, Walayar	220
<b>Vigilance and Evaluation Wing</b>	
Assistant Conservator of Forests	220
Divisional Forest Officer	220
Range Forest Officer	200
Section Forest Officer	140
Beat Forest Officer	110
<b>Wild Life Wing</b>	
Range Forest Officer	200
Wild Life Assistant	200
Deputy Range Forest Officer	170
Section Forest Officer	140
Beat Forest Officer	110
Warder	110
<b>Flying Squad</b>	
Assistant Conservator of Forest	220
Divisional Forest Officer	220
Range Forest Officer	200
Deputy Range Forest Officer	170
Section Forest Officer	140
Beat Forest Officer	110
Forest Driver	110
<b>Marayoor Sandal Division</b>	
Deputy Range Forest Officer	10% of basic pay
Section Forest Officer	10% of basic pay

Category	Rate per month (₹)
Beat Forest Officer	10% of basic pay
Watcher	10% of basic pay
Forest Driver	10% of basic pay

**(2) Compensatory Allowance**

Category	Rate per month (₹)
Van Driver (Publicity Unit)	170

**(3) Risk Allowance**

Category	Rate per month (₹)
Deputy Range Forest Officer	280
Beat Forest Officer	220
Forest Driver	220
Forest Boat Driver	220
Forest Watcher	220
Tribal Watcher @	220
Section Forest Officer	280
Mahouts and Cavadies	250

**(4) Uniform Allowance**

Category	Rate per annum (₹)
Range Forest Officer (Range)	5500
Deputy Range Forest Officer	5500
Wild Life Assistant	3300
Section Forest Officer	5500
Beat Forest Officer	5500
Forest Driver	5500
Boat Driver	4500
Forest Watcher	4500
Watcher (Specially recruited) @	4500
Driver (Common Category)	2700



**(5) Additional Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
<b>1. Day off Allowance (Rate per day)</b>	
Range Forest Officer (Range)	110
Senior Grade Range Forest Officer	110
Deputy Range Forest Officer	220
Beat Forest Officer	180
Forest Watcher	180
Watcher (Specially recruited) @	180
Section Forest Officer	220
Forest Driver	220
Boat Driver	180
<b>2. Forest Special Allowance *</b>	
Range Forest Officer (Range)	160
Senior Grade Range Forest Officer	160
Deputy Range Forest Officer	190
Wild Life Assistant	140
Beat Forest Officer	170
Forest Watcher	140
Watcher (Specially recruited) @	140
Section Forest Officer	180
Forest Driver	140
Boat Driver	140
* Special Allowance and Forest Special Allowance will not be eligible at a time.	

**(6) Permanent Travelling Allowance**

<b>Category</b>	<b>Area of Jurisdiction</b>	<b>Average no. of days of tour in a month</b>	<b>Rate per month (₹)</b>
Range Forest Officer	Range	20	390
Senior Grade Range Forest Officer	Range	15	390
Deputy Range Forest Officer	Range	15	390
Beat Forest Officer	Range	15	250
Forest Watcher	Section	20	190
Watcher (Specially recruited) @	Section	20	190

Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
Section Forest Officer	Section	15	330
Surveyor	Range	20	170
Boat Driver	Section	20	190
Syrang	Section	20	190
Cleaner	Section	20	190
<b>Wild Life Wing</b>			
Range Forest Officer			390
Deputy Range Forest Officer			330
Section Forest Officer			330
Beat Forest Officer			250
<b>Flying Squad</b>			
Range Forest Officer			390
Deputy Range Forest Officer			330
Section Forest Officer			330
Beat Forest Officer			250
<b>Marayoor Sandal Division</b>			
Deputy Range Forest Officer			330
Section Forest Officer			330
Beat Forest Officer			250
Watcher			190

@ The post marked @ may be read as Forest Watcher (Special Recruitment) w.e.f 04/11/2020 in terms of G.O.(Ms) No.18/2020/F&WLD dated 04.11.2020

## 29. GROUND WATER

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	85000-117600	118100-163400
	Superintending Hydrogeologist	81000-117600	112800-163400
	Superintending Engineer	81000-117600	112800-163400
	Chief Chemist	81000-117600	112800-163400

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
a	Executive Engineer (Design/Drilling/Hydrology/Sp & W)	60900-103600	85000-143600
	Senior Hydrogeologist	60900-103600	85000-143600
	Senior Geophysicist	60900-103600	85000-143600
	Executive Chemist	60900-103600	85000-143600
b	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W) (HG)	45800-89000	63700-123700
	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W)	40500-85000	56500-118100
	Chemist	40500-85000	56500-118100
	Hydrogeologist	40500-85000	56500-118100
	Geophysicist	40500-85000	56500-118100
	Junior Chemist	36600-79200	51400-110300
	Junior Hydrogeologist	36600-79200	51400-110300
	Junior Geophysicist	36600-79200	51400-110300
	Assistant Engineer	39500-83000	55200-115300
	System Manager (IT)	36600-79200	51400-110300
	Master Driller	35700-75600	50200-105300
	Senior Driller	32300-68700	45600-95600
	Foreman	27800-59400	39300-83000
	Store-in-charge	27800-59400	39300-83000
	Driller	26500-56700	37400-79000
	Drilling mechanic	26500-56700	37400-79000
c	Draftsman Gr. I	26500-56700	37400-79000
	Draftsman Gr. II	22200-48000	31100-66800
	Surveyor Gr. I	26500-56700	37400-79000
	Geological Assistant	26500-56700	37400-79000
	Geophysical Assistant	26500-56700	37400-79000
	Chemical Assistant	26500-56700	37400-79000
	Motor Mechanic	25200-54000	35600-75400
	Store Assistant	25200-54000	35600-75400
c	Surveyor Gr. II	22200-48000	31100-66800

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Compressor Driver	20000-45800	27900-63700
	Tractor Driver	20000-45800	27900-63700
	Electrician	19000-43600	26500-60700
	Tracer	19000-43600	26500-60700
	Machinist	18000-41500	25100-57900
	Blacksmith	18000-41500	25100-57900
	Tinker	18000-41500	25100-57900
	Turner	18000-41500	25100-57900
	Fitter	18000-41500	25100-57900
	Drilling Assistant	18000-41500	25100-57900
	Pump Operator	18000-41500	25100-57900
	Cleaner	17500-39500	24400-55200
	Lab Attender	17000-37500	23700-52600
	Workshop Attender	17000-37500	23700-52600
	Worker	16500-35700	23000-50200
	Lascar	16500-35700	23000-50200

**a Ratio 6:6:2 among Senior Hydrogeologist, Executive Engineer and Senior Geophysicist for promotion to District Officer will continue.**

**b 1/3rd higher grade will continue.**

**c The ratio 1:1 between Grade I and Grade II will continue.**

#### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Sr. Finance Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD

**B. ALLOWANCES****(1) Uniform Allowance**

Category	Rate per annum (₹)
<i>Drilling Staff</i>	
Master Driller	2200
Senior Driller	2200
Drilling Mechanic/Driller	2200
Compressor Driver	2200
Drilling Assistant	2200
Foreman	2200
Store in Charge	2200
Motor Mechanic	2200
Store Assistant	2200
Tractor Driver	2200
Electrician	2200
Machinist	2200
Blacksmith	2200
Tinker	2200
Turner	2200
Fitter	2200
Pump Operator	2200
Lorry Cleaner	2200
Workshop Attender	2200
Skilled Worker	2200
Lascar	2200
Watcher	2200
Unskilled Worker	2200

### 30. HARBOUR ENGINEERING

#### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Chief Engineer	85000-117600	118100-163400
	Superintending Engineer/Deputy Chief Engineer	81000-117600	112800-163400
a	Executive Engineer (HG)	77400-115200	107800-160000
	Executive Engineer	68700-110400	95600-153200
a	Assistant Executive Engineer (HG)	45800-89000	63700-123700
	Assistant Executive Engineer/Technical Assistant	42500-87000	59300-120900
	Assistant Engineer/ Head Draftsman	39500-83000	55200-115300
	Draftsman Gr.I/Overseer Gr.I	26500-56700	37400-79000
	Senior Mechanic	22200-48000	31100-66800
	Draftsman Gr.II/Overseer Gr.II	22200-48000	31100-66800
	Tracer	19000-43600	26500-60700
	Draftsman Gr.III/ Overseer Gr.III	19000-43600	26500-60700
	Store Attender		26500-60700
	Electrician Gr.II/ Lineman	17500-39500	24400-55200
	Mechanic	18000-41500	25100-57900
	Blue Printer	17000-37500	23700-52600
	Asst. Crane Operator	17000-37500	23700-52600
	Watchman-cum-Cook		23700-52600
	Lascar/Chainman	16500-35700	23000-50200
	Helper		23000-50200
	Cook		23000-50200

a Grade ratio as applicable in Public Works Department.

#### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Finance Officer	As in PD	As in PD

### 31. HEALTH SERVICES

#### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	<b>ADMINISTRATIVE CADRE</b>		
#	Director of Health Services	93000-120000 (6600 sp*)	129300-166800 (8400 sp*)
#1	Additional Director of Health Services	89000-120000 (6600 sp*)	123700-166800 (8400 sp*)
#2	Deputy Director of Health Services	85000-117600 (6200 sp*)	118100-163400 (8400 sp*)
	Deputy Director (Dental)	85000-117600	118100-163400
#3	Assistant Director of Health Services	68700-110400 (5400 sp*)	95600-153200 (7200 sp*)
#4	Junior Administrative Medical Officer	45800-89000 (3750 sp*)	63700-123700 (4700 sp*)
	<b>SPECIALITY CADRE</b>		
#	Chief Consultant (HG)^ (Various Specialities)		129300-166800 (17400 sp*)
#1	Chief Consultant (Various Specialities)	89000-120000 (9300 sp*)	123700-166800 (16800 sp*)
	Chief Dental Consultant (Various Specialities)	89000-120000	123700-166800
#2	Senior Consultant (Various specialities)	85000-117600 (8900 sp*)	118100-163400 (16800 sp*)
	Senior Dental Consultant (Various specialities)	85000-117600	118100-163400
#3	Consultant (Various specialities)	68700-110400 (7700 sp*)	95600-153200 (14700 sp*)
	Dental Consultant (Various specialities)	68700-110400	95600-153200
#4	Junior Consultant (Various Specialities)	45800-89000 (5600 sp*)	63700-123700 (9900 sp*)
#5	Junior Dental Consultant (Various specialities)	39500-83000	55200-115300
	<b>GENERAL CADRE</b>		
#2	Civil Surgeon (HG)	85000-117600	118100-163400
	Dental Civil Surgeon (HG)	85000-117600	118100-163400
#3	Civil Surgeon	68700-110400	95600-153200
	Dental Civil Surgeon	68700-110400	95600-153200
#4 \$	Assistant Surgeon	45800-89000	63700-123700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
#5 *	Dental Assistant Surgeon	39500-83000	55200-115300
	<b>DENTAL WING</b>		
b	Dental Mechanic Senior Grade	27800-59400	43400-91200
	Dental Mechanic Grade I	26500-56700	37400-79000
	Dental Mechanic Grade II	22200-48000	35600-75400
b	Dental Hygienist Senior Grade	27800-59400	43400-91200
	Dental Hygienist Grade I	26500-56700	37400-79000
	Dental Hygienist Grade II	22200-48000	35600-75400
	Dental Equipment Maintenance Technician	19000-43600	26500-60700
	<b>TB WING</b>		
	Director, TB Centre	68700-110400	95600-153200
	District TB Officer	68700-110400	95600-153200
	Supervising Medical Officer	68700-110400	95600-153200
	Bacteriologist	42500-87000	59300-120900
	Senior Treatment Organiser	35700-75600	50200-105300
a	Treatment Organiser Grade I	26500-56700	37400-79000
	Treatment Organiser Grade II	19000-43600	26500-60700
	<b>LEPROSY</b>		
	District Leprosy Officer	68700-110400	95600-153200
	Technical Assistant (Leprosy)	36600-79200	51400-110300
	Assistant Leprosy Officer	35700-75600	50200-105300
	Non-Medical Supervisor Grade I	30700-65400	43400-91200
	<b>OPHTHALMOLOGY</b>		
	District Ophthalmic Co-ordinator	36600-79200	51400-110300
b	Senior Optometrist	35700-75600	50200-105300
	Optometrist Grade I	26500-56700	37400-79000
	Optometrist Grade II	22200-48000	35600-75400
	<b>COMMUNICABLE DISEASES</b>		
	Assistant Director (Entomology)/ Assistant Director (Filaria)	45800-89000	63700-123700



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Senior Biologist	40500-85000	56500-118100
	Biologist/ Entomologist	39500-83000	55200-115300
c	District Vector Borne Disease Control Officer (HG)	40500-85000	56500-118100
	District Vector Borne Disease Control Officer	39500-83000	55200-115300
	Assistant Entomologist	27800-59400	39300-83000
	<b>NURSING SERVICE - HOSPITAL WING</b>		
	Additional Director (Nursing)	68700-110400	95600-153200
	Deputy Director (Nursing)	55350-101400	77200-140500
	Assistant Director (Nursing Service)/ District Nursing Officer	45800-89000	63700-123700
	Nursing Officer	42500-87000	59300-120900
	Nursing Superintendent Grade I	39500-83000	55200-115300
	Nursing Superintendent Grade II	35700-75600	50200-105300
d	Head Nurse	32300-68700	45600-95600
a	Staff Nurse Grade I	29200-62400	41300-87000
	Staff Nurse Grade II	27800-59400	39300-83000
	Honorary Nursing Sister (Fixed Pay)	₹ 8000	₹ 11100
	<b>NURSING SCHOOL/JUNIOR PUBLIC HEALTH NURSING SCHOOL</b>		
	Principal, School of Nursing	45800-89000	63700-123700
	Vice Principal	40500-85000	56500-118100
e	Senior Nursing Tutor	39500-83000	55200-115300
	Nursing Tutor	35700-75600	50200-105300
	<b>PHARMACY AND MEDICAL SUPPLIES</b>		
	Assistant Director (Pharmacy Services)	42500-87000	59300-120900
	Stores Officer, Govt. Medical Stores	42500-87000	59300-120900
	Stores Superintendent	35700-75600	50200-105300

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
		32300-68700	
	Stores Verification Officer	35700-75600	50200-105300
	Stores Officer (FW)	35700-75600	50200-105300
	Stores Verification Officer (District)	35700-75600	50200-105300
	Pharmacist Store Keeper	30700-65400	43400-91200
a	Pharmacist Grade I	26500-56700	37400-79000
	Pharmacist Grade II	22200-48000	35600-75400
	<b>PUBLIC HEALTH LABORATORY</b>		
#1	Director/Chief Consultant	89000-120000 (9300 sp*)	123700-166800 (16800 sp*)
#3	Consultant	68700-110400 (7700 sp*)	95600-153200 (14700 sp*)
#4	Junior Consultant	45800-89000 (5600 sp*)	63700-123700 (9900 sp*)
	Scientific Officer (HG) {Sterile Solution/ Biochemistry/ Microbiology}	42500-87000	59300-120900
c	Scientific Officer (Sterile Solution)	39500-83000	55200-115300
	Scientific Officer (Biochemistry)	39500-83000	55200-115300
	Scientific Officer (Microbiology)	39500-83000	55200-115300
c	Research Officer (Biochemistry)HG	42500-87000	59300-120900
	Research Officer (Biochemistry)	36600-79200	51400-110300
	Junior Proto zoologist /Scientific Officer	39500-83000	55200-115300
	<b>COMMON CATEGORIES IN LABORATORIES</b>		
	Bacteriologist	35700-75600	50200-105300
	Senior Chemist	35700-75600	50200-105300
	Store Superintendent	27800-59400	39300-83000
	Chemist	25200-54000	35600-75400
	<b>LABORATORY SERVICES-GENERAL</b>		
	Junior Scientific Officer	36600-79200	51400-110300
	District Laboratory Officer	35700-75600	50200-105300
	Chief Lab Technician	27800-59400	43400-91200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
i	Laboratory Technician Senior Grade	-	43400-91200
	Laboratory Technician Grade I	26500-56700	37400-79000
	Laboratory Technician Grade II	22200-48000	35600-75400
	Junior Laboratory Assistant	17500-39500	24400-55200
	<b>RADIOLOGY</b>		
	Chief Radiographer	35700-75600	50200-105300
a	Radiographer Grade I	26500-56700	37400-79000
	Radiographer Grade II	22200-48000	35600-75400
	<b>OTHER SUPPORTING SERVICE</b>		
	Clinical Psychologist (HG)	42500-87000	59300-120900
f	Clinical Psychologist	39500-83000	55200-115300
	Radiation Physicist	36600-79200	51400-110300
	Psychiatric Social Worker (HG)	39500-83000	55200-115300
f	Psychiatric Social Worker	30700-65400	45600-95600
c	Physiotherapist (General) HG	35700-75600	50200-105300
	Physiotherapist (General)	32300-68700	45600-95600
	Occupational Therapist	27800-59400	39300-83000
	<b>NUTRITION WING</b>		
	State Nutrition Officer	68700-110400	95600-153200
	Chief Scientific Officer (Nutrition)	55350-101400	77200-140500
b	Senior Grade Dietician	36600-79200	51400-110300
	Dietician Grade I	30700-65400	43400-91200
	Dietician Grade II	27800-59400	39300-83000
	<b>OTHER TECHNICAL SERVICES</b>		
	Blood Bank Technician Grade I	26500-56700	37400-79000
	Mortuary Technician Grade I	26500-56700	37400-79000
	Theatre Technician Grade I	26500-56700	37400-79000
	E.N.T. Technician Grade I	25200-54000	35600-75400
	E.C.G. Technician Grade I	25200-54000	35600-75400

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	C.S.R. Technician Grade I / Sterilization Technician Grade I	25200-54000	35600-75400
	Anaesthetic Technician Grade I	25200-54000	35600-75400
	E.E.G. Technician Grade I		35600-75400
	Theatre Mechanic Grade I	25200-54000	35600-75400
a	Blood Bank Technician Grade II	22200-48000	35600-75400
	Mortuary Technician Grade II	22200-48000	31100-66800
	Theatre Technician Grade II	22200-48000	31100-66800
a	E.N.T Technician Grade II	19000-43600	26500-60700
	E. C. G Technician Grade II	19000-43600	26500-60700
	C. S. R Technician Grade II / Sterilization Technician Grade II	19000-43600	26500-60700
	Anesthetic Technician Grade II	19000-43600	26500-60700
a	E.E.G. Technician Grade II		26500-60700
	Theatre Mechanic Grade II	19000-43600	26500-60700
	<b>FAMILY WELFARE</b>		
	State Mass Education & Media Officer	68700-110400	95600-153200
	Communication Officer/Health Education Instructor/ Training Co-ordinator	45800-89000	63700-123700
	Chief Health Education Officer/ School Health Education Officer/ Deputy State Mass Education and Media Officer/ Technical Officer (Health Education)	42500-87000	59300-120900
	Health Education Extension Officer/Social Science Instructor/ District Education and Media Officer/ Production & Distribution Assistant/ Social Scientist	40500-85000	56500-118100
	Deputy District Education and Media Officer	39500-83000	55200-115300

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	<b>MCH WING</b>		
	MCH Officer	39500-83000	55200-115300
	District Public Health Nurse	36600-79200	51400-110300
	Public Health Nursing Instructor	35700-75600	50200-105300
c	Lady Health Supervisor HG	35700-75600	50200-105300
	Lady Health Supervisor	30700-65400	43400-91200
	Lady Health Inspector	29200-62400	41300-87000
a	Junior PH Nurse Grade I	26500-56700	37400-79000
	Junior PH Nurse Grade II	22200-48000	31100-66800
	<b>PUBLIC HEALTH</b>		
	Technical Assistant Grade I	36600-79200	51400-110300
	Technical Assistant Grade II / District Health Education Officer / Senior Sanitarian / Senior Health Inspector	35700-75600	50200-105300
	Medical Record Officer	35700-75600	50200-105300
c	Health Supervisor HG	35700-75600	50200-105300
	Health Supervisor/ Health Inspector Grade I / Filaria Inspector Grade I/ Malaria Inspector Grade I	30700-65400	43400-91200
	Health Inspector Grade II/ Filaria Inspector Grade II/ Malaria Inspector Grade II	29200-62400	41300-87000
	Junior Health Inspector Grade I / Evaluation Assistant	26500-56700	37400-79000
	Medical Record Librarian Grade I	25200-54000	35600-75400
a	Junior Health Inspector Grade II	22200-48000	31100-66800
a	Medical Record Librarian Grade II	22200-48000	31100-66800
	Field Assistant/Insect Collector	18000-41500	26500-60700
		19000-43600	
	Field Worker	17000-37500	23700-52600
	<b>PUBLICATION</b>		
	Senior Editor	40500-85000	56500-118100
	Editor	36600-79200	51400-110300

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Sub Editor	30700-65400	43400-91200
	Publication Assistant	26500-56700	37400-79000
	<b>TRANSPORT ORGANIZATION</b>		
	State Health Transport Officer	42500-87000	59300-120900
	Store Superintendent	29200-62400	41300-87000
	Chargeman	27800-59400	39300-83000
	Foreman Mechanic	25200-54000	35600-75400
	Purchase Assistant	22200-48000	31100-66800
	Mechanic (Health Transport)	19000-43600	26500-60700
	Tinker	18000-41500	25100-57900
	Blacksmith	18000-41500	25100-57900
	Assistant Sergeant	18000-41500	25100-57900
	Electrician (Health Transport)	19000-43600	26500-60700
	Welder	18000-41500	25100-57900
	Helper	17500-39500	24400-55200
	Van Cleaner	16500-35700	23000-50200
	<b>LIMB FITTING CENTRE</b>		
	Foreman	32300-68700	45600-95600
	Rehabilitation Technician (Orthotics) Grade I	25200-54000	35600-75400
	Rehabilitation Technician (Leather Works) Grade I	25200-54000	35600-75400
	Rehabilitation Technician (Prosthetics) Grade I	25200-54000	35600-75400
a	Rehabilitation Technician (Prosthetics) Grade II	20000-45800	27900-63700
a	Rehabilitation Technician (Leather Works) Grade II	20000-45800	27900-63700
a	Rehabilitation Technician (Orthotics) Grade II	20000-45800	27900-63700
	Cobbler	17500-39500	24400-55200
	Helper	16500-35700	23000-50200
	<b>OTHER MISCELLANEOUS CATEGORIES</b>		
	Cold Chain Officer	39500-83000	55200-115300
	Superintendent (Offset Press)	36600-79200	51400-110300
	Computer Programmer	30700-65400	43400-91200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Helio Operator	27800-59400	39300-83000
	Cameraman	26500-56700	37400-79000
	Offset Machine Operator	26500-56700	37400-79000
	Proof Reader	25200-54000	35600-75400
	Photographer cum Model Maker		35600-75400
	Instructor Grade I	25200-54000	35600-75400
	Retouching Artist	25200-54000	35600-75400
	Compositor (HG)	22200-48000	31100-66800
	Binder UD	22200-48000	31100-66800
	Graining Machine Operator	22200-48000	31100-66800
	Store Keeper	22200-48000	31100-66800
	Statistical Assistant	22200-48000	31100-66800
	Foreman Power Laundry	22200-48000	31100-66800
	Plate maker	20000-45800	27900-63700
	Electrician	19000-43600	26500-60700
h	Refrigeration Mechanic (UIP)	19000-43600	26500-60700
	Copy Holder	19000-43600	26500-60700
	Instructor Grade II	19000-43600	26500-60700
	Assistant Instructor	19000-43600	26500-60700
	Bunoi Instructor	19000-43600	26500-60700
	Assistant Offset Machine Operator	18000-41500	25100-57900
	Binder LD	18000-41500	25100-57900
	Printer LD	18000-41500	25100-57900
	LD Compositor	18000-41500	25100-57900
	Data Entry Operator	18000-41500	25100-57900
	Receptionist-cum-Computer Operator	19000-43600	26500-60700
	Carpenter	18000-41500	25100-57900
	Dark Room Assistant	18000-41500	25100-57900
	Boiler Attendant	18000-41500	25100-57900
	Tailoring Instructor	18000-41500	25100-57900
	Auto Electrician	18000-41500	25100-57900
	Fireman	17500-39500	24400-55200
	Plumber cum Operator	18000-41500	25100-57900

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Theatre Assistant	17500-39500	24400-55200
	Boat Driver	17500-39500	24400-55200
	Lift Operator	17500-39500	24400-55200
	Junior Laboratory Assistant	17500-39500	24400-55200
	Laboratory Assistant	17000-37500	23700-52600
	Plaster Technician	17000-37500	23700-52600
	Packer	17000-37500	23700-52600
	Lab Attender	17500-39500	24400-55200
	Record Attender	17500-39500	24400-55200
	Power Laundry Attender	17000-37500	23700-52600
	Stable Attender	17000-37500	23700-52600
	Nursing Assistant	17500-39500	24400-55200
	Telephone Operator	17000-37500	23700-52600
	Barber	17000-37500	23700-52600
	Silk Screen Printing-cum-Duplicating Operator	17000-37500	23700-52600
	House Keeper	17500-39500	24400-55200
	Engine Driver	17000-37500	23700-52600
	Tailor	17000-37500	23700-52600
	Cook Grade I	17000-37500	23700-52600
	Hospital Attendant Grade I/ X-Ray Attender/ Boiler Attender/ Blood Bank Attender/ Pump House Attender/ Library Attender	17000-37500	23700-52600
g	Hospital Attendant Grade II	16500-35700	23000-50200
g	Cook Gr. II	16500-35700	23000-50200
	Bottle Cleaner	16500-35700	23000-50200
	Chowkidar Grade II	16500-35700	23000-50200
	Lascar and Bottle Cleaner	16500-35700	23000-50200
	Dhobi	16500-35700	23000-50200
	Electrical Winder	18000-41500	25100-57900
	Painter	17000-37500	23700-52600
	<b>MINISTERIAL WING</b>		
	Senior Administrative Assistant	42500-87000	59300-120900
	Accounts Officer (FW)	42500-87000	59300-120900



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Lay Secretary and Treasurer	36600-79200	51400-110300
	Manager, TB Centre	35700-75600	50200-105300
	Chief Accountant	35700-75600	50200-105300
	Junior Accounts Officer	35700-75600	50200-105300
	Accountant (AIDS)	35700-75600	50200-105300
	Technical Assistant (Head Clerk)	26500-56700	39300-83000

- sp\* Special pay in addition to pay
- # Allowed higher start at ₹ 140500 in the scale of pay of ₹ 129300-166800
- #1 Allowed higher start at ₹ 134900 in the scale of pay of ₹ 123700-166800
- #2 Allowed higher start at ₹ 129300 in the scale of pay of ₹ 118100-163400
- #3 Allowed higher start at ₹ 105300 in the scale of pay of ₹ 95600-153200
- #4 Allowed higher start at ₹ 71800 in the scale of pay of ₹ 63700-123700
- #5 Allowed higher start at ₹ 59300 in the scale of pay of ₹ 55200-115300. In the case of Doctors who join service on or after 01.04.2021, higher start is admissible only if they possess PG Degree or Diploma in a Dental speciality.
- \$ In the case of appointees who have joined service on or after 01.04.2021, higher start is admissible only if they possess PG Degree/Diploma in a Medical Speciality
- \* Dental Assistant Surgeons on scale of pay ₹55200-115300 possessing PG Degree or Diploma in a Dental Speciality will be allowed three advance increments in their current level of pay w.e.f 01.04.2021 without prejudice of normal increment date.
- ^ Senior most Chief Consultant among various specialities will be granted Higher Grade
- a Ratio between Grade I and Grade II posts will be 1:1
- b Existing ratio of 2:2:1 among Grade II, Grade I & Senior Grade will continue.
- c The existing ratio 1:2 between Higher Grade and Lower Grade posts will continue.
- d The existing ratio of 1:2 between Head Nurse and Staff Nurse Grade I will continue. Cadre strength of Head Nurse will be determined in the ratio 1:2 between Head Nurse and Staff Nurse Grade I.
- e Ratio 3:1 between Nursing Tutor and Senior Nursing Tutor will continue.

- f The existing ratio 1:1 between Higher Grade and Lower Grade posts will continue.
- g The ratio between Grade I and Grade II posts will be 1:2.
- h Refrigeration Mechanic (UIP) benefited by G.O.(Ms) No.510/2005/(154)/Fin dated 30/11/2005 will be allowed scale of pay ₹ 35600-75400.
- i Ratio 2:2:1 among Grade II, Grade I and Senior Grade will be allowed

#### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Senior Administrative Officer	As in PD	As in PD
Senior Finance Officer	As in PD	As in PD
Finance Officer	As in PD	As in PD
Law Officer	As in PD	As in PD
Liaison Officer (Engineer)	As in PD	As in PD
Demographer	As in PD	As in PD
Chief Statistician	As in PD	As in PD
Statistical Officer	As in PD	As in PD
Statistician	As in PD	As in PD
Statistical Assistant	As in PD	As in PD
Statistical Investigator	As in PD	As in PD
Statistical Assistant Grade I	As in PD	As in PD
Statistical Assistant Grade II	As in PD	As in PD

#### B. ALLOWANCES

##### (1) Foot Wear Allowance

Category	Rate per annum (₹)
Foreman Mechanic	500
Motor Mechanic	500
Helper	500
Electrician	500
Blacksmith	500
Tinker	500
Security Guards	500
Welder	500
Van Cleaner	500
Assistant Sergeant	500

<b>Category</b>	<b>Rate per annum (₹)</b>
Sergeant	500
Nursing Assistant	500
Junior Lab Assistant	500
Hospital Attendant	500
Sanitation Worker	600
Part-Time-Contingent Employees	500

**(2) Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
General Cadre Doctors in Health Services (PG Diploma Allowance)	880
General Cadre Doctors in Health Services (PG Degree Allowance)	1100
Dental Doctors in Health Services (General Cadre) (PG Diploma Allowance)	880
Dental Doctors in Health Services (General Cadre) (PG Degree Allowance)	1100
Chief Consultant working as Super Specialist	5600
Senior Consultant working as Super Specialist	5600
Consultant working as Super Specialist	4700
Doctors possessing Super Speciality Degree but not working against the posts of Super Specialists, Super Speciality Allowance	1650
Post mortem Allowance (per case) to Doctors	1100
Post mortem / Exhumation Allowance (per case) to Hospital Attendant Gr-II and Nursing Assistant	100
Exhumation Allowance (Per exhumation) to Doctors	1650
Specialist Doctors working in Radiology, TB, Pathology, Leprosy, Anaesthetics	1320
Thorasic Surgeon working in Thorasic surgery unit in District Hospitals and TB Hospitals.	1320
Pharmacist attending clerical work	110
Lift Operator	110

**(3) Compensatory Allowance**

Category	Rate per month (₹)
Medical Officer, Primary Health Centre in charge of Administration (General cadre)	770
Health Inspector, Public Health Training School, Thiruvananthapuram	150

**(4) Risk Allowance**

Category	Rate per month (₹)
<i>(i) X-ray Sections of Hospitals</i>	
Medical Officer	330
Head Nurse	110
Staff Nurse	110
Mechanic	110
Radiographer	110
Technician	110
Dark Room Assistant	110
Other Full time employees like Attender/ Attendant/Cleaner/ Warder etc.	110
<i>(ii) Radium Sections of Hospitals</i>	
Medical Officer	330
Technician	170
Radiographer	170
Staff Nurse	170
Attender	110
Cleaner	110
Warder	110
Lascar	110
<i>(iii) Sanatorium for Chest Diseases, Pulayanarkotta Chest Hospital, Mulamkunnathukavu, Pariyaram TB clinics/TB Wards/TB Centres</i>	
Medical Officer	330
Bacteriologist	200
Nursing Superintendent	200
Manager/Lay Secretary and Treasurer	200

Category	Rate per month (₹)
Head Nurse	170
Staff Nurse	170
Treatment Organizer Grade I and Grade II	170
Pharmacist/Pharmacist Store Keeper	110
Laboratory Technician Grade I &II / Health Welfare Worker/Medical Records Librarian	110
Statistician/Statistical Assistant / Steward/Head Clerk/Clerk/Store Keeper/ Typist/Instructor (Tailoring)/ Driver/LD Compiler	110
Social Worker	110
Dietician	110
Blood Bank Technician	110
Mechanic	110
House Keeper	110
All other Class III (except ministerial) & Class IV officers	110
<b>(iv) Specialist Medical Officer, Govt. Hospital, Mavelikkara, visiting the Leprosy Hospital, Nooranad (One Eye Specialist, One Dental Surgeon and One Surgeon)</b>	330
<b>(v) V.D. Section of Hospitals/V.D. Clinics</b>	
Medical Officer	280
Nursing Superintendent (V.D), Medical Colleges	200
Head Nurse	110
Staff Nurse	110
Serological Assistant/ Social Worker	110
Technician	110
Cleaner/Warder/Sweeper/Attender	110
<b>(vi) Mental Health Centres</b>	
Medical Officer	220
Nursing Superintendent	170
Psychiatric Social Worker	170
Head Nurse	110
Staff Nurse	110
Deputy Overseer	110
Laboratory Technician	110
Weaving Instructor/ Bunoi Instructor	110
Nursing Assistant/ Laboratory Attender/ Work Mistress	110
All other Class-III & Class-IV Officers	110

Category	Rate per month (₹)
<b><i>(vii) Laboratory Section of Hospitals</i></b>	
Medical Officer	170
Chemist	110
Laboratory Technician	110
Laboratory Technicians working in Public Health Centres	110
Attender/ Attendant/ Cleaner/Lascar	110
<b><i>(viii) Contagious Disease Hospital</i></b>	
Medical Officer	220
Head Nurse	110
Midwife	110
Pharmacist	110
Clerk/Typist	110
All other Last Grade Employees	110
<b><i>(ix) Psychiatric Clinic attached to the Medical College Hospital, Kottayam</i></b>	
Staff Nurse	110
Nursing Assistant	110
<b><i>(x) Public Health Laboratory</i></b>	
Director/Chief Consultant	220
Consultant	170
Junior Consultant	170
Micro Biologist/Scientific Officer/Junior Protozoologist	170
Laboratory Assistant/ Attender	110
Bottle Cleaner/ Glass Blower	110
<b><i>(xi) Regional District Public Health Laboratories</i></b>	
Medical Officer (Pathology)	170
Chief Scientific Officer	170
Research Officer/Scientific Officer/Junior Scientific Officer	170
Technical Assistant / Laboratory Technician	110
Laboratory Assistant/ Laboratory Attender/ Last Grade Employees	110
<b><i>(xii) Leprosy Wing</i></b>	
Non-medical Supervisor/ Assistant leprosy Officer	170

Category	Rate per month (₹)
<i>(xiii) Reconstructive Unit of Leprosy Sanatorium, Nooranad</i>	
Staff Nurse	170
Nursing Assistant	110
<i>(xiv) Other Supporting Service</i>	
Physiotherapist	500

**(5) Non-Practising Allowance**

Category	Rate per month (₹)
Director of Health Services	2200
Additional Director	1870
Deputy Director	1760
Principal, Public Health Training School	1760
Assistant Director (HE)	1760
Assistant Director (CD)	1760
Assistant Director(MCH)	1760
Deputy Director (TB)	1760
Deputy Director (Leprosy)	1760
Deputy Director (FW)	1760
Deputy Director (Ophthalmology)	1760
Assistant Director (Physical Medicine Rehabilitation)	1760
Zonal Malaria Officer	1760
District Medical Officer (Health) / Deputy District Medical Officer (Health)	1760
Principal, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode	1760
District RCH Officer	1760
Supervisory Medical Officer, BCG Campaign (Civil Surgeon)	990
District Immunisation Officer	990
Medical Officer in charge (I.U.C.D) (Civil Surgeon)	990
Civil Surgeon (Non Cadre) (Family Welfare Programme)	990
RMO (in the cadre of Civil Surgeon)	990
District Leprosy Officer	990
Medical Officer, Pilot Survey Unit	720
RMO in the cadre of Assistant Surgeon	720
Junior Administrative Medical Officer working as RMO	720

Category	Rate per month (₹)
Assistant Surgeon-in-charge, Mobile Medical Unit (Attapady, Kalpetta, Thaliparamba & Floating Dispensary, Chambakulam)	720
Assistant Surgeon (Family Welfare Programme)	720
Medical Officer, School Health Programme	720
Medical Officer, Raj Bhavan Dispensary	720
<b>Public Health Laboratory</b>	
Director	1100
Senior Consultant/Consultant as Senior Assistant Director	1100
Junior Consultant / Consultant as Assistant Director	880
Consultant as Assistant Director (Nutrition) ( <i>Civil Surgeon Gr. II</i> )	880
Junior Consultant	720
<b>Regional Laboratories</b>	
Consultant	880
Junior Consultant	720
<b>District Laboratories</b>	
Junior Consultant/Consultant	720

**(6) Uniform Allowance**

Category	Rate per annum (₹)
Nursing Superintendent	5000
Nursing Sister (Matron and Head Nurse)	5000
Nursing Tutor	3000
Head Nurse	5000
Lady Health Inspector	2700
Lady Health Supervisor	2700
District Public Health Nurse	2700
Public Health Nursing Instructor	2700
MCH Officer	3000
Nursing Officer (Principal)	3000
Lady Health Worker (Allopathic Midwife)	2200
Junior Public Health Nurse	2700
Pupil Nurse	2200
Nurse (Male & Female)	2700



<b>Category</b>	<b>Rate per annum (₹)</b>
Vice Principal (Nursing)	3000
Staff Nurse	5000
Pharmacist/Pharmacist Store Keeper	2200
Optometrist	1200
Dental Hygienist	2200
Dental Mechanic	2200
Driver	2700
Foreman Mechanic	2200
Motor Mechanic	2200
Helper	2200
Electrician	2200
Blacksmith	2200
Tinker	2200
Security Guard	2200
Welder	2200
Van Cleaner	2200
Assistant Sergeant	2200
Lab Technician	2200
Blood Bank Technician	2200
Sergeant	2200
Nursing Assistant	2700
Cook	2700
Junior Lab Assistant	2200
Hospital Attendant	2700
Offset Machine Operator	2200
Grinning Machine Operator	2200
LD Printer	2200
Compositor	2200
LD Binder	2000
UD Binder	2000
Plate Maker	2000
Assistant Offset Machine Operator	2000
Radiographer	2200
Mechanic	2200
Darkroom Assistant	2200

Category	Rate per annum (₹)
Other Full time employees like Attender/ Attendant/Cleaner/Warder /Lascar/Sweeper etc.	2700
Chemist	2200
Medical Records Librarian, Laboratory Assistant, and other Last grade employees in Sanatorium for Chest Diseases, Pulayanarkotta Chest Hospital, Mulamkunnathukavu, Pariyaram TB clinics/TB Wards/TB Centres	2200
Bottle Cleaner/ Glass Blower, <i>Public Health Laboratory</i>	2700
Technical Assistant, <i>Regional District Public Health Laboratories</i>	2200

**(7) Additional Special Allowance**

Category	Rate per month (₹)
Doctors working in Rural areas, Rural area allowance	4500
Doctors working in difficult Rural areas, Difficult Rural area allowance	5500
Casualty Allowance (Except in rural area)	3300
Special Difficult area allowance to Doctors working in Attapady Region	20000
Special Difficult area allowance to Other staff working in Attapady Region	15% of Pre-revised Basic Pay (Basic Pay for this purpose is the pay applicable as on 30.06.2019)

**(8) Permanent Travelling Allowance**

Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
District PH Nurse/District Extension Educator/BCH Team Leader/Malaria Inspector Gr I & II/Health Educator	Parts of a District	15	330
Health Inspector	Parts of a District	15	330
Health Supervisor	Parts of a District	15	330

**(9) Permanent Conveyance Allowance**

Category	Area of Jurisdiction	Rate per month (₹)
Health Inspector/ Health Supervisor	Area covered by 3 to 5 Junior Public Health Nurses	280

Category	Area of Jurisdiction	Rate per month (₹)
Medical Officer (to visit Raj Bhavan)		660
Medical Officer (to visit Sub Jails)		550
Lady Health Inspector	Area covered by 3 to 5 Junior Public Health Inspectors	280
Extension Educator (Family Welfare)		280
Junior Health Inspector Grade I		250
Junior Public Health Nurse Grade I		250
Non-Medical Supervisor		390
Leprosy Health Visitor		250
Urban Health Educator (Attending Clinics of SET Centres)		280
Junior Health Inspector Grade II/ Social Worker		170
Junior Public Health Nurse		170
Field Assistant/Field Worker		170
<i>Biweekly Dispensaries &amp; Tri-weekly Dispensaries</i>		
<b>(A)</b>		
Medical Officer	Where the distance to be covered from the main P.HCentre of Dispensary does not exceed 8 Km.	440
Pharmacist	Where the distance to be covered from the main P.HCentre of Dispensary does not exceed 8 Km.	170
Hospital Attendant	Where the distance to be covered from the main P.HCentre of Dispensary does not exceed 8 Km.	150
<b>(B)</b>		
Medical Officer	Where it exceeds 8 Km.	500
Pharmacist	Where it exceeds 8 Km.	220
Hospital Attendant	Where it exceeds 8 Km.	170

**32. HINDU RELIGIOUS AND CHARITABLE ENDOWMENT****A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Commissioner	77400-115200	107800-160000
	Deputy Commissioner	45800-89000	63700-123700
	Assistant Commissioner	40500-85000	56500-118100
	Inspector Gr.I	27800-59400	39300-83000
	Inspector Gr.II	25200-54000	35600-75400
	Goldsmith	18000-41500	25100-57900

**33. HOMOEOPATHY****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Director	77400-115200	107800-160000
	Deputy Director	68700-110400	95600-153200
	District Medical Officer (HG)	55350-101400	85000-143600
a	District Medical Officer	45800-89000	77200-140500
	Hospital Superintendent	42500-87000	63700-123700
	Chief Medical Officer	42500-87000	59300-120900
	Medical Officer	39500-83000	55200-115300
	Lay Secretary	36600-79200	51400-110300
	Nursing Superintendent Grade II	27800-59400	39300-83000
	Medical Officer (Non-Cadre)	27800-59400	39300-83000
	Laboratory Technician Grade I	26500-56700	37400-79000
	Nurse Grade I	25200-54000	35600-75400
	Pharmacist Grade I	25200-54000	35600-75400
b	Laboratory Technician Grade II	22200-48000	35600-75400
c	Nurse Grade II	20000-45800	27900-63700
c	Pharmacist Grade II	20000-45800	27900-63700
	Nursing Assistant Grade I	17500-39500	24400-55200

	Attender Grade I	17500-39500	24400-55200
	Dispenser Grade I	17500-39500	24400-55200
	Store Attender Grade I	17500-39500	24400-55200
	Record Attender Grade I	17500-39500	24400-55200
c	Nursing Assistant Grade II	17000-37500	23700-52600
	Attender Grade II	17000-37500	23700-52600
	Dispenser Grade II	17000-37500	23700-52600
	Store Attender Grade II	17000-37500	23700-52600
	Record Attender Grade II	17000-37500	23700-52600

- a Ratio between District Medical Officer and District Medical Officer (HG) will be 4:1.
- b Ratio between Laboratory Technician Grade II and Grade I will be 1:1
- c Existing ratio 1:2 between Grade I and Grade II will continue

**Posts held by personnel from other Departments**

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD

**B. ALLOWANCES**

**(1) Special Allowance**

Category	Rate per month (₹)
Medical Officer with PG degree (Regular PG Degree only) - PG Allowance	500

**(2) Non-Practising Allowance**

Category	Rate per month (₹)
Director	880
Deputy Director	880
District Medical Officer	830

**(3) Uniform Allowance**

Category	Rate per annum (₹)
Nurse	2700
Pharmacist	2000
Attender	2000
Dispenser	2000
Nursing Assistant	2700

Lab Attender	2000
Cook	2700
Cleaner	2700

**(4) Additional Special Allowance**

Category	Rate per month (₹)
Doctors working in rural areas	3000
Doctors working in difficult rural areas	4500

**34. HOMOEOPATHY MEDICAL COLLEGES**

**A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
a	Principal & Controlling Officer	85000-117600	118100-163400
	Principal	UGC	UGC
a	Professor	85000-117600	118100-163400
	Professor	UGC	UGC
a	Reader	77400-115200	107800-160000
	Reader	UGC	UGC
a	Lecturer	68700-110400	95600-153200
	Lecturer	UGC	UGC
	Tutor / RMO	42500-87000	59300-120900
	Tutor	UGC	UGC
	Radiologist	36600-79200	51400-110300
	Lay Secretary	36600-79200	51400-110300
	Pharmacist Store Keeper	27800-59400	39300-83000
	Nursing Superintendent	27800-59400	39300-83000
	Lab Technician Grade I	26500-56700	37400-79000
	Radiographer Grade I	-	37400-79000
	X-Ray Technician Grade I	-	37400-79000
	Nurse Grade I	25200-54000	35600-75400
	Pharmacist Grade I	25200-54000	35600-75400
b	Radiographer Grade II	22200-48000	35600-75400

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
b	X-Ray Technician Grade II	22200-48000	31100-66800
b	Lab Technician Grade II	22200-48000	35600-75400
c	Nurse Grade II	20000-45800	27900-63700
c	Pharmacist Grade II	20000-45800	27900-63700
	ECG Technician	19000-43600	26500-60700
	Dark Room Assistant	18000-41500	25100-57900
	Attender Grade I / Nursing Assistant Grade I / Lab Attender Grade I	17500-39500	24400-55200
	Specimen Collector Grade I	-	24400-55200
	House Keeper	17000-37500	23700-52600
c	Attender Grade II / Nursing Assistant Grade II / Lab Attender Grade II	17000-37500	23700-52600
c	Specimen Collector Grade II	17000-37500	23700-52600
	Gardener	17000-37500	23700-52600
	Cook	16500-35700	23000-50200
	Worker	16500-35700	23000-50200
	Sweeper cum Cleaner	16500-35700	23000-50200
	Sweeper	16500-35700	23000-50200

- a These scales are applicable to those teaching staff who are not eligible for UGC scales as per G.O.(P) No.48/2012/Fin dated 13/01/2012
- b The ratio between Grade I & Grade II will be 1:1
- c The ratio between Grade I & Grade II will be 1:2

#### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Administrative Officer	As in PD	As in PD

#### B. ALLOWANCES

##### (1) Special Allowance

Category	Rate per month (₹)
Principal & Controlling Officer	830

**(2) Compensatory Allowance**

Category	Rate per month (₹)
<i>Homoeopathy Medical College, Kozhikkode</i>	
Warden, Men's Hostel	170

**(3) Risk Allowance**

Category	Rate per month (₹)
Radiographers and X-ray Technicians	110
Laboratory Technicians	110

**(4) Non-Practising Allowance**

Category	Rate per month (₹)
<i>Non-Technical</i>	
Principal	880
Professor	830
Assistant Professor / Tutor	720

**(5) Uniform Allowance**

Category	Rate per annum (₹)
Nurse	2700
Radiographers and X-ray Technicians	2200
Laboratory Technicians	2200

**35. HOUSING TECHNICAL CELL**

**A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Housing Commissioner	89000-120000	123700-166800
Chief Planner (Housing)	85000-117600	118100-163400
Asst. Executive Engineer	40500-85000	56500-118100
Assistant Engineer	39500-83000	55200-115300



### 36. HYDROGRAPHIC SURVEY WING

#### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Chief Hydrographer	85000-117600	118100-163400
	Deputy Hydrographer	77400-115200	107800-160000
	Marine Surveyor	68700-110400	95600-153200
	Assistant Cartographer	68700-110400	95600-153200
	Senior Technical Assistant (Electronics)	40500-85000	56500-118100
	Assistant Marine Surveyor	39500-83000	55200-115300
	Chief Draftsman	39500-83000	55200-115300
	Assistant Engineer (Mechanical)	39500-83000	55200-115300
	Chief Survey Syrang (HG)	30700-65400	43400-91200
	Engine Driver Gr. I	27800-59400	39300-83000
	Chief Survey Syrang	27800-59400	39300-83000
	Field Assistant	26500-56700	37400-79000
	Draftsman Gr. I	26500-56700	37400-79000
	Engine Driver Gr. II	22200-48000	31100-66800
	Survey Syrang Gr. I	22200-48000	31100-66800
	Draftsman Gr. II	22200-48000	31100-66800
	Tide Watcher	20000-45800	27900-63700
	Cassab (Store Keeper)	19000-43600	26500-60700
	Engine Driver Gr. III	18000-41500	25100-57900
	Survey Syrang Gr. II	18000-41500	25100-57900
	Master Gr. III	18000-41500	25100-57900
	Leadsman	18000-41500	25100-57900
	Seaman	17500-39500	24400-55200
	Machine Room Attender	17500-39500	24400-55200
	Blue Printer	17000-37500	23700-52600
	Cook Cum Steward	16500-35700	23000-50200

## Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Finance Officer	As in PD	As in PD

### B. ALLOWANCES

#### (1) Risk Allowance

Category	Rate per month (₹)
Master	110
Engine Driver	110
Syrang	110
Seaman/ Cook-cum-Steward	110

#### (2) Uniform Allowance

Category	Rate per annum (₹)
Master	2700
Engine Driver	2700
Syrang	2700
Tide Watcher	2700
Cassab	2700
Leadsman	2700
Machine room Attender	2700
Seaman/Cook-cum-Steward	2700

## 37. INDIAN SYSTEMS OF MEDICINE

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	85000-117600	118100-163400
	Joint Director	77400-115200	107800-160000
	District Medical Officer	68700-110400	95600-153200
	Superintendent (Nature Cure)	45800-89000	63700-123700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Superintendent Mental Hospital (Manasika)	45800-89000	63700-123700
	Superintendent (Medical) / Chief Medical Officer	45800-89000	63700-123700
	Senior Specialist (Nature Cure)	42500-87000	59300-120900
	Senior Specialist (Manasika)	42500-87000	59300-120900
	Specialist (Manasika)	40500-85000	56500-118100
a	Senior Medical Officer (Specialist)	42500-87000	59300-120900+ 2900 sp#
b	Senior Medical Officer (Ayurveda)	42500-87000	59300-120900
b	Senior Medical Officer (Siddha)	42500-87000	59300-120900
a	Medical Officer (Specialist, Visha, Netra, Marma)	39500-83000	55200-115300+ 2700 sp#
b	Medical Officer (Ayurveda)	39500-83000	55200-115300
b	Medical Officer (Unani)	39500-83000	55200-115300
a	Medical Officer (Panchakarma)	39500-83000	55200-115300 + 2700 sp#
b	Medical Officer (Siddha)	39500-83000	55200-115300
	Medical Officer (Nature Cure)	39500-83000	55200-115300
a	Medical Officer (Sickle Cell Anaemia)	39500-83000	55200-115300+ 2700 sp#
	Medical Officer (Rehabilitation)	39500-83000	55200-115300
	Lay Secretary & Treasurer	36600-79200	51400-110300
	Nursing Superintendent (HG)	35700-75600	50200-105300
	Store Keeper (Pharmacist) (HG)	35700-75600	50200-105300
c	Store Keeper (Pharmacist)	30700-65400	43400-91200
c	Nursing Superintendent	30700-65400	43400-91200
	Lab Technician Grade I	26500-56700	37400-79000
d	Lab Technician Grade II	22200-48000	31100-66800
	Nurse Grade I	25200-54000	35600-75400
e	Nurse Grade II	20000-45800	27900-63700
	Pharmacist Grade I	25200-54000	35600-75400
e	Pharmacist Grade II	20000-45800	27900-63700
	Pharmacist Grade I (Siddha)	-	35600-75400
e	Pharmacist Grade II (Siddha)	-	27900-63700
	Ayurveda Therapist (HG)	20000-45800	35600-75400
f	Ayurveda Therapist	19000-43600	27900-63700
	Radiographer	22200-48000	31100-66800

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Nursing Assistant	17000-37500	24400-55200
	Pharmacy Attender Grade I/ Attender Grade I	17500-39500	24400-55200
e	Pharmacy Attender Grade II/ Attender Grade II	17000-37500	23700-52600
	Lab Attender	17000-37500	23700-52600
	Attender (Siddha)	-	23700-52600
	Cook Grade I	17000-37500	23700-52600
	Cook Grade II	16500-35700	23000-50200
	Gardener	16500-35700	23000-50200
	Sanitation worker	16500-35700	23000-50200
	Full time Sweeper	16500-35700	23000-50200
	Night Watcher	16500-35700	23000-50200

# Special pay in lieu of higher time scale of pay. The Special pay attached to Senior Medical Officer (Specialist) will be reckoned for fixation of pay on promotion to the post of Chief Medical Officer.

a Ratio 1:3 between SMO and MO will continue. The ratio between SMO (Ay) and SMO (Specialist) for promotion to the post of CMO will be 15:1 as envisaged in the Special Rules.

b Ratio 1:3 between SMO and MO in concerned branches will continue

c One post will be in HG

d Ratio 1:1 between Grade I and Grade II will continue

e Existing ratio 1:2 between Grade I and Grade II will continue

f Ratio between Ayurveda Therapist and Ayurveda Therapist (HG) will be 2:1

#### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Senior Administrative Officer	As in PD	As in PD

## B. ALLOWANCES

### (1). Special Allowance

Category	Rate per month (₹)
Superintendent (Medical)	440
Pharmacist, Ayurveda Hospital doing clerical work	110
Superintendent, Mental Hospital, Kottakkal	440
Medical Officer with PG Degree (who does not have Special pay)- PG Degree allowance	1100

**(2) Risk Allowance**

Category	Rate per month (₹)
<i>Ayurveda Mental Hospital, Kottakkal</i>	
Superintendent	280
Senior Specialist	280
Specialist Physician	280
Nursing Superintendent	280
Laboratory Assistant	110
Nurse	110
Pharmacist	110
Ayurveda Therapist	110
Laboratory Attender	110

**(3) Non-Practising Allowance**

Category	Rate per month (₹)
District Medical Officer	880
Superintendent, District Ayurveda Hospital, Kannur	880
Superintendent, Mental Hospital, Kottakkal	880

**(4) Uniform Allowance**

Category	Rate per annum (₹)
Nursing Superintendent	2700
Nurse	2700
Pharmacist	2000
Lab Technician	2000
Ayurveda Therapist	2700
Nursing Assistant	2700
Attender/ Lab Attender/ Pharmacy Attender	2700
Cook	2700
Sanitation Worker	2700
Radiographer (X-ray Section)	1100

**(5) Additional Special Allowance**

Category	Rate per month (₹)
Doctors working in Rural areas	3000
Doctors working in Difficult Rural areas	4500

**38. INDUSTRIAL TRAINING****A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Director of Training	IAS	IAS
	Additional Director of Training/ Special Officer STI	81000-117600	112800-163400
	Joint Director	77400-115200	107800-160000
	Deputy Director	68700-110400	95600-153200
	Deputy State Apprenticeship Advisor	68700-110400	95600-153200
	Inspector of Training	45800-89000	63700-123700
	Principal Class I	45800-89000	63700-123700
	Vice Principal/ Principal Class II	42500-87000	59300-120900
	Training Officer	42500-87000	59300-120900
	Trade Test Officer	42500-87000	59300-120900
	Accounts Officer	40500-85000	56500-118100
a	Group Instructor (HG)	35700-75600	50200-105300
	Group Instructor	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Tech)	32300-68700	45600-95600
	Technical Assistant	32300-68700	45600-95600
	Junior Apprenticeship Advisor (Catering)	32300-68700	45600-95600
	AVTS Instructor	30700-65400	43400-91200
	Post ITI Special Instructor	30700-65400	43400-91200
	Junior Apprenticeship Advisor (Non- Technical)	30700-65400	43400-91200
	Special Grade Store Keeper	27800-59400	39300-83000
	Senior Instructor	27800-59400	39300-83000
	Junior Instructor/ ACD Instructor	26500-56700	37400-79000
	Employability Skill Instructor	-	37400-79000
	Assistant Hostel Superintendent	25200-54000	35600-75400
	Workshop Attender	18000-41500	25100-57900
	Trade Assistant	18000-41500	25100-57900
	Motor Driver in Mechanic Motor Vehicle Trade	-	25100-57900

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Painter	17500-39500	24400-55200
	Store Attender	17000-37500	23700-52600
	Dresser	17000-37500	23700-52600

a Existing ratio of 2:1 will continue

#### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Pharmacist	As in PD	As in PD

#### B. ALLOWANCES

##### (1) Special Allowance

Category	Rate per Month (₹)
<i>Staff attached to the examination wing of the Directorate</i>	
Pay Range of ₹ 26500/- and above	280
Pay Range between ₹ 25100/- and ₹ 26499/-	220
Pay Range between ₹ 23700/- and ₹ 25099/-	190
Pay Range below ₹ 23700/-	170

##### (2) Compensatory Allowance

Category	Rate per Month (₹)
Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel))	330
Part Time Medical Officer, I.T.I.	280
Assistant Hostel Superintendent (PT), ITI, Kozhikode	140
Group Instructor (Foreman ITI, Kalamasserry)	140

**39. INDUSTRIAL TRIBUNAL****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Tribunal	NJPC	NJPC
	Secretary (Senior Superintendent)	36600-79200	As in PD

**40. INDUSTRIES AND COMMERCE****A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Director	IAS	IAS
	Director of Handloom and Textiles	85000-117600	118100-163400
	Director of Coir Development	85000-117600	118100-163400
	Additional Director	77400-115200	107800-160000
	Joint Director	68700-110400	95600-153200
	General Manager (District Industries Centre)	68700-110400	95600-153200
	Manager/ Deputy Director / Women's Industries Officer	45800-89000	63700-123700
	Assistant Director	40500-85000	56500-118100
	Assistant Director (Rubber)	40500-85000	56500-118100
	Assistant Director (Training)	40500-85000	56500-118100
	Assistant Director (Plastic)	40500-85000	56500-118100
	Assistant Director (Tool Room)	40500-85000	56500-118100
	Special Officer (RBI)	40500-85000	56500-118100
	Project Officer (Coir)	40500-85000	56500-118100
	Deputy Registrar	40500-85000	56500-118100
	Assistant Registrar of Co-Operative Societies.	36600-79200	51400-110300
	Assistant District Industries Officer	36600-79200	51400-110300
	Foreman (Tool Room)	35700-75600	50200-105300



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Foreman (Electrical)	35700-75600	50200-105300
	Foreman (Rubber)	35700-75600	50200-105300
	Foreman (Plastic)	35700-75600	50200-105300
	Foreman (Chemical Testing)	35700-75600	50200-105300
	Foreman (Physical Testing)	35700-75600	50200-105300
	Industries Extension Officer	35700-75600	50200-105300
	Senior Co-operative Inspector /Senior Supervisor (Handloom) /Senior Coir Inspector/ Liquidation Inspector- Coir (Special Grade)	32300-68700	45600-95600
a	Senior Co-operative Inspector /Senior Supervisor (Handloom) /Senior Coir Inspector/ Liquidation Inspector- Coir	30700-65400	43400-91200
	Junior Co-operative Inspector	27800-59400	39300-83000
	Textile Assistant	27800-59400	39300-83000
	Junior Scientific Officer	26500-56700	37400-79000
	Electrician (CFSC)	25200-54000	35600-75400
	Analyst (CFSC)	22200-48000	31100-66800
	Dye Maker	22200-48000	31100-66800
	Machine Operator (CFSC)	22200-48000	31100-66800
	Liaison Officer	25200-54000	35600-75400
	Laboratory Assistant	18000-41500	25100-57900
	Machine Operator Grade I	18000-41500	25100-57900
	Machine Operator Grade II	17500-39500	24400-55200

a Existing 1:1 ratio between Senior Inspector & Junior Inspector will continue and 10% of total number of posts in the two Grades will be placed in Special Grade.

### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Technical Assistant	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Special Officer	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Librarian	As in PD	As in PD
	Research Assistant	As in PD	As in PD

### B. ALLOWANCES

#### (1) Permanent Travelling Allowance

Category	Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
Industries Extension Officer	400	One Taluk	15
Junior Co-operative Inspector	330	One Block	15
Senior Co-operative Inspector	330	One to three Taluks	15
Supervisor, Handloom	330	One to three Taluks	15

#### (2) Permanent Conveyance Allowance

Category	Rate per month (₹)	Area of Jurisdiction
Industries Extension Officer	330	One Block

### 41. INFORMATION & PUBLIC RELATIONS

#### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Additional Director	85000-117600	118100-163400
	Deputy Director	77400-115200	107800-160000

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
a	Information Officer/ Scrutiny Officer/ Cultural Development Officer/ Editor, Malayalam/ Editor, English/ Co-ordinating News Editor. (HG)	68700-110400	95600-153200
	Information Officer/ Scrutiny Officer/ Cultural Development Officer/ Editor, Malayalam/ Editor, English/ Co-ordinating News Editor.	45800-89000	63700-123700
	Chief Photographer	39500-83000	55200-115300
	Assistant Editor	30700-65400	43400-91200
	Research Officer	30700-65400	43400-91200
	Assistant Cultural Development Officer	30700-65400	43400-91200
	Assistant Scrutiny Officer	30700-65400	43400-91200
	Designer	29200-62400	41300-87000
	Manager (Tagore Theatre)	27800-59400	39300-83000
	Photographer	27800-59400	39300-83000
	Assistant Information Officer	27800-59400	39300-83000
	Translator	27800-59400	39300-83000
	Artist	25200-54000	35600-75400
	Photo Artist	25200-54000	35600-75400
	Printer	22200-48000	31100-66800
	DTP Operator	18000-41500	25100-57900
	Packer	17000-37500	23700-52600
	Dark Room Assistant	17000-37500	23700-52600
	Attender (Photography)	17000-37500	23700-52600

a Existing ratio of 3:1 will continue.

#### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Deputy Secretary	As in PD	As in PD
	Accounts Officer	As in PD	As in PD

	Section Officer	As in PD	As in PD
	Assistant	As in PD	As in PD
	Senior Clerk	As in PD	As in PD
	U.D Typist	As in PD	As in PD
	Confidential Assistant	As in PD	As in PD
	Clerk	As in PD	As in PD
	L.D Typist / Clerk Typist	As in PD	As in PD
	Gardener	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per Month (₹)
Staff Car Driver	330

### (2) Compensatory Allowance

Category	Rate per Month (₹)
<i>(a) Information Office, New Delhi</i>	
Information Officer	660
Assistant/ Confidential Assistant	660
<i>(b) Directorate</i>	
Assistant working in the Cellar	170
Clerical Assistant working in the Cellar	140
Office Attendant working in the Cellar	110

### (3) Permanent Conveyance Allowance

Category	Rate per Month (₹)	Area of Jurisdiction
Information Officer, New Delhi	330	Delhi and Surrounding area

## 42. INSURANCE MEDICAL SERVICE

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
#	Director	89000-120000	123700-166800
#1	Joint Director	85000-117600	118100-163400
#1	Regional Deputy Director	85000-117600	118100-163400
	Deputy Director(Homoeo)	68700-110400	95600-153200
	Deputy Director(Ayurveda)	68700-110400	95600-153200
#2	Insurance Medical Officer	68700-110400	95600-153200
	Insurance Medical Officer Grade I (Ayurveda)	45800-89000	63700-123700
	Insurance Medical Officer Grade I (Homoeo)	45800-89000	63700-123700
	Insurance Medical Officer Grade II (Ayurveda)	42500-87000	59300-120900
	Insurance Medical Officer Grade II (Homoeo)	42500-87000	59300-120900
#3	Assistant Insurance Medical Officer	45800-89000	63700-123700
\$	Assistant Insurance Medical Officer (Ayurveda)	39500-83000	55200-115300
	Assistant Insurance Medical Officer (Homoeo)	39500-83000	55200-115300
#4	Dental Surgeon	39500-83000	55200-115300
*	Nursing Superintendent Grade I	39500-83000	55200-115300
	Lay Secretary and Treasurer	36600-79200	51400-110300
	Store Superintendent	35700-75600	50200-105300
	Nursing Superintendent Grade II	35700-75600	50200-105300
	Scientific Assistant (Physiotherapy)	32300-68700	45600-95600
b	Head Nurse	32300-68700	45600-95600
	Store Keeper	26500-56700	43400-91200
	Staff Nurse Grade I	29200-62400	41300-87000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Auxiliary Nurse Midwife (ANM) Senior Grade		41300-87000
	Cytotechnologist	27800-59400	39300-83000
	Dental Hygienist Senior Grade	27800-59400	39300-83000
	Dietician	27800-59400	39300-83000
a	Staff Nurse Grade II	27800-59400	39300-83000
	Radiographer Grade I	26500-56700	37400-79000
	Blood Bank Technician Grade I	26500-56700	37400-79000
	Laboratory Technician Grade I	26500-56700	37400-79000
	Dental Hygienist Grade I	26500-56700	37400-79000
	X-Ray Technician Grade-I	26500-56700	37400-79000
	Pharmacist Grade I	25200-54000	37400-79000
f	Auxiliary Nurse Midwife (ANM) Grade I		37400-79000
	Pharmacist (Ayurveda) Grade I	25200-54000	35600-75400
	Medical Record Librarian Grade I	25200-54000	35600-75400
	Pharmacist (Homoeo) Grade I	25200-54000	35600-75400
	Nurse (Ayurveda) Grade I	25200-54000	35600-75400
	Radiographer Grade II	22200-48000	35600-75400
a	Blood Bank Technician Grade II	22200-48000	35600-75400
a	Laboratory Technician Grade II	22200-48000	35600-75400
e	Dental Hygienist Grade II	22200-48000	35600-75400
c	Pharmacist Grade II	22200-48000	35600-75400
a	X-Ray Technician Grade II	22200-48000	31100-66800
a	Medical Record Librarian Grade II	22200-48000	31100-66800
a	Auxiliary Nurse Midwife (ANM) Grade II	22200-48000	31100-66800
c	Pharmacist (Homoeo) Grade II	20000-45800	27900-63700
f	Pharmacist (Ayurveda) Grade II	20000-45800	27900-63700
c	Nurse (Ayurveda) Grade II	20000-45800	27900-63700
	Operation Theatre Technician	19000-43600	26500-60700
	Masseur	19000-43600	26500-60700

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Electrician	18000-41500	25100-57900
	Theatre Attender	17500-39500	24400-55200
	Head Cook	17500-39500	24400-55200
	Plumber-cum-Operator	17500-39500	24400-55200
	Nursing Assistant	17000-37500	24400-55200
	Junior Laboratory Assistant/ Laboratory Attender/ X-Ray Attender	17000-37500	23700-52600
	Cook Grade I	17000-37500	23700-52600
	Attender (Ayurveda)	17000-37500	23700-52600
	Hospital Attendant Grade I	17000-37500	23700-52600
d	Hospital Attendant Grade II	16500-35700	23000-50200
	Dhobi	16500-35700	23000-50200
c	Cook Grade II	16500-35700	23000-50200
	Van Cleaner		23000-50200

# Allowed higher start on ₹134900 in scale of pay ₹123700-166800

#1 Allowed higher start on ₹129300 in scale of pay ₹118100-163400

#2 Allowed higher start on ₹105300 in scale of pay ₹95600-153200

#3 Allowed higher start on ₹71800 in scale of pay ₹63700-123700

In the case of Doctors who join service on or after 01.04.2021, higher start is admissible only if they possess PG Degree or Diploma in a Medical speciality.

#4 Dental Surgeons on scale of pay ₹55200-115300 possessing PG Degree or Diploma in a Dental Speciality will be allowed three advance increments in their current level of pay w.e.f 01.04.2021 without prejudice of normal increment date.

\* Dental Surgeons who are entering service on or after 01.04.2021 and possessing PG Degree or Diploma in a Dental Speciality will be given higher start on ₹59300 in scale of pay ₹55200-115300

a Existing ratio 1:1 between Grade I and Grade II will continue.

b The cadre strength of Head Nurse determined in the ratio 1:2 between Head Nurse and Staff Nurse Grade I will continue

c The ratio 1:2 between Grade I and Grade II posts will continue

d Existing ratio of 1:3 between Grade I and Grade II posts will continue.

e The ratio 2:2:1 among Grade II, Grade I and Senior Grade will continue.

f 20% of the posts of ANM Grade I will be in Senior Grade

**Posts held by Personnel of other Departments**

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Administrative Officer	As in PD	As in PD
Finance Officer	As in PD	As in PD

**B. ALLOWANCES****(1). Footwear Allowance**

Category	Rate per annum (₹)
Electrician	500
Van Cleaner	500
Nursing Assistant	500
Junior Lab Assistant	500
Hospital Attendant	500
Part Time Sweeper	500
Part Time Sanitation Worker	500

**(2) Compensatory Allowance**

Category	Rate per month (₹)
Insurance Medical Officer (Allopathy) [Entry Cadre only]	770
Assistant Insurance Medical Officer (Allopathy)[Entry Cadre only]	770
Scientific Assistant (Physiotherapy), ESI Hospital, Peroorkada	170
Nursing Superintendent	140
Radiographer	110
Head Nurse	110
Laboratory Technician	110
X-Ray Technician	110
Staff Nurse	110
Pharmacist	110
Auxiliary Nurse & Midwife	110
Laboratory Attender	110
X-Ray Attender	110
Nursing Assistant	110
Dietician	110

**(3) Risk Allowance**



Category	Rate per month (₹)
<i>Staff working in Laboratories, X-ray unit and sanatorium for chest diseases, Mulakkunnathukavu and VD section</i>	
Medical Officer (Allopathy) in all cadres	390
Nursing Superintendent	170
Radiographer	130
X-ray Technician	130
Laboratory Technician	110
Head Nurse	130
Staff Nurse	130
Pharmacist	110
Junior Laboratory Assistant	110
Nursing Assistant	110
Hospital Attendant	110
Office Attendant	110

**(4) Non-Practising Allowance**

Category	Rate per month (₹)
Director/Joint Director	1650
Regional Deputy Director	1100
RMO [ In the cadre of Insurance Medical Officer]	880
RMO [ In the cadre of Assistant Insurance Medical Officer]	720

**(5) Uniform Allowance**

Category	Rate per annum (₹)
Nursing Superintendent	5000
Radiographer	2200
Head Nurse	5000
Laboratory Technician	2200
X-Ray Technician	2200
Staff Nurse	5000
Pharmacist	2200
Auxiliary Nurse & Midwife	2200
Laboratory Attender	2700
X-Ray Attender	2200

Nursing Assistant	2700
Lady Health Worker	2000
Driver	2700
Cook	2700
Blood Bank Technician	2200
Dental Hygienist	2200
Dhobi	2700
ECG Technician	2200
Attender (Ayurveda)	2700
Hospital Attendant	2200

**(6) Additional Special Allowance**

Category	Rate per month (₹)
<b><i>Rural Area Allowance</i></b>	
Medical Officer(Allopathy) in all posts, all cadres	4500
Medical Officer(Ayurveda)	3000
Medical Officer(Homoeo)	3000
<b><i>Difficult Rural Area Allowance</i></b>	
Medical Officer(Allopathy) in all posts, all cadres	5500
Medical Officer(Ayurveda)	4500
Medical Officer(Homoeo)	4500
<b><i>Post Graduate Degree/Diploma Allowance</i></b>	
Assistant Insurance Medical Officer, Insurance Medical Officer (Post Graduate Degree) [Entry Cadre only]	1100
Assistant Insurance Medical Officer, Insurance Medical Officer(Diploma) [Entry Cadre only]	880

**43. IRRIGATION****A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Chief Engineer	93000-120000	129300-166800
	Deputy Chief Engineer/ Superintending Engineer/ Director	85000-117600	118100-163400
a	Executive Engineer/ Joint Director (HG)	77400-115200	107800-160000
	Executive Engineer/Joint Director	68700-110400	95600-153200
b	Asst.Exe.Engineer/ Deputy Director(HG)	45800-89000	63700-123700
	Asst.Exe.Engineer/ Deputy Director	42500-87000	59300-120900
	Asst.Engineer/ Assistant Director	39500-83000	55200-115300
	Draftsman Grade I / Overseer Grade I	26500-56700	37400-79000
	Scientific Assistant	26500-56700	37400-79000
	Foreman	26500-56700	37400-79000
	Information Assistant	22200-48000	31100-66800
	Dredger Driver	22200-48000	31100-66800
	Dredger Operator	22200-48000	31100-66800
	Senior Mechanic	22200-48000	31100-66800
	Heavy Machine Operator	22200-48000	31100-66800
	Mechanic	22200-48000	31100-66800
	Canal Officer	25200-54000	35600-75400
	Draftsman Gr. II/ Overseer Gr. II	22200-48000	31100-66800
	Draftsman Gr III / Overseer Gr III	19000-43600	26500-60700
	Tracer	19000-43600	26500-60700
	Pump Operator/ Pump Driver	18000-41500	25100-57900
	Lab Assistant	18000-41500	25100-57900

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Turner	18000-41500	25100-57900
	Driver cum Operator	18000-41500	25100-57900
	Boat Syrang	18000-41500	25100-57900
	Motor Boat Syrang/ Syrang	18000-41500	25100-57900
	Lineman	18000-41500	25100-57900
	Fitter Gr.II/ Mechanic	18000-41500	25100-57900
	Operator Mechanic	17500-39500	24400-55200
	Black Smith	17500-39500	24400-55200
	Moulder	17500-39500	24400-55200
	Butler/Cook	17000-37500	23700-52600
	Cook cum Watchman	17000-37500	23700-52600
	Gardener	17000-37500	23700-52600
	Blue Printer	17000-37500	23700-52600
	IB Watcher	16500-35700	23000-50200
	NMR Worker Gr. II	16500-35700	23000-50200
	Lascar/Watcher	16500-35700	23000-50200
	<b>Mechanical Wing</b>		
	Chief Engineer	93000-120000	129300-166800
	Superintending Engineer/ Director	85000-117600	118100-163400
a	Executive Engineer (HG)	77400-115200	107800-160000
	Executive Engineer/Joint Director	68700-110400	95600-153200
	Asst.Exe.Engineer (HG)	45800-89000	63700-123700
b	Asst.Exe.Engineer/ Deputy Director	42500-87000	59300-120900
	Asst.Engineer/ Assistant Director	39500-83000	55200-115300
	Draftsman Gr. I/ Overseer Gr. I	26500-56700	37400-79000
	Draftsman Gr. II/ Overseer Gr. II	22200-48000	31100-66800
	Draftsman Gr III / Overseer Gr III	19000-43600	26500-60700
	Roller Driver Grade II	19000-43600	26500-60700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Boat Driver	18000-41500	25100-57900
	Carpenter	17500-39500	24400-55200
	Roller cleaner	18000-41500	25100-57900
	Roller cum Lorry Driver	17000-37500	23700-52600
	Lorry cleaner	16500-35700	23000-50200
	Senior mechanic	22200-48000	31100-66800
	Diesel Mechanic	17500-39500	24400-55200
	Mechanic/Fitter	17500-39500	24400-55200
	Blacksmith	17500-39500	24400-55200
	Welder	17500-39500	24400-55200
	Moulder	17500-39500	24400-55200
	Turner	17500-39500	24400-55200
	Electrician	17500-39500	24400-55200
	Lascar	16500-35700	23000-50200
	Lineman Gr II	18000-41500	25100-57900
	Dredger Operator	22200-48000	31100-66800
	Dredger Driver	22200-48000	31100-66800
	Driver cum operator	18000-41500	25100-57900
	Dredger Watcher	16500-35700	23000-50200
	Dredger Cleaner	16500-35700	23000-50200
	Dredger Worker	16500-35700	23000-50200
	Lineman Gr I	19000-43600	26500-60700
	Oil Engine Driver	18000-41500	25100-57900
	Care Taker	18000-41500	25100-57900
	Wireman	18000-41500	25100-57900
	Lock Operator	17500-39500	24400-55200
	Drilling Plant Operator	17500-39500	24400-55200
	Modeller	17500-39500	24400-55200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Boat Cleaner	17000-37500	23700-52600
	Worker Gr I	17000-37500	23700-52600
	Worker Gr II	16500-35700	23000-50200
	Mason	16500-35700	23000-50200
	Engine Man	16500-35700	23000-50200

a 25% Higher Grade will continue

b 1/3<sup>rd</sup> Higher Grade will continue

### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Financial Assistant	As in PD	As in PD
	Divisional Accounts Officer	As in PD	As in PD
	Legal Assistant	As in PD	As in PD
	Statistical Assistant Gr I	As in PD	As in PD
	Statistical Assistant Gr II	As in PD	As in PD
	Assistant Surgeon	As in PD	As in PD
	Pharmacist	As in PD	As in PD
	Assistant Nurse/Midwife	As in PD	As in PD
	Nursing Assistant	As in PD	As in PD
	Hospital Attender	As in PD	As in PD

## **B. ALLOWANCES**

### **(1) Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
The Engineers deployed from the IDR B to the Dam Safety Authority	As admissible to the corresponding post in IDR B
<i>Irrigation, Design and Research Board</i>	

Chief Engineer	880
Superintending Engineer (Director)	660
Executive Engineer (Joint Director)	660
Assistant Executive Engineer (Deputy Director)	550
Assistant Engineer (Assistant Director)	550
All Technical Staff other than Engineers	390

## (2) Compensatory Allowance

Category	Rate per Month (₹)
Overseer Grade I and Grade II (only during the period they are actually engaged in the work of gauging)	500

## C. SPECIAL PAY

Staff working under the interstate, projects viz, Parambikulam Aliyar Project (JWR Division (IDRB) Palakkad), Mullaperiyar Dam Area (Minor Irrigation Division, Idukki, Kattappana) and Siruvani Project Sub Division, Section Offices and Executive Engineer (KPIP Division, Kanjirapuzha) will be sanctioned Special Pay at 3% of the revised pay subject to the condition that no Dearness Allowance will be admissible on the Special Pay.

## 44. JUDICIARY (SUBORDINATE)

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
<b>Civil Wing</b>		
Sheristadar District Court / State Transport Appellate Tribunal	42500-87000	59300-120900
Sheristadar of Courts having the status of a District Court / MACT / Special Courts / Family Courts	40500-85000	56500-118100
Sheristadar, Sub Court (HG)/ Senior Superintendent (HG)	40500-85000	56500-118100
Sheristadar, Sub Court / Senior Superintendent	36600-79200	51400-110300

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Principal Counsellor Family Court (HG)	40500-85000	56500-118100
a	Principal Counsellor Family Court	39500-83000	55200-115300
	Junior Superintendent (HG)	35700-75600	50200-105300
	Junior Superintendent / Bench Clerk Grade I / Central Nazir	30700-65400	43400-91200
	Head Clerk / Bench Clerk Grade II	27800-59400	39300-83000
	Senior Clerk / Bench Clerk Grade III / Deputy Nazir	25200-54000	35600-75400
	Kannada Translator	25200-54000	35600-75400
	Personal Assistant to District Judge	39500-83000	55200-115300
b	Confidential Assistant Sel.Grade/Personal Assistant	39500-83000	55200-115300
	Confidential Assistant Senior Grade	30700-65400	43400-91200
	Confidential Assistant Grade I	27800-59400	39300-83000
	Confidential Assistant Grade II	25200-54000	35600-75400
	Clerk / Protocol Officer	19000-43600	26500-60700
	L.D. Clerk Kannada	19000-43600	26500-60700
	L.D. Clerk Tamil	19000-43600	26500-60700
	Amin	18000-41500	25100-57900
	Process Server	17500-39500	24400-55200
	Court Keeper (HG)/ Duffedar (HG)	17500-39500	24400-55200
	Court Keeper/ Duffedar	17000-37500	23700-52600
	<b>Criminal Wing</b>		
	Sheristadar, Chief Judicial Magistrate Court	40500-85000	56500-118100
	Senior Superintendent (HG)	40500-85000	56500-118100
	Senior Superintendent	36600-79200	51400-110300
	Junior Superintendent (HG)	35700-75600	50200-105300
	Junior Superintendent	30700-65400	43400-91200
	Bench Clerk Grade II/ Accountant / Head Clerk	27800-59400	39300-83000
	Senior Clerk / Bench Clerk Grade III	25200-54000	35600-75400
	Kannada Translator	25200-54000	35600-75400



	Name of Post	Existing Scale of Pay	Revised Scale of Pay
b	Confidential Assistant Sel.Grade/Personal Assistant	39500-83000	55200-115300
	Confidential Assistant Senior Grade	30700-65400	43400-91200
	Confidential Assistant Grade I	27800-59400	39300-83000
	Confidential Assistant Grade II	25200-54000	35600-75400
	L.D. Clerk Tamil	19000-43600	26500-60700
	Clerk/ Bench Assistant	19000-43600	26500-60700
	Clerk cum Typist	19000-43600	26500-60700

a Existing ratio 1:1 will continue

b Existing ration 1:1:1 among four grades will continue

Note 1:- Ratio between Senior Superintendent and Senior Superintendent Hr.Grade, Junior Superintendent and Junior Superintendent Hr.Grade as in common category.

Note 2:- In cases of employees moving out of the Judiciary on inter-departmental transfer, the additional pay received by the employees by virtue of their posting in Subordinate Judiciary shall be forfeited while leaving the Judiciary and the pay that he would have availed had he been posted in any other department will be deemed to be his last pay in the Subordinate Judiciary for the purpose of future fixation of pay.

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Personal Assistant/ Confidential Assistant of District Court/ CJM Court/ Sub Court/ Family Court/ Additional District Court/WAKF Tribunal/ Special Court for NIA/CBI Court/MACT	660
Personal Assistant/ Confidential Assistant of Munsiff's Court, Judicial First Class Magistrate Court	440
Fair Copy Superintendent	300
Senior most Typist dealing with copy application and fair copy despatch in Munsiff's Courts	200
Bench Clerk Grade II	300
Bench Clerk Grade III / Clerk in charge of Benches in Munsiff's Courts and Magistrate Courts and acting as Bench Clerk	200

Clerk and Attender attached to Record Sections of Courts	250
Clerk in charge of Thondi section	200
Amins and Process Servers	170
Office Attendant	200

**(2) Uniform Allowance**

Category	Rate per annum (₹)
Security Officer	2700
Driver	2700
Duffedar	2700

**45. KERALA ADMINISTRATIVE TRIBUNAL**

**A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Registrar	As in PD	As in PD
	Deputy Registrar (Judicial)	As in PD	As in PD
	Deputy Registrar (Administration)	As in PD	As in PD
	Deputy Registrar (Finance)	As in PD	As in PD
	Filing Scrutiny Officer	42500-87000	59300-120900
	Court Officer (HG) / Section Officer (HG)	40500-85000	56500-118100
a	Court Officer / Section Officer	36600-79200	51400-110300
b	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	Private Secretary to Chairman and Members (HG)	-	59300-120900
a	Private Secretary to Chairman and Members	45800-89000	56500-118100
	Personal Assistant to Chairman and Members (HG)	-	55200-115300
a	Personal Assistant to Chairman and Members	40500-85000	45600-95600
	Confidential Assistant Grade I	27800-59400	39300-83000
a	Confidential Assistant Grade II	20000-45800	27900-63700

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Computer Assistant Grade I	27800-59400	39300-83000
a	Computer Assistant Grade II	20000-45800	27900-63700
	Librarian	36600-79200	51400-110300
	Network Administrator	36600-79200	51400-110300
	Data Entry Operator	20000-45800	27900-63700
c	Driver cum Office Attendant Selection Grade	27800-59400	39300-83000
	Driver cum Office Attendant Senior Grade	22200-48000	31100-66800
	Driver cum Office Attendant Grade I	20000-45800	27900-63700
	Driver cum Office Attendant Grade II	18000-41500	25100-57900
	Clerical Assistant Grade I	20000-45800	27900-63700
a	Clerical Assistant Grade II	19000-43600	26500-60700
	Attender	17500-39500	24400-55200
	Duffedar	17000-37500	23700-52600
	Office Attendant Grade I	-	23700-52600
a	Office Attendant Grade II/ Messenger/ Night Watchman	16500-35700	23000-50200

- a Ratio between Grade II and Grade I or Lower grade and Higher Grade will be 1:1
- b Ratio among Assistant, Senior Grade Assistant and Assistant Section Officer will be 1:1:1
- c Ratio among Grade II, Grade I, Senior Grade and Selection Grade will be 1:1:1:1

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Personal Assistant / Private Secretary to Chairman and Members	610

**(2) Uniform Allowance**

Category	Rate per annum (₹)
Driver cum Office Attendant	2700
Duffedar	2700
Office Attendant, Process Server, Messenger, Night Watchman, Attender	2700
Part time Sweeper	2700

**(3) Coat Allowance**

Category	Rate (₹)
Court Officer, Private Secretary/ Personal Assistant to Chairman and Members *	4400
* Once in three years subject to the condition that maximum twelve officers will be allowed the allowance within a period of three years	

**46. KERALA INSTITUTE FOR RESEARCH, TRAINING AND DEVELOPMENT STUDIES OF SCHEDULED CASTES AND SCHEDULED TRIBES (KIRTADS)****A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	81000-117600	112800-163400
Deputy Director (Anthropology)	45800-89000	63700-123700
Deputy Director (Development Studies)	45800-89000	63700-123700
Deputy Director (Training)	45800-89000	63700-123700
Lecturer (Anthropology / Sociology)	39500-83000	55200-115300
Research Officer (Anthropology)	39500-83000	55200-115300
Research Officer (Statistics)	39500-83000	55200-115300
Computer Operator	36600-79200	51400-110300
Statistician	29200-62400	41300-87000

	Research Assistant (Anthropology)	27800-59400	39300-83000
	Research Assistant (Sociology)	27800-59400	39300-83000
	Research Assistant (Linguistics)	27800-59400	39300-83000
	Cartographer	27800-59400	39300-83000
	Curator	25200-54000	35600-75400
	Investigator	25200-54000	35600-75400
	Record Attender	17000-37500	23700-52600
	Museum Attendant	17000-37500	23700-52600

### Posts held by Personnel of other Departments

	Name of Post	No. of Posts	Revised Scale of Pay
	Administrative Officer	1	As in PD
	Finance Officer	1	As in PD
	Librarian Grade I	1	As in PD

### B. ALLOWANCES

#### (1) Uniform Allowance

Category	Rate per Annum (₹)
Watchman	2700
Sweeper cum Watchman	2700

### 47. KERALA LOK AYUKTA

#### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Registrar	NJPC	NJPC
Additional Registrar	85000-117600	118100-163400
Deputy Registrar	77400-115200	107800-160000
PS to Lok Ayukta	40500-85000	56500-118100
PS to Upa Lok Ayukta	40500-85000	56500-118100
Court Officer	35700-75600	50200-105300

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Section Officer	35700-75600	50200-105300
	PA to Lok Ayukta	35700-75600	50200-105300
	PA to Upa Lok Ayukta	35700-75600	50200-105300
	Security Officer	30700-65400	43400-91200
	Senior Accountant	30700-65400	43400-91200
	Assistant Senior Grade	30700-65400	43400-91200
	Assistant	26500-56700	37400-79000
	Confidential Assistant Grade II	20000-45800	27900-63700
	Computer Assistant Grade II	20000-45800	27900-63700
	Data Entry Operator	22200-48000	31100-66800
	Driver Grade II	18000-41500	25100-57900
	Court Keeper	17000-37500	23700-52600
	Record Keeper	17000-37500	23700-52600
	Attender	17000-37500	23700-52600
	Office Attendant Grade I	17000-37500	23700-52600
	Office Attendant Grade II	16500-35700	23000-50200
	Night Watchman	16500-35700	23000-50200
	<b>Investigation Wing</b>		
	Director of Investigation	IPS	IPS
	Superintendent of Police	As in PD	As in PD
	Deputy Superintendent of Police	As in PD	As in PD
	Inspector of Police	As in PD	As in PD
	Senior Civil Police Officer	As in PD	As in PD

#### 48. KERALA PUBLIC SERVICE COMMISSION

##### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Secretary	89000-120000	123700-166800
	Addl. Secretary / Controller of Examinations	89000-120000	123700-166800
	Joint Secretary / Controller of Finance / Regional Officer	85000-117600	118100-163400
	Deputy Secretary	77400-115200	107800-160000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
a	Under Secretary (HG)	68700-110400	95600-153200
	Under Secretary	45800-89000	63700-123700
b	Section Officer (HG)	40500-85000	56500-118100
	Section Officer / Public Relations Officer	36600-79200	51400-110300
c	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant / Cashier	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	System Administrator	77400-115200	107800-160000
	System Manager / E.D.P.Manager	55350-101400	77200-140500
	System Analyst / Senior Programmer	42500-87000	59300-120900
	Hardware Engineer	42500-87000	59300-120900
	Programmer	39500-83000	55200-115300
	Technical Assistant	30700-65400	43400-91200
	Data Entry Operator	25200-54000	35600-75400
	Private Secretary to Chairman	45800-89000	63700-123700
b	Personal Assistant (HG)	42500-87000	59300-120900
	Personal Assistant	40500-85000	56500-118100
	Enquiry Officer	40500-85000	56500-118100
b	Office Superintendent (HG)	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
d	Computer Assistant Selection Grade	32300-68700	45600-95600
	Computer Assistant Senior Grade	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700
	Clerical Assistant Grade I	20000-45800	27900-63700
	Clerical Assistant Grade II	19000-43600	26500-60700
	Attender Grade I	17500-39500	24400-55200
	Attender Grade II	17000-37500	23700-52600
	Sergeant	27800-59400	39300-83000
	Security Guard (HG)	20000-45800	27900-63700
	Security Guard	19000-43600	26500-60700

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Driver cum Peon (Co-Terminus)	18000-41500	25100-57900

- a Ratio 2:1 between Under Secretary and Under Secretary HG will continue
- b Grade ratio will be 1:1
- c Ratio of 1:1:1 between Assistant Section Officer, Senior Grade Assistant and Assistant will continue
- d Existing ratio 1:1:1:1 will continue

#### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Vigilance and Security Officer	As in PD	As in PD
Deputy Superintendent of Police	As in PD	As in PD
Sub Inspector of Police	As in PD	As in PD
Police Constable	As in PD	As in PD
Police Constable Driver	As in PD	As in PD
Librarian Grade I	As in PD	As in PD

#### B. ALLOWANCES

##### (1) Special Allowance

Category	Rate per month (₹)
Private Secretary to Chairman	610
Personal Assistant, Personal Assistant (HG) of Members of KPSC	440
Personal Assistant, Personal Assistant (HG) to Secretary, KPSC	220

##### (2) Compensatory Allowance

Category	Rate per month (₹)
<i>Staff working in the Cellar</i>	
Assistant	170
Attender / Clerical Assistant / Binder	140
Office Attendant	110



**(3) Uniform Allowance**

<b>Category</b>	<b>Rate per annum (₹)</b>
Security Guard/Sergeant	4000
Gardener	2700
Full Time Gardener	2700
Full Time Sweeper	2700
Part Time Sweeper	2700
Lift Operator	2700
Duffedar	2700
Driver-cum-Office Attendant	2700

**49. KERALA VALUE ADDED TAX/ AGRICULTURAL INCOME TAX & SALES TAX APPELLATE TRIBUNAL**

**CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Chairman	NJPC	NJPC
Member (Judicial)	NJPC	NJPC
Member (Accounts)	81000-117600	112800-163400
Member (Departmental)	As in PD	As in PD
Secretary	42500-87000	59300-120900
Assistant Secretary	35700-75600	50200-105300

**50. LABOUR**

**A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Labour Commissioner	IAS	IAS
Addl. Labour Commissioner	81000-117600	112800-163400
Joint Labour Commissioner	77400-115200	107800-160000
Chief Inspector of Plantation	77400-115200	107800-160000
Deputy Labour Commissioner (HQ)/ Deputy Labour Commissioner & Workmen	45800-89000	63700-123700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Compensation Commissioner/ Deputy Labour Commissioner & Secretary State Advisory Contract Labour Board		
	District Labour Officer	42500-87000	59300-120900
	Inspector of Newspaper Establishment/District Labour Officer(HQ)	42500-87000	59300-120900
	Deputy Labour Officer	39500-83000	55200-115300
	Personal Assistant to the Labour Commissioner	39500-83000	55200-115300
	Secretary Minimum Wages Advisory Board	35700-75600	50200-105300
	Secretary, Labour Committee	35700-75600	50200-105300
	Assistant Labour Officer Gr.I / Inspector of Plantations	35700-75600	50200-105300
	Assistant Labour Officer Gr.II	30700-65400	43400-91200

#### **Posts held by Personnel of other Departments**

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Senior Administrative Officer	As in PD	As in PD
Finance Officer	As in PD	As in PD
Law Officer	As in PD	As in PD
Publicity Officer	As in PD	As in PD
Research Officer	As in PD	As in PD
Publicity Assistant	As in PD	As in PD
Research Assistant	As in PD	As in PD
Statistical Assistant Gr.I	As in PD	As in PD
Librarian Gr IV	As in PD	As in PD

## **B. ALLOWANCES**

### **(1) Permanent Travelling Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>	<b>Area of Jurisdiction</b>	<b>Average number of days of tour in a month</b>
Deputy Labour Officer	440	One District	15

Assistant Labour Officer Gr.I & II	330	One Taluk	15
Inspector of Plantations	390	One or more Revenue Districts	15

## 51. LABOUR COURTS

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Presiding Officer	NJPC	NJPC
	Secretary	36600-79200	51400-110300

## 52. LAND BOARD

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Secretary	IAS	IAS
	Assistant Secretary (Deputy Collector)	As in PD	As in PD
	Senior Superintendent / Tahsildar	As in PD	As in PD
	Junior Superintendent / Deputy Tahsildar	As in PD	As in PD
	Senior Clerk / Special Village Officer	As in PD	As in PD

### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Law Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

## 53. LAND REVENUE

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Commissioner	IAS	IAS
	Joint Commissioner	IAS	IAS
	District Collector	IAS	IAS
	Senior Finance Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	District Law Officer	As in PD	As in PD
	Sub Collector / Assistant Collector	IAS	IAS
a	Deputy Collector Senior Grade	77400-115200	107800-160000
	Deputy Collector	45800-89000	63700-123700
b	Tahsildar (HG)/ Senior Superintendent (HG)	40500-85000	56500-118100
	Tahsildar/ Senior Superintendent	36600-79200	51400-110300
c	Deputy Tahsildar (HG)/Junior Superintendent (HG)	35700-75600	50200-105300
	Deputy Tahsildar /Junior Superintendent	30700-65400	43400-91200
	Village Officer/ Head Clerk/ Revenue Inspector	27800-59400	39300-83000
	Special Village Officer / Senior Clerk	25200-54000	35600-75400
	Village Assistant/ Clerk	19000-43600	26500-60700
	Fair Copy Superintendent (HG)	35700-75600	50200-105300
	Fair Copy Superintendent	30700-65400	43400-91200
	Typist Selection Grade	27800-59400	39300-83000
	Typist Senior Grade	26500-56700	37400-79000
	U.D. Typist	25200-54000	35600-75400
	L.D. Typist	19000-43600	26500-60700
	Clerk Typist	19000-43600	26500-60700
	Typist Clerk	19000-43600	26500-60700
	L.D. Typist (Tamil)	19000-43600	26500-60700

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	L.D. Typist (Kannada)	19000-43600	26500-60700
c	Village Field Assistant (HG)	17500-39500	24400-55200
	Village Field Assistant	17000-37500	23700-52600

- a Ratio 3:1 between Deputy Collector and Deputy Collector Senior  
Grade will continue
- b 25% Higher Grade will continue
- c 1/3<sup>rd</sup> of the post will be in Higher Grade

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Tahsildar*	1500
Village Officer#	1500

\* Tahsildar at the helm of Taluk Offices only will be allowed this allowance and this is admissible only at the time of officiating as Tahsildar. It will not be admissible during any kind of leave, transit and for surrender of Earned Leave, Leave salary etc.

# This allowance will be admissible under the same conditions as specified in the case of Tahsildar.

### (2) Uniform Allowance

Category	Rate per annum (₹)
Sergeant	2700
Chowkidar	2700
Lift Operator	2700
Gardener	2700
Sanitation Worker	2700
Duffedar	2700

**(3) Permanent Travelling Allowance**

<b>Category</b>	<b>Area of Jurisdiction</b>	<b>Average no. of days of tour in a month</b>	<b>Rate per month (₹)</b>
Tahsildar	One Taluk	15	770
Special Tahsildar	One Taluk and more	15	390
Special Tahsildar	2 Taluks and more	15	440
Special Tahsildar	3 Taluks and more	15	550
Deputy Tahsildar/Special Deputy Tahsildar	One Taluk	15	550
Deputy Tahsildar/ Special Deputy Tahsildar	2 Taluks	15	390
Deputy Tahsildar/Special Deputy Tahsildar	3 Taluks	15	440
Revenue Inspector/Special Revenue Inspector	Over 1 Taluk but less than 3 Taluks	15	330
Revenue Inspector/Special Revenue Inspector (attached to the Offices of Special Tahsildar, TVM & Kollam)	One District	15	390
Taluk Surveyor/Additional Taluk Surveyor	One Taluk	15	280
Chainman (Under Special Deputy Surveyor)	One Taluk	15	190
Special Chainman/Special Office Attendant	One Taluk	15	190
Special Chainman/Special Office Attendant	2 Taluks and more	15	220
Special Chainman/Special Office Attendant	3 Taluks and more	15	250
Special Chainman/Special Office Attendant	More than 3 Taluks	15	280
Village Officer	More than 1 Village and up to One Taluk	15	220
Village Officer	2 Taluks	15	250
Village Officer	3 Taluks	15	280
Village Officer	More than 3 Taluks	15	330

Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
Village Assistant	More than 1 Village up to 1 Taluk	15	190
Village Assistant	2 Taluks	15	200
Village Assistant	3 Taluks	15	250
Village Assistant	More than 3 Taluks	15	280
Village Field Assistant	More than 1 village & up to 2 Taluks	15	190
Village Field Assistant	3 Taluks	15	200
Village Field Assistant	More than 3 Taluks	15	220

**(4) Permanent Conveyance Allowance**

Category	Area of Jurisdiction	Rate per month (₹)
Revenue Inspector/Special Revenue Inspector	One Firka or a portion of a Taluk	280
Special Chainman/ Special Office Attendant	More than one Village but less than One Taluk	170
Village Officer	One Village	350
Village Assistant	One Village	200
Village Field Assistant	One Village	200

**54. LAND USE BOARD**

**A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Land Use Commissioner	IAS	IAS
Joint Director	55350-101400	77200-140500
Deputy Director (Agriculture)	45800-89000	63700-123700
Deputy Director (Soil Survey)	45800-89000	63700-123700
Deputy Director (Statistics)	As in PD	As in PD
Assistant Director (Agriculture)	42500-87000	59300-120900

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Assistant Director (Soil Survey)	42500-87000	59300-120900
	Agronomist	40500-85000	56500-118100
	Specialist (Soil Science)	40500-85000	56500-118100
	Specialist (Soil Conservation)	40500-85000	56500-118100
	Specialist (Hydrogeology)	40500-85000	56500-118100
	Agricultural Officer / Soil Survey Officer	39500-83000	55200-115300
	Assistant Geologist	36600-79200	51400-110300
	Cartographer	36600-79200	51400-110300
	Geological Assistant	30700-65400	43400-91200
	Documentation Assistant	30700-65400	43400-91200
	Publication Assistant	27800-59400	39300-83000
	Draftsman Grade I	26500-56700	37400-79000
	Draftsman Grade II	20000-45800	27900-63700
	Lab Assistant	20000-45800	27900-63700
	Planning Surveyor Grade II	20000-45800	27900-63700
	Cartographic Assistant	17000-37500	23700-52600
	Agricultural Assistant Grade II	20000-45800	27900-63700
	Technical Assistant (GIS)	22200-48000	31100-66800
	System Administrator	36600-79200	51400-110300

## 55. LEGAL METROLOGY

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Controller	77400-115200	107800-160000
*	Joint Controller	60900-103600	85000-143600
*	Deputy Controller	45800-89000	63700-123700
*	Assistant Controller (HG)	45800-89000	63700-123700
* a	Assistant Controller	40500-85000	56500-118100
*	Senior Inspector (HG)	39500-83000	55200-115300



* b	Senior Inspector	35700-75600	50200-105300
	Technical Assistant	27800-59400	39300-83000
	Inspector	30700-65400	43400-91200
	Inspecting Assistant (HG)	20000-45800	27900-63700
c	Inspecting Assistant	19000-43600	26500-60700
	Assay Master	35700-75600	50200-105300
	Assay Master Junior	30700-65400	43400-91200

\* The posts of Joint Controller, Deputy Controller, Assistant Controller and Senior Inspector may be read as Additional Controller, Joint Controller, Deputy Controller, Assistant Controller respectively without any change in scales of pay w.e.f. 17/03/2020 in terms of G.O.(Rt)No.89/2020/CAD dated, 17/03/2020.

- a 1/4<sup>th</sup> Higher Grade will continue.
- b 1/3<sup>rd</sup> of the posts will be in HG.
- c Existing ratio 1:1 will continue.

#### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Law Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD

#### B. ALLOWANCES

##### (1) Compensatory Allowance

Category	Rate per month (₹)
Inspecting Assistant	110

##### (2) Uniform Allowance

Category	Rate per annum (₹)
Inspector / Deputy Controller	2200

##### (3) Permanent Travelling Allowance

Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
Assistant Controller / Inspector	One Taluk	15	390

## 56. LOCAL SELF GOVERNMENT DEPARTMENT

### 56.A. PANCHAYATS

#### A.CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Panchayats	IAS	IAS
	Additional Director of Panchayats	81000-117600	112800-163400
	Joint Director of Panchayats/Secretary (KREWS)	77400-115200	107800-160000
	Chief Registrar	77400-115200	107800-160000
	Deputy Director of Panchayats/General Manager (Gramalekshmi Mudralayam)	45800-89000	63700-123700
	Assistant Director of Panchayats	42500-87000	59300-120900
	Provident Fund Accounts Officer	40500-85000	56500-118100
	Secretary Grama Panchayat /Performance Audit Supervisor/ Senior Superintendent (HG)	40500-85000	56500-118100
a	Secretary Grama Panchayat /Performance Audit Supervisor/ Senior Superintendent	36600-79200	51400-110300
	System Manager		51400-110300
	Assistant Secretary / Junior Superintendent (HG)	35700-75600	50200-105300
b	Assistant Secretary/ Junior Superintendent	30700-65400	43400-91200
	Publicity Officer	30700-65400	43400-91200
	Librarian (Sel.Grade)	30700-65400	43400-91200
	Librarian (Sen.Grade)	27800-59400	39300-83000
	Accountant		39300-83000
d	Health Inspector Gr.I	25200-54000	35600-75400
c	Librarian	22200-48000	31100-66800

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
d	Health Inspector Gr.II	22200-48000	31100-66800
	Pharmacist	22200-48000	31100-66800
	Auxiliary Nurse- cum – midwife	20000-45800	27900-63700
	Junior Bill Collector	17000-37500	23700-52600

- a. 25% Higher Grade will continue.
- b. 1/3<sup>rd</sup> of the posts will be in Higher Grade.
- c. Existing ratio of 5:3:2 among Librarian, Librarian Sen Gr and Librarian Sel Grade will continue.
- d. Existing ratio of 2:1 will continue

#### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Law Officer	As in PD	As in PD
Senior Finance Officer	As in PD	As in PD
Junior Statistical Inspector	As in PD	As in PD

## B. ALLOWANCES

### (1) Uniform Allowance

Category	Rate per annum (₹)
Auxiliary Nurse cum Midwife	2000

### 2) Permanent Conveyance Allowance

Category	Rate per month (₹)	Area of Jurisdiction
Auxiliary Nurse cum Midwife	170	One Panchayat
Secretary	330	One Panchayat (more than 76.8 Sq.km)

Secretary	280	One Panchayat (less than 76.8 Sq.km)
Health Inspector	170	One Panchayat
Junior Bill Collector/ Clerk	160	One Panchayat
Office Attendant	110	One Panchayat

## 56.B. RURAL DEVELOPMENT

### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Commissioner for Rural Development	IAS	IAS
	Mission Director, MGNREGS	IAS	IAS
	Additional Development Commissioner	81000-117600	112800-163400
	Director SIRD	77400-115200	107800-160000
	Joint Development Commissioner	77400-115200	107800-160000
	Joint Programme Coordinator (MGNREGS)	77400-115200	107800-160000
	Coordinator (WCP/ DWCRA)	68700-110400	95600-153200
	Deputy Development Commissioner	68700-110400	95600-153200
	Principal, Extension Training Centre	68700-110400	95600-153200
	Technical Co-ordinator CDD-Watson	68700-110400	95600-153200
	Secretary SIRD	68700-110400	95600-153200
	Assistant Development Commissioner	45800-89000	63700-123700
	District Women's Welfare Officer (HG)	42500-87000	59300-120900
a	District Women's Welfare Officer (WD)	40500-85000	56500-118100
	Accounts Officer	40500-85000	56500-118100

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
b	Senior Block Development Officer	40500-85000	56500-118100
	General Foreman	39500-83000	55200-115300
	Senior Lecturer in Rural Development	39500-83000	55200-115300
	Lecturer in Rural Industries	35700-75600	50200-105300
	Campaign Officer (RIB)	35700-75600	50200-105300
b	Block Panchayath Secretary / BDO	36600-79200	51400-110300
	Assistant Project Officer ITDP Attappady	35700-75600	50200-105300
	Lecturer Gr.I in Home Science	35700-75600	50200-105300
	Lecturer Gr.I in Agriculture	36600-79200	51400-110300
	Farm Supervisor	35700-75600	50200-105300
	Joint BDO (HG)	35700-75600	50200-105300
c	Joint Block Development Officer	30700-65400	43400-91200
	Lecturer Gr.II in Home Science	29200-62400	41300-87000
	Lecturer Gr.I in Rural Economics	35700-75600	50200-105300
	Lecturer Gr.II in Social Education	29200-62400	41300-87000
	Assistant Campaign Officer (RIB)	29200-62400	41300-87000
	Extension Officer	27800-59400	39300-83000
	Manager, RIB	26500-56700	37400-79000
	Training Officer	26500-56700	37400-79000
	Artist-cum-Photographer cum Cinema Operator Gr.I	25200-54000	35600-75400

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Village Extension Officer Gr.I	25200-54000	35600-75400
	Nursery Teacher	22200-48000	31100-66800
	Artist-cum-Photographer cum Cinema Operator Gr.II	19000-43600	26500-60700
d	Village Extension Officer Gr.II	20000-45800	27900-63700
	Skilled Assistant	19000-43600	26500-60700
	Carpenter Cum Blacksmith	17500-39500	24400-55200
	Mechanic (Extension Training Centre)	17500-39500	24400-55200
	Lab Attender	17000-37500	23700-52600
	Balawadi Ayah	16500-35700	23000-50200
e	Assistant Sericulture Officer	27800-59400	39300-83000
	Class IV Employee Gr. II	16500-35700	23000-50200
	Watchman	16500-35700	23000-50200

- a. 20% of the posts or 3 posts whichever is less are on Higher Grade.
- b. The ratio 2:1 between Block Panchayath Secretary/BDO and Senior BDO will continue.
- c. 25% Higher Grade will continue.
- d. The existing ratio 1:1 between Grade I and Grade II posts will continue.
- e. Posts absorbed from SERIFED.

#### Posts held by Personnel of other Departments

	Name of Post	Revised Scale of Pay
	Senior Administrative Officer	As in PD
	Senior Finance Officer	As in PD
	Financial Assistant	As in PD
	Deputy Director P&M	As in PD
	Chief Officer RIB	As in PD
	Lecturer in Animal Husbandry	As in PD
	Lecturer (Co-operation)	As in PD

	<b>Name of Post</b>	<b>Revised Scale of Pay</b>
	Junior Lecturer (Rural Engineering)	As in PD
	Junior Lecturer in Animal Husbandry	As in PD
	Research Assistant	As in PD
	Statistical Investigator Gr.I	As in PD
	Extension Officer (P&M)	As in PD
	Physical Instructor -cum-Librarian	As in PD

## **B. ALLOWANCES**

### **(1) Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
Physical Instructor - cum -Librarian	110
Village Extension Officer	170

### **(2) Permanent Travelling Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>	<b>Area of Jurisdiction</b>	<b>Average No. of days of tour in a month</b>
Block Development Officer (If vehicle available)	500	One Block	20
Block Development Officer (If vehicle not available)	610	One Block	20

### **(3) Permanent Conveyance Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>	<b>Area of Jurisdiction</b>
Extension Officer	330	One Block
Village Extension Officer	260	One Circle

## 56.C. MUNICIPAL COMMON SERVICE

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
<b>MCS Office &amp; Revenue</b>			
	Deputy Secretary	45800-89000	63700-123700
a	Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer (HG)	40500-85000	56500-118100
	Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer	36600-79200	51400-110300
	Revenue Officer Grade II	35700-75600	50200-105300
	PABX Operator/ Telephone Attender	17000-37500	23700-52600
<b>Health</b>			
	Health Officer Grade I	77400-115200	107800-160000
	Health Officer Grade II	68700-110400	95600-153200
	TB Specialist	42500-87000	59300-120900
	Health Officer Grade III/ Assistant Health Officer (Corporation)/ Medical Officer	39500-83000	55200-115300
	Lady Medical Officer	39500-83000	55200-115300
	Veterinary Surgeon	39500-83000	55200-115300
	Homoeo Medical Officer	39500-83000	55200-115300
	Medical Officer (Ayurveda)	39500-83000	55200-115300
	Health Supervisor	35700-75600	50200-105300
	Health Inspector Grade I	30700-65400	43400-91200
	Health Inspector Grade II	29200-62400	41300-87000



	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Junior Health Inspector Grade I	26500-56700	37400-79000
a	Junior Public Health Nurse Grade I	25200-54000	35600-75400
	Radiographer	22200-48000	31100-66800
	Lab Technician	22200-48000	31100-66800
	Pharmacist Gr II (Allopathy)	22200-48000	31100-66800
	Junior Health Inspector Grade II	22200-48000	31100-66800
a	Junior Public Health Nurse Grade II	22200-48000	31100-66800
	Pharmacist (Homoeo)	20000-45800	27900-63700
	Pharmacist (Ayurveda)	20000-45800	27900-63700
	Compounder	18000-41500	25100-57900
	Cleaner	17000-37500	23700-52600
	Mazdoor	17000-37500	23700-52600
	Mosquito Control Maistries & Workers	17000-37500	23700-52600
	Female Attendant	16500-35700	23000-50200
	Lady Assistant	16500-35700	23000-50200
	Sanitary Worker	16500-35700	23000-50200
<b>Miscellaneous</b>			
	Librarian Grade I	39500-83000	55200-115300
	Librarian Grade II	30700-65400	43400-91200
	Librarian Grade III	27800-59400	39300-83000
	Assistant Curator	25200-54000	35600-75400
	Legal Assistant	25200-54000	35600-75400
	Librarian Grade IV	22200-48000	31100-66800
	Assistant Project Officer		31100-66800

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Land Tenure Coordinator		31100-66800
	Sergeant	22200-48000	31100-66800
	Nursery School Teacher	22200-48000	31100-66800
	Community Organizer/ Social Worker	22200-48000	31100-66800
	Data Entry Operator	18000-41500	25100-57900
	Lift Operator	18000-41500	25100-57900
	Gardener	17000-37500	23700-52600
	Library Attender	17000-37500	23700-52600
	Carpenter	17000-37500	23700-52600
	Chainman		23000-50200
	Night Watchman		23000-50200

a. Present ratio of 2:1 will continue

## **B. ALLOWANCES**

### **(1) Uniform Allowance**

<b>Category</b>	<b>Rate per annum (₹)</b>
Health Inspector Gr I & II	2200
Health Supervisor	2200
Jr. Health Inspector Gr I & II	2200
Junior Public Health Nurse Grade I & II	2000

### **(2) Permanent Conveyance Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>	<b>Area of Jurisdiction</b>
Health Officer Gr I, II & III	600	Whole area of the Municipality, Corporation or Wards allotted
Revenue Officer, Corporation	600	Whole area of the Municipality, Corporation or Wards allotted

Category	Rate per month (₹)	Area of Jurisdiction
Assistant Health Officer, Corporation of Cochin	600	Whole area of the Municipality, Corporation or Wards allotted
Revenue Inspector	300	Whole area of the Municipality, Corporation or Wards allotted
Health Inspector Gr I & II	300	Whole area of the Municipality, Corporation or Wards allotted
Health Supervisor	300	Respective Municipal/ Corporation area
Veterinary Surgeon	300	Whole area of the Municipality, Corporation or Wards allotted
Revenue Officer (Municipality)	300	Whole area of the Municipality, Corporation or Wards allotted
Jr. Health Inspector Gr I & II	190	Whole area of the Municipality, Corporation or Wards allotted
Junior Public Health Nurse Grade II & I	190	Whole area of the Municipality, Corporation or Wards allotted
Bill Collector	190	Whole area of the Municipality, Corporation or Wards allotted
Female Attendant	170	Whole area of the Municipality, Corporation or Wards allotted
Chainman	170	Whole area of the Municipality, Corporation or Wards allotted
Fitter	170	Whole area of the Municipality, Corporation or Wards allotted

## 56.D. LOCAL SELF GOVERNMENT ENGINEERING

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Chief Engineer	93000-120000	129300-166800
Superintending Engineer/ Deputy Chief Engineer	85000-117600	118100-163400

a	Executive Engineer (HG)	77400-115200	107800-160000
	Executive Engineer	68700-110400	95600-153200
b	Assistant Executive Engineer (HG)	45800-89000	63700-123700
	Assistant Executive Engineer	42500-87000	59300-120900
	Assistant Engineer	39500-83000	55200-115300
	Overseer Gr.I/ Draftsman Gr.I	26500-56700	37400-79000
	Overseer Gr.II/ Draftsman Gr.II	22200-48000	31100-66800
	Overseer Gr.III	19000-43600	26500-60700

- a. 25% Higher Grade will continue  
b. 1/3rd Higher Grade will continue

#### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

## B. ALLOWANCES

### (1) Permanent Conveyance Allowance

Category	Rate per month (₹)	Area of Jurisdiction
Assistant Engineer/ Overseer Gr. I/ Draftsman Gr.I/ Overseer Gr.II/ Draftsman Gr.II (who are not using departmental vehicles)	330	As specified by the Department

## 56.E. TOWN AND COUNTRY PLANNING

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Chief Town Planner	93000-120000	129300-166800
	Additional Chief Town Planner	85000-117600	118100-163400
	Senior Town Planner	85000-117600	118100-163400
a	Town Planner (HG)	77400-115200	107800-160000
	Town Planner	68700-110400	95600-153200
b	Deputy Town Planner (HG)	45800-89000	63700-123700
	Deputy Town Planner	40500-85000	56500-118100
	Assistant Town Planner	39500-83000	55200-115300
c	Draftsman Gr-I/ Town Planning Surveyor Gr. I	26500-56700	37400-79000
	Draftsman Gr-II/ Town Planning Surveyor Gr. II	22200-48000	31100-66800
	Artist	25200-54000	35600-75400
	Tracer	19000-43600	26500-60700
	Blue Printer	17000-37500	23700-52600

a. 25% Higher Grade will continue.

b. 1/3rd Higher Grade will continue.

c. Existing ratio 1:1 will continue.

#### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Deputy Director (Statistics)	As in PD	As in PD
	Assistant Director	As in PD	As in PD
	Research Officer	As in PD	As in PD

	Research Assistant/ Statistical Inspector	As in PD	As in PD
	Statistical Investigator Gr.II/ Grade I/ Investigator/ Statistical Assistant	As in PD	As in PD

## 56.F. URBAN AFFAIRS

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	81000-117600	112800-163400
	Joint Director (Administration)	77400-115200	107800-160000
	Joint Director (Health)/ Regional Joint Director	77400-115200	107800-160000
	Corporation Secretary	68700-110400	95600-153200
	Corporation Additional Secretary	68700-110400	95600-153200
	Municipal Secretary-Grade I	55350-101400	77200-140500
	Municipal Secretary- Grade II	45800-89000	63700-123700
	Provident Fund Officer/Pension Officer	40500-85000	56500-118100
	Administrative Assistant	40500-85000	56500-118100
	Municipal Secretary- Grade III	39500-83000	55200-115300

### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Senior Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant Gr I	As in PD	As in PD
	Statistical Assistant Gr II	As in PD	As in PD

## B. ALLOWANCES

### Permanent Conveyance Allowance

	Category	Rate per month (₹)	Area of Jurisdiction
	Corporation Secretary	1000	Corporation Area
*	Municipal Secretary Gr.I	830	Corporation / Municipal Area
*	Municipal Secretary Gr.II	720	Municipal Area
*	Municipal Secretary Gr.III	550	Municipal Area

\* PCA will be limited to those Municipal Secretaries who are not provided with Official vehicles.

## 57. MEDICAL EDUCATION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Medical Education	UGC	UGC
	Joint Director of Medical Education	UGC	UGC
	<b>Colleges: A-Teaching (Medical and Non- Medical)</b>		
	Principal	UGC	UGC
	Vice principal	UGC	UGC
	Professor	UGC	UGC
	Professor (Physical Education)	UGC	UGC
	Additional Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Assistant Professor	UGC	UGC
	Bio Medical Engineer	UGC	UGC
	Lecturer	UGC	UGC
	Lecturer (Physical Education)	UGC	UGC
	Lecturer (Pharmacy)	UGC	UGC
	Lecturer, Pharmaceutical Engineering	UGC	UGC
	Lecturer in Health Education	UGC	UGC
	<b>College of Pharmaceutical Sciences</b>		
	Principal	UGC	UGC

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Assistant Professor	UGC	UGC
	Lecturer	UGC	UGC
	<b>College of Nursing</b>		
	Principal	UGC	UGC
	Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Assistant Professor	UGC	UGC
	Tutor	UGC	UGC
	<b>Non -Teaching Medical</b>		
	Associate Professor of Medicine (Research)	UGC	UGC
	<b>Dental Wing</b>		
	Tutor in Dental Mechanic	35700-75600	50200-105300
	Tutor, Dental Hygiene	35700-75600	50200-105300
	Maxillo Facial Prosthetic Technician	30700-65400	43400-91200
	Dental Mechanic Grade I	26500-56700	37400-79000
f	Dental Mechanic Grade II	22200-48000	35600-75400
	Dental Hygienist Grade I	26500-56700	37400-79000
f	Dental Hygienist Grade II	22200-48000	35600-75400
	<b>Ophthalmology</b>		
	Tutor Technician (Optometry)	35700-75600	50200-105300
c	Optometrist Senior Grade	35700-75600	50200-105300
	Optometrist Grade I	26500-56700	37400-79000
	Optometrist Grade II	22200-48000	35600-75400
	<b>Radiology</b>		
	Radiographer (Teaching)	35700-75600	50200-105300
	Radiographer Grade I	26500-56700	37400-79000
f	Radiographer Grade II	22200-48000	35600-75400
	X-Ray Technician	22200-48000	31100-66800
	X-Ray Attender	17500-39500	24400-55200
	Dark Room Assistant	18000-41500	25100-57900
	<b>Physical Medicine &amp; Rehabilitation</b>		
	Chief Physiotherapist	42500-87000	59300-120900



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Chief Occupational Therapist	42500-87000	59300-120900
	Scientific Assistant (Physiotherapy)	35700-75600	50200-105300
	Scientific Assistant (Occupational Therapy)	35700-75600	50200-105300
	Orthotic Technician	35700-75600	50200-105300
	Prosthetics and Orthotics Engineer	35700-75600	50200-105300
	Senior Store Officer (Technical)	32300-68700	45600-95600
	Work shop Foreman / Foreman	32300-68700	45600-95600
	Rehabilitation Technician Grade I (Prosthetics/Orthotics/Leather)	25200-54000	35600-75400
f	Rehabilitation Technician Grade II (Prosthetics/Orthotics/Leather)	20000-45800	27900-63700
	Cobbler	17500-39500	24400-55200
	Helper	17000-37500	23700-52600
	<b>Nursing Wing</b>		
	Nursing Officer	42500-87000	59300-120900
	Nursing Superintendent Grade I	39500-83000	55200-115300
	Nursing Superintendent Grade II	35700-75600	50200-105300
d	Head Nurse	32300-68700	45600-95600
	Staff Nurse Grade I	29200-62400	41300-87000
f	Staff Nurse Grade II	27800-59400	39300-83000
	<b>Scientific Staff</b>		
m	Senior Scientific Officer (HG)	-	63700-123700
	Senior Scientific Officer	40500-85000	59300-120900
	Senior Scientific Assistant	36600-79200	51400-110300
	Medical Radio Isotope Technologist	-	51400-110300
	Biochemist	36600-79200	51400-110300
	Physiological Assistant	36600-79200	51400-110300
	Scientific Assistant	35700-75600	50200-105300
	Scientific Assistant (Electro diagnosis)	30700-65400	43400-91200
	<b>Pharmacy Wing</b>		
b	Pharmaceutical Chemist	36600-79200	51400-110300
	Store Superintendent	35700-75600	50200-105300
	Pharmacist Store Keeper	30700-65400	43400-91200
	Store Keeper (Pharmacist)	30700-65400	43400-91200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Pharmacist Grade I	26500-56700	37400-79000
f	Pharmacist Grade II	22200-48000	35600-75400
	<b>Medical Record Wing</b>		
	Medical Records Superintendent	35700-75600	50200-105300
	Medical Record Librarian Grade I	25200-54000	35600-75400
f	Medical Record Librarian Grade II	20000-45800	27900-63700
	<b>Laboratory Wing</b>		
	Senior Research Officer	40500-85000	56500-118100
	Tutor (MLT)	36600-79200	51400-110300
	Tutor School of MLT (Biochemistry /Microbiology)	36600-79200	51400-110300
	Tutor Technician (MLT)	35700-75600	50200-105300
	Junior Scientific Officer	36600-79200	51400-110300
	Junior Research Officer	35700-75600	51400-110300
	Scientific Assistant (Lab Technician)	30700-65400	43400-91200
e	Senior Technician	30700-65400	43400-91200
	Lab Technician Grade I	26500-56700	37400-79000
	Lab Technician Grade II	22200-48000	35600-75400
	Research Assistant	29200-62400	43400-91200
	Junior Research Assistant	27800-59400	39300-83000
	Curator	27800-59400	39300-83000
	Lab Assistant (Dialysis)	26500-56700	37400-79000
	Serological Assistant	26500-56700	37400-79000
	Cyto Technician (HG)	-	43400-91200
a	Cyto Technician	26500-56700	39300-83000
	Lab Technician (Pharmacy) Grade I	26500-56700	37400-79000
f	Lab Technician (Pharmacy) Grade II	22200-48000	31100-66800
	Chemist	25200-54000	35600-75400
	Technician (Media Making) Grade I	25200-54000	35600-75400
	Technician (Media Making) Grade II	20000-45800	27900-63700
	VD Technician	22200-48000	31100-66800
	Junior Laboratory Assistant	18000-41500	27900-63700
	Glass Blower	18000-41500	25100-57900
	<b>Transfusion Medicine</b>		
	Scientific Assistant (Blood Bank)	30700-65400	43400-91200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Blood Bank Technician Grade I	26500-56700	37400-79000
f	Blood Bank Technician Grade II	22200-48000	35600-75400
	Haematology Technician	20000-45800	27900-63700
	<b>Nutrition Wing</b>		
	Dietician Senior Grade	36600-79200	51400-110300
	Dietician Grade I	30700-65400	43400-91200
	Dietician Grade II	27800-59400	39300-83000
	<b>Public Health</b>		
	Assistant Leprosy Officer	35700-75600	50200-105300
	Rehabilitation Co- Ordinator	35700-75600	50200-105300
	Entomological Assistant	30700-65400	43400-91200
	Health Educator	30700-65400	43400-91200
	Health Supervisor	30700-65400	43400-91200
	Health Inspector Grade I	30700-65400	43400-91200
	Health Inspector Grade II	27800-59400	39300-83000
	Junior Health Inspector Grade I	26500-56700	37400-79000
g	Junior Health Inspector Grade II	22200-48000	31100-66800
	<b>MCH Wing</b>		
	Lady Health Supervisor	30700-65400	43400-91200
	Lady Health Inspector	27800-59400	41300-87000
	Junior Public Health Nurse Grade I	26500-56700	37400-79000
g	Junior Public Health Nurse Grade II	22200-48000	31100-66800
	<b>Mental Health &amp; Rehabilitation</b>		
	Clinical Psychologist	35700-75600	55200-115300
	Psychiatric Social worker	30700-65400	45600-95600
	<b>Audiology</b>		
	Speech Therapist & Audiologist	36600-79200	51400-110300
	Clinical Audio Metrician Grade I	25200-54000	37400-79000
f	Clinical Audiometrician Grade II	19000-43600	35600-75400
	<b>Press</b>		
	Superintendent of Press	35700-75600	50200-105300
	Foreman	26500-56700	37400-79000
	Foreman-cum-Litho Press Operator	26500-56700	37400-79000
	Litho Press Operator	19000-43600	26500-60700
	Compositor	18000-41500	25100-57900

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Printer	18000-41500	25100-57900
	<b>Security Wing</b>		
	Security Officer	35700-75600	50200-105300
	Assistant Security Officer	27800-59400	39300-83000
	Sergeant	22200-48000	31100-66800
	<b>Other Technical Services</b>		
	Dialysis Technician	35700-75600	50200-105300
	Mortuary Technician Grade I	26500-56700	37400-79000
	Mortuary Technician Grade II	22200-48000	31100-66800
	Cath Lab Technician Grade I	-	37400-79000
f	Cath Lab Technician Grade II	-	35600-75400
	Theatre Mechanic Grade I	25200-54000	35600-75400
	Theatre Mechanic Grade II	19000-43600	26500-60700
	E E G Technician Grade I	25200-54000	35600-75400
f	E E G Technician Grade II	19000-43600	26500-60700
	ECG Technician Grade I/ TMT Technician Grade I	25200-54000	35600-75400
f	E C G Technician Grade II/TMT Technician Grade II	19000-43600	26500-60700
	Sterilization Technician Grade I	25200-54000	35600-75400
f	Sterilization Technician Grade II	19000-43600	26500-60700
	CSR Technician Grade I	25200-54000	35600-75400
f	CSR Technician Grade II	19000-43600	26500-60700
	Radium Technician Grade I	25200-54000	35600-75400
f	Radium Technician Grade II	19000-43600	26500-60700
	Respiratory Technician HG	26500-56700	37400-79000
	Respiratory Technician Grade II	20000-45800	27900-63700
	Theatre Technician Grade I	-	37400-79000
k	Theatre Technician Grade II	20000-45800	35600-75400
f	Nuclear Medicine Technician Grade II	19000-43600	26500-60700
	Anaesthesia Technician Grade I	-	37400-79000
l	Anaesthesia Technician Grade II	19000-43600	35600-75400
	Theatre Assistant	17500-39500	24400-55200
	<b>Central Workshop</b>		
	Technical Officer	45800-89000	63700-123700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Bio-Medical Engineer (Technical - Non-Teaching)	36600-79200	51400-110300
	AC-cum-Refrigeration Supervisor	30700-65400	43400-91200
	Technical Assistant (Refrigeration and AC)	30700-65400	43400-91200
	Technical Assistant (Electronics)	30700-65400	43400-91200
	Technical Assistant (Machinist)	30700-65400	43400-91200
	Mechanic	22200-48000	27900-63700
	Electric Mechanic	22200-48000	31100-66800
	Refrigeration Mechanic	20000-45800	27900-63700
	Air Condition Mechanic	20000-45800	27900-63700
	Instrument Mechanic	20000-45800	27900-63700
	Electrician- cum -Mechanic	20000-45800	27900-63700
	Electrician	20000-45800	27900-63700
	Machinist	20000-45800	27900-63700
	Plumber cum Operator	18000-41500	25100-57900
	Fitter	18000-41500	25100-57900
	Projectionist	17500-39500	24400-55200
	Electrical Lascar	16500-35700	23000-50200
	<b>Other Technical Categories</b>		
	Mechanical Engineer	39500-83000	55200-115300
	Medical Statistician	36600-79200	51400-110300
	Instrument Mechanic (Pharmacy)	29200-62400	41300-87000
	X-Ray Mechanic	26500-56700	37400-79000
	Foreman (Power Laundry)	25200-54000	35600-75400
	Electrician Overseer	20000-45800	27900-63700
	Lift Mechanic	20000-45800	27900-63700
	Pump Operator	18000-41500	25100-57900
	Assistant Foreman	18000-41500	25100-57900
	Painter	17500-39500	24400-55200
	Mechanic	18000-41500	25100-57900
	<b>Other Miscellaneous Categories</b>		
	Social Scientist (HG)	36600-79200	51400-110300
a	Social Scientist	30700-65400	43400-91200
	Enquiry Officer	30700-65400	43400-91200
	Perfusionist	29200-62400	41300-87000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Museum-cum-photographic Assistant	29200-62400	41300-87000
	Computer Programmer	-	39300-83000
j	Medical Social Worker	26500-56700	43400-91200
	Social Worker	26500-56700	37400-79000
	Statistical Assistant	26500-56700	37400-79000
	Museum Curator	25200-54000	35600-75400
	Artist Curator	25200-54000	35600-75400
	Medical Photographer	25200-54000	35600-75400
	VD Social Worker	25200-54000	35600-75400
	Artist/Modeller	25200-54000	35600-75400
	Boiler/Fireman	22200-48000	31100-66800
	Receptionist	19000-43600	26500-60700
	Steward	18000-41500	25100-57900
	Binder	18000-41500	25100-57900
	Nursing Assistant (HG)	17500-39500	24400-55200
	Telephone Attender	17500-39500	24400-55200
	Boiler Attender	17000-37500	23700-52600
	Power Laundry Attender	17000-37500	23700-52600
	Nursing Assistant	17500-39500	24400-55200
	ECG Attender	17000-37500	23700-52600
	Hospital Attender	17500-39500	24400-55200
	Female Physiotherapy Assistant	17000-37500	23700-52600
i	Lab Attender	17500-39500	24400-55200
	Hospital Attendant Grade I	17000-37500	23700-52600
	Lab Assistant	17500-39500	24400-55200
	Tailor	17000-37500	23700-52600
	Telephone Operator	17000-37500	23700-52600
	Marker	17000-37500	23700-52600
	House keeper	17000-37500	23700-52600
	Painter	17000-37500	23700-52600
	Theatre Assistant	17000-37500	23700-52600
	Animal Attender	17000-37500	23700-52600
	Barber	16500-35700	23000-50200
h	Hospital Attendant Grade II	16500-35700	23000-50200
	Dialysis Machine Operator	16500-35700	23000-50200

- a Existing ratio 1:1 will continue
- b B.Pharm graduates only are eligible for the scale.
- c Existing ratio 1:2:2 among Senior Grade, Grade I and Grade II will continue
- d Existing ratio of 1:2 between Head Nurse and Staff Nurse Grade I will continue. Cadre strength of Head Nurse will be determined in the ratio of 1:2 between Head Nurse and Staff Nurse Grade I.
- e Ratio 1:1:1 among Grade I, Grade II and Senior Technician will continue
- f Existing ratio 1:1 between Grade I and Grade II will continue
- g Ratio between Grade I and Grade II will be 1:2
- h Existing ratio 1:3 between Grade I and Grade II will continue
- i Existing posts of Junior Lab Assistant in the scale of pay of ₹ 24400-55200 merged with the category of Lab Attender in the scale of pay of ₹ 24400-55200
- j Incumbents who are qualified as per G.O.(Ms)No.49/2019/H&FWD dt.20.03.2019 only are eligible for the scale of pay ( ₹ 43400-91200) and others will be given the scale of pay ( ₹ 37400-79000) as 'Personal'.
- k Those who are qualified as per G.O.(Ms)No.179/18/H&FWD dt.13.09.2018 will be eligible for ₹ 35600-75400 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 37400-79000; others will be eligible for the scale of pay of ₹ 27900-63700 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 31100-66800.
- l Those who are qualified as per G.O.(Ms)No.179/18/H&FWD dt.13.09.2018 will be eligible for ₹ 35600-75400 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 37400-79000; others will be eligible for the scale of pay of ₹ 26500-60700 and Higher Grade in the ratio 1:1 in the scale of pay of ₹ 31100-66800.
- m Ratio 2:1 will be allowed between the posts of Senior Scientific Officer and Senior Scientific Officer (HG)

#### Posts held by Personnel of other Departments

Name of Post	No. of Posts	Revised Scale of Pay
Senior Administrative Officer	11	As in PD
Senior Finance Officer		As in PD
Administrative Officer Grade II		As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Medical Officer (Post mortem Allowance per case)	660
Medical Officer (Exhumation Allowance per exhumation)	1100
Lift Operator	110

### (2) Compensatory Allowance

Category	Rate per month (₹)
Resident Medical Officer	330
Assistant Resident Medical Officer	280
Warden (or rent free quarters)	250
Assistant Warden (or rent free quarters)	200
Resident Warden, College of Nursing (or rent free quarters)	200
Medical officers working in health centres attached to medical colleges	330

### (3) Risk Allowance

Category	Rate per month (₹)
<i>(i) College of Pharmaceutical Sciences</i>	
Scientific Officer, Nuclear Medicine / Assistant Professor, Nuclear Medicine	220
Scavenger cum Sewage Cleaner	110
<i>(ii) Radiology Department</i>	
X-Ray Mechanic/X-Ray Technician/Radiographer	110
X-Ray Attender	110
Receptionist	110
<i>(iii) Dermatology and Venerology</i>	
Serological / Scientific Assistant	170
<i>(iv) Anatomy Department</i>	
Curator	110
Laboratory Technician	110
Junior Laboratory Assistant	110
Mortuary Attender	110



Theatre Assistant	110
Sweeper/ Cleaner	110
<i>(v) Forensic Medicine</i>	
Mortuary Technician	110
Laboratory Technician	110
Junior Laboratory Assistant	110
Mortuary Attender/ Sweeper/ Cleaner	110
<i>(vi) Other Categories</i>	
Bio-Chemist/Scientific Assistant (Pathology)	170
Laboratory Technician/ Laboratory Assistant	110
Junior Laboratory Assistant/ Photographic Attender	110
Laboratory Attender	110
Technician (Media making)	110
<i>(vii) Staff working in T.B. Unit of Kozhikode Medical College</i>	
Pharmacist/Health Visitor	110
Staff Nurse	110
Clerk	110
Hospital Attender/ Nursing Assistant	110

**(5) Uniform Allowance**

<b>Category</b>	<b>Rate per annum (₹)</b>
Assistant Leprosy Officer	1800
Barber	2200
Biomedical Engineer (Teaching)	1800
Bio-Chemist	2200
Blood Bank Technician	2200
Boiler Attender	2200
Boiler Fireman	2200
Carpenter	2200
Chemist	2200
Chief Occupational Therapist	2200
Chief Physiotherapist	2200
Clinical Audio Metrician	2200
Clinical Psychologist	2200
Cobbler	2700

Category	Rate per annum (₹)
Cook	2700
Curator	2200
CSR Technician	2200
Cyto Technician	2200
Dark Room Assistant	2200
Dental Hygienist	2200
Dental Mechanic	2200
Duffedar	2200
Dhobi	2700
Dialysis Machine Operator	2200
Dialysis Technician	2200
Dietician	2200
ECG/TMT/EEG Technician	2200
ECG Attender	2200
Electric Mechanic	2200
Electrical Lascar	2200
Electrician	2200
Electrician-cum-Mechanic	2200
Electrician Overseer	2200
Entomological Assistant	2200
Female Physiotherapy Assistant	2200
Fitter	2200
Foreman-cum-Litho Press Operator	2200
Foreman (Power laundry)	2200
Full Time Sweeper	2700
Gardener	2200
Glass Blower	2700
Head Nurse	5000
Health Educator	2200
Health Inspector	2200
Health Supervisor	2200
Helper	2700
Haematology Technician	2200
Hospital Attendant	2700
Hospital Attender	2700

<b>Category</b>	<b>Rate per annum (₹)</b>
House Keeper	2700
Instrument Mechanic	2700
Junior Health Inspector	2200
Junior Laboratory Assistant	2200
Junior Public Health Nurse	2700
Junior Research Officer	2200
Junior Research Assistant	2200
Lab Attender	2200
Lab Technician	2200
Lady Health Inspector	2700
Lady Health Supervisor	2700
Lascar	2700
Lecturer in Health Education	1800
Lift Mechanic	2700
Lift Operator	2700
Machinist	2700
Marker	2700
Maxillo Facial Prosthetic Technician	2200
Mechanic	2200
Mechanical Engineer	1800
Medical Photographer	2200
Medical Radio Isotope Technician	2200
Medical Record Librarian	2200
Medical Record Superintendent	2200
Medical Social Worker	2200
Medical Statistician	2200
Mess Girl	2700
Museum Curator	2200
Mortuary Attender	2700
Mortuary Technician	2700
Museum-cum-Photographic Assistant	2200
Nuclear Medicine Technician	2200
Nursing Assistant	2700
Nursing Officer	3000
Nursing Superintendent	5000

Category	Rate per annum (₹)
Orthotic Technician	2200
Painter	2700
Part Time Sweeper	2700
Perfusionist	2200
Pharmaceutical Chemist	2200
Pharmacist	2200
Photographic Attender	1800
Physiological Assistant	2200
Plumber	2700
Power Laundry Attender	2700
Printer	2200
Projectionist	2200
Prosthetics and Orthotics Engineer	2200
Psychiatric Social Worker	2200
Pump Operator	2200
Public Health Nursing Tutor, Medical College, Thiruvananthapuram (For visiting health Centres)	2700
Radiographer (Teaching)	2200
Radiographer	2200
Radium Technician	2200
Optometrist	2200
Refrigeration Mechanic	2200
Rehabilitation Co-ordinator	2200
Rehabilitation Technician	2200
Research Assistant	2200
Respiratory Technician	2200
Scientific Officer	2200
Scientific Assistant	2200
Security Officer	2700
Assistant Security Officer	2700
Research Officer	2200
Store Officer	2200
Senior Technician	2200
Sergeant	2700
Serological Assistant	2200

Category	Rate per annum (₹)
Social Worker	2200
Social Scientist	2200
Speech Pathologist & Audiologist	2200
Staff Nurse	5000
Statistical Assistant	2200
Sterilization Technician	2200
Steward	2200
Store Keeper (Pharmacist)	2200
Store Superintendent	2200
Sweeper, Anatomy Department & Forensic Medicine	2700
Technical Assistant	2200
Technician	2200
Technician (Media making)	2200
Theatre Assistant	2200
Theatre Assistant, Anatomy department	2700
Theatre Mechanic	2200
Theatre Technician	2200
Tutors	2200
Tutor Technician	2200
Van Cleaner/ Bus Cleaner	2200
Watchman	2200
Workshop Foreman/Foreman	2200
X-Ray Attender	2200
X-Ray Mechanic	2200
X-Ray Technician	2200
Public Health Nursing Tutor/ Health Inspector/Health Visitor, Medical College, Thiruvananthapuram (For visiting health Centres)	2700

**(6) Permanent Conveyance Allowance**

Category	Area of Jurisdiction	Rate per month (₹)
<i>Medical College, Thiruvananthapuram</i>		
Public Health Nursing Tutor/ Health Inspector/Health Visitor	Health Centres for visiting health units under Neendakara and Pangappara	330

## 58. MINING AND GEOLOGY

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	81000-117600	112800-163400
	Additional Director	77400-115200	107800-160000
	Deputy Director	68700-110400	95600-153200
a	Senior Geologist	45800-89000	63700-123700
	Senior Chemist	45800-89000	63700-123700
a	Geologist	40500-85000	56500-118100
	Administrative-cum- Accounts Officer	40500-85000	56500-118100
	Audit Officer	40500-85000	56500-118100
	Assistant Geologist	36600-79200	51400-110300
	Junior Chemist	36600-79200	51400-110300
	Asst. Drilling Engineer	36600-79200	51400-110300
	Senior Auditor	30700-65400	43400-91200
b	Mineral Revenue Inspector (HG)	30700-65400	43400-91200
	Mineral Revenue Inspector	27800-59400	39300-83000
b	Driller (HG)	27800-59400	39300-83000
	Driller	25200-54000	35600-75400
	Junior Auditor	26500-56700	37400-79000
	Draftsman-cum-Surveyor Gr II	22200-48000	31100-66800
	Drilling Assistant	18000-41500	25100-57900
c	Laboratory Assistant	18000-41500	25100-57900
c	Section Cutter	17500-39500	24400-55200
	Laboratory Attender	17000-37500	23700-52600

- a. The ratio 1:3 between Senior Geologist and Geologist will continue.
- b. Higher Grade ratio 1:1 will continue.
- c. Existing ratio of 1:1 between Section Cutter and Laboratory Attender for promotion to the post of Laboratory Assistant will continue.

## Posts held by Personnel of other Departments

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Administrative Officer	As in PD	As in PD

### B. ALLOWANCES

#### (1) Uniform Allowance

<b>Category</b>	<b>Rate per annum (₹)</b>
Driller	2700
Drilling Assistant	2700
Full Time Sweeper	2700
Sanitary Worker	2700
Gardener	2700

## 59. MINORITY WELFARE

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

#### Posts held by Personnel of other Departments

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Director	As in PD	As in PD
	Information cum Research Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Project Officer	As in PD	As in PD

## 60. MOTOR VEHICLES

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Transport Commissioner	IAS	IAS
	Additional Transport Commissioner	IPS	IPS
	Joint Transport Commissioner & Secretary, State Transport Authority /Joint Transport Commissioner (Enforcement)	81000-117600	112800-163400
	Senior Deputy Transport Commissioner (Taxes)	77400-115200	107800-160000
	Deputy Transport Commissioner	68700-110400	95600-153200
	Regional Transport Officer/ Assistant Transport Commissioner	45800-89000	63700-123700
	Joint Regional Transport Officer/ Assistant Secretary, State Transport Authority	40500-85000	56500-118100
	Motor Vehicle Inspector	39500-83000	55200-115300
	Assistant Motor Vehicle Inspector	32300-68700	45600-95600

#### Posts held by Personnel of other Departments

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Technical Advisor	AICTE	AICTE
Senior Administrative Officer	As in PD	As in PD
Senior Finance Officer	As in PD	As in PD
Senior Law Officer	As in PD	As in PD
Statistical Officer	As in PD	As in PD



**B. ALLOWANCES****(1) Uniform Allowance**

Category	Rate per annum (₹)
Regional Transport Officer	3300
Joint Transport Officer	3300
Motor Vehicle Inspector	3300
Assistant Motor Vehicle Inspector	3300
Driver	2700

**(2) Permanent Travelling Allowance**

Category	Area of Jurisdiction	Average No. of days of tour in a month	Rate per month (₹)
Assistant Motor Vehicle Inspector	One Taluk	15	390

**61. MUSEUMS AND ZOOS****A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	68700-110400	95600-153200
a	Superintendent (HG)	42500-87000	59300-120900
	Superintendent	40500-85000	56500-118100
	Education Officer	40500-85000	56500-118100
b	Curator Grade - I	35700-75600	50200-105300
	Curator Grade - II	26500-56700	37400-79000
	Draftsman Grade - I	26500-56700	37400-79000
	Biologist	26500-56700	37400-79000
	Guide/ Guide Lecturer	26500-56700	37400-79000
	Taxidermist Grade I	26500-56700	37400-79000
	Caretaker Clerk	25200-54000	35600-75400
	Draftsman Grade - II	20000-45800	27900-63700

	Taxidermist Grade II	20000-45800	27900-63700
	Artist Modeller	19000-43600	26500-60700
	Garden Supervisor	19000-43600	26500-60700
	Pump Operator	18000-41500	25100-57900
	Supervisor (Zoo)	18000-41500	25100-57900
	Carpenter	18000-41500	25100-57900
	Head Gardener	17500-39500	24400-55200
	Keeper	17500-39500	24400-55200
	Mason	17000-37500	23700-52600
	Lab Assistant	17000-37500	23700-52600
	Lab Attendant	17000-37500	23700-52600
	Gallery Assistant	17000-37500	23700-52600
	Gardener	17000-37500	23700-52600
	Gallery Attendant	16500-35700	23000-50200
c	Guard	16500-35700	23000-50200
	Cleaner	16500-35700	23000-50200

a Existing ratio of 1:1 between Lower and Higher Grades will continue.

b The ratio 1:1 between Grade II and Grade I posts will continue.

c Three posts will be in the Higher Grade on ₹ 24400-55200

### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Veterinary Surgeon	As in PD	As in PD
	Lineman	As in PD	As in PD
	Live Stock Inspector	As in PD	As in PD
	Senior Civil Police Officer	As in PD	As in PD
	Civil Police Officer	As in PD	As in PD

## B. ALLOWANCES

### (1) Footwear Allowance

Category	Rate per Annum (₹)
Zoo Keeper	500
Part Time Zoo Keeper	500
Gardener	500
Sweeper	500
Guard	500
Cleaner	500
Deffadar	500
Blacksmith	500
Lab Attendant	500
Driver	500
Lab Assistant	500
Carpenter	500
Night Watcher	500
Sweeper Scavenger	500
Scavenger	500
Part Time Gardener /Sweeper/ Watcher	500
Zoo Supervisor	500

### (2) Compensatory Allowance

Category	Rate per month (₹)
Veterinary Surgeon/ Assistant Director, Thiruvananthapuram Zoo	330
Watcher	110
Employees working on holidays	350

### (3) Risk Allowance

Category	Rate per month (₹)
Veterinary Surgeon/ Assistant Director, Thiruvananthapuram Zoo	300
Zoo Keeper	300
Part Time Zoo Keeper	200

### (4) Uniform Allowance

Category	Rate per Annum (₹)
Watcher	2700
Zoo Keeper	2700
Part Time Zoo Keeper	2700
Gardener	2700
Sweeper	2700
Guard	2700
Gallery Attendant	2200
Gallery Assistant	2200
Cleaner	2700
Deffadar	2700
Blacksmith	2700
Lab Attendant	2700
Driver	2700
Lab Assistant	2700
Carpenter	2700
Night Watcher	2700
Mason	2700
Sweeper Scavenger	2700
Scavenger	2700
Part Time Gardener/ Sweeper/ Watcher	2700
Zoo Supervisor	2200

## 62. NATIONAL CADET CORPS

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Deputy Director General of NCC	Defence Service	Defence Service
	Publicity-cum-Liaison Officer	45800-89000	63700-123700
	Administrative Assistant	42500-87000	59300-120900
	Accounts Officer	40500-85000	56500-118100
	Aero-Modelling Instructor cum Store Keeper	27800-59400	39300-83000
	Ship Modelling Mechanic	25200-54000	35600-75400
	Ship Modelling Store Keeper	18000-41500	25100-57900
	Aero-Modelling Helper	17000-37500	23700-52600
	Boat Keeper	17000-37500	23700-52600
	Farrier	16500-35700	23000-50200
	Saddler	16500-35700	23000-50200

### B. ALLOWANCES

#### Uniform Allowance

Category	Rate per Annum (₹)
Lascar	2700
Chowkidar	2700
Full Time Sweeper	2700

## 63. NATIONAL EMPLOYMENT SERVICE

### CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Employment	IAS	IAS
	Joint Director of Employment	77400-115200	107800-160000

	Deputy Director of Employment/ Regional Deputy Director of Employment	55350-101400	77200-140500
	Divisional Employment Officer / State Vocational Guidance Officer / Sub Regional Employment Officer	45800-89000	63700-123700
	District Employment Officer	39500-83000	55200-115300
	Employment Officer/ Employment Officer (PL) / Deputy Chief, University Employment Information and Guidance Bureau/ Accounts Officer	36600-79200	51400-110300
	Junior Employment Officer / Head Accountant	30700-65400	43400-91200
	Instructor (Stenography)	29200-62400	41300-87000

#### 64. NATIONAL SAVINGS

##### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	77400-115200	107800-160000
	Additional Director	68700-110400	95600-153200
	Deputy Director	45800-89000	63700-123700
	Assistant Director	39500-83000	55200-115300

##### Posts held by personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Under Secretary	As in PD	As in PD
Accounts Officer	As in PD	As in PD
Section Officer	As in PD	As in PD
Office Superintendent	As in PD	As in PD

Assistant Section Officer	As in PD	As in PD
Senior Grade Assistant	As in PD	As in PD
Assistant	As in PD	As in PD
Computer Assistant	As in PD	As in PD
Clerical Assistant	As in PD	As in PD
Office Attendant	As in PD	As in PD
Driver	As in PD	As in PD
Binder	As in PD	As in PD
Senior Clerk	As in PD	As in PD
Clerk	As in PD	As in PD

## B. ALLOWANCES

### Permanent Travelling Allowance

Category	Area of Jurisdiction	Average No. of days of tour in a month	Rate per Month (₹)
Assistant Director (in District offices only)	One District	15	550

## 65. POLICE

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director General of Police & State Police Chief	IPS	IPS
Additional Director General of Police	IPS	IPS
Inspector General of Police	IPS	IPS
Deputy Inspector General of Police	IPS	IPS
Assistant Inspector General of Police	IPS	IPS
Superintendent of Police	IPS	IPS
<b>KERALA CIVIL POLICE (General Executive)</b>		
Superintendent of Police (Non IPS)	81000-117600	112800-163400

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Deputy Superintendent of Police (HG)	77400-115200	107800-160000
a	Deputy Superintendent of Police / Assistant Commissioner	45800-89000	63700-123700
	Inspector of Police (HG)	40500-85000	56500-118100
a	Inspector of Police	39500-83000	55200-115300
	Sub Inspector	32300-68700	45600-95600
	Assistant Sub Inspector	30700-65400	43400-91200
	Senior Civil Police Officer	27800-59400	39300-83000
	Civil Police Officer	22200-48000	31100-66800
	<b>WOMEN POLICE</b>		
	Superintendent of Police (Non IPS)	81000-117600	112800-163400
	Deputy Superintendent of Police (Women)	45800-89000	63700-123700
	Woman Inspector (HG)	40500-85000	56500-118100
a	Woman Inspector	39500-83000	55200-115300
	Woman Sub Inspector	32300-68700	45600-95600
	Woman Senior Civil Police Officer	27800-59400	39300-83000
	Woman Civil Police Officer	22200-48000	31100-66800
	<b>ARMED RESERVE POLICE</b>		
	Deputy Commandant	77400-115200	107800-160000
	Assistant Commandant (HG)	77400-115200	107800-160000
a	Assistant Commandant	45800-89000	63700-123700
	Reserve Inspector (HG)	40500-85000	56500-118100
a	Reserve Inspector	39500-83000	55200-115300
	Reserve Sub Inspector	32300-68700	45600-95600
	Reserve Assistant Sub-Inspector	30700-65400	43400-91200
	Havildar	27800-59400	39300-83000
	Police Constable	22200-48000	31100-66800
	<b>ARMED POLICE BATTALION</b>		
	Commandant (Non-IPS)	77400-115200	107800-160000
	Deputy Commandant	77400-115200	107800-160000
	Assistant Commandant (HG)	77400-115200	107800-160000
a	Assistant Commandant	45800-89000	63700-123700
	Armed Police Inspector (HG)	40500-85000	56500-118100
a	Armed Police Inspector	39500-83000	55200-115300
	Armed Police Sub Inspector	32300-68700	45600-95600



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Armed Police Assistant Sub Inspector	30700-65400	43400-91200
	Havildar	27800-59400	39300-83000
	Police Constable	22200-48000	31100-66800
	<b>ARMOUR WING</b>		
	Armourer Deputy Superintendent of Police	45800-89000	63700-123700
	Chief Inspector of Arms/ Armourer Inspector (HG)	40500-85000	56500-118100
a	Chief Inspector of Arms/ Armourer Inspector	39500-83000	55200-115300
	Armourer Sub Inspector	32300-68700	45600-95600
	Armourer Assistant Sub Inspector	30700-65400	43400-91200
	Armourer Head Constable	27800-59400	39300-83000
	Armourer Police Constable	22200-48000	31100-66800
	<b>MOTOR TRANSPORT UNIT</b>		
	Superintendent of Police (Non IPS)	81000-117600	112800-163400
a	Deputy Superintendent of Police Motor Transport Officer	45800-89000	63700-123700
	Motor Transport Inspector (HG)	40500-85000	56500-118100
a	Motor Transport Inspector	39500-83000	55200-115300
	Motor Transport Sub Inspector	32300-68700	45600-95600
	Havildar Mechanic	27800-59400	39300-83000
	PC Mechanic/PC Fitter	22200-48000	31100-66800
	PC Electrician	22200-48000	31100-66800
	<b>POLICE DRIVER/MOTOR CYCLE RIDER</b>		
	Driver Sub Inspector	32300-68700	45600-95600
	Master Driver (ASI)(Coastal Police)	30700-65400	43400-91200
	Police Head Constable (Driver)	27800-59400	39300-83000
	Police Constable (Driver)	22200-48000	31100-66800
	Motor Cycle Rider Grade I	22200-48000	31100-66800
	Motor Cycle Rider Grade II	18000-41500	25100-57900
	Boat Driver Grade I	22200-48000	31100-66800
	Boat Driver Grade II	18000-41500	25100-57900
	Syrang Grade I	22200-48000	31100-66800
	Syrang Grade II	18000-41500	25100-57900
	Boat Lascar	17500-39500	24400-55200
	<b>POLICE TRAINING COLLEGE</b>		

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Principal	IPS	IPS
	Vice Principal (DySP)	45800-89000	As in General Executive
	Criminologist	42500-87000	59300-120900
	Armed Police Inspector / Chief Drill Instructor	39500-83000	As in General Executive
	Senior Law Instructor (Inspector of Police)	39500-83000	As in General Executive
	Drill Instructor/Sub Inspector	32300-68700	As in General Executive
	Assistant Sub Inspector	30700-65400	As in General Executive
	Head Constable	27800-59400	As in General Executive
	Police Constable	22200-48000	As in General Executive
	Librarian	19000-43600	26500-60700
	<b>CRIME BRANCH</b>		
	Superintendent of Police (Non IPS)	81000-117600	As in General Executive
a	Deputy Superintendent of Police (Senior Grade)	77400-115200	As in General Executive
	Deputy Superintendent of Police	45800-89000	As in General Executive
	Detective Inspector (HG)	40500-85000	As in General Executive
a	Detective Inspector	39500-83000	As in General Executive
	Detective Sub Inspector	32300-68700	As in General Executive
	Detective Assistant Sub Inspector	30700-65400	As in General Executive
	Senior Civil Police Officer	27800-59400	As in General Executive
	Civil Police Officer	22200-48000	As in General Executive
	<b>FINGER PRINT BUREAU</b>		
	Director	77400-115200	107800-160000
	Deputy Director	55350-101400	77200-140500
	Tester Inspector (HG)	42500-87000	59300-120900
b	Tester Inspector	39500-83000	55200-115300
	Finger Print Expert	35700-75600	50200-105300
	Finger Print Searcher	30700-65400	43400-91200
	<b>PHOTOGRAPHIC BUREAU</b>		

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Chief Photographer	42500-87000	59300-120900
	Photographer (HG)	36600-79200	51400-110300
c	Photographer	35700-75600	50200-105300
	Attender	17000-37500	23700-52600
	<b>FORENSIC SCIENCE LABORATORY</b>		
	Director	81000-117600	112800-163400
	Joint Director	77400-115200	107800-160000
	Assistant Director (HG)	45800-89000	63700-123700
a	Assistant Director	42500-87000	59300-120900
	Scientific Officer	36600-79200	51400-110300
	Mechanic	22200-48000	31100-66800
	Technical Attender	17000-37500	23700-52600
	<b>STATE SPECIAL BRANCH</b>		
	Superintendent of Police (Non-IPS)	81000-117600	As in General Executive
	DySP / Assistant Commandant (Senior Grade)	77400-115200	As in General Executive
a	DySP / Assistant Commandant	45800-89000	As in General Executive
	Inspector of Police (HG)	40500-85000	As in General Executive
a	Inspector of Police	39500-83000	As in General Executive
	Women Circle Inspector	39500-83000	As in General Executive
	Sub Inspector of Police	32300-68700	As in General Executive
	Women Sub Inspector	32300-68700	As in General Executive
	Assistant Sub Inspector	30700-65400	As in General Executive
	Senior Civil Police Officer	27800-59400	As in General Executive
	Woman Head Constable	27800-59400	As in General Executive
	Civil Police Officer	22200-48000	As in General Executive
	Woman Police Constable	22200-48000	As in General Executive
	<b>STATE SPECIAL BRANCH (MINISTERIAL)</b>		
	Senior Administrative Assistant	42500-87000	59300-120900
d	Assistant Senior Grade	30700-65400	43400-91200

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Assistant Grade I	27800-59400	39300-83000
	Assistant Grade II	22200-48000	31100-66800
	<b>SHORTHAND BUREAU</b>		
	Director	40500-85000	56500-118100
	Chief Reporter (Inspector) HG	40500-85000	56500-118100
	Chief Reporter (Inspector)	39500-83000	55200-115300
	Reporter Senior Grade (Sub Inspector)	32300-68700	45600-95600
	Reporter Grade I (Assistant Sub Inspector)	30700-65400	43400-91200
	Reporter Grade II (Head Constable)	27800-59400	39300-83000
	<b>POLICE TELECOMMUNICATIONS</b>		
	Superintendent of Police (Non-IPS)	81000-117600	112800-163400
	Deputy Superintendent of Police (Senior Grade)	77400-115200	107800-160000
a	Deputy Superintendent of Police	45800-89000	63700-123700
	Inspector of Police (Telecommunication) HG	40500-85000	56500-118100
a	Inspector of Police (Telecommunication)	39500-83000	55200-115300
	Sub Inspector (Telecommunication)	32300-68700	45600-95600
	Assistant Sub Inspector (Telecommunication)	30700-65400	43400-91200
	Head Constable (Operator)	27800-59400	39300-83000
	Draftsman	20000-45800	27900-63700
	Police Constable (Telecommunication)	22200-48000	31100-66800
	<b>MINISTERIAL STAFF OTHER THAN IN SB</b>		
	Senior Administrative Assistant	42500-87000	59300-120900
	Malayalam Translator	30700-65400	43400-91200
	<b>KERALA POLICE ACADEMY</b>		
	Assistant Director (SP)	77400-115200	IPS
	Assistant Director (Administration) (SP)	77400-115200	IPS
	Assistant Director (Police Science) (SP)	77400-115200	As in General Executive
	Assistant Director (Technical & MT Studies)(SP)	77400-115200	As in General Executive
	Assistant Director (Outdoor)(SP)	77400-115200	As in General Executive
	Assistant Director (Financial & Office)	As in PD	As in PD
	Head of Department (Law)	As in PD	As in PD

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Head of Department (Forensic Science)	As in PD	As in FSL
	Head of Department (Forensic Medicine)	As in PD	As in PD
	Head of Department (Behavioural Science)	As in PD	As in PD
	Head of Department (Computer Applications)	As in PD	As in PD
	Chief Instructor (Police Science) (DySP)	68700-110400	As in General Executive
a	Assistant Commandant (DySP)	45800-89000	As in AR Battalion
	Chief Instructor (Law) (DySP)	42500-87000	As in General Executive
	Chief Drill Instructor (DySP)	42500-87000	As in General Executive
	Senior Instructor (Forensic Science) (Scientific Officer-FSL)	36600-79200	As in General Executive
	Senior Instructor (Finger Print) (Tester Inspector-FPB)	36600-79200	As in General Executive
	Senior Instructor (Law) (Inspector)	35700-75600	As in General Executive
	Senior Instructor (Communication) (Inspector-Telecommunication)	35700-75600	As in Tele Wing
	Senior Instructor (Motor Transport) (Inspector-Motor Transport)	35700-75600	As in MT Wing
	Senior Instructor (Computer) (Inspector-Executive/Battalion)	35700-75600	As in General Executive
	<b>INDIA RESERVE (IR) BATTALION</b>		
	Commandant	77400-115200	107800-160000
	Deputy Commandant	77400-115200	107800-160000
	Deputy Superintendent of Police	45800-89000	63700-123700
	Inspector of Police (CI)	39500-83000	55200-115300
	Sub Inspector	32300-68700	45600-95600
	Assistant Sub Inspector	30700-65400	43400-91200
	Head Constable	27800-59400	39300-83000
	Police Constable	22200-48000	31100-66800
	Medical Officer	As in PD	As in PD
	Pharmacist	25200-54000	As in PD
	Nursing Assistant	17500-39500	As in PD
	<b>WIRELESS STATION (IR) BATTALION</b>		
	Inspector of Police (CI)	39500-83000	55200-115300
	Sub Inspector	32300-68700	45600-95600

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Head Constable	27800-59400	39300-83000
	Police Constable	22200-48000	31100-66800
	<b>OTHER MISCELLANEOUS CATEGORIES - TECHNICAL EXECUTIVE STAFF</b>		
	Blacksmith-cum-Tinker PC	22200-48000	31100-66800
	Welder PC	22200-48000	31100-66800
	Fitter PC	22200-48000	31100-66800
	Painter PC	22200-48000	31100-66800
	Lathe Operator PC	22200-48000	31100-66800
	Tailor PC	22200-48000	31100-66800
	Binder PC	22200-48000	31100-66800
	Carpenter PC	22200-48000	31100-66800
	Mason PC	22200-48000	31100-66800
	Cinema Operator PC	22200-48000	31100-66800
	Electrician PC	22200-48000	31100-66800
	Blacksmith PC	22200-48000	31100-66800
	Mechanic PC	22200-48000	31100-66800
	Cleaner PC	22200-48000	31100-66800
	Upholsterer PC	22200-48000	31100-66800
	Ratten Weaver PC	22200-48000	31100-66800
	<b>CIVILIAN TECHNICAL STAFF</b>		
	Cobbler	17500-39500	24400-55200
	Machinist	18000-41500	25100-57900
e	Dhobi (Camp Follower)	16500-35700	23000-50200
	Cook (Camp Follower)	16500-35700	23000-50200
	Barber (Camp Follower)	16500-35700	23000-50200
	Water Carrier (Camp Follower)	16500-35700	23000-50200
	Sweeper (Camp Follower)	16500-35700	23000-50200
	Packer	17000-37500	23700-52600
	<b>POLICE COMPUTER CENTRE (SCRB)</b>		
	Inspector General of Police	IPS	IPS
	Superintendent of Police	IPS	IPS
	Superintendent of Police (Non-IPS)	81000-117600	As in General Executive
	System Analyst/Programme Manager	77400-115200	107800-160000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Deputy Superintendent of Police	45800-89000	As in General Executive
	Inspector of Police (HG)	40500-85000	As in General Executive
a	Inspector of Police	39500-83000	As in General Executive
	Sub Inspector	32300-68700	As in General Executive
	Head Constable	27800-59400	As in General Executive
	Police Constable	22200-48000	As in General Executive
	<b>RAILWAY POLICE</b>		
	Superintendent of Police	IPS	IPS
	Deputy Superintendent of Police (Senior Grade)	77400-115200	As in General Executive
a	Deputy Superintendent of Police	45800-89000	As in General Executive
	Inspector of Police (HG)	40500-85000	As in General Executive
a	Inspector of Police	39500-83000	As in General Executive
	Sub Inspector	32300-68700	As in General Executive
	Head Constable	27800-59400	As in General Executive
	Police Constable	22200-48000	As in General Executive
	<b>DOG SQUAD</b>		
	Sub Inspector	32300-68700	As in General Executive
	Assistant Sub Inspector	30700-65400	As in General Executive
	Head Constable / Havildar	27800-59400	As in General Executive
	Police Constable	22200-48000	As in General Executive
	<b>MOUNTED POLICE</b>		
	Reserve Inspector (HG)	40500-85000	56500-118100
a	Reserve Inspector	39500-83000	55200-115300
	Reserve Sub Inspector	32300-68700	45600-95600
	Reserve Assistant Sub-Inspector	30700-65400	43400-91200
	Head Constable	27800-59400	39300-83000
	Police Constable	22200-48000	31100-66800
	Farrier PC	22200-48000	31100-66800

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Saddler	18000-41500	25100-57900
	<b>ORCHESTRA</b>		
	Band Master (Armed Police Inspector)	39500-83000	55200-115300
	Band Master (Armed Police Sub Inspector)	32300-68700	45600-95600
	Havildar	27800-59400	39300-83000
	Police Constable	22200-48000	31100-66800
	Bugler PC	22200-48000	31100-66800
	Drummer PC	22200-48000	31100-66800
	Band and Orchestra PC	22200-48000	31100-66800

- a 25% HG will continue.
- b 20% HG will continue.
- c 1/3rd of the post will be in HG
- d Ratio 3:3:2 among Grade II, Grade I and Senior Grade will continue
- e Existing 1/3rd Higher Grade will be allowed in the scale corresponding to ₹ 17000-37500

#### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Legal Advisor (in the cadre of Joint Secretary from Law/ Administrative Secretariat)	As in PD	As in PD
Deputy Director of Police Prosecution	As in PD	As in PD
Senior Finance Officer	As in PD	As in PD
Medico Legal Advisor	As in PD	As in PD
Liaison Officer	As in PD	As in PD
Statistical Officer	As in PD	As in PD
Sports Officer	As in PD	As in PD
Coach	As in PD	As in PD
Statistical Assistant Grade I	As in PD	As in PD
Assistant Surgeon	As in PD	As in PD
Veterinary Surgeon	As in PD	As in PD
Head Nurse	As in PD	As in PD
Staff Nurse	As in PD	As in PD
Pharmacist	As in PD	As in PD
Veterinary Compounder	As in PD	As in PD



Name of Post	Existing Scale of Pay	Revised Scale of Pay
Nursing Assistant	As in PD	As in PD
Hospital Attendant Grade I	As in PD	As in PD
Hospital Attendant Grade II	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Ministerial Staff (all categories working in Special Branch)	220
<i>(i)Finger Print Bureau</i>	
Director/Tester Inspector	220
Finger Print Expert	170
Finger Print Searcher	140
<i>(ii)Shorthand Bureau</i>	
Chief Reporter	180
Reporter Senior Grade	160
Reporter Grade I	160
Reporter Grade II	140
<i>(iii)State Crime Records Bureau</i>	
Sub Inspector	160
Senior Civil Police Officer	140
Civil Police Officer (DCIB) of Tvm City	110
<i>(iv) Training Allowance</i>	
Vice-Principal, Police Training College (SP)	1600
Assistant Commandant	1600
Senior Law Lecturer (CI) / Law Instructor (CI)	1300
Senior Drill Instructor (Armed Police Inspector)	1300
Armed Police Inspector	1300
Senior Instructors and Instructors	1300
Armed Police Sub Inspector	1100
Drill Instructor (Armed Police Inspector / Reserve Sub Inspector)	1100
Assistant Law Instructor (Sub Inspector)	1100

Category	Rate per month (₹)
Assistant Sub Inspector (From Battalions)	900
Assistant Drill Instructor (Head Constable / Havildar)	800
Havildar	800
<b>(v) Special Commando Allowance *</b>	
Special Commandos	15% of Basic Pay
<i>* Existing conditions of sanctioning Special Commando Allowance will continue</i>	
<b>(vi) Miscellaneous</b>	
Veterinary Surgeon of the Mounted Police	200
Staff Car Driver	250
Superintendent Confidential Section	160
Confidential Assistant/ Clerk (Confidential Section)	140
<b>(vii) Civil Staff</b>	
Electrician/Fitter/Welder / Blacksmith/Mechanic/ Binder/Upholsterer/Packer/ Store Attender/Lascar	110

**(2) Special Allowance (Common Category)**

Category	Rate per month (₹)
Confidential Assistant to Director General of Police	610
Drivers attached to Director General of Police	440
Office Attendant attached to Director General of Police	360
Confidential Assistant of Additional Director General of Police	440
Confidential Assistant to SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police	220
Office Attendant attached to SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police	140

**(3) Compensatory Allowance**

Category	Rate per month (₹)
Assistant (2) Typists (1) of Special Branch	170
Cinema Operator (PC)	60

**(4) Risk Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
<b><i>(i) Telecommunication Unit</i></b>	
Inspector of Police	140
Sub Inspector	110
Assistant Sub Inspector	110
Head Constable (Operator)	110
Police Constable	110
<b><i>(ii) General Executive</i></b>	
Inspector of Police (HG)	140
Inspector of Police	140
Sub Inspector	110
Assistant Sub Inspector	110
Senior Civil Police Officer	110
Civil Police Officer	110
Driver (Sr CPO)	110
Driver (CPO)	110
<b><i>(iii) Armed Police (Battalion)</i></b>	
Armed Police Inspector	140
Armed Police Sub Inspector	110
Armed Police Assistant Sub Inspector	110
Havildar	110
Civil Police Officer	110
Police Head Constable Driver	110
Police Constable Driver	110
<b><i>(iv) Armed Reserve Police</i></b>	
Reserve Inspector	140
Sub Inspector	110
Assistant Sub Inspector	110
Havildar	110
Civil Police Officer	110
Police Head Constable Driver	110
Police Constable Driver	110
<b><i>(v) Women Police Battalion</i></b>	
Armed Police Inspector	140
Armed Police Sub Inspector	110

Category	Rate per month (₹)
Armed Police Assistant Sub Inspector	110
Havildar	110
Civil Police Officer	110
Police Head Constable Driver	110
Police Constable Driver	110
<i>(vi) India Reserve Battalion- Regular wing</i>	
Armed Police Inspector	140
Armed Police Sub Inspector	110
Armed Police Assistant Sub Inspector	110
Havildar	110
Civil Police Officer	110
Police Head Constable Driver	110
Police Constable Driver	110
<i>(vii) Forensic Science Laboratory</i>	
Director	220
Joint Director/ Assistant Director	170
Ballistic Expert/Scientific Officer/Photographer	170
Mechanic/Technical Attender	110

**(5) Uniform Allowance**

Category	Rate per annum (₹)
<i>(i) State Special Branch, Crime Branch</i>	
Superintendent of Police (Non -IPS)	3000
Deputy Superintendent of Police	3000
Inspector of Police	2900
Woman Inspector of Police	2900
Sub Inspector	2900
Woman Sub- Inspector	2900
Driver SI	2900
Assistant Sub Inspector	5600
Senior Civil Police Officer (District Special Branch)	5500
Woman Senior Civil Police Officer	5500
Driver	5500

Category	Rate per annum (₹)
<i>Note:-Uniform allowance will be given at half rate for all Police Personnel in the unit</i>	
<b>(ii) Telecommunication Unit</b>	
Deputy Superintendent of Police	5750
Inspector of Police	5600
Sub Inspector	5600
Assistant Sub Inspector	5600
Head Constable (Operator)	5500
Police Constable	5500
<b>(iii) Dog Squad</b>	
Sub Inspector	5600
Senior Civil Police Officer	5500
Civil Police Officer	5500
<b>(iv) Armourer</b>	
Armourer Inspector (Chief Inspector of Arms)	5600
Armourer Sub Inspector	5600
Armourer Assistant Sub Inspector	5600
Armourer Senior Civil Police Officer	5500
Armourer Civil Police Officer	5500
<b>(v) Personal Guard</b>	
Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector)	5600
Assistant Sub Inspector	5600
Senior Civil Police Officer	5500
Civil Police Officer	5500
<b>(vi) Miscellaneous</b>	
Brass Band Man/Orchestra Man/Bugler Man	5500
Tailor (PC)	5500
Cinema Operator (PC)	5500
Carpenter (PC)	5500
<b>(vii) General Executive</b>	
Superintendent of Police (Non IPS)	5750
Deputy Superintendent of Police (HG)	5750
Deputy Superintendent of Police	5750
Deputy Commandant	5750
Inspector of Police (HG)	5600

Category	Rate per annum (₹)
Inspector of Police	5600
Sub Inspector	5600
Assistant Sub Inspector	5600
Senior Civil Police Officer	5500
Civil Police Officer	5500
Driver (Sr CPO)	5500
Driver (CPO)	5500
<b><i>(viii) Armed Police (Battalion)</i></b>	
Armed Police Inspector	5600
Armed Police Sub Inspector	5600
Armed Police Assistant Sub Inspector	5600
Havildar	5500
Civil Police Officer	5500
Police Head Constable Driver	5500
Police Constable Driver	5500
Camp Follower	4500
<b><i>(ix) Armed Reserve Police</i></b>	
Reserve Inspector	5600
Sub Inspector	5600
Assistant Sub Inspector	5600
Havildar	5500
Civil Police Officer	5500
Police Head Constable Driver	5500
Police Constable Driver	5500
<b><i>(x) Women Police Battalion</i></b>	
Reserve Inspector	5600
Sub Inspector	5600
Assistant Sub Inspector	5600
Havildar	5500
Civil Police Officer/Police Constable	5500
Police Head Constable Driver	5500
Police Constable Driver	5500

Category	Rate per annum (₹)
<b>(xi) India Reserve Battalion</b>	
Regular Wing	5500
Commandos of Commando Wing of IRB	11000
<b>(xii) Anti-Naxal Force (Special Operations Group)</b>	10000

**(6) Additional Special Allowance**

Category	Rate per month (₹)
<b>I. Crime Branch</b>	
<b>(i) Crime Branch Special Allowance</b>	
Superintendent of Police (Non-IPS)	3000
Deputy Superintendent of Police	2500
Inspector of Police/Women Inspector of Police	2200
Sub Inspector/Women Sub Inspector	2000
Assistant Sub Inspector	1800
Senior Civil Police Officer/Women Senior Civil Police Officer	1700
Civil Police Officer/Women Civil Police Officer	1600
Police Driver	1600
<b>(ii) Day off Allowance (Rate per Day in ₹)</b>	
Inspector of Police	550
Woman Inspector of Police	550
Sub Inspector	550
Woman Sub- Inspector	550
Driver SI	550
Assistant Sub Inspector	550
Senior Civil Police Officer	510
Women Senior Civil Police Officer	510
Civil Police Officer	440
Women Civil Police Officer	440
Driver	440
<b>II. State Special Branch</b>	
<b>Intelligence Special Allowance</b>	
Superintendent of Police (Non-IPS)	3000
Deputy Superintendent of Police	2500

<b>Category</b>	<b>Rate per month (₹)</b>
Inspector of Police/Women Inspector of Police	2200
Sub Inspector/ Women Sub- Inspector/ Driver SI	2000
Assistant Sub Inspector	1800
Senior Civil Police Officer/ Women Senior Civil Police Officer	1700
Civil Police Officer/ Women Civil Police Officer	1600
Driver	1600
<b>III. Telecommunication Unit</b>	
<b>(i)Police Special Allowance</b>	
Deputy Superintendent of Police	400
Inspector of Police	600
Sub Inspector	550
Assistant Sub Inspector	550
Head Constable (Operator)	450
Police Constable	450
<b>(ii) Day off Allowance (Rate per day in ₹)</b>	
Inspector of Police	550
Sub Inspector	550
Assistant Sub Inspector	550
Head Constable (Operator)	510
Police Constable	440
<b>IV. Dog Squad</b>	
<b>(i)Police Special Allowance</b>	
Sub Inspector	850
Assistant Sub Inspector	750
Senior Civil Police Officer/ Head Constable	750
Civil Police Officer/Police Constable	750
<b>(ii) Day off Allowance (Rate per day in ₹)</b>	
Sub Inspector	550
Senior Civil Police Officer	510
Civil Police Officer	440
<b>V. Armourer</b>	
<b>(i)Police Special Allowance</b>	
Armourer Inspector	400
Armourer Sub Inspector	750



<b>Category</b>	<b>Rate per month (₹)</b>
Armourer Asst. Sub Inspector	750
Armourer Head Constable	750
Armourer Police Constable	750
<b>(ii) Day off Allowance (Rate per day in ₹)</b>	
Armourer Sub Inspector	550
Armourer Assistant Sub Inspector	550
Armourer Head Constable	510
Armourer Police Constable	440
<b>VI. Personal Guard</b>	
<b>(i) Police Special Allowance</b>	
Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector)	850
Assistant Sub Inspector	850
Senior Civil Police Officer/Havildar/Head Constable	850
Civil Police Officer/ Police Constable	800
<b>(ii) Day off Allowance (Rate per day in ₹)</b>	
Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector)	550
Assistant Sub Inspector	550
Senior Civil Police Officer/Havildar/Head Constable	510
Civil Police Officer/ Police Constable	440
<b>VII. Orchestra</b>	
<b>(i) Police Special Allowance</b>	
Band Master Sub Inspector	900
Havildar/Head Constable	750
Bugler PC, Drummer PC, Band PC, Orchestra PC	600
Brass Band Man/Orchestra Man/Bugler Man	650
<b>(ii) Day off Allowance (Rate per day in ₹)</b>	
Band Master (SI/ Armed Police SI)	550
<b>VIII. General Executive</b>	
<b>(i) Police Special Allowance</b>	
Deputy Superintendent of Police	400
Inspector of Police/Women Inspector of Police	550
Sub Inspector/ Women Sub- Inspector	800
Assistant Sub Inspector	800

<b>Category</b>	<b>Rate per month (₹)</b>
Senior Civil Police Officer/ Women Senior Civil Police Officer	800
Civil Police Officer/ Women Civil Police Officer	800
Driver (Sr CPO)	550
Driver (CPO)	550
<b><i>(ii) Day off Allowance (Rate per day in ₹)</i></b>	
Inspector of Police	550
Sub Inspector	550
Assistant Sub Inspector	550
Senior Civil Police Officer	510
Civil Police Officer	440
Driver (Sr CPO)	510
Driver (CPO)	440
<b><i>(iii) Traffic Point Duty</i></b>	
Senior Civil Police Officer	330
Civil Police Officer	330
<b><i>(iv) Station House Officer Allowance</i></b>	
Inspector /Sub Inspector ( <i>either one person per station</i> )	1100
<b><i>(iv) Camp Office</i></b>	
Deputy Superintendent of Police (HG)*	280
Deputy Superintendent of Police*	280
*Note:-Those who are Sub Divisional Police Officers	
<b><i>IX. Armed Police Battalion*</i></b>	
<b><i>(i) Police Special Allowance</i></b>	
Deputy Commandant	400
Armed Police Inspector	1000
Armed Police Sub Inspector	950
Armed Police Assistant Sub Inspector	900
Havildar	850
Police Constable	800
Police Head Constable Driver	850
Police Constable Driver	800
<b><i>(ii) Day Off Allowance (Rate per day in ₹)</i></b>	
Armed Police Inspector	550
Armed Police Sub Inspector	550

Category	Rate per month (₹)
Armed Police Assistant Sub Inspector	550
Havildar	510
Civil Police Officer	440
Police Head Constable Driver	510
Police Constable Driver	440
Camp Follower	330
<b>(iii) Barrack Allowance</b>	
Commandant	5000
Assistant Commandant/ Deputy Commandant	4000
Armed Police Inspector	3000
Armed Police Sub Inspector	2500
Armed Police Assistant Sub Inspector	2000
Havildar	1800
Police Constable	1500
* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.	
<b>(iv) Camp Follower Allowance</b>	
Camp Follower	550
<b>X. Armed Reserve Police*</b>	
<b>(i) Police Special Allowance</b>	
Reserve Inspector	650
Sub Inspector	950
Assistant Sub Inspector	900
Havildar	850
Civil Police Officer	800
Police Head Constable Driver	800
Police Constable Driver	800
<b>(ii) Special Allowance to Technical categories in Armed Police and Armed Reserve Battalion</b>	80
<b>(iii) Special Allowance to Cannoeman/ Boat Lascar/ Syrang</b>	140
<b>(iv) Day off Allowance (Rate per day in ₹)</b>	
Reserve Inspector	550
Sub Inspector	550
Assistant Sub Inspector	550
Havildar	510

<b>Category</b>	<b>Rate per month (₹)</b>
Civil Police Officer	440
Police Head Constable Driver	440
Police Constable Driver	440
Camp Follower	330
<i>(v)Camp Follower Allowance</i>	
Camp Follower	550
<i>(vi)Barrack Allowance</i>	
Commandant	5000
Assistant Commandant/ Deputy Commandant	4000
Reserve Inspector	3000
Sub Inspector	2500
Assistant Sub Inspector	2000
Havildar /Senior Civil Police Officer	1800
Police Constable/Civil Police Officer	1500
* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.	
Note:- All allowances sanctioned to Police Personnel except Barrack Allowance under the sub heading 'Armed Reserve Police' is extended to Police Personnel in Mounted Police, Motor Transport Unit, Short Hand Bureau and Technical Executive Staff under the head "Other Miscellaneous Categories".	
<b>XI. Cyber Cell/Cyber Police Station*</b>	
<i>Cyber Allowance</i>	
Superintendent of Police (Non-IPS)	3000
Deputy Superintendent of Police	2500
Inspector of Police/Women Inspector of Police	2200
Sub Inspector/ Women Sub- Inspector	2000
Assistant Sub Inspector	1800
Senior Civil Police Officer/ Women Senior Civil Police Officer	1700
Civil Police Officer/ Women Civil Police Officer	1600
Police Driver	1600
*Police personnel working in Cyber Cell and Cyber Police stations are eligible for none of the other allowances provided in the schedule of Additional Special Allowance.	
<b>XII. Women Police Battalion*</b>	
<i>(i)Police Special Allowance</i>	

<b>Category</b>	<b>Rate per month (₹)</b>
Deputy Commandant	400
Armed Police Inspector	1000
Armed Police Sub Inspector	950
Armed Police Assistant Sub Inspector	900
Havildar	850
Police Constable	800
Police Head Constable Driver	850
Police Constable Driver	800
<b><i>(ii) Day Off Allowance (Rate per day in ₹)</i></b>	
Armed Police Inspector	550
Armed Police Sub Inspector	550
Armed Police Assistant Sub Inspector	550
Havildar	510
Civil Police Officer	440
Police Head Constable Driver	510
Police Constable Driver	440
Camp Follower	330
<b><i>(iii) Barrack Allowance</i></b>	
Commandant	5000
Assistant Commandant/ Deputy Commandant	4000
Armed Police Inspector	3000
Armed Police Sub Inspector	2500
Armed Police Assistant Sub Inspector	2000
Havildar	1800
Police Constable	1500
* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.	
<b><i>(iv) Camp Follower Allowance</i></b>	
Camp Follower	550
<b><i>XIII. India Reserve Battalion</i></b>	
<b><i>A. Regular Wing*</i></b>	
<b><i>(i) IR Battalion Allowance</i></b>	3000
<b><i>(ii) Day off Allowance (Rate per Day in ₹)</i></b>	
Armed Police Inspector	550
Sub Inspector	550

<b>Category</b>	<b>Rate per month (₹)</b>
Assistant Sub Inspector	550
Havildar/Head Constable	510
Police Constable	440
Police Head Constable Driver	440
Police Constable Driver	440
Camp Follower	330
<i>(iii)Camp Follower Allowance</i>	
Camp Followers	550
<i>(iv)Barrack Allowance</i>	
Commandant	5000
Assistant Commandant/ Deputy Commandant	4000
Armed Police Inspector	3000
Sub Inspector	2500
Assistant Sub Inspector	2000
Havildar /Senior Civil Police Officer	1800
Police Constable/Civil Police Officer	1500
* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.	
<b>B. Thunderbolt Commandos*</b>	
<i>(i)Commando Weapon Maintenance Allowance</i>	1100
<i>(ii)Commando Special Diet Allowance</i>	1100
<i>(iii)Kit Accoutrement &amp; Maintenance allowance</i>	550
<i>(iv)Special Risk allowance</i>	3000
<i>(v)Day off Allowance (Rate per Day in ₹)</i>	
Armed Police Inspector	550
Sub Inspector	550
Assistant Sub Inspector	550
Havildar/Head Constable	510
Police Constable	440
Police Head Constable Driver	440
Police Constable Driver	440
<i>(vi)Barrack Allowance</i>	
Commandant	5000
Assistant Commandant/ Deputy Commandant	4000
Armed Police Inspector	3000

Category	Rate per month (₹)
Sub Inspector	2500
Assistant Sub Inspector	2000
Havildar /Senior Civil Police Officer	1800
Police Constable/Civil Police Officer	1500
* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.	
<b>C. Police Personnel from other branches on deputation in IR Battalion*</b>	
<b>(i)Incentive</b>	
Commandant/SP	4000
DySP	3500
Inspector	3500
Sub Inspector	3000
Assistant Sub Inspector	3000
Havildar/ SCPO	3000
<b>*These officers are also eligible for all allowances except Police Special allowance applicable in the parent cadre.</b>	
<b>XIV. Anti-Naxal Force (Special Operations Group) *</b>	
<b>(i) Anti-Naxal Operation Special Risk Allowance</b>	50% of Basic Pay (without DA)
<b>(ii) Ration Money Allowance</b>	1000
<b>(iii)Day off Allowance (Rate per Day in ₹ )</b>	
Armed Police Inspector	550
Sub Inspector	550
Assistant Sub Inspector	550
Havildar/Head Constable	510
Police Constable	440
Police Head Constable Driver	440
Police Constable Driver	440
<b>(iv)Barrack Allowance</b>	
Commandant	5000
Assistant Commandant/ Deputy Commandant	4000
Armed Police Inspector	3000
Sub Inspector	2500
Assistant Sub Inspector	2000

Category	Rate per month (₹)
Havildar /Senior Civil Police Officer	1800
Police Constable/Civil Police Officer	1500
* These personnel are not eligible for HRA and those who occupy quarters are not eligible for Barrack allowance.	

**(7) Permanent Travelling Allowance**

Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
<b>(i) State Special Branch and Crime Branch</b>			
Driver SI	32 Km from HQ		280
Senior Civil Police Officer (District Special Branch)	32 Km from HQ		390
Woman Senior Civil Police Officer	32 Km from HQ		390
Civil Police Officer (District Special Branch)	32 Km from HQ		280
Woman Civil Police Officer (District Special Branch)	32 Km from HQ		280
Driver	32 Km from HQ		280
<b>(ii) Telecommunication Unit</b>			
Sub Inspector	32 Km from HQ		280
Assistant Sub Inspector	32 Km from HQ		280
Head Constable (Operator)	32 Km from HQ		280
Police Constable	32 Km from HQ		280
<b>(iii) Armourer</b>			
Armourer Sub Inspector	Not Prescribed		280
Armourer Assistant Sub Inspector	Not Prescribed		280
Armourer Senior Civil Police Officer	Not Prescribed		280
Armourer Civil Police Officer	Not Prescribed		280
Armourer Staff	Not Prescribed		280
<b>(iv) State Crime Records Bureau</b>			



Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
Sub Inspector	32 Km from HQ		470
Senior Civil Police Officer	32 Km from HQ		390
Civil Police Officer (DCIB) of Tvm City	32 Km from HQ		280
<i>(v) Personal Guard</i>			
Sub Inspector (Reserve Sub Inspector/ Armed Police Sub Inspector)	32 Km from HQ		470
Assistant Sub Inspector	32 Km from HQ		390
Senior Civil Police Officer	32 Km from HQ		390
Civil Police Officer	32 Km from HQ		280
<i>(vi) Miscellaneous</i>			
Band Master (SI/ Armed Police SI)	Not prescribed		280
Brass Band Man/Orchestra Man/Bugler Man	Not prescribed		280
Sub Inspector Band Unit	Not prescribed		280
Mounted Police	Not prescribed		280
Armourer Staff	Not prescribed		280
Electrician	Not prescribed		280
Carpenter	Not prescribed		280
Painter	Not prescribed		280
Blacksmith	Not prescribed		280
Mason	Not prescribed		280
Boat Syrang	Respective District		280
Boat Driver	Respective District		280
Bugler/ Drummer	Not prescribed		280
Technical Staff (Executive & Civilian) attached to range workshop MSP	32 Km from HQ		280
Motor Cycle Orderlies attached to the Chief Office	32 Km from HQ		280
Members of the police force of and below the rank of Sub Inspectors attached to Police computer centre	Not prescribed		280

Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
Members of the Motor Transport Unit attached to the District AR including MTRSI attached to various units	32 Km from HQ		280
<b>(vii) Executive Staff</b>			
Mechanic (M.T.Check)/ Mason /Binder/ Rattan Weaver/Lathe Operator / Boat Crew	Not prescribed		280
<b>(viii) Civil Staff</b>			
Electrician/Fitter/Welder/ Blacksmith/Mechanic/ Binder/Upholsterer/Packer/ Store Attender/Lascar	Not prescribed		280
<b>(ix) Motor Transport Unit</b>			
Motor Transport Officer	Not prescribed		280
Motor Transport Inspector	Not prescribed		280
Motor Transport Sub Inspector	Not prescribed		280
Havildar Mechanic	Not prescribed		280
Civil Police Officer Mechanic/Fitter/Electrician	Not prescribed		280
Members of Motor Transport Unit attached to District A.R. attached to various units	Not prescribed		280
<b>(x) Band Unit</b>			
Sub Inspector (Band)	Not prescribed		280
Bugler/Drummer	Not prescribed		280
Band and Orchestra personnel	Not prescribed		280
<b>(xi) General Executive</b>			
Station House Officer	32 Km from HQ		470
Sub Inspector	32 Km from HQ		470
Assistant Sub Inspector	32 Km from HQ		390
Senior Civil Police Officer	32 Km from HQ		390
Civil Police Officer	32 Km from HQ		280
Police Head Constable Driver	32 Km from HQ		280

Category	Area of Jurisdiction	Average no. of days of tour in a month	Rate per month (₹)
Police Constable Driver	32 Km from HQ		280
<i>(xii) Armed Police (Battalion)</i>			
Armed Police Sub Inspector			470
Armed Police Assistant Sub Inspector			390
Havildar			390
Civil Police Officer			280
Police Head Constable Driver			280
Police Constable Driver			280
<i>(xiii) Armed Reserve Police</i>			
Sub Inspector	32 Km from HQ		470
Assistant Sub Inspector	32 Km from HQ		390
Havildar	32 Km from HQ		390
Civil Police Officer	32 Km from HQ		280
Police Head Constable Driver	32 Km from HQ		280
Police Constable Driver	32 Km from HQ		280
Technical categories in Armed Police and Armed Reserve Battalion	32 Km from HQ		280
Canoeman/ Boat Lascar/Syrang			280

## 66. PORTS

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	85000-117600	118100-163400
Deputy Director	81000-117600	112800-163400
Port Officer	81000-117600	112800-163400
Officer in charge	68700-110400	95600-153200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Engineer in charge	68700-110400	95600-153200
	Senior Port Conservator	42500-87000	59300-120900
	Assistant Engineer(Marine)	39500-83000	55200-115300
	Personal Assistant to Port Officer/Purser	36600-79200	51400-110300
	Navigator	36600-79200	51400-110300
	Port Conservator / Pier Master / Reserve Port Conservator	30700-65400	43400-91200
	Master Gr.I	27800-59400	39300-83000
	Cutter Suction Dredger Operator	27800-59400	39300-83000
	Driver Gr.I	27800-59400	39300-83000
	Master Gr.II	22200-48000	31100-66800
	Driver Gr.II	22200-48000	31100-66800
	Radio Operator	22200-48000	31100-66800
	Wharf Supervisor / Asst.Port Conservator/ Cargo Supervisor / Asst. Pier Master	22200-48000	31100-66800
	Draftsman Gr.II	22200-48000	31100-66800
	Chief Signaller	20000-45800	27900-63700
	Mobile Crane Operator	19000-43600	26500-60700
	Crane Operator	19000-43600	26500-60700
	Operator cum Mechanic	19000-43600	26500-60700
	Light Keeper & Signaller	18000-41500	25100-57900
	Master Gr.III / Asst. Tug Master	18000-41500	25100-57900
	Driver Gr.III / Asst. Tug Driver	18000-41500	25100-57900
	Mechanical Carpenter	17500-39500	24400-55200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Seaman cum pump Attendar	17500-39500	24400-55200
	Seaman	17500-39500	24400-55200
	Tug Clerk	17000-37500	23700-52600
	Asst. crane Driver	17000-37500	23700-52600
	Watchman cum cook	17000-37500	23700-52600
	Assistant Crane Operator cum Cleaner	17000-37500	23700-52600
	Diesel Mechanic	17000-37500	23700-52600
	<b>Mechanical Engineering Wing</b>		
	Chief Mechanical Engineer	68700-110400	95600-153200
	Mechanical Marine Engineer	68700-110400	95600-153200
	Shipwright/Naval Architect	68700-110400	95600-153200
	Asst. Exe. Engineer (Mechanical)	42500-87000	59300-120900
	Assistant Engineer	39500-83000	55200-115300
	Head Draftsman	39500-83000	55200-115300
	Draftsman Gr.I/ Charge hand	26500-56700	37400-79000
	Overseer (Electrical)	26500-56700	37400-79000
	Asst. Line man	17000-37500	23700-52600

**Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

## B. ALLOWANCES

### (1) Risk Allowance

Category	Rate per month (₹)
Assistant Engineer	170
Navigator	170
Electrician	110
Master Gr. I, II and III	110
Driver Gr. I and II	110
C.S.D. Operator/ Radio Telephone Operator	110
Welder	110
Cook	110

### (2) Uniform Allowance

Category	Rate per Annum (₹)
Port Conservator/ Assistant Port Conservator	2200
Assistant Pier Master/ Wharf Supervisor	2000

## 67. PRINTING

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Printing	As in PD	As in PD
	Superintendent of Govt. Presses	68700-110400	95600-153200
	Controller of Forms	55350-101400	77200-140500
a	Deputy Superintendent of Govt Presses (HG)	55350-101400	77200-140500

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Deputy Superintendent of Govt Presses	45800-89000	63700-123700
	Asst. Engineer (Electronics)	36600-79200	51400-110300
	Asst. Superintendent	36600-79200	51400-110300
	District Forms Officer	36600-79200	51400-110300
	Publication Assistant	36600-79200	51400-110300
	Office Manager	36600-79200	51400-110300
	Head Reader	32300-68700	45600-95600
	General Foreman	32300-68700	45600-95600
	Head Computer	32300-68700	45600-95600
	Chief Foreman (Electrical)	32300-68700	45600-95600
	Chief Foreman (Workshop)	32300-68700	45600-95600
	Offset Supervisor	32300-68700	45600-95600
	Plate making Supervisor	32300-68700	45600-95600
	Supervisor	30700-65400	43400-91200
	Computing Supervisor	30700-65400	43400-91200
	Foreman (Workshop)	30700-65400	43400-91200
	Senior Foreman	30700-65400	43400-91200
	Senior Reader	30700-65400	43400-91200
	Foreman (Electrical)	30700-65400	43400-91200
	Chief Warehouseman	30700-65400	43400-91200
	Type Store Keeper	30700-65400	43400-91200
	Reader Gr.I	29200-62400	41300-87000
	Computer Senior Grade	29200-62400	41300-87000
	Junior Foreman	29200-62400	41300-87000
	Senior Carpenter	29200-62400	41300-87000
	Senior Electrician	29200-62400	41300-87000
	Senior Mechanic	29200-62400	41300-87000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Cashier / Forms Inspector	27800-59400	39300-83000
	Reader Gr.II	27800-59400	39300-83000
	Asst. Foreman	27800-59400	39300-83000
	Computer Gr.I	27800-59400	39300-83000
	Mechanic	27800-59400	39300-83000
	Offset Printing Machine Operator Senior Grade	27800-59400	39300-83000
	Junior Supervisor (Offset)	27800-59400	39300-83000
	Chief Time Keeper	26500-56700	37400-79000
	Sr.Gr. Electrician	26500-56700	37400-79000
	Technician Sr.Gr.	26500-56700	37400-79000
	Binder Sr.Gr	26500-56700	37400-79000
	Compositor Sr.Gr.	26500-56700	37400-79000
	Offset Printing Machine Operator Gr.I	26500-56700	37400-79000
	Warehouseman Sr. Gr	26500-56700	37400-79000
	Camera Operator cum Film Developer Gr.I	26500-56700	37400-79000
	Retouching Artist Gr.I	26500-56700	37400-79000
	Plate Maker Gr.I	26500-56700	37400-79000
	Paste-up Artist Gr.I	26500-56700	37400-79000
	Senior Grade Printer	26500-56700	37400-79000
	Carpenter Senior Grade	26500-56700	37400-79000
	DTP operator Gr.I	-	37400-79000
	Senior Time Keeper	25200-54000	35600-75400
	Electrician Gr.I	25200-54000	35600-75400
	Technician Gr.I	25200-54000	35600-75400
	Binder Gr.I	25200-54000	35600-75400
	Compositor Gr.I	25200-54000	35600-75400



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Offset Printing Machine Operator Gr.II	25200-54000	35600-75400
	Warehouseman Gr.I	25200-54000	35600-75400
	Camera Operator cum Film Developer Gr.II	25200-54000	35600-75400
	Platemaker Gr.II	25200-54000	35600-75400
	Pasteup Artist Gr.II	25200-54000	35600-75400
	Printer Gr.I	25200-54000	35600-75400
	Retouching Artist Gr.II	25200-54000	35600-75400
	DTP Operator Gr.II	25200-54000	35600-75400
	Assistant Type Store Keeper	25200-54000	35600-75400
	Time Keeper	22200-48000	31100-66800
	Copy Holder	20000-45800	27900-63700
	Computer Gr.II	20000-45800	27900-63700
	Electrician Gr.II	20000-45800	27900-63700
	Warehouseman Gr.II	20000-45800	27900-63700
	Asst. Time Keeper	19000-43600	26500-60700
	Technician Gr.II	19000-43600	26500-60700
	Examiner	19000-43600	26500-60700
	Binder Gr.II	19000-43600	26500-60700
	Compositor Gr.II	19000-43600	26500-60700
	Galley Pressman Gr.I	18000-41500	25100-57900
	Helper Gr.I	17500-39500	24400-55200
	Sanitary Worker Gr.I	17500-39500	24400-55200
	Sweeper Gr.I	17500-39500	24400-55200
	Packer Gr.I	17500-39500	24400-55200
	Counter Gr.I	17500-39500	24400-55200
	Gatekeeper Gr.I	17500-39500	24400-55200
	Lascar Gr.I	17500-39500	24400-55200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Helper Gr.II	17000-37500	23700-52600
	Gardener	17000-37500	23700-52600
	Sanitary Worker Gr.II	17000-37500	23700-52600
	Sweeper Gr.II	17000-37500	23700-52600
	Packer Gr.II	17000-37500	23700-52600
	Counter Gr.II	17000-37500	23700-52600
	Gatekeeper Gr.II	17000-37500	23700-52600
	Lascar Gr.II	17000-37500	23700-52600
	SLR (Skilled Workers)	16500-35700	23000-50200

a 30% Higher Grade will continue.

### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Assistant Executive Engineer	As in PD	As in PD
	Labour Welfare Officer	As in PD	As in PD
	Security Officer	As in PD	As in PD
	Senior Civil Police Officer	As in PD	As in PD
	Civil Police Officer	As in PD	As in PD
	Women Civil Police Officer	As in PD	As in PD

## **B. ALLOWANCES**

### **(1) Footwear Allowance**

<b>Category</b>	<b>Rate per Annum (₹)</b>
Technical Employees - Male/ Female	500
Mechanical Employees (Workshop wing)	500

## (2) Special Allowance

Category	Rate per Month (₹)
Superintendent of Govt. Presses	280
General Foreman	140
Worker with LPT Diploma in Printing Technology	110
Cleaner	170
<i>Staff of Confidential Section</i>	
Pay Range between ₹ 50200-105300 to 63700-123700	250
Pay Range between ₹ 37400-79000 to 43400-91200	180
Pay Range between ₹ 35600-75400 to 37400-79000	170
Pay Range between ₹ 27900-63700 to 31100-66800	160
Pay Range between ₹ 24400-55200 to 25100-57900	160
Pay Range below ₹ 23700-52600	150

## (3) Uniform Allowance

Category	Rate per Annum (₹)
Technical Employees - Male/ Female	2000
Mechanical Employees (Workshop wing)	2500

## 68. PRISONS AND CORRECTIONAL SERVICES

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director General of Prisons & Correctional Services	IPS	IPS
DIG of Prisons / Director, SICA	81000-117600	112800-163400
'Superintendent', Central Prison / Open Prison	68700-110400	95600-153200
Programme Officer	68700-110400	95600-153200
Chief Welfare Officer	68700-110400	95600-153200
Regional Welfare Officer	55350-101400	77200-140500

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	'Joint Superintendent', Central Prison / Open Prison; 'Superintendent', District Jail; 'Senior Lecturer', SICA; Special Officers	45800-89000	63700-123700
	'Superintendent', Women's Prison / Women's Open Prison	45800-89000	63700-123700
	Chief Audit Officer	42500-87000	59300-120900
	Personal Assistant to Director General of Prisons & Correctional Services	39500-83000	55200-115300
	Welfare Officer Grade I	45800-89000	63700-123700
a	Welfare Officer Grade II	39500-83000	55200-115300
	'Deputy Superintendent', Central Prison / District Jail ; 'Superintendent', Special Sub Jail / Borstal School; 'Law Lecturer', SICA	39500-83000	55200-115300
	'Deputy Superintendent', Women Prison	39500-83000	55200-115300
	Accounts Officer	36600-79200	51400-110300
	'Assistant Superintendent Grade I', Women's Prison	30700-65400	43400-91200
	'Armourer', SICA ; 'Training Officer', SICA; 'Supervisor', Open Prison / Borstal School; 'Store Keeper', Open Prison; 'Superintendent', Sub Jail	30700-65400	43400-91200
	Assistant Superintendent Grade II	29200-62400	41300-87000
	Female Assistant Superintendent Grade II	29200-62400	41300-87000
	Deputy Prison Officer / Chief Petty Officer	26500-56700	37400-79000
	Prison Officer	26500-56700	37400-79000
	Carpentry Instructor / Carpentry Foreman	25200-54000	35600-75400
	Weaving Instructor / Weaving Foreman	25200-54000	35600-75400
	Weaving Assistant	25200-54000	35600-75400
	Gate Keeper	25200-54000	35600-75400

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	P.D. Teacher	22200-48000	31100-66800
	Assistant Prison Officer / Petty Officer (Male / Female)	20000-45800	27900-63700
	Female Assistant Prison Officer	20000-45800	27900-63700
	Driver	20000-45800	27900-63700
	Driver cum Assistant Prison Officer	19000-43600	26500-60700
	Boot Foreman	19000-43600	26500-60700
	Blacksmithy Instructor	19000-43600	26500-60700
	Tailoring Instructor	19000-43600	26500-60700
	Physical Training Instructor	19000-43600	26500-60700
	Wireman	17500-39500	24400-55200
	Shoe Maistry	17500-39500	24400-55200
	Warder Attendant	17500-39500	24400-55200
	Clerical Attendant	17500-39500	24400-55200
	Sweeper-cum-Sanitation Worker	17000-37500	23700-52600
	Weaver	17000-37500	23700-52600

a Existing ratio 1:1 between Grade I and Grade II will continue

### **Posts held by Personnel of other Departments**

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Administrative Officer	As in PD	As in PD
Finance Officer	As in PD	As in PD
Medical Officer	As in PD	As in PD
Staff Nurse (Male)	As in PD	As in PD
Pharmacist	As in PD	As in PD
ECG Technician	As in PD	As in PD
Laboratory Assistant	As in PD	As in PD
Nursing Assistant	As in PD	As in PD

## B. ALLOWANCES

### (1) Footwear Allowance

Sl. No	Category	Rate per annum (₹)
1	Gardener	500
2	Full Time Sweeper	500
3	Part Time Sweeper	500

### (2) Special Allowance

Category	Rate per month (₹)
Deputy Inspector General of Prisons	280
Personal Assistant to Director General of Prisons	610
<i>Central Prisons</i>	
Medical Officer	200
Medical Officer (Ayurveda)	200
Lady Medical Officer	200
Compounder/Pharmacist	110
Gate Keeper	220
Prison Officer	220
Deputy Prison Officer	220
Assistant Prison Officer	220
Female Assistant Prison Officer	220
<i>Open Prison, Nettukaltheri</i>	
Superintendent	170
Agricultural Officer	170
Supervisor	140
Welfare Officer	140
Chief Accountant	140
Assistant Superintendent Grade I	170
Clerk	140
Deputy Prison Officer	140
Assistant Prison Officer	110
Pharmacist	110
Part Time Medical Officer	280

Category	Rate per month (₹)
<i>District Jail, Kozhikode</i>	
Compounder	110

**(3) Compensatory Allowance**

Category	Rate per month (₹)
Psychiatrist, Central Prison	330
District Medical Officer visiting Central Prison (for each visit)	170
Homoeo Medical Officer attending the Homoeo Clinic in the Central Prison, Thiruvananthapuram	330
Warder Attendant, Leprosy Sanatorium Nooranad	170

**(4) Risk Allowance**

Category	Rate per month (₹)
Superintendent, Sub Jail / Supervisor, Open Prison / Supervisor, Borstal School	110
Assistant Superintendent Grade I and II	110
Female Assistant Superintendent	110
Chief Petty Officer / Petty Officer	110
Prison Officer	110
Deputy Prison Officer	110
Gate Keeper	110
Assistant Prison Officer	110
<i>Open Prison Nettukaltheri</i>	
Assistant Superintendent Grade I	110
Deputy Prison Officer	110
Assistant Prison Officer	110

**(5) Non-Practising Allowance**

Category	Rate per month (₹)
Medical Officer, Central Prisons, Thiruvananthapuram, Viyyur and Kannur	720

**(6) Uniform Allowance**

<b>Category</b>	<b>Rate per annum (₹)</b>
Deputy Inspector General of Prisons	5000
Superintendent, Prisons	5000
Joint Superintendent	5000
Deputy Superintendent	5000
Principal, State Institute of Correctional Administration	5000
Assistant Superintendent Grade I / Grade II	5000
Chief Petty Officer	5000
Petty Officer	5000
Prison Officer	5000
Deputy Prison Officer	5000
Gate Keeper	5000
Assistant Prison Officer	5000
Driver cum Assistant Prison Officer	5000
Senior Lecturer / Lecturer, SICA	5000

**(7) Additional Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
<b>1. Day off Allowance (Rate per day)</b>	
Assistant Superintendent Grade I	250
Assistant Superintendent Grade II	220
Chief Petty Officer	200
Petty Officer	200
Prison Officer	200
Deputy Prison Officer	200
Gate Keeper	200
Assistant Prison Officer	200
<b>2. Prisons Special Allowance*</b>	
Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Women Open Prison/Special Sub Jail/ Borstal School	250
Deputy Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Women Open Prison	250



<b>Category</b>	<b>Rate per month (₹)</b>
Principal, State Institute of Correctional Administration	250
Joint Superintendent	250
Deputy Superintendent, Special Sub Jail	220
Superintendent, Sub Jail/ Supervisor, Open Prison/ Supervisor, Borstal School	220
Assistant Superintendent Grade I	220
Assistant Superintendent Grade II	200
Chief Petty Officer	170
Petty Officer	170
Prison Officer	170
Deputy Prison Officer	350
Gate Keeper	250
Assistant Prison Officer	350
Driver cum Assistant Prison Officer	170
P.D. Teacher	170
Weaving Instructor / Weaving Foreman	170
Weaving Assistant	170
Pharmacist	170
Boot Foreman	170
Weaver	150
<i>*Smartness Allowance, Special Allowance, Water &amp; Electricity charges now existing under Additional Special Allowance in Annexure XIII are subsumed into Prisons Special Allowance</i>	
<b>Central Prison, Press Thiruvananthapuram</b>	
<b>Special Allowance</b>	
Assistant Superintendent	170
General Foreman	150
Class III Employees	140
Class IV Employees	130

## 69. PUBLIC WORKS

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Chief Engineer	93000-120000	129300-166800
	Deputy Chief Engineer / Superintending Engineer/ Director	85000-117600	118100-163400
	Executive Engineer (HG)/ Joint Director (HG)/Executive Engineer General (HG)/ Senior Structural Engineer (HG)/ Senior Bridge Engineer (HG)/ Senior Highway Engineer(HG)/ Senior Geotechnical Engineer(HG)/ Senior Environmental Engineer(HG)	77400-115200	107800-160000
a	Executive Engineer / Joint Director/ Executive Engineer General/ Senior Structural Engineer/ Senior Bridge Engineer/ Senior Highway Engineer/ Senior Geotechnical Engineer/ Senior Environmental Engineer	68700-110400	95600-153200
	Assistant Executive Engineer (HG)/ Deputy Director( HG)/ Assistant Executive Engineer (Technical)(HG) / Structural Engineer(HG)/ Bridge Engineer(HG)/ Highway Engineer(HG)/ Geotechnical Engineer(HG)/ Environmental Engineer(HG)/ Material Engineer(HG)	45800-89000	63700-123700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
b	Assistant Executive Engineer / Deputy Director/ Assistant Executive Engineer (Technical)/ Structural Engineer/ Bridge Engineer/ Highway Engineer/ Geotechnical Engineer/ Environmental Engineer/ Material Engineer	42500-87000	59300-120900
	Assistant Engineer / Assistant Director/ Assistant Structural Engineer/ Assistant Bridge Engineer/ Assistant Highway Engineer/ Assistant Geotechnical Engineer/ Assistant Electrical Design Engineer/ Assistant Plumbing Design Engineer/ Assistant HVAC Engineer/ Assistant Material Engineer/ Assistant Traffic Engineer	39500-83000	55200-115300
	System Programmer	35700-75600	50200-105300
	Draftsman Grade I / Overseer Grade I	26500-56700	37400-79000
	Research Assistant	26500-56700	37400-79000
	Foreman	26500-56700	37400-79000
	Scientific Assistant	26500-56700	37400-79000
	Draftsman Grade II / Overseer Grade II	22200-48000	31100-66800
	Overseer Grade III/ Tracer	19000-43600	26500-60700
	<b>Architectural Wing</b>		
	Chief Architect	93000-120000	129300-166800
	Deputy Chief Architect	85000-117600	118100-163400
	Senior Architect (HG)	77400-115200	107800-160000
a	Senior Architect	68700-110400	95600-153200
b	Deputy Architect (HG)	45800-89000	63700-123700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Technical Assistant (Architecture)(HG)	45800-89000	63700-123700
b	Deputy Architect	40500-85000	56500-118100
	Technical Assistant (Architecture)	40500-85000	56500-118100
	Architectural Assistant	39500-83000	55200-115300
	Architectural Draftsman Grade I	26500-56700	37400-79000
	Architectural Draftsman Grade II	22200-48000	31100-66800
	Architectural Draftsman Grade III	19000-43600	26500-60700
	<b>Electrical &amp; Electronics Wing</b>		
	Chief Electrical Engineer	85000-117600	118100-163400
	Executive Engineer (HG)	77400-115200	107800-160000
a	Exe.Engineer ( Elec/ Electronics)	68700-110400	95600-153200
	Assistant Executive Engineer (HG)	45800-89000	63700-123700
b	Assistant Executive Engineer (Electrical/ Electronics)	42500-87000	59300-120900
	Assistant Engineer (Electrical/ Electronics)	39500-83000	55200-115300
	Draftsman Grade I / Overseer Grade I	26500-56700	37400-79000
	Engineering Assistant (Electronics)	26500-56700	37400-79000
	Refrigerator Mechanic/Generator Mechanic	26500-56700	37400-79000
	Draftsman Grade II/ Overseer Grade II	22200-48000	31100-66800
	Lineman	19000-43600	26500-60700
	<b>Rest House Staff</b>		
	Manager Grade I	30700-65400	43400-91200
	Manager Grade II	19000-43600	26500-60700
	Caretaker	17500-39500	24400-55200

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Butler	17000-37500	23700-52600
	Maity	16500-35700	23000-50200
	Dhoby	16500-35700	23000-50200
	Cook	16500-35700	23000-50200
	Rest House Attender	16500-35700	23000-50200
c	<b>Mechanical Wing</b>		
	<b>Miscellaneous staff</b>		
	Plumbing Inspector	22200-48000	31100-66800
	Fitter	18000-41500	25100-57900
	Assistant Pump Operator	17500-39500	24400-55200
	Ferryman	17500-39500	24400-55200
	Skilled Worker	17500-39500	24400-55200
	Head Gardener	17500-39500	24400-55200
	Gardener	17000-37500	23700-52600
	Watchman cum Cook/ Cook cum Watchman	17000-37500	23700-52600
	Worker Grade I	17000-37500	23700-52600
	Worker Grade II	16500-35700	23000-50200
	Lascar	16500-35700	23000-50200
	Watcher cum Gardener	16500-35700	23000-50200
	Full-Time Sweeper/ Scavenger	16500-35700	23000-50200
	Sweeper cum Cleaner	16500-35700	23000-50200

a 25% Higher Grade will continue.

b Existing 1/3rd HG will continue.

c Administrative Control of Mechanical wing is under Irrigation department and the posts have been placed under the schedule of Irrigation Department.

#### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Financial Assistant	As in PD	As in PD

	Divisional Accounts Officer	As in PD	As in PD
	Assistant Geologist	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Statistical Investigator Gr I/ Statistical Assistant Gr I	As in PD	As in PD
	Statistical Investigator Gr II/ Statistical Assistant Gr II	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Lift Operator	140
<b>(Design, Research, Investigation and Quality Control Board)</b>	
Chief Engineer	880
Superintending Engineer (Director)	660
Executive Engineer (Joint Director)	660
Assistant Executive Engineer (Deputy Director)	550
Assistant Engineer (Assistant Director)	550
All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.)	390
Manager Gr.II of Rest Houses	220
Rain Coat Allowance to Ferryman <b>per year</b>	330

### (2) Compensatory Allowance

Category	Rate per month (₹)
Ferry Man	220
Watchman in the PWD Rest House	110

### (3) Uniform Allowance

Category	Rate per Annum (₹)
Lift Operator	2700
Ferryman	2700

## 70. REGISTRATION

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Inspector General of Registration	81000-117600	112800-163400
	Joint Inspector General of Registration	68700-110400	95600-153200
	Deputy Inspector General of Registration	55350-101400	77200-140500
	District Registrar/ Asst IG of Registration	42500-87000	59300-120900
	Sub Registrar/ Chitty Inspector/ Chitty Auditor/ Chitty Prosecuting Inspector/ Cashier	36600-79200	51400-110300
	Binding Supervisor	25200-54000	35600-75400

### Posts held by Personnel of other Departments

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD

## B. ALLOWANCES

### (1) Permanent Travelling Allowance

Category	Rate per Month (₹)	Area of Jurisdiction	Average number of days of tour in a month
Chitty Auditor	440	One District	20
Chitty Auditor	500	More than One District	20

## 71. SAINIK WELFARE

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	68700-110400	95600-153200
Deputy Director/ Zila Sainik Welfare Officer.	42500-87000	59300-120900
Assistant Director/ Assistant Zila Sainik Welfare Officer(HG)	39500-83000	55200-115300
Assistant Director/ Assistant Zila Sainik Welfare Officer	35700-75600	50200-105300
Welfare Organiser	26500-56700	37400-79000

### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Administrative Officer	As in PD	As in PD
Finance Officer	As in PD	As in PD
Junior Employment Officer	As in PD	As in PD



## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Director	830

## 72. SCHEDULED CASTE DEVELOPMENT

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Additional Director	77400-115200	107800-160000
	Joint Director	68700-110400	95600-153200
	Deputy Director	45800-89000	63700-123700
a	District Development Officer (HG)	45800-89000	63700-123700
	District Development Officer	42500-87000	59300-120900
	Training Officer	42500-87000	59300-120900
a	Asst. District Development Officer to SC(HG)	42500-87000	59300-120900
	Asst. District Development Officer to SC	40500-85000	56500-118100
	SC Development Officer Gr I/ Chief Publicity Officer / Sr. Superintendent	36600-79200	51400-110300
	Special Officer for colonization/ Special Taluk Development Officer	35700-75600	50200-105300
	Inspector of Training	35700-75600	50200-105300

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	SC Development Officer Gr II	30700-65400	43400-91200
	Instructor in Stenography	29200-62400	41300-87000
	Training Superintendent/ Assistant Inspector of Training	30700-65400	43400-91200
	Training Instructor	26500-56700	37400-79000
	Nursery School Teacher	25200-54000	35600-75400
b	Pre- Matric Hostel Warden (Sr Gr)	25200-54000	35600-75400
	Pre- Matric Hostel Warden (HG)	22200-48000	31100-66800
	Steward	-	26500-60700
	Pre-Matric Hostel Warden	19000-43600	26500-60700
	Ayah	16500-35700	23000-50200
	Helper/ Mess Boy	16500-35700	23000-50200

a 30 % HG will continue.

b Existing ratio of 1:1:1 will continue.

#### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Chief Planning Officer	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant Gr II	As in PD	As in PD
	Principal, Pre-examination Training Centre	As in PD	As in PD

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Lecturer	As in PD	As in PD
	Junior Co-operative Inspector	As in PD	As in PD
	Revenue Inspector	As in PD	As in PD
	Field Assistant	As in PD	As in PD

## B. ALLOWANCES

### (1) Permanent Travelling Allowance

Category	Rate per Month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
Scheduled Caste Development Officer Gr.I	390	One Taluk	15
Scheduled Caste Development Officer Gr.II	330	One Block	15

## 73. SCHEDULED TRIBES DEVELOPMENT

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Joint Director	68700-110400	95600-153200
	Deputy Director/ Project Officer/ Manager	55350-101400	77200-140500
	Assistant Director/ Tribal Development Officer	40500-85000	56500-118100
	Assistant Project Officer/ Assistant	39500-83000	55200-115300

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Tribal Development Officer		
	Special Extension Officer	35700-75600	50200-105300
	Training Officer	35700-75600	50200-105300
	Tribal Extension Officer	30700-65400	43400-91200
	Industrial Supervisor	30700-65400	43400-91200
	Manager (Model Residential School)	30700-65400	43400-91200
	Sports Coach (Hockey)	27800-59400	39300-83000
	Supervisor	25200-54000	35600-75400
	Nursery School Teacher	25200-54000	35600-75400
a	Senior Clerk/ Senior Clerk-Warden	25200-54000	35600-75400
	Clerk/ Clerk-Warden	19000-43600	26500-60700
	Instructor	18000-41500	25100-57900
	Data Entry Operator	19000-43600	26500-60700
b	Cook (Sr Gr)	17500-39500	24400-55200
	Cook Gr I	17000-37500	23700-52600
	Cook Gr II	16500-35700	23000-50200
	Record Attender	17500-39500	24400-55200
	Ayah	16500-35700	23000-50200
	Watchman/ Security	16500-35700	23000-50200

a Existing ratio of 1:1 will continue.

b Existing ratio of 1:1:1 will continue.

#### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Asst: Director (SPC)	As in PD	As in PD

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Medical Officer	As in PD	As in PD
	Assistant Executive Engineer	As in PD	As in PD
	Assistant Engineer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Overseer	As in PD	As in PD
	Statistical Investigator Gr II / Statistical Assistant Gr II	As in PD	As in PD
	Pharmacist	As in PD	As in PD
	Junior Public Health Nurse	As in PD	As in PD
	Principal	As in PD	As in PD
	Graduate Teacher	As in PD	As in PD
	Head Master	As in PD	As in PD
	Special Teacher	As in PD	As in PD
	Manager-cum-Resident Tutor	As in PD	As in PD
	Medical Officer (ISM)	As in PD	As in PD

## **B. ALLOWANCES**

### **(1) Compensatory Allowance**

<b>Category</b>	<b>Rate Per Month (₹)</b>
<b>Staff working in Hostels</b>	
Cook	170
Full Time Sweeper	170
Mess boy	170
Helper	170

### **(2) Uniform Allowance**

<b>Category</b>	<b>Rate per Annum (₹)</b>
Cook	2700
Watchman	2700

### (3) Permanent Travelling Allowance

Category	Rate per Month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
Tribal Extension Officer	330	Over 1 Block	15
Tribal Extension Officer	440	Over 2 Blocks	15
Tribal Extension Officer	550	Over Three Blocks	15

## 74. SOCIAL JUSTICE

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	IAS	IAS
Additional Director	68700-110400	95600-153200
Joint Director	55350-101400	77200-140500
Assistant Director	42500-87000	59300-120900
District Social Justice Officer	40500-85000	56500-118100
Probation Officer Gr I	39500-83000	55200-115300
Superintendent Gr I	35700-75600	50200-105300
Probation Officer Gr II	30700-65400	43400-91200
Superintendent Gr II	29200-62400	41300-87000
Supervisor, Vocational Training Centre	27800-59400	39300-83000
Social Scientist	27800-59400	39300-83000
Superintendent Gr III	27800-59400	39300-83000
Special Teacher	27800-59400	39300-83000
Social Education Assistant (Asha Bhavan)	25200-54000	35600-75400
Nursery Teacher	22200-48000	31100-66800
Instructor-Printing	22200-48000	31100-66800
Senior Instructor	20000-45800	27900-63700

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Matron Gr I	19000-43600	26500-60700
	House Master	19000-43600	26500-60700
	Instructor Book Binding	19000-43600	26500-60700
	Instructor(Tailoring & Embroidery)	19000-43600	26500-60700
	Instructor (Leather Works)	19000-43600	26500-60700
	Instructor(Plastic Works)	19000-43600	26500-60700
	Instructor (Pottery & Mat Weaving)	19000-43600	26500-60700
	Part- time Tailoring Instructor	18000-41500	25100-57900
	Cook	17000-37500	23700-52600
	Ayah	17000-37500	23700-52600
	Male Attendant	17000-37500	23700-52600
	Female Attendant	17000-37500	23700-52600
	Watchman	16500-35700	23000-50200
	Watchwoman	16500-35700	23000-50200
	Honorary Psychiatrist	4000 Fixed Pay	5000 Fixed Pay
	Part Time Psychiatrist	4000 Fixed Pay	5000 Fixed Pay
	Part Time Medical Officer	4000 Fixed Pay	5000 Fixed Pay

**Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Finance Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per Month (₹)
Superintendents of Homes for the Mentally Retarded	390
Ayahs of the above Homes	330
Part Time Medical Officer	200

### (2) Additional Special Allowance

Category	Rate per Month (₹)
<b>1.Day Off Allowance</b>	
Cook	140
<b>2.Special Allowance</b>	
Superintendent, Govt. Children's Home and Special Schools.	200
Ayah /Watchman	130

### (3) Permanent Conveyance Allowance

Category	Rate per month (₹)	Area of Jurisdiction
City Probation Officer	420	Corporation Area

## 75. SOIL SURVEY AND SOIL CONSERVATION

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	85000-117600	118100-163400
Additional Director of Soil Conservation	81000-117600	112800-163400



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Joint Director of Soil Conservation	68700-110400	95600-153200
	Deputy Director of Soil Conservation	45800-89000	63700-123700
	Assistant Director	42500-87000	59300-120900
	District Soil Conservation Officer	40500-85000	56500-118100
	Assistant Engineer	39500-83000	55200-115300
	Soil Conservation Officer	39500-83000	55200-115300
	Field Assistant Sr. Grade	29200-62400	41300-87000
	Overseer Gr. I	26500-56700	37400-79000
	Draftsman Grade I	26500-56700	37400-79000
	Field Assistant Grade-I	26500-56700	37400-79000
	Surveyor	22200-48000	31100-66800
	Draftsman Gr.II	22200-48000	31100-66800
a	Field Assistant Grade-II	20000-45800	27900-63700
	Tracer	19000-43600	26500-60700
	Work Superintendent	19000-43600	26500-60700
<b>SOIL SURVEY</b>			
	Additional Director	81000-117600	112800-163400
	Principal Soil Chemist	68700-110400	95600-153200
	Deputy Director	45800-89000	63700-123700
	Assistant Director	42500-87000	59300-120900
	Senior Chemist	40500-85000	56500-118100
	Soil Survey Officer	39500-83000	55200-115300
	Research Asst. / Technical Asst	39500-83000	55200-115300
	Cartographer	39500-83000	55200-115300
	Field Officer	35700-75600	50200-105300

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Laboratory Assistant	22200-48000	31100-66800
	Blue Printer	17000-37500	23700-52600
	Laboratory Attender	17000-37500	23700-52600

a Ratio 5:3:2 among Grade II, Grade I and Senior Grade will continue

#### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

### **76. SPORTS AND YOUTH AFFAIRS**

#### **CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Director	IAS	IAS
	Additional Director		77200-140500
	Physiotherapist		43400-91200
	Sports Demonstrator	26500-56700	37400-79000
	Staff Nurse Gr II	25200-54000	35600-75400
	Electrician	17500-39500	24400-55200
	Hospital Attendant	16500-35700	23000-50200
	Ambulance Assistant	16500-35700	23000-50200

#### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Finance Officer	As in PD	As in PD
	Medical Officer	As in PD	As in PD

## 77. STATE AUDIT

### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	89000-120000	123700-166800
	Joint Director	85000-117600	118100-163400
	Senior Deputy Director	77400-115200	107800-160000
a	Deputy Director (HG)	68700-110400	95600-153200
	Deputy Director	45800-89000	63700-123700
b	Audit Officer (HG)	40500-85000	56500-118100
	Audit Officer	36600-79200	51400-110300
c	Assistant Audit Officer	32300-68700	45600-95600
	Senior Grade Auditor	30700-65400	43400-91200
	Auditor	27800-59400	39300-83000
b	Office Superintendent (HG)	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
c	Confidential Assistant Senior Grade	30700-65400	43400-91200
	Confidential Assistant Grade I	27800-59400	39300-83000
	Confidential Assistant Grade II	20000-45800	27900-63700
d	Computer Assistant (Selection Grade)	32300-68700	45600-95600
	Computer Assistant (Senior Grade)	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700

- a 1/3<sup>rd</sup> HG will continue
- b Grade ratio will be 1:1
- c Grade ratio of 1:1:1 will continue
- d Grade ratio 1:1:1:1 will continue

## 78. STATE CENTRAL LIBRARY

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	State Librarian	68700-110400	95600-153200
	Deputy State Librarian	45800-89000	63700-123700
	Librarian Grade I	40500-85000	56500-118100
	Librarian Grade II	35700-75600	50200-105300
	Librarian Grade III	30700-65400	43400-91200
	System Administrator	27800-59400	39300-83000
	Librarian Grade IV	22200-48000	31100-66800
	Xerox Operator	18000-41500	25100-57900
	Janitor	17000-37500	23700-52600

### B. ALLOWANCES

#### (1) Uniform Allowance

Category	Rate per Annum (₹)
Sergeant	2700
Full Time Gardner	2700
Full Time Scavenger cum Sweeper	2700
Part Time Gardener	2700

## 79. STATE GOODS AND SERVICES TAX

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Commissioner of State Tax*	IAS	IAS
	Additional Commissioner of State Tax*	IAS	IAS
	Joint Commissioner of State Tax*	85000-117600	118100-163400
	Deputy Commissioner of State Tax (HG)*	81000-117600	112800-163400
a	Deputy Commissioner of State Tax*	77400-115200	107800-160000
	Assistant Commissioner of State Tax (HG)*	68700-110400	95600-153200
b	Assistant Commissioner of State Tax*	45800-89000	63700-123700
	State Tax Officer (HG)*	40500-85000	56500-118100
c	State Tax Officer	39500-83000	55200-115300
	Assistant State Tax Officer	30700-65400	43400-91200

a 25% of the posts will be in HG

b 1/3<sup>rd</sup> Higher Grade will continue

c 25% of State Tax Officer will be in HG

\* New Designations as per G.O.(P)No.94/2017/Taxes dated 29.07.2017. These designations may be read as Commissioner of State Tax, Special Commissioner of State Tax, Additional Commissioner of State Tax, Joint Commissioner of State Tax (HG), Joint Commissioner of State Tax, Deputy Commissioner of State Tax (HG), Deputy Commissioner of State Tax and Assistant Commissioner of State Tax respectively with effect from 10.03.2020 in terms of G.O.(Ms)No.27/2020/ Taxes dated 10.03.2020, without any changes in scales of pay.

#### Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Finance Officer	As in PD	As in PD
	Statistical Officer	As in PD	As in PD

	Senior Research Assistant	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Junior Statistical Inspector	As in PD	As in PD

## B. ALLOWANCES

### Permanent Travelling Allowance

Category	Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
State Tax Officer (HG)# / State Tax Officer	550	1 Taluk and below	15
State Tax Officer (HG)# / State Tax Officer	660	more than 1 Taluk and below 2 taluks	15
State Tax Officer (HG)# / State Tax Officer	720	more than 2 taluk but less than 4	15
State Tax Officer (HG)# / State Tax Officer	770	4 Taluks and more	15

# May be read as Assistant Commissioner of State Tax w.e.f 10.03.2020 in terms of G.O.(Ms)No.27/2020/Taxes dated 10.03.2020

## 80. STATE INSURANCE

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director of Insurance	77400-115200	107800-160000
	Deputy Director of Insurance	45800-89000	63700-123700
a	Assistant Director/District Insurance Officer (HG)	42500-87000	59300-120900
	Assistant Director/District Insurance Officer	40500-85000	56500-118100
b	Development Officer/ Inspector/ Accounts Officer (HG)	40500-85000	56500-118100
	Development Officer/ Inspector/ Accounts Officer	36600-79200	51400-110300

a Existing ratio of 4 :1 will continue.

b. Existing ratio of 3 :1 will continue.

## Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Law Officer	As in PD	As in PD

### B. ALLOWANCES

#### (1) Special Allowance:

Category	Rate per Month (₹)
Director	440

### 81. STATE LOTTERIES

#### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Joint Director	68700-110400	95600-153200
	Deputy Director	45800-89000	63700-123700
	District Lottery Officer	40500-85000	56500-118100
	Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer (HG)	39500-83000	55200-115300
a	Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer	36600-79200	51400-110300
	Attender cum Packer	17000-37500	23700-52600

a. 25% HG will continue.

## Posts held by Personnel of other Departments

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Finance Officer	As in PD	As in PD
	Finance Officer (Karunya Benevolent Fund)	As in PD	As in PD
	Publicity Officer	As in PD	As in PD
	Accounts officer (Internal Audit)	As in PD	As in PD
	Senior Auditor	As in PD	As in PD

### B. ALLOWANCES

#### Compensatory Allowance

Category	Rate per month (₹)
District Lottery Officer	500
Senior Superintendent/ Assistant District Lottery Officer	500
Class III Officers	440
Class IV Officers (including Attender-cum-Packer and Driver)	370

## 82. STATE PLANNING BOARD

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Member Secretary	IAS	IAS
	Chief (Plan Co-ordination Division)	89000-120000	123700-166800
	Chief (Agriculture Division)	89000-120000	123700-166800
	Chief (Industry and Infrastructure Division)	89000-120000	123700-166800
	Chief (Social Service Division)	89000-120000	123700-166800
	Chief (Evaluation Division)	89000-120000	123700-166800



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Chief (Perspective Planning Division)	89000-120000	123700-166800
	Chief (Decentralized Planning Division)	89000-120000	123700-166800
	Joint Director (Selection Grade)	77400-115200	107800-160000
	Joint Director/District Planning Officer	68700-110400	95600-153200
	Agronomist	60900-103600	85000-143600
	Programmer	45800-89000	63700-123700
	Plan Publicity Officer	45800-89000	63700-123700
	Deputy Director/Deputy District Planning Officer	45800-89000	63700-123700
	Deputy Director (Agriculture)	45800-89000	63700-123700
	Deputy Director (Plan Co-ordination)	45800-89000	63700-123700
	Assistant Director/ Assistant District Planning Officer	40500-85000	56500-118100
	Sr. Gr. Librarian	42500-87000	59300-120900
	Assistant Programmer	40500-85000	56500-118100
	Publication Officer	40500-85000	56500-118100
	Research Officer	39500-83000	55200-115300
	Personal Assistant	39500-83000	55200-115300
	Research Assistant	35700-75600	50200-105300
	Draftsman	25200-54000	35600-75400

### **Posts held by Personnel of other Departments**

Senior Administrative Officer	As in PD	As in PD
Finance Officer	As in PD	As in PD
Librarian	As in PD	As in PD

### **Personal Staff of Vice Chairman**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Special Private Secretary	68700-110400	95600-153200
	Private Secretary	45800-89000	63700-123700
	Addl. Private Secretary	40500-85000	56500-118100
	Personal Assistant	36600-79200	51400-110300

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Addl. Personal Assistant	35700-75600	50200-105300
	Section Officer	35700-75600	50200-105300
	Assistant/Clerk (Graduate)	26500-56700	37400-79000
	Assistant / Clerk (Non Graduate)	22200-48000	31100-66800
	Typist (with higher English and lower Malayalam)	26500-56700	37400-79000
	Other Typist	22200-48000	31100-66800
	Assistant	26500-56700	37400-79000
	Confidential Assistant	20000-45800	27900-63700
	Chauffeur	19000-43600	26500-60700
	Driver	18000-41500	25100-57900
	Office Attendant / Cook / Attender cum cook / Peon cum sweeper / Peon cum messenger	16500-35700	23000-50200

### **Employees in the Project Financing Cell**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Project Director	IES	IES
	Financial Consultant	As in PD	As in PD
	Legal Consultant	As in PD	As in PD
	Section Officer	As in PD	As in PD
	Technical/ Office Assistant	As in PD	As in PD
	CA to Director	As in PD	As in PD
	Data Entry Operator	20000-45800	27900-63700
	Driver	18000-41500	25100-57900
	Office Attendant	16500-35700	23000-50200

### **B. ALLOWANCES**

#### **(1) Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
Private Secretary / Additional Private Secretary / Special Private Secretary to Vice Chairman	830
Chiefs of different Planning Divisions	770

Category	Rate per month (₹)
Personal Assistant / Technical Assistant	610
Driver	550
Office Attendant / Security Staff	360
Cook	360
Chowkidar	140

**(2) Uniform Allowance**

Category	Rate per annum (₹)
Cook	2700
Full Time Sanitary Worker	2700
Chowkidar	2700

**83. STATE TRANSPORT APPELLATE TRIBUNAL**

**A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Tribunal	NJPC	NJPC
	Sheristadar	42500-87000	As in PD
	Bench Clerk	30700-65400	As in PD
	Court Keeper	17000-37500	As in PD

## 84. STATE WATER TRANSPORT

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	68700-110400	95600-153200
	<b>Operating Wing</b>		
	Traffic Superintendent	35700-75600	50200-105300
	Assistant Traffic Superintendent	30700-65400	43400-91200
	Station Master Gr. I	26500-56700	37400-79000
	Checking Inspector Grade I	26500-56700	37400-79000
a	Checking Inspector Grade II	25200-54000	35600-75400
a	Station Master Gr. II	22200-48000	31100-66800
	Checker	22200-48000	31100-66800
	Boat Master	20000-45800	27900-63700
	Boat Syrang	19000-43600	26500-60700
	Boat Driver	19000-43600	26500-60700
	Boat Lascar Grade I	18000-41500	25100-57900
a	Boat Lascar Grade II	17500-39500	24400-55200
	<b>Repair and Maintenance Wing</b>		
	Mechanical Engineer	45800-89000	63700-123700
	Works Manager	40500-85000	56500-118100
	Asst. Works Manager	35700-75600	50200-105300
	Store Keeper	27800-59400	39300-83000
	Foreman	27800-59400	39300-83000
	Chargeman	26500-56700	37400-79000
	Smithy Chargeman	26500-56700	37400-79000
	Mechanic	25200-54000	35600-75400
	Chargeman (Carpenter)	22200-48000	31100-66800
	Time Keeper	22200-48000	31100-66800
	Fitter Gr.I	22200-48000	31100-66800
	Black Smith Gr.I	22200-48000	31100-66800

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Armature Winder	19000-43600	26500-60700
	Moulder	19000-43600	26500-60700
	Pattern Maker	19000-43600	26500-60700
	Assistant Charge man (Carpenter)	19000-43600	26500-60700
	Charge man (Caulker)	18000-41500	25100-57900
	Fitter Gr.II	18000-41500	25100-57900
	Pump Operator	18000-41500	25100-57900
	Assistant Store Keeper	18000-41500	25100-57900
	Black Smith Gr.II	18000-41500	25100-57900
	Battery Charger	18000-41500	25100-57900
	Upholsterer	18000-41500	25100-57900
	Carpenter	18000-41500	25100-57900
	Electrician	18000-41500	25100-57900
	Welder	18000-41500	25100-57900
	Turner	18000-41500	25100-57900
	Machinist	18000-41500	25100-57900
	Caulker	17500-39500	24400-55200
	Painter	17500-39500	24400-55200
	Coolie Worker	16500-35700	23000-50200
	Oil Supplier	7500+D.A	10350+D.A

a 1/3<sup>rd</sup> of the posts will be in higher grade

### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Finance Officer	As in PD	As in PD

### **B. ALLOWANCES**

#### **(1) Footwear Allowance**

<b>Category</b>	<b>Rate per Annum (₹)</b>
Boat Lascar	500
Chargeman	500

<b>Category</b>	<b>Rate per Annum (₹)</b>
Smithy Chargeman	500
Mechanic	500
Chargeman (Carpenter)	500
Assistant Chargeman (Carpenter)	500
Caulker Chargeman	500
Caulker	500
Carpenter	500
Fitter	500
Blacksmith	500
Time Keeper	500
Armature Winder	500
Battery Charger	500
Painter	500
Upholsterer	500
Moulder	500
Patternmaker	500
Pump Operator	500
Electrician	500
Welder	500
Turner	500
Coolie Worker	500
Machinist	500
Foreman	500
Storekeeper/ Assistant Storekeeper	500
Boat Driver	500

## **(2) Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
Boat Master	350
Boat Syrang	350

Boat Driver	350
Boat Lascar	350
Tool kit allowance	110
<b>Running Bata</b>	
Running Bata @ ₹ 8.00 per hour, Stay Bata @ ₹ 5.00 per hour and Special Bata @ ₹ 15.00 per hour	
<b>Employees in Rescue Boat</b>	
Special Bata @Rs.30 per duty to each of the three employees who are engaged in rescue duty in Rescue Boat.	

### (3) Compensatory Allowance

Category	Rate per month (₹)
Running Staff	110
Dock & Repair Staff	110

### (4) Risk Allowance

Category	Rate per month (₹)
Running Staff	220

### (5) Uniform Allowance

Category	Rate per Annum (₹)
Boat Master	2700
Boat Syrang	2700
Boat Driver	2700
Boat Lascar	2700
Boat Lascar - Rain Coat Allowance	500
Checking Inspector	2700
Checker	2700
Station Master	2700
Chargeman	2700
Smithy Chargeman	2700
Mechanic	2700
Chargeman (Carpenter)	2700
Assistant Chargeman (Carpenter)	2700
Caulker Chargeman	2700
Caulker	2700

Category	Rate per Annum (₹)
Carpenter	2700
Fitter	2700
Blacksmith	2700
Armature Winder	2700
Battery Charger	2700
Painter	2700
Upholsterer	2700
Moulder	2700
Patternmaker	2700
Pump Operator	2700
Electrician	2700
Welder	2700
Turner	2700
Coolie Worker	2700
Machinist	2700

## 85. STATIONERY

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Controller of Stationery	68700-110400	95600-153200
	Deputy Controller of Stationery	45800-89000	63700-123700
	Assistant Controller of Stationery	42500-87000	59300-120900
	Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/ Inspector of Stationery/ Senior Superintendent (HG)	40500-85000	56500-118100
a	Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/ Inspector of Stationery/ Senior Superintendent	36600-79200	51400-110300
	Chief Foreman	36600-79200	51400-110300
	Mechanical Foreman	30700-65400	43400-91200
	Assistant Foreman	29200-62400	41300-87000
	Mechanic HG	26500-56700	37400-79000



Packer/ Store Assistant/ Store Attender	17000-37500	23700-52600
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a 25% Higher Grade will continue.

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Mechanic attending to the duty of winding the secretariat Tower Clock	180

### (2) Compensatory Allowance

Category	Rate per month (₹)
Packer/Store Assistant/ Store Attendant	110

## 86. SURVEY AND LAND RECORDS

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Additional Director (Technical)	77400-115200	107800-160000
	Joint Director (Field wing)	68700-110400	95600-153200
	Deputy Director (Senior Grade) (Field Wing)	60900-103600	85000-143600
	Deputy Director (Senior Grade) (Office Wing)	60900-103600	85000-143600
a	Deputy Director (Field Wing)	42500-87000	59300-120900
	Deputy Director (Office Wing)	42500-87000	59300-120900
	Assistant Director in charge of Central Survey Office, Thiruvananthapuram and Assistant Director (Mapping)	40500-85000	56500-118100
	Assistant Director of Survey and Land Records	40500-85000	56500-118100

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Technical Assistant (Higher Grade)	39500-83000	55200-115300
b	Technical Assistant	35700-75600	50200-105300
	Superintendent of Survey and Land Records (Higher Grade)	39500-83000	55200-115300
b	Superintendent of Survey and Land Records	35700-75600	50200-105300
c	Head Surveyor	32300-68700	45600-95600
	Head Draftsman	32300-68700	45600-95600
d	Draftsman Grade I	26500-56700	37400-79000
	Draftsman Grade II	22200-48000	31100-66800
d	Surveyor Grade I	26500-56700	37400-79000
	Surveyor Grade II	22200-48000	31100-66800
	Chainman	16500-35700	23000-50200
	Tracer	19000-43600	26500-60700
	Binder	17500-39500	24400-55200
	Pressman	17000-37500	23700-52600
	Printer	17500-39500	24400-55200
	Printing Expert	27800-59400	39300-83000
	Attender (Plate cleaning)	17500-39500	24400-55200
	Attender (Plate graining)	17500-39500	24400-55200
	Cutter	20000-45800	27900-63700
	Photographer	27800-59400	39300-83000

- a 25% of the post will be in Senior Grade  
b 1/3<sup>rd</sup> of the post will be in higher grade  
c The existing ratio 1:6 between Head Surveyor & Surveyor/Head Draftsman & Draftsman will continue.  
d Ratio between Grade I and Grade II posts will be 1:1

#### Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Finance Officer	As in PD	As in PD
Assistant Secretary (Deputy Collector)	As in PD	As in PD
Law Officer	As in PD	As in PD

## B. ALLOWANCES

### (1) Footwear Allowance

Category	Rate per annum (₹)
Surveyor	500

### (2) Special Allowance

Category	Rate per month (₹)
Instructor in Higher Survey/Instructor for Computer Draftsman Course (in the grade of Head Surveyor)	150
Instructor in Chain Survey in the grade of Surveyor Gr. I	140

### (3) Permanent Travelling Allowance

Category	Area of Jurisdiction	Average No. of days of tour in a month	Rate per month (₹)
Head Surveyor	1 or 2 Districts	15	390
Surveyor Grade I and Grade II	1 Taluk	15	280

### (4) Permanent Conveyance Allowance

Category	Area of Jurisdiction	Rate per month (₹)
Head Surveyor	Less than one Taluk	360
Surveyor Grade I and Grade II	Less than one Taluk	170

## 87. TECHNICAL EDUCATION

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	AICTE Scale	AICTE Scale
Senior Joint Director(EC/PS)	AICTE Scale	AICTE Scale
Joint Director(EC/PS)	AICTE Scale	AICTE Scale

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Joint Controller	AICTE Scale	AICTE Scale
	Deputy Director (Engg. College)	AICTE Scale	AICTE Scale
	Training Officer	AICTE Scale	AICTE Scale
	Principal(Engineering College)	AICTE Scale	AICTE Scale
	Dean	AICTE Scale	AICTE Scale
	Professor	AICTE Scale	AICTE Scale
	Associate Professor/Reader	AICTE Scale	AICTE Scale
	Assistant Professor (Engineering Colleges)	AICTE Scale	AICTE Scale
	Deputy Director (Polytechnic stream)	AICTE Scale	AICTE Scale
	Principal (Polytechnics / Institute of Printing Technology) (AICTE Qualified)	AICTE Scale	AICTE Scale
	Head of Department	AICTE Scale	AICTE Scale
	Lecturer in Engineering/Technology (Polytechnics)	AICTE Scale	AICTE Scale
	Principal (College of Fine Arts)	77400-115200	107800-160000
	Deputy Director (Dy. Controller of Technical Exams)	68700-110400	95600-153200
	Workshop Superintendent (Engg College)	68700-110400	95600-153200
	Principal (Polytechnics/Institute of Printing Technology)	68700-110400	95600-153200
	Professor Gr I (College of Fine Arts)	68700-110400	95600-153200
	Chief Technical Librarian	60900-103600	85000-143600
	Assistant Controller of Examination	42500-87000	59300-120900
	Assistant Director (SDC)	42500-87000	59300-120900
	Assistant Director (Project)	42500-87000	59300-120900
	Head of Section	42500-87000	59300-120900

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Professor Gr II (College of Fine Arts)	42500-87000	59300-120900
	Technical Officer	39500-83000	55200-115300
	Assistant Director (Regional Directorate)	39500-83000	55200-115300
	Project Officer (SITTR)	39500-83000	55200-115300
	Instructor Gr I	39500-83000	55200-115300
	System Analyst	42500-87000	59300-120900
	Lecturer in Engineering/Technology (Polytechnics)	39500-83000	55200-115300
	Lecturer in Computer Application & Business Management		55200-115300
	Lecturer in Instrumentation Engineering		55200-115300
	Lecturer in Printing Technology		55200-115300
	Lecturer in Textile Technology		55200-115300
	Workshop Superintendent (Polytechnics)	39500-83000	55200-115300
	Superintendent, Technical High Schools	39500-83000	55200-115300
	Lecturer (College of Fine Arts)	39500-83000	55200-115300
	Fine Arts Expert	36600-79200	51400-110300
	Chemist	36600-79200	51400-110300
a	Computer Programmer (HG)	40500-85000	56500-118100
	Computer Programmer	39500-83000	55200-115300
	Lecturer in Commerce/Commercial Practice	36600-79200	51400-110300
	Inspector of Industrial Schools	35700-75600	50200-105300
	Senior Art Instructor	35700-75600	50200-105300
a	Superintendent (Govt. Commercial Institute) (HG)	39500-83000	55200-115300

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Superintendent (Govt. Commercial Institute)	35700-75600	50200-105300
	Assistant Training Officer	30700-65400	43400-91200
	Head Draftsman / Draftsman Gr I	30700-65400	43400-91200
	Foreman/Workshop Foreman	30700-65400	43400-91200
	Senior Instructor in Shorthand	30700-65400	43400-91200
	Instructor in Commerce	30700-65400	43400-91200
	Instructor in Secretarial Practice & Business Correspondence	30700-65400	43400-91200
	Instructor (Engineering)	30700-65400	43400-91200
	Instructor (Govt. Commercial Institute)	30700-65400	43400-91200
	Instructor in Shorthand	29200-62400	41300-87000
	Development Officer	27800-59400	39300-83000
	Instrument Mechanic Gr I (WPTC)	27800-59400	39300-83000
	Instrument Mechanic Gr I	27800-59400	39300-83000
	Art Instructor	27800-59400	39300-83000
	Mural Expert	27800-59400	39300-83000
	Studio Assistant Gr I	27800-59400	39300-83000
	Demonstrator in Chemistry	27800-59400	39300-83000
	Instructor Gr II/ Workshop Instructor /Demonstrator in Engineering	29200-62400	41300-87000
	Draftsman Gr II/ Draftsman	29200-62400	41300-87000
	Trade Instructor (Sen. Grade)	29200-62400	41300-87000
	Trade Instructor Gr I	27800-59400	39300-83000
	Trade Instructor Gr II	25200-54000	35600-75400
	Assistant Instructor in Shorthand (GPTC)	26500-56700	37400-79000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Instructor-cum-Mechanic in Spinning	26500-56700	37400-79000
	Instructor Gr II (Textile Spinning/ Weaving & Textile Chemistry)	26500-56700	37400-79000
	Spinning Mechanic	26500-56700	37400-79000
	Assistant Instructor in Typewriting/ Stenography	26500-56700	37400-79000
	Mechanic in Textile Chemistry	26500-56700	37400-79000
	Mechanic in Textile Technology	26500-56700	37400-79000
	Assistant Instructor (Govt Commercial Institute)	26500-56700	37400-79000
	Assistant Instructor in Shorthand (WPTC)	25200-54000	35600-75400
	Instrument Mechanic Gr II	25200-54000	35600-75400
	Instructress (Tailoring & Garment Making Training)	25200-54000	35600-75400
	Instructor (Industrial Schools)	25200-54000	35600-75400
	Studio Assistant Gr II	19000-43600	26500-60700
	Typewriter Mechanic	18000-41500	25100-57900
	Tradesman	19000-43600	26500-60700
	Junior Instructor (Tailoring & Garment Making Training)	19000-43600	26500-60700
	Junior Instructor (Industrial Schools)	19000-43600	26500-60700
	Boiler Assistant	18000-41500	25100-57900
	Carpenter	18000-41500	25100-57900
	Welder-cum-Blacksmith	17000-37500	23700-52600
	Marker	17000-37500	23700-52600
	Studio Attender	17000-37500	23700-52600
	Clay Worker	16500-35700	23000-50200
	Ceramic Expert	27800-59400	39300-83000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Mechanic-cum-Electrician	17000-37500	23700-52600
	Instructor in Physical Education	26500-56700	37400-79000
	Technical Store Keeper	30700-65400	43400-91200
	Craft Instructor	25200-54000	35600-75400
	Pump Operator	18000-41500	25100-57900
	Boiler Mechanic	22200-48000	31100-66800
	Professor Gr.II (Aided Engineering Colleges and Polytechnics)	42500-87000	59300-120900
	Non-Engineering Lecturer (Aided Engineering Colleges and Polytechnics)	39500-83000	55200-115300
	Professor Gr.I (Aided Engineering Colleges and Polytechnics)	68700-110400	95600-153200
	Junior Instructor (Composing and printing, weaving, Raton, Book Binding)	18000-41500	25100-57900
	Matron	20000-45800	27900-63700
	Sick Room Attender	17000-37500	23700-52600
	Data Entry Operator (Aided Engineering Colleges)	26500-56700	37400-79000
	Library Assistant (Aided Engineering Colleges)	17000-37500	23700-52600
	Head Cook	17000-37500	23700-52600
	Cook	16500-35700	23000-50200
	Water Works Attender		23700-52600
	Waterman/Woman		23000-50200

a Higher Grade ratio 1:1 will continue



## B. ALLOWANCES

### (1) Special Allowance

Sl. No	Category	Rate per month(₹)
1	Principal, Engineering Colleges	500
2	Principal of Engineering Colleges where Part-time Courses are conducted	660
3	Principal of Polytechnics where Part-Time Diploma Courses are conducted at night	330
4	Driver-cum-Mechanic, Polytechnic Colleges	150
<b>Staff in the Examination wing of the Directorate</b>		
Pay Range of ₹ 29,500/- and above		280
Pay Range of ₹ 25,100/- and above but below ₹ 29,500/-		220
Pay Range of ₹ 23,700/- and above but below ₹ 25,100/-		180
Pay Range below ₹ 23,700/-		160

### (2) Compensatory Allowance

Category	Rate per month (₹)
<i>(i)Engineering College, Thiruvananthapuram</i>	
Librarian	140
Assistant Librarian	110
Library Attender	80
<i>(ii)M.Tech Course (Engineering College, Thiruvananthapuram</i>	
Teaching Staff(per hour)	170
Co-ordinator of the course	660
Clerk-cum-Typist Accountant	330
Class IV Employee	280
<i>(iii)Hostels and Engineering Colleges and Polytechnics</i>	
Warden (Above 200 inmates)	280
Warden (up to 200 inmates)	220
Resident Tutor	170

Category	Rate per month (₹)
<i>(iv) Pre Vocational Training Centre</i>	
Senior Craft Instructor	140
<i>(v) Part Time Staff engaged for teaching in both High Schools and Junior Technical Schools</i>	
For Technical Subjects(per hour)	110
For English and Non-Technical Subjects (per hour)	110

## 88. TOURISM

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Director (Eco Tourism)	IAS	IAS
	Additional Director (General)	IAS	IAS
	Additional Director (Hospitality General)	77400-115200	107800-160000
	Joint Director	68700-110400	95600-153200
	Deputy Director	45800-89000	63700-123700
a	Manager Gr.I (HG)	39500-83000	55200-115300
	Manager Gr-I	35700-75600	50200-105300
	Tourist Information Officer	35700-75600	50200-105300
	Personal Assistant to the Director	35700-75600	50200-105300
	Assistant Planning Officer	35700-75600	50200-105300
	Inspecting Officer	35700-75600	50200-105300
	Superintendent Kanakakunnu Palace	35700-75600	50200-105300
	Manager Gr-II	27800-59400	39300-83000
	Assistant Tourist Information Officer	27800-59400	39300-83000

	Head Chauffer	27800-59400	39300-83000
	Manager Gr-III	25200-54000	35600-75400
	Telephone Operator (HG)	22200-48000	31100-66800
	Chauffer Gr-I	25200-54000	35600-75400
a	Telephone Operator	18000-41500	25100-57900
	Steward	19000-43600	26500-60700
	Electrician	18000-41500	25100-57900
	Mechanic (Auto)	19000-43600	26500-60700
	AC Mechanic	20000-45800	27900-63700
b	Chauffer Gr-II	19000-43600	26500-60700
	Caretaker	18000-41500	25100-57900
	Butler	18000-41500	25100-57900
	Plumber	17500-39500	24400-55200
	Cook	17500-39500	24400-55200
	Gardener	17000-37500	23700-52600
	Hospitality Assistant	17500-39500	24400-55200

a. Existing 50% HG will continue.

b. The ratio of 1:1 will continue.

#### **Posts held by Personnel of other Departments**

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Sr. Administrative Officer	As in PD	As in PD
	Sr. Finance Officer	As in PD	As in PD
	Planning Officer	As in PD	As in PD
	Asst. Executive Engineer (Mechanical)	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Statistical Assistant Gr-I	As in PD	As in PD
	Statistical Assistant Gr-II	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Head Chauffeur	550
Chauffeur	500
Cleaner attached to File Van	170
Lascar attached to Central Stores, Thiruvananthapuram	170
<b>Out of State Allowance</b>	
<b>Tourist Information Office, Chennai/Mumbai/ Goa/ Kolkata and Mysore</b>	
Category	Rate per month (₹)
Tourist Information Officer	2750
Information Assistant	2200
Office Attendant	1650

### (2) Compensatory Allowance

Category	Rate per month (₹)
Hospitality Assistant of Guest House, Thiruvananthapuram , Ernakulam and Kozhikode	280
Hospitality Assistant in other Guest Houses	220
Manager ,Kerala House, Kanyakumari/Mumbai	330
Steward/Clerk ,Kerala House, Kanyakumari/Mumbai	250
Cook/Kitchen Mate/ Hospitality Assistant / Gardener /Lascar /Sweeper/Scavenger/ Watcher Kerala House, Kanyakumari/Mumbai	170

### (3) Uniform Allowance

Category	Rate per Annum (₹)
Head Chauffeur	3300
Chauffeur	3300
Manager	3000
Steward	2700
Cook	2700
Butler	2700
Hospitality Assistant	2700
Lascar/Sweeper	2700

### (4) Permanent Travelling Allowance

Category	Rate per month (₹)	Area of Jurisdiction	Average No. of days of tour in a month
Chauffeur	330	Revenue District in which posted	15

### (5) Permanent Conveyance Allowance

Category	Rate per month (₹)	Area of Jurisdiction
Manager, Residential Bungalow	360	

## 89. TREASURIES

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Director	85000-117600	118100-163400
Joint Director	68700-110400	95600-153200
Deputy Director	55350-101400	77200-140500

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Assistant Director / District Treasury Officer	45800-89000	63700-123700
	Assistant District Treasury Officer	42500-87000	59300-120900
	Stamp Depot Officer (HG)/ Sub Treasury Officer (HG)/ Assistant Treasury Officer(HG) / Senior Superintendent (HG)	40500-85000	56500-118100
a	Stamp Depot Officer / Sub Treasury Officer / Assistant Treasury Officer / Senior Superintendent	36600-79200	51400-110300
	Junior Superintendent (HG)/ SB Passing Officer (HG)	35700-75600	50200-105300
b	Junior Superintendent / SB Passing Officer	30700-65400	43400-91200
c	Accountant Selection Grade	27800-59400	39300-83000
	Senior Accountant	25200-54000	35600-75400
	Junior Accountant	19000-43600	26500-60700
d	Treasurer		
	Stamp Examiner	17500-39500	24400-55200

- a Existing 25 % Higher grade will continue
- b 1/3rd of the post will be in HG.
- c The ratio 5:5:1 among Junior Accountant, Senior Accountant and Accountant Selection Grade will continue
- d The Selection Grade Accountant / Senior Grade Accountant posted as Treasurer will draw cadre pay and usual allowances

## B. ALLOWANCES

### (1) Special Allowance

Category	Rate per month (₹)
Director	500
Teller	330

Treasurer	990
Junior Accountant (Data Entry)	140
Staff discharging the duties of System Assistance in Treasuries	500
Chief Co-ordinator	4400
State Co-ordinator	3300
District Co-ordinator	2200
System Administrator	1100
System Attender	550
Sub Treasury Officer holding the charge of Taluk Head Quarters Sub Treasury	660

## 90. TRIBUNAL FOR LOCAL SELF GOVERNMENT INSTITUTIONS

### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Tribunal	NJPC	NJPC
	Secretary (Under Secretary, Law Department)	As in PD	As in PD
	Bench Clerk (Senior Clerk)	27800-59400	As in PD

## 91. UNIVERSITY APPELLATE TRIBUNAL

### CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	University Appellate Tribunal	NJPC	NJPC
	Secretary (Under Secretary to Government)	42500-87000	As in PD

## 92. VIGILANCE AND ANTI-CORRUPTION BUREAU

### A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Director	IPS	IPS
	Additional Director of Prosecution (Vigilance)	81000-117600	112800-163400
	Legal Adviser	81000-117600	112800-163400
*	Additional Legal Adviser	68700-110400	95600-153200
	Manager	42500-87000	59300-120900

\* The post marked \* may be read as Public Prosecutor w.e.f. 06/09/2019 in terms of G.O.(Ms) No.17/ 2019/VIG dated 06/09/2019

### Posts held by Personnel of Police Department

<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Additional Director General of Police	IPS	IPS
Inspector General of Police	IPS	IPS
Superintendent of Police (Non-IPS)	As in PD	As in PD
Deputy Superintendent of Police	As in PD	As in PD
Inspector of Police	As in PD	As in PD
Sub Inspector	As in PD	As in PD
Assistant Sub Inspector	As in PD	As in PD
Senior Civil Police Officer	As in PD	As in PD
Civil Police Officer	As in PD	As in PD
Driver	As in PD	As in PD



## Posts held by Personnel of other Departments

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Accounts Officer (Audit)	As in PD	As in PD
Assistant Executive Engineer (Mechanical)	As in PD	As in PD
Executive Engineer (Civil)	As in PD	As in PD
Assistant Executive Engineer (Civil)	As in PD	As in PD

## B. ALLOWANCES

### (1). Special Allowance

Category	Rate per month (₹)
Legal Adviser	440
Additional Legal Adviser*	330
Ministerial Staff (All Categories)	150
* The post may be read as Public Prosecutor w.e.f. 06/09/2019 in terms of G.O.(Ms) No.17/2019/VIG dated 06/09/2019	

### (2). Compensatory Allowance

Category	Rate per month (₹)
Deputy Superintendent of Police	280
Inspector	220
Sub Inspector	220
Havildar Driver (Staff Car)	170
Head Constable	170
Police Constable	150
Police Driver	150

### (3) Uniform Allowance

Category	Rate per annum (₹)
Superintendent of Police (Non-IPS)	3000
Deputy Superintendent of Police	3000
Inspector	2900
Sub Inspector	2900
Assistant Sub Inspector	2900

Havildar Driver (Staff Car)	2200
Head Constable	2200
Police Constable	2200
Police Driver	2200

**(4) Additional Special Allowance**

Category	Rate per month (₹)
<i>Vigilance Allowance</i>	
Superintendent of Police (Non-IPS)	3000
Deputy Superintendent of Police	2500
Inspector of police	2200
Sub Inspector	2000
Assistant Sub Inspector	1800
Head Constable	1700
Police Constable	1600
Police Driver	1600
Executive Engineer (Mechanical)	2000
Executive Engineer (Civil)	2000

**(5) Permanent Travelling Allowance**

Category	Area of Jurisdiction	Average No. of days of tour in a month	Rate per Month (₹)
Sub Inspector	32 Km from HQ	Not prescribed	500
Havildar Driver (Staff Car)	32 Km from HQ	Not prescribed	390
Head Constable	32 Km from HQ	Not prescribed	390
Police Constable	32 Km from HQ	Not prescribed	300
Police Driver	32 Km from HQ	Not prescribed	300

**93. WATER APPELLATE AUTHORITY**

**CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

Name of Post	Existing Scale of Pay	Revised Scale of Pay
Secretary (Under Secretary to Government)	45800-89000	As in PD
Bench Clerk Grade III	25200-54000	As in PD

## 94. WOMEN AND CHILD DEVELOPMENT

### A. CATEGORY OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Additional Director/ State Project director	68700-110400	95600-153200
	Joint Director/Joint Project co-ordinator/Chief Executive Officer (Welfare Fund)	55350-101400	77200-140500
	Assistant Director	42500-87000	59300-120900
	District Women & Child Development Officer	40500-85000	56500-118100
	Programme Officer	39500-83000	55200-115300
	Superintendent, Welfare Institution Gr I/ Regional Dowry Prohibition Officer	35700-75600	50200-105300
	Child Development Project Officer	35700-75600	50200-105300
	Women Protection Officer	35700-75600	50200-105300
	Deputy Superintendent Gr I	35700-75600	50200-105300
	Deputy Superintendent Gr II	30700-65400	43400-91200
	Store keeper-cum-Logistics Officer	27800-59400	39300-83000
	Superintendent, Welfare Institution Gr II	29200-62400	41300-87000
	Nutritionist	27800-59400	39300-83000
	Pre-School Educationist	27800-59400	39300-83000
	Health Educationist	27800-59400	39300-83000
	Sociologist	27800-59400	39300-83000
	Superintendent, Welfare Institution Gr III	27800-59400	39300-83000

	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	Child welfare Inspector	27800-59400	39300-83000
a	Supervisor, ICDS(HG)	27800-59400	39300-83000
	Supervisor, ICDS	26500-56700	37400-79000
	Literacy Teacher	22200-48000	31100-66800
	Craft Instructor	22200-48000	31100-66800
	Music Teacher	22200-48000	31100-66800
	Agricultural Instructor	22200-48000	31100-66800
	Carpentry Instructor	22200-48000	31100-66800
	Weaving instructor	22200-48000	31100-66800
	Physical Training Instructor	22200-48000	31100-66800
	Dance Master	22200-48000	31100-66800
	Matron Gr I	19000-43600	26500-60700
	Tailoring Instructor/ Needle Work Teacher	19000-43600	26500-60700
	P D Teacher	18000-41500	25100-57900
	Care Taker (Male)	20000-45800	27900-63700
	Care Taker (Female)	20000-45800	27900-63700
	Part-Time Hindi Teacher	18000-41500	25100-57900
	Part-Time Bhagavathar/ Part-Time Music Teacher	18000-41500	25100-57900
	Electrician cum Pump Driver	17500-39500	24400-55200
	Ayah	17000-37500	23700-52600
	Matron Gr II	17500-39500	24400-55200
	Cook	17000-37500	23700-52600
	Watchman	16500-35700	23000-50200
	Watchwoman	16500-35700	23000-50200

a. Higher Grade ratio 4:1 will continue.

## Posts held by Personnel of other Departments

Name of Post	No. of Posts	Existing Scale of Pay	Revised Scale of Pay
Senior Finance Officer	1	As in PD	As in PD
Finance Officer	1	As in PD	As in PD
Administrative Officer	1	As in PD	As in PD
Junior Statistical Inspector	16	As in PD	As in PD
Law Officer	1	As in PD	As in PD

## B. ALLOWANCES

### (1) Special Allowance

Sl. No	Category	Rate per month (₹)
1	Superintendent, Government Children's Home and Special Schools	370
2	Caretaker (Male/Female)	330
3	Deputy Superintendent	170
4	Industrial Instructor	160
5	Agricultural Instructor/Physical Training Instructor/ Teachers	160
6	Gardener/ Ayah /Watchman / Electrician cum Pump Operator/Driver	130
	<b>Day off Allowance</b>	
7	Supervisor/Cook	140

### (2) Uniform Allowance

Category	Rate per Annum (₹)
Ayahs in the Home for Mentally Retarded Children	2200

**(3) Permanent Travelling Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>	<b>Area of Jurisdiction</b>	<b>Average No. of days of tour in a month</b>
ICDS Supervisor	280		

**SCHEDULE OF POSTS WITH EXISTING & REVISED  
SCALES OF PAY AND ALLOWANCES -  
COMMON CATEGORY**

## COMMON CATEGORY

## A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Senior Finance Officer (HG)	77400-115200	107800-160000
a	Senior Finance Officer	68700-110400	95600-153200
	Finance officer (HG)	55350-101400	77200-140500
a	Finance Officer	45800-89000	63700-123700
	Financial Assistant / Accounts Officer	42500-87000	59300-120900
	Senior Administrative Officer (HG)	77400-115200	107800-160000
a	Senior Administrative Officer	68700-110400	95600-153200
	Administrative Officer (HG)	55350-101400	77200-140500
a	Administrative Officer	45800-89000	63700-123700
	Administrative Assistant	42500-87000	59300-120900
	Divisional Accounts Officer (HG)	39500-83000	55200-115300
b	Divisional Accounts Officer	35700-75600	50200-105300
	Senior Superintendent (HG)	40500-85000	56500-118100
c	Senior Superintendent	36600-79200	51400-110300
	Junior Superintendent (HG)	35700-75600	50200-105300
a	Junior Superintendent	30700-65400	43400-91200
	Fair Copy Superintendent (HG)	35700-75600	50200-105300
a	Fair Copy Superintendent	30700-65400	43400-91200
	Head Clerk/Head Accountant	27800-59400	39300-83000
	Senior Clerk	25200-54000	35600-75400
	Upper Division Accountant	25200-54000	35600-75400
	Store Clerk	25200-54000	35600-75400
	Senior Store Keeper	25200-54000	35600-75400
e	Sergeant Senior Grade	26500-56700	37400-79000
	Sergeant Grade I	25200-54000	35600-75400
	Sergeant Grade II	22200-48000	31100-66800



	<b>Name of Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
f	Clerk	19000-43600	26500-60700
	Store cum Record Keeper	19000-43600	26500-60700
	Record Keeper	19000-43600	26500-60700
	Copyist	19000-43600	26500-60700
	Store Keeper	19000-43600	26500-60700
g	Confidential Assistant Selection Grade	39500-83000	55200-115300
	Confidential Assistant Senior Grade	30700-65400	43400-91200
	Confidential Assistant Grade I / Steno Typist Grade I	27800-59400	39300-83000
	Confidential Assistant Grade II / Steno Typist Grade II	20000-45800	27900-63700
h	Typist Selection Grade	27800-59400	39300-83000
	Typist Senior Grade	26500-56700	37400-79000
	Upper Division Typist	25200-54000	35600-75400
	Lower Division Typist	19000-43600	26500-60700
	Clerk cum Typist	19000-43600	26500-60700
	Clerk Typist	19000-43600	26500-60700
	Typist Clerk	19000-43600	26500-60700
i	Driver Selection Grade	27800-59400	39300-83000
	Driver Senior Grade	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II	18000-41500	25100-57900
	Binder Grade I	19000-43600	26500-60700
j	Binder Grade II	17500-39500	24400-55200
	Driver cum Operator / Projectionist	20000-45800	27900-63700
	Cinema Operator/Projectionist Grade I	19000-43600	26500-60700
j	Cinema Operator/Projectionist Grade II	17500-39500	24400-55200
	Audio Visual Trailer Operator Grade I	19000-43600	26500-60700
j	Audio Visual Trailer Operator Grade II	17500-39500	24400-55200
	Chief Operator (Audio Visual)	25200-54000	35600-75400
	Artist/Photographer/Artist Cum Photographer	27800-59400	39300-83000

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Artist/Photographer/ Artist Cum Photographer	25200-54000	35600-75400
	Artist/Photographer/ Artist Cum Photographer and similar category	19000-43600	26500-60700
	Attender Grade I	17500-39500	24400-55200
	Clerical Attender/Technical Attender Grade I	17500-39500	24400-55200
	Clerical Assistant Grade I	17500-39500	24400-55200
d	Clerical Assistant Grade II	17000-37500	23700-52600
j	Attender Grade II	17000-37500	23700-52600
j	Clerical Attender /Technical Attender Grade II	17000-37500	23700-52600
	<b>COMMON POOL LIBRARIANS</b>		
	Special Grade Librarian	60900-103600	85000-143600
	Scientific Information Officer	55350-101400	77200-140500
	Senior Librarian	45800-89000	63700-123700
k	Librarian Grade I	40500-85000	56500-118100
	Librarian Grade II	35700-75600	50200-105300
	Librarian Grade III	30700-65400	43400-91200
	Librarian Grade IV	22200-48000	31100-66800
	<b>MISCELLANEOUS CATEGORIES</b>		
	Telephone Operator	18000-41500	25100-57900
	Telephone Attendant	17500-39500	24400-55200
	Roller Driver Grade I	22200-48000	31100-66800
	Roller Driver Grade II	19000-43600	26500-60700
	Roller Driver/ Assistant Roller Driver	18000-41500	25100-57900
	Roller Cleaner	18000-41500	25100-57900
	Lorry Cleaner	17000-37500	23700-52600
	Oil Engine Driver	18000-41500	25100-57900
	Driver cum Mechanic/Driver Mechanic	18000-41500	25100-57900
	Workshop Mechanic/Motor Mechanic/Fitter	18000-41500	25100-57900
	Motor Boat Driver Grade I	20000-45800	27900-63700
l	Motor Boat Driver Grade II	18000-41500	25100-57900

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	Tractor Driver/Boat Driver/Syrang Grade I	20000-45800	27900-63700
i	Tractor Driver/Boat Driver/Syrang Grade II	18000-41500	25100-57900
	Carpenter	18000-41500	25100-57900
	Electrician	18000-41500	25100-57900
	Plumber	18000-41500	25100-57900
	Mechanic	18000-41500	25100-57900
	Lift Operator (HG)	19000-43600	26500-60700
j	Lift Operator	18000-41500	25100-57900
	Stencil Operator/Roneo Operator/Duplicate Operator	17500-39500	24400-55200
	Duffedar (HG)	17500-39500	24400-55200
j	Duffedar	17000-37500	23700-52600
	Cook (HG)	17500-39500	24400-55200
j	Cook	16500-35700	23000-50200
	Mochee	17000-37500	23700-52600
	Office Attendant Grade I	17000-37500	23700-52600
j	Office Attendant Grade II	16500-35700	23000-50200

- a 1/3<sup>rd</sup> HG will continue
- b 50% HG will continue
- c 25% HG will continue
- d Ratio 1:1 will be allowed between Grade II and Grade I
- e Ratio 5:3:2 among Sergeant Grade II, Grade I and Senior Grade will continue
- f The existing ratio 1:1 between Clerk and Senior Clerk will continue
- g Ratio 1:1:1:1 among Grade II, Grade I, Senior Grade and Selection Grade will continue
- h Ratio 1:1:1:1 among Lower Division Typist, Upper Division Typist, Typist Senior Grade and Typist Selection Grade will continue
- i Ratio among Grade II, Grade I and Senior Grade Driver will be 1:1:1. 10% of Senior Grade will be on Selection Grade
- j Existing Ratio 2:1 will continue
- k Those who come under UGC scheme will be given UGC scale.
- l Ratio 1:1 between Grade II and Grade I will continue

## B. ALLOWANCES

### (1) Special Allowance

Category		Rate per month( ₹ )
Confidential Assistant to:		610
•	Chairman, KPSC	
•	Advocate General	
•	Principal Secretaries, Secretaries and Special Secretaries (IAS) to Govt.	
•	Commissioner of Commercial Taxes	
•	Commissioner of Land Revenue	
•	Commissioner of Civil Supplies	
•	Commissioner of Excise	
•	Director of General Education	
•	Director of Agriculture	
•	Head of Forest Force	
•	Enquiry Commissioner and Special Judges	
•	Director of Health Services	
•	Director of Medical Education	
•	Transport Commissioner	
•	State Police Chief	
•	Chief Engineer (PWD) Administration, Irrigation Administration)	
•	District Collectors	
•	District Judges	
Driver attached to the above Officers		440
Office Attendant, Duffedar attached to the above Officers		360
Confidential Assistant of:		440
•	Members, KPSC	
•	Additional Director General of Police	

Category	Rate per month( ₹ )
Confidential Assistant of: <ul style="list-style-type: none"> <li>• Additional Advocate General</li> <li>• Other Heads of Departments</li> <li>• Superintendents of Police and Higher Ranked Police Officers of and including the level of Inspector General of Police</li> <li>• DIG (Vig.) Legal Advisor (Vig.), Public Prosecutors (Vig.), Additional Director of Prosecution (Vig)</li> </ul>	220
Office Attendant / Duffedars attached to the above Officers	140
Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver	220
Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs	280
Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists	140
Office Attendant doing work as Night Watcher	350
<b>Secret Section</b>	
Superintendent	150
Clerk/Typist	140
Office Attendant	110

**(1) Compensatory Allowance**

Category	Rate per month (₹)
Cook	140
Office Attendant / Attender/ Typist/ Confidential Assistant (operating photocopiers)	110

**(2) Uniform Allowance**

Category	Rate per annum (₹)
Driver	2700





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

Finance Department – Pay Revision 2019 – Payment of arrears to the employees who do not have PF account – along with the salary for the month of May- Modified - Orders issued.

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**FINANCE (PRC-D) DEPARTMENT**

G.O.(P) No.73/2021/(3)/Fin

Dated, Thiruvananthapuram, 05/05/2021

Read:- (1) G.O(P) No. 27/2021/Fin Dated 10.02.2021  
(2) GO(P) No.70/2021/(1)/Fin dated 30.04.2021

**ORDER**

As per Government Order read first above Government have issued orders revising Pay and Allowances of State Government employees and Teachers w.e.f 01.07.2019. In para 43 of the said Government Order, it was interalia ordered that in the case of employees who do not have PF accounts on 01.05.2021 or closed PF accounts prior to that date, the amounts of arrears on account of Pay Revision will be paid in cash after 01.07.2021. Subsequently as per Government Order read second above it was interalia ordered that the 2019 Pay Revision arrears in respect of those who are due to retire and have closed the PF account will be disbursed in lumpsum as cash along with the salary for the month of May 2021. But the case of employees who do not have PF account was not mentioned therein.

After having examined the matter in detail Government are now pleased to order that the 2019 Pay Revision arrears in respect of the employees who do



not have PF account will be disbursed in lumpsum as cash along with the salary for the month of May 2021.

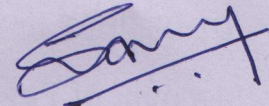
HoDs and DDOs concerned shall take timely steps to disburse the same.

(By order of the Governor)  
**GOPAKUMAR.N**  
**ADDITIONAL SECRETARY (FINANCE)**

To

1. The Principal Accountant General (A&E/G&SSA), Kerala, Thiruvananthapuram
2. The Accountant General (E&RSA), Kerala, Thiruvananthapuram
3. The Chief Project Manager, SPARK PMU
4. All Heads of Departments
5. All Departments of the Secretariat (through e-office Notice Board)
6. The Director of Treasuries, Thiruvananthapuram
7. The Director, I&PRD (for press release)
8. The Nodal Officer, [www.finance.kerala.gov.in](http://www.finance.kerala.gov.in)
9. Stock file/Office Copy.(E.No.1700233)

Forwarded/By Order



Accounts Officer