

15 -ാം കേരള നിയമസഭ

8 -ാം സമ്മേളനം

നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത പോദ്യം നം. 4803

13-03-2023 - ൽ മറുപടിയ്ക്ക്

വാട്ടർ അതോറിറ്റി ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണം.

| പോദ്യം | | ഉത്തരം | |
|-------------------------------|---|--|--|
| ശ്രീ. ടി. വി. ഇബ്രാഹിം | | ശ്രീ. റോഷി അഗസ്റ്റിൻ (ജലവിഭവ വകുപ്പ് മന്ത്രി) | |
| (എ) | കേരള വാട്ടർ അതോറിറ്റി ജീവനക്കാർക്ക് 01.07.2019 മുതൽ മുൻകാല പ്രാബല്യത്തോടെ നടപ്പിലാക്കിയ ശമ്പള പരിഷ്കരണത്തിൽ ശമ്പള സ്കെയിലുകളിൽ ഘടനാപരമായ പിഴവ് സംഭവിച്ചിട്ടുണ്ടെന്നത് ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ; | (എ) | ഘടനാപരമായ പിഴവ് ശ്രദ്ധയിൽപ്പെട്ടിട്ടില്ല. |
| (ബി) | ജല അതോറിറ്റിയിൽ പത്താം ശമ്പള പരിഷ്കരണ ഉത്തരവിന്റെ അടിസ്ഥാനത്തിൽ നടപ്പിലാക്കിയ ശമ്പള ഘടന അനുസരിച്ച് സമാന സർക്കാർ മേഖലയിലെ ജീവനക്കാരെക്കാൾ അധികരിച്ച സ്കെയിലുകൾ നൽകിയത് ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ; | (ബി) | ഇല്ല. പൊതുമരാമത്ത്, ജലസേചനം പോലുള്ള വകുപ്പുകളിലെ പത്താം ശമ്പള പരിഷ്കരണവുമായി താരതമ്യം ചെയ്യുമ്പോൾ ഏതാനും ചില തസ്തികകളിൽ മാത്രമാണ് അധികരിച്ച സ്കെയിലുകൾ നൽകിയിട്ടുള്ളത്. |
| (സി) | എങ്കിൽ പതിനൊന്നാമത് ശമ്പള പരിഷ്കരണ ഉത്തരവിൽ പ്രസ്തുത സ്കെയിലുകൾ സമാനമായ സർക്കാർ മേഖലയിലെ സ്കെയിലുകളെക്കാൾ കുറവ് വരുത്തിയത് എന്തെങ്കിലും പഠനത്തിന്റെ അടിസ്ഥാനത്തിലാണോ എന്ന് വ്യക്തമാക്കുമോ; എങ്കിൽ ഇതൊരു വിവേചനമായി കരുതുന്നുണ്ടോ; | (സി) | സമാന മേഖലകളിലെ തസ്തികകളുമായി വിവിധ ശമ്പള പരിഷ്കരണ ഉത്തരവുകളിൽ ഏറ്റക്കുറച്ചിലുകൾ ഉണ്ടാകുന്നത് സ്വാഭാവികം മാത്രമാണ്. ഇതൊരു വിവേചനമല്ല. |
| (ഡി) | 24.08.2022-ലെ മന്ത്രിസഭാ തീരുമാനത്തിൽ ധനകാര്യ വകുപ്പ് നിർദ്ദേശിച്ച നിബന്ധനകൾക്ക് വിധേയമായി എന്ന പ്രയോഗത്തിലെ നിബന്ധനകൾ എന്തൊക്കെ ആണെന്ന് വിശദമാക്കാമോ; | (ഡി) | ധനകാര്യ വകുപ്പ് നിർദ്ദേശിച്ച നിബന്ധനകൾക്ക് അനുസൃതമായും ഭരണവകുപ്പ് സൂക്ഷ്മമായ പരിശോധന നടത്തിയുമാണ് കേരള വാട്ടർ അതോറിറ്റി ജീവനക്കാരുടെ ശമ്പളം പരിഷ്കരിച്ച് 25/10/2022 ലെ സ.ഉ.(പി)നം. 23/2022/ജവിവ പ്രകാരം ഉത്തര വായിട്ടുള്ളത്. പകർപ്പ് അനുബന്ധമായി ചേർക്കുന്നു. |
| (ഇ) | പ്രസ്തുത തീരുമാനത്തിൽ സാമ്പത്തിക ആനുകൂല്യങ്ങൾ എന്ന പ്രയോഗത്തിലൂടെ എന്താണ് സർക്കാർ ഉദ്ദേശിച്ചതെന്ന് വിശദമാക്കാമോ; | (ഇ) | 25/10/2022-ലെ സ.ഉ.(പി)നം.23/2022/ ജവിവ പ്രകാരം കേരള വാട്ടർ അതോറിറ്റി ജീവനക്കാർക്ക് 01/07/2019 പ്രാബല്യത്തിൽ പതിനൊന്നാം ശമ്പള പരിഷ്കരണം നടപ്പാക്കിയിട്ടുണ്ട്. പണമായി സെപ്റ്റംബർ 2022 മുതൽ നൽകാനും 01/07/2019 മുതൽ 31/08/2022 വരെയുള്ള ശമ്പള പരിഷ്കരണ കുടിശ്ശിക നാലു തുല്യ ഗഡുക്കളായി (01/04/2023, |

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| | | 01/10/2023, 01/04/2024, 01/10/2024) പി.എഫ്. അക്കൗണ്ടിൽ ക്രെഡിറ്റ് ചെയ്യുവാനും ഉത്തരവായിട്ടുണ്ട്. |
| (എഫ്) | കേരള വാട്ടർ അതോറിറ്റി ജീവനക്കാരുടെ പതിനൊന്നാം ശമ്പളപരിഷ്കരണ കമ്മീഷൻ ശുപാർശ (പാർട്ട്-4) എന്തെങ്കിലും ഭേദഗതി വരുത്തിയാണോ മന്ത്രിസഭ അംഗീകരിച്ചതെന്ന് വ്യക്തമാക്കുമോ; | (എഫ്) കേരള വാട്ടർ അതോറിറ്റി ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണ ശുപാർശയിന്മേൽ സൂക്ഷ്മമായും വിദഗ്ധമായും പരിശോധന നടത്തിയതിന്റെ അടിസ്ഥാനത്തിൽ അനുയോജ്യമായ ഭേദഗതികളോടുകൂടിയാണ് കേരള വാട്ടർ അതോറിറ്റി ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണം അനുവദിച്ചു നൽകിയത്. സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണത്തിലെ മാസ്റ്റർ സ്കെയിലിലെ പരിധിയിൽ നിർത്തിക്കൊണ്ടുള്ള ശമ്പള സ്കെയിലുകൾ ഉൾപ്പെടുന്ന ശമ്പള പരിഷ്കരണമാണ് കേരള വാട്ടർ അതോറിറ്റി ജീവനക്കാർക്ക് അനുവദിച്ചിരിക്കുന്നത്. |
| (ജി) | പൊതുഭരണം, ജലവിഭവം, ധനകാര്യം എന്നീ വകുപ്പുകളുടെ പരിശോധനയുടെ അടിസ്ഥാനത്തിൽ നൽകിയ ശുപാർശ പ്രകാരം ശമ്പള ഘടനയിൽ ഭേദഗതി വരുത്തിയത് എവിടെയാണെന്ന് വ്യക്തമാക്കുമോ; വിശദാംശം ലഭ്യമാക്കുമോ? | (ജി) കേരള വാട്ടർ അതോറിറ്റി ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണ ശുപാർശയിന്മേൽ സൂക്ഷ്മമായും വിദഗ്ധമായും പരിശോധന നടത്തിയതിന്റെ അടിസ്ഥാനത്തിൽ അനുയോജ്യമായ ഭേദഗതികളോടുകൂടിയാണ് കേരള വാട്ടർ അതോറിറ്റി ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണം അനുവദിച്ചു നൽകിയത്. സംസ്ഥാന സർക്കാർ ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണത്തിലെ മാസ്റ്റർ സ്കെയിലിലെ പരിധിയിൽ നിർത്തിക്കൊണ്ടുള്ള ശമ്പള സ്കെയിലുകൾ ഉൾപ്പെടുന്ന ശമ്പള പരിഷ്കരണമാണ് കേരള വാട്ടർ അതോറിറ്റി ജീവനക്കാർക്ക് അനുവദിച്ചിരിക്കുന്നത്. |

സെക്ഷൻ ഓഫീസർ



GOVERNMENT OF KERALA

KERALA WATER RESOURCES DEPARTMENT

**11TH PAY REVISION COMMISSION ON REVISION OF
PAY AND ALLOWANCES OF EMPLOYEES OF
KERALA WATER AUTHORITY**

G. O. (P) No. 23/2022/WRD. dated 25-10-2022.

GOVERNMENT OF KERALA

Abstract

REVISION OF PAY AND ALLOWANCES OF EMPLOYEES OF KERALA WATER AUTHORITY —
RECOMMENDATIONS OF THE 11TH PAY REVISION COMMISSION IMPLEMENTED—

ORDERS ISSUED

WATER RESOURCES (WATER SUPPLY C) DEPARTMENT

G. O. (P) No. 23/2022/WRD.

Dated, Thiruvananthapuram, 25th October, 2022.

Read—1. G. O. (P) No. 26/2016/WRD dated 27-9-2016.

2. G. O. (Ms.) No. 40/2020/Fin. dated 17-3-2020.

ORDER

Government had revised the pay and allowances of employees of Kerala Water Authority with effect from 1-7-2014 as per the G. O. read as 1st above, based on the recommendations of the Xth Pay Revision Commission. As per the G. O. read as 2nd above, Government have entrusted the 11th Pay Revision Commission to examine and suggest the revision of pay, pension and allied matters of employees and pensioners of Kerala Water Authority. Accordingly the Commission submitted its report on recommendations regarding revision of pay & allowances, leave and pension on 22-7-2021. Government have examined the Report in detail and are pleased to issue the following Orders:—

1. Revision of Scale of Pay

The existing scale, corresponding revised scales and Master Scale are shown in Annexure I. The Schedule of Posts and Scale of Pay of employees of Kerala Water Authority are shown in Annexure II.

2. Date of effect

Revised scales as shown in the Annexure-I will have the date of effect of 1-7-2019, and all the revised allowances mentioned in this order will have effect from the month in which the pay revision order is issued. The revised scheme of Time Bound Higher Grade will be given with effect from 1-4-2022.

3. Payment of arrears

The revised pay and allowances will be granted in cash from 1-10-2022 with the salary of September, 2022. Arrears on account of pay revision will be credited to the PF Account of employees in four installments each at 25% on 1-4-2023, 1-10-2023, 1-4-2024 and 1-10-2024. The arrears on Dearness Allowance from 1-4-2021 to 31-8-2022 at the rate of 7% will be credited to the PF Account along with the salary of September, 2022. The amounts so credited to PF Account will not be allowed to withdrawn prior to 31-3-2024.

50% of the amounts so credited in to the PF Account could be withdrawn after 1-4-2024 and full amount could be withdrawn only after 1-4-2025. In case of employees who do not have PF Account on 1-8-2022, 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 1-12-2022.

4. Fixation Rules

The existing scales of pay of employees will be revised with effect from 1-7-2019 with the scales of pay as shown in the **Annexure I**. All employees who were in service as on 1-7-2019 shall come over to the revised scale of pay with effect from 1-7-2019. There will be no option facility to elect another date for pay revision. The details of rules for fixation are incorporated in **Annexure IV**.

5. Recovery of Excess Payment

Chances for erroneous revision of pay cannot be ruled out in spite of specific table for stage to stage revision, and in such cases recovery will have to be effected from those who received pay in excess. All employees shall furnish an undertaking in the form prescribed by G. O. (P) No. 169/2019/Fin dated 13-12-2019 in order to get the revised pay in the revised scale. Form of Undertaking is provided in **Annexure V**.

6. Dearness Allowance

The rates of DA will be as announced by the State Government for the State Government employees on the revised scales of pay w.e.f. 1-7-2019. The arrears of DA before 1-4-2021 will be notional. The rates of DA on revised scales of pay with effect from 1-7-2019 will be as follows:

| <i>Date</i> | <i>Rate of DA %</i> | <i>Total DA %</i> |
|-------------|---------------------|-------------------|
| 1-7-2019 | 0 | 0 |
| 1-1-2020 | 4 | 4 |
| 1-7-2020 | 3 | 7 |

*** The arrears of DA before 1-4-2021 will be notional.**

The arrears on Dearness Allowance from 1-4-2021 to 31-8-2022 at the rate of 7% will be credited to the PF Account along with the salary of September, 2022.

7. House Rent Allowance

The existing slab system and fixed amount of HRA will be discontinued. HRA will be allowed as a percentage of basic pay on the basis of the revised classification of places and subject to the ceilings as detailed below:

| <i>Sl. No.</i> | <i>Class</i> | <i>Places</i> | <i>% of Basic Pay</i> | <i>Minimum amount</i> | <i>Maximum amount</i> |
|----------------|--------------|---|-----------------------|-----------------------|-----------------------|
| 1 | A | The Corporation limits of the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur; KWA offices situated within a radius of 3 kilometres from Civil Station, Kakkanad; | 10% | 2300 | 10000 |
| 2 | B | The Municipalities at District Headquarters | 8% | 2000 | 8000 |
| 3 | C | All Municipalities other than those at District Headquarters | 6% | 1500 | 6000 |
| 4 | D | All Panchayaths | 4% | 1200 | 4000 |

* Institutions within the limit of 1 Km from the City limits will be excluded from Class A taking into account the fact that the limits of Corporations are spread over vast area and even semi-rural areas are included within the Corporation limits at present. However, every individual employee will be assured 10% hike in the existing amount of HRA or the new rate applicable to their places whichever is higher.

* For the purpose of HRA, Basic pay as on the 1st day of the month only will be reckoned, and change in pay in the middle of a month will not be considered.

8. Rent Recovery

Rent at the following rates will be recovered from employees residing in KWA Quarters.

| Range | Rate |
|--|-----------------|
| Those who are in the scale of pay up to 49000-110300 | No recovery |
| Those who are in the scale of pay of and above 50200- 112800 | 2% of basic pay |

* Employees who are allotted quarters shall not be eligible for HRA.

9. City Compensatory Allowance

City Compensatory Allowance will be discontinued from the month in which the pay revision order is issued.

10. Hill Tract Allowance

The revised rates of Hill Tract Allowance admissible under different pay ranges will be as follows:

| <i>Sl. No.</i> | <i>Pay Range of officials</i> | <i>Rate per month (₹)</i> |
|----------------|--|---------------------------|
| 1 | Officers whose actual basic pay is ₹ 43400 and above | 500 |
| 2 | Officers whose actual pay is ₹ 25800 and above but below ₹ 43400 | 450 |
| 3 | Officers whose actual pay is up to and including ₹ 25800 | 300 |

11. Spectacle Allowance

Reimbursement of the cost incurred for the purchase of spectacles will continue. The existing maximum fixed at 1200 will be enhanced to 1500. The reimbursement will be allowed once in five years as of now.

12. Special Conveyance allowance to differently abled employees

The existing rate of ₹1000 will be enhanced to ₹1100 per month.

13. Education allowance to the parents having differently abled children

The rate of Education Allowance admissible to employees having mentally / physically challenged children studying in general schools and special schools will be revised from the existing 600 per month to 1000 per month. The existing conditions for the admissibility of its allowance will continue.

14. Charge Allowance

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.

15. Traveling Allowance

The Traveling Allowance to the employees of the Kerala Water Authority will be revised as described below:

(a) Classification of Officers: The officers of the Kerala Water Authority has to be classified into different grades based on the revised basic pay for the purpose of Traveling Allowance, as detailed below:

| | |
|-------------|--|
| Grade I | All Officers who draw an actual basic pay of ₹ 70000 and above |
| Grade II(a) | Officers with actual basic pay of ₹ 59300 and above, but below ₹ 70000 |

| | |
|-------------|--|
| Grade II(b) | Officers with actual basic pay of ₹ 38300 and above, but below ₹ 59300 |
| Grade III | Officers with actual basic pay of ₹ 25100 and above, but below ₹ 38300 |
| Grade IV | Officers with actual basic pay below ₹ 25100 |

* Note: For this purpose, Basic pay includes Personal Pay.

(b) Class of travel: To continue the existing eligible class of travel by train for each grade, which is 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 |

(c) Air Journey: Employees who are in the revised scale of pay 93400- 143600 and above will be eligible for flight journey. However, any employee can travel by air for official purposes provided that Traveling 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 the journey of the officer only.

(d) Mileage Allowance: The existing rate of Mileage Allowance for road journey at the rate of Rs 2 per kilometer revised to Rs 2.5 per kilometer for all grades of officers.

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

| Grades | Road/Rail Existing Rate in Paisa per Km | Road/Rail Revised Rate in Paisa per Km | Air Rate per journey (existing and Revised) |
|-------------|---|--|---|
| Grades I | 80 | 90 | Limited to 1 Daily Allowance |
| Grade II(a) | 60 | 70 | |
| Grade II(b) | 50 | 60 | |
| Grade III | 50 | 60 | |
| Grade IV | 50 | 60 | |

(f) Daily Allowance: The following rates of Daily Allowance for various Grades:

| Grades | Inside State | | Outside State | |
|-------------|---------------|--------------|---------------|--------------|
| | Existing Rate | Revised Rate | Existing Rate | Revised Rate |
| Grades I | 400 | 600 | 550 | 750 |
| Grade II(a) | 320 | 500 | 450 | 650 |
| Grade II(b) | 320 | 500 | 450 | 650 |
| Grade III | 250 | 350 | 350 | 500 |
| Grade IV | 250 | 350 | 350 | 500 |

(g) Classification of Officials for carrying personal effects on transfer: The existing classification of officials for the purpose of carrying personal effects on transfer will be as follows in the revised scales:

| Sl. No. | Category of Officers | Weight (kg) |
|---------|--|-------------|
| 1 | Officers whose actual basic pay is Rs 70000 and above | 3000 |
| 2 | Officers whose actual pay is 38300 and above but below 70000 | 2000 |
| 3 | All other Officers | 1500 |

(h) Loading and unloading charges for journeys on transfer: The revised rates of loading and unloading charges admissible to different grades of officers for journeys on transfer will be as follows:

| Grades | Existing Rate | Revised Rate |
|-------------|-----------------|-----------------|
| Grade I | 800 at each end | 900 at each end |
| Grade II(a) | 500 at each end | 500 at each end |
| Grade II(b) | 500 at each end | 500 at each end |
| Grade III | 400 at each end | 450 at each end |
| Grade IV | 400 at each end | 450 at each end |

(i) 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 vouchers will be as follows:

| Grades | New Delhi, Mumbai, Kolkata, Chennai | | Other Cities/Towns, outside State | |
|-------------|-------------------------------------|--------------|-----------------------------------|--------------|
| | Existing Rate | Revised Rate | Existing Rate | Revised Rate |
| Grades I | 2000 | 3000 | 1500 | 2500 |
| Grade II(a) | 2000 | 3000 | 1500 | 2500 |
| Grade II(b) | 1600 | 2500 | 1000 | 1500 |

| | | | | |
|-----------|------|------|------|------|
| Grade III | 1600 | 2500 | 1000 | 1500 |
| Grade IV | 1100 | 1500 | 1000 | 1200 |

(j) Taxi fare and Auto Rickshaw Fare for Grade I Officials: Grade I Officials traveling 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 conditions will be continued.

(k) TA Ceiling: The existing system will continue.

16. Special Allowances:

| Category | Existing Rate per month | Revised Rate per month |
|---|-------------------------|------------------------|
| Confidential Assistants attached to Chairman/Chief Engineer/FM and CAO | 170 | 190 |
| PA to Managing Director/CA to Technical Member and Accounts Member | 230 | 260 |
| Typist attached to the Vigilance wing of Head Office | 130 | 150 |
| Office Attendant attached to M. D | 110 | 130 |
| Office Attendant attending Treasury duty | 150 | 170 |
| Driver | 210 | 230 |
| Drivers Attached to Chairman, Managing Director, Technical Member and Accounts Member | 390 | 430 |

17. Uniform Allowance:

| Category | Existing Rate per annum | Revised Rate per annum |
|-----------------------|-------------------------|------------------------|
| Operator | 2400 | 2700 |
| Driver | 2400 | 2700 |
| Garden Superintendent | 2400 | 2700 |
| Gardener | 2400 | 2700 |
| Electrician | 2400 | 2700 |
| Watcher | 2400 | 2700 |
| Sweeper | 2400 | 2700 |
| Sewer Cleaner | 2400 | 2700 |
| Duffedar | 2400 | 2700 |

18. Special Allowance admissible to employees handling cash

| <i>Category</i> | <i>Existing Rate per Month</i> | <i>Revised Rate per Month</i> |
|---|--------------------------------|-------------------------------|
| Above Rs.1 lakh per month & up to Rs. 2 lakhs | 350 | 390 |
| Above Rs. 2 lakh & up to Rs. 5 lakh per month | 400 | 440 |
| Above Rs. 5 lakh & up to Rs.10 lakh per month | 450 | 500 |
| Above Rs.10 lakh per month | 500 | 550 |

* This allowance should be given only till 31-12-2022. After 31-12-2022 it will be discontinued. By that time, KWA should take necessary action to encourage online receipt/payment systems, and reduce cash handling to the minimum.

19. Risk/Compensatory Allowance:

| <i>Category</i> | <i>Existing Rate per month</i> | <i>Revised Rate per month</i> |
|--|--------------------------------|-------------------------------|
| Head Operator | 140 | 160 |
| Operator | 140 | 160 |
| Sewer Cleaner/Cleaner/Worker engaged in sewer cleaning | 480 | 530 |

20. Permanent Conveyance Allowance(PCA will be allotted only as per KSR, Part II, rules 9 to 11)

| <i>Category</i> | <i>Existing Rate per month</i> | <i>Revised Rate per month</i> |
|---------------------------|--------------------------------|-------------------------------|
| Assistant Engineer | 250 | 280 |
| Mechanical Superintendent | 230 | 260 |
| Meter Reader | 160 | 180 |
| Unskilled Worker | 140 | 160 |
| Fitter | 140 | 160 |
| Overseer Grade III | 140 | 160 |

21. Over Time Allowance/Night Shift Allowance:

| <i>Category</i> | <i>Existing Rate per month</i> | <i>Revised Rate per month</i> |
|--|--------------------------------|-------------------------------|
| Over-time Allowance/Night Shift Allowance to the employees working at night shift. | 70 | 80 |

22. **Leave Travel Concession:** The existing system of LTC will continue.

23. **Night Shift Allowance:**

| Category | | |
|--|------------------------------------|-----------------------------------|
| <i>Category</i> | <i>Existing Rate per month</i> | <i>Revised Rate per month</i> |
| Over-time Allowance / Night Shift Allowance to the employees working at night shift. | 70 | 80 |

*No allowances other than those mentioned above will be allowed to the employees. Allowances which are not specifically mentioned will be treated as withdrawn. All allowances mentioned in this pay revision will have effect from the month in which the pay revision order is issued.

24. **Leave**

The existing rules in respect of Various kinds of leave allowed to the employees of KWA viz. Earned Leave, Half Pay Leave, Commuted Leave, Leave Without Allowances, Special Disability Leave, Hospital Leave, Maternity Leave, Paternity Leave, Leave Not Due etc. will continue without any change.

25. **Promotional Avenues**

a. In the case of regular promotions from lower to higher scale of pay, Kerala Water Authority follows the provisions in Rule 28 A or Rule 37 (a), Part I, KSR for fixation of pay. Fixation of pay under Rule 28A Part I KSR does not apply to promotions/appointments to posts carrying higher time scale of pay, the minimum of which exceeds 93400. In such cases, fixation is allowed under Rule 37(a) Part I KSR.

b. In the case of promotions/by transfer appointments involving no change in scale of pay, the benefit of one advance increment may contain without prejudice to the normal increments. This advance increment will not 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 interchangeable posts in the same scale of pay.

c. 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 has to be limited to the first promotion only with effect from 1-4-2021.

26. **Time Bound Higher Grade Scheme**

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 of scale of pay of ₹ 23000 - ₹ 52600 to ₹ 29500 - ₹ 79000 will be eligible for four higher

grades, the categories coming under the entry level scale of pay ₹ 31100-83000 to ₹ 38300- ₹ 93400 will be eligible for three Higher Grades, the categories coming under the entry level scale of pay ₹ 41300- ₹ 97800 to ₹ 55200- ₹ 120900 will be eligible for two Higher Grades & the categories coming under the entry level scale of pay ₹ 56500- ₹ 123700 to ₹ 83000 - ₹ 137700 will be granted one higher grade promotion. The date of effect of the same will be w.e.f. 1-4-2022. Revised rules for allowing TBHG promotions are incorporated in **Annexure III**.

27. Part-Time Contingent Employees

The Revised scales of pay for Part Time Contingent Employees, with effect from 1-7-2019 are as follows.

| Category | Existing Scale of Pay | Revised Scale of Pay |
|-------------|--|--|
| Category I | 9340-220-11100-240-12300-260-13600-300-14800 | 13000-330-15970-360-17410-390-19360-430-21080. |
| Category II | 8200-200-10000-220-11100-240-12300-260-13340 | 11500-300-14500-330-17140-360-18940 |

In the new scale, the revised pay of a Part Time Contingent Employee has to be fixed on stage-to-stage basis as in the case of State Government Employee. The pay in the revised scale as on 01.07.2019 will be the corresponding revised pay stage of pre-revised pay as provided below:—

| Category I | | Category II | |
|--|---|--|---|
| <u>Existing Scale of Pay</u> | | <u>Existing Scale of Pay</u> | |
| 9340-220-11100-240-12300-260-13600-300-14800 | | 8200-200-10000-220-11100-240-12300-260-13340 | |
| <u>Revised Scale of Pay</u> | | <u>Revised Scale of Pay</u> | |
| 13000-330-15970-360-17410-390-19360-430-21080. | | 11500-300-14500-330-17140-360-18940 | |
| Stages in the existing scale | Corresponding Stages in the revised scale | Stages in the existing scale | Corresponding Stages in the revised scale |
| 9340 | 13000 | 8200 | 11500 |
| 9560 | 13330 | 8400 | 11800 |
| 9780 | 13660 | 8600 | 12100 |
| 10000 | 13990 | 8800 | 12400 |
| 10220 | 14320 | 9000 | 12700 |
| 10440 | 14650 | 9200 | 13000 |
| 10660 | 14980 | 9400 | 13300 |
| 10880 | 15310 | 9600 | 13600 |

| | | | |
|-------|-------|-------|-------|
| 11100 | 15640 | 9800 | 13900 |
| 11340 | 15970 | 10000 | 14200 |
| 11580 | 16330 | 10220 | 14500 |
| 11820 | 16690 | 10440 | 14830 |
| 12060 | 17050 | 10660 | 15160 |
| 12300 | 17410 | 10880 | 15490 |
| 12560 | 17800 | 11100 | 15820 |
| 12820 | 18190 | 11340 | 16150 |
| 13080 | 18580 | 11580 | 16480 |
| 13340 | 18970 | 11820 | 16810 |
| 13600 | 19360 | 12060 | 17140 |
| 13900 | 19790 | 12300 | 17500 |
| 14200 | 20220 | 12560 | 17860 |
| 14500 | 20650 | 12820 | 18220 |
| 14800 | 21080 | 13080 | 18580 |
| | | 13340 | 18940 |

The details of rules for fixation are incorporated in **Annexure IV**.

Part-Time Contingent Employees are also eligible for the following benefits:

1. **Hill Tract Allowance:** of ₹ 300 per month will be sanctioned to employees who are working in designated area.

2. **Earned Leave:** Earned leave will be at the rate of 1/22 for the period spent on duty subject to the maximum of 15 days in a year. Leave surrender facility as admissible to Government employees. All other existing allowances will be continued.

28. Casual Sweepers

The remuneration of Casual Sweepers will be enhanced from ₹ 6000 per month to a consolidated amount of ₹ 8000 per month.

29. GENERAL CONDITIONS:

1. The revised scales of pay shall come into effect from 1-7-2019. Also all the revised allowances mentioned in this order will have effect from the month in which the pay revision order is issued. The revised scheme of Time Bound Higher Grade will be given effect from 1-4-2022. The arrears of DA before 1-4-2021 will be notional.

2. Kerala Water Authority must prepare their Annual Financial Statements with independent auditors (Certified Chartered Accountants), then only an unbiased examination, preparation and evaluation of Financial Statements is done. This condition must be implemented in Kerala Water Authority, then only the next pay revision will be considered

by the Government. Also Kerala Water Authority must achieve the target mentioned in circular No. 97/2021/Fin dated: 25-10-2021.

3. The expenditure on account of the revision shall be met from the internal resources of the Kerala Water Authority and Government shall not bear any cost in this regard under any circumstances.

4. The Stage to Stage fixation table is only applicable to the permanent employees of Kerala Water Authority who has been appointed before 1-7-2019. The pay of new appointments will be started from the beginning of the concerned scales. Newly recruited permanent employees on or after 1-7-2019 shall be eligible only for fixing the minimum of the revised scale of pay. Stage to stage fixation table is not applicable to them. Also pay revision is applicable only to those employees who are working against the sanctioned posts, created with the approval of Government.

5. The Kerala Water Authority shall not change the terms and conditions of service of its employees (including leave rules) without prior approval of the Government.

6. No new posts shall be created, upgraded or re-designated without the prior approval of the Government.

7. All allowances other than those specified in this revision shall be discontinued forthwith. Allowances which are not specifically mentioned shall be treated as withdrawn.

8. The Administrative Officer, Kerala Water Authority shall check all cases of fixation of pay in the revised scales and indicate in the Service Books the fact of having checked the pay fixation. In case where fixation or grant of higher grade or payment of increased benefits is found to be incorrect, he shall give instructions to officers to rectify the defects.

9. Recoveries shall be insisted upon where over payments 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. All employees shall furnish an undertaking in the prescribed Form to their DDO in order to get their pay fixed in the revised scale. The undertaking shall be countersigned by the DDO and pasted in the Service Book of the incumbent.

10. The Authority must adopt stringent measures to ensure economy in expenditure.

11. The Authority should undertake regular annual revision of tariffs and make extra efforts to collect the dues including arrears.

12. Kerala Water Authority must strive to achieve the status of a fully digitalized institution, both in respect of Personnel Management and in respect of Customer Interface.

13. Attendance Management System must be introduced in all offices and units (Punching system) and it must be connected with salary/SPARK system.

14. Absence of regular meter reading at fixed intervals causes inconvenience to the public who would be served with bills for huge amounts which they often find difficult to clear. So regular meter reading must be ensured in Kerala Water Authority.

15. Appointments (permanent/deputation/temporary/daily waged/provisional) shall be made only in the posts that are validly created by way of Government Order.

16. In case of any doubt regarding pay scales, fixation etc. prior concurrence of Government should be obtained before arriving at a decision. No stepping up of pay will be allowed under any circumstances. Anomaly, if any, shall be brought to the notice of Government. The Kerala Water Authority shall not attempt to rectify the anomaly.

17. Ratio based promotions, up gradation or re-designation shall be granted only with the approval of Government.

18. Any modification to the Rules of Fixation of Scale of Pay/Promotional Avenues etc. shall not be allowed without prior approval of Government.

19. Kerala Water Authority must strive to achieve to surpass income over expenditure continuously before the next pay revision besides maximum customer satisfaction, and Government will thoroughly watch the next 5 years performance of Kerala Water Authority (including effective & efficient utilisation of project funds, various agreements etc...) and the next pay revision shall only be considered by the Government based on this periods performance.

20. The Managing Director, Kerala Water Authority shall be held personally liable for any kind of discrepancies while implementing the order.

21. In India, the service sector is the largest sector & it accounts for 53.66% of total India's GVA of Rs. 137.51 lakh crore. Kerala Water Authority is one of the service sector in Kerala. Kerala Water Authority must think this figures in every nook and corner of its activities. For this, Kerala Water Authority must do sustainable utilization of the allotted resources by applying effective/ efficient economic measures (effective/efficient utilization of the allotted funds for various projects without any drain of public funds and also do regular collection of tariffs).

22. Kerala Water Authority should enter into an MoU with Government with physical and financial performance milestones to be met each year on key parameters like reduction in NRW (Non Revenue Water), recovery of O&M charges, increase in water and other tariffs by 5%, energy efficiency parameters etc. each year so as to enable the Authority better to meet the burden of the proposed salary revision from their own sources.

23. After implementing this pay revision, the fixation statements and salary slips of every employees in Kerala Water Authority must be forwarded to Government (Digitally).

(By order of the Governor)

PRANABJYOTI NATH, IAS,
Secretary.

To

The Managing Director, Kerala, Water Authority, Thiruvananthapuram.

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

The General Administration (SC) Department.

The Finance Department (Vide PU-C1/97/2021-Fin).

The Information & Public Relations Department.

Stock File/Office Copy.

Copy to:

PS to Chief Minister.

PS to Minister for Water Resources.

PA to Secretary, Water Resources/

PA to Additional Secretary (WRD)/

CA to Joint Secretary (WRD).

ANNEXURE I

Existing and Revised scales of Pay

| <i>Scale No.</i> | <i>Existing Scales of Pay</i> | <i>Revised Scales of Pay</i> |
|------------------|---|---|
| S1 | 17000-500-19000-550-20650-600-22450-650-25700-700-29200- 800-33200-900-36800-1000-37800 | 23000-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600 |
| S2 | 17500-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-38800 | 23700-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-53900 |
| S3 | 18000-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-40800 | 24400-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500 |
| S4 | 19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-42900 | 25800-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-59300 |
| S5 | 20100-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300 | 27200-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-73600 |
| S6 | 21850-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-56000 | 29500-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000 |
| S7 | 23100-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700 | 31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-83000 |
| S8 | 25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-60200 | 34700-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-85000 |
| S9 | 27100-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200 | 36500-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000 |

| | | |
|------------|---|--|
| S10 | 28500-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-66500 | 38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-93400 |
| S11 | 30800-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800 | 41300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800 |
| S12 | 31600-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-71600 | 42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-100300 |
| S13 | 36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-79000 | 49000-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-110300 |
| S14 | 37800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-81000 | 50200-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-112800 |
| S15 | 40800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-85000 | 53900-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-118100 |
| S16 | 41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-87000 | 55200-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-120900 |
| S17 | 42900-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-89000 | 56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-123700 |
| S18 | 46200-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-93000 | 60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-129300 |
| S19 | 61700-1500-63200-1650-69800-1800-77000-2000-93000-2200-99600 | 83000-2000-89000-2200-97800-2500-115300-2800-137700 |
| S20 | 69800-1800-77000-2000-93000-2200-104000 | 93400-2200-97800-2500-115300-2800-140500-3100-143600 |

| | | |
|---------------------|---|---|
| S21 | 77000-2000-93000-2200-110600 | 100300-2500-115300-2800-140500-3100-149800-3400-153200 |
| S22 | 83000-2000-93000-2200-110600-2400-115400 | 112800-2500-115300-2800-140500-3100-149800-3400-160000 |
| S23 | 91000-2000-93000-2200-110600-2400-117800 | 118100-2800-140500-3100-149800-3400-163400 |
| S24 | 93000-2200-110600-2400-117800-2600-120400 | 123700-2800-140500-3100-149800-3400-166800 |
| S25 | 97400-2200-110600-2400-117800-2600-123000 | 129300-2800-140500-3100-149800-3400-166800 |
| MASTER SCALE | 17000-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-93000-2200-110600-2400-117800-2600-123000 | 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 |

Stage to Stage Fixation Table

| <i>Sl. No.</i> | <i>Existing Basic Pay</i> | <i>Revised Basic Pay</i> | <i>Sl. No.</i> | <i>Existing Basic Pay</i> | <i>Revised Basic Pay</i> |
|----------------|---------------------------|--------------------------|----------------|---------------------------|--------------------------|
| 1 | 17000 | 23700 | 42 | 49700 | 66800 |
| 2 | 17500 | 24400 | 43 | 50900 | 68400 |
| 3 | 18000 | 25100 | 44 | 52100 | 70000 |
| 4 | 18500 | 25800 | 45 | 53300 | 71800 |
| 5 | 19000 | 26500 | 46 | 54650 | 73600 |
| 6 | 19550 | 27200 | 47 | 56000 | 75400 |
| 7 | 20100 | 27900 | 48 | 57350 | 77200 |
| 8 | 20650 | 28700 | 49 | 58700 | 79000 |
| 9 | 21250 | 29500 | 50 | 60200 | 81000 |
| 10 | 21850 | 30300 | 51 | 61700 | 83000 |
| 11 | 22450 | 31100 | 52 | 63200 | 85000 |
| 12 | 23100 | 32000 | 53 | 64850 | 87000 |
| 13 | 23750 | 32900 | 54 | 66500 | 89000 |
| 14 | 24400 | 33800 | 55 | 68150 | 91200 |
| 15 | 25050 | 34700 | 56 | 69800 | 93400 |
| 16 | 25700 | 35600 | 57 | 71600 | 95600 |
| 17 | 26400 | 36500 | 58 | 73400 | 97800 |
| 18 | 27100 | 37400 | 59 | 75200 | 100300 |
| 19 | 27800 | 38300 | 60 | 77000 | 102800 |
| 20 | 28500 | 39300 | 61 | 79000 | 105300 |
| 21 | 29200 | 40300 | 62 | 81000 | 107800 |
| 22 | 30000 | 41300 | 63 | 83000 | 110300 |
| 23 | 30800 | 42300 | 64 | 85000 | 112800 |
| 24 | 31600 | 43300 | 65 | 87000 | 115300 |

| | | | | | |
|----|-------|-------|----|--------|--------|
| 25 | 32400 | 44500 | 66 | 89000 | 118100 |
| 26 | 33200 | 45600 | 67 | 91000 | 120900 |
| 27 | 34100 | 46700 | 68 | 93000 | 123700 |
| 28 | 35000 | 47800 | 69 | 95200 | 126500 |
| 29 | 35900 | 49000 | 70 | 97400 | 129300 |
| 30 | 36800 | 50200 | 71 | 99600 | 132100 |
| 31 | 37800 | 51400 | 72 | 101800 | 134900 |
| 32 | 38800 | 52600 | 73 | 104000 | 137700 |
| 33 | 39800 | 53900 | 74 | 106200 | 140500 |
| 34 | 40800 | 55200 | 75 | 108400 | 143600 |
| 35 | 41800 | 56500 | 76 | 110600 | 146700 |
| 36 | 42900 | 57900 | 77 | 113000 | 149800 |
| 37 | 44000 | 59300 | 78 | 115400 | 156600 |
| 38 | 45100 | 60700 | 79 | 117800 | 163400 |
| 39 | 46200 | 62200 | 80 | 120400 | 166800 |
| 40 | 47300 | 63700 | 81 | 123000 | 166800 |
| 41 | 48500 | 65200 | | | |

ANNEXURE II

Schedule of Posts and Scale of Pay

| Sl. No. | Name of Post | No of Posts | Existing scale of pay as per 2014 PR | Revised scale of pay w.e.f. 1-7-2019. |
|----------------------------|--|-------------|--------------------------------------|---------------------------------------|
| Administrative Wing | | | | |
| 1 | Managing Director | 1 | 97400-123000 | 129300-166800 |
| 2 | Technical Member | 1 | 93000-120400 | 123700-166800 |
| 3 | Accounts Member | 1 | 93000-120400 | 123700-166800 |
| 4 | Finance Manager & Chief Accounts Officer | 1 | 83000-115400 | 112800-160000 |
| 5 | Accounts Manager | 3 | 77000-110600 | 100300-153200 |
| 6 | Deputy Accounts Manager | 4 | 61700-99600 | 83000-137700 |
| Engineering Wing | | | | |
| 7 | Chief Engineer/Chief Consultant | 6 | 91000-117800 | 118100-163400 |
| 8 | Secretary | 28 | 83000-115400 | 112800-160000 |
| 9 | Deputy Chief Engineer/ Superintending Engineer/ Project Director | | 83000-115400 | 112800-160000 |
| 10 | Executive Engineer (Higher Grade) | 36 | 77000-110600 | 100300-153200 |
| 11 | Executive Engineer / PA to Superintending Engineer | 37 | 69800-104000 | 93400-143600 |
| 12 | Assistant Executive Engineer (Higher Grade) | 77 | 46200-93000 | 60700-129300 |
| a 13 | Assistant Executive Engineer/Technical Assistant | 154 | 41800-87000 | 55200-120900 |
| 14 | Assistant Engineer/Head Draftsman | 404 | 40800-85000 | 53900-118100 |
| Ministerial Wing | | | | |
| 15 | Senior Administrative officer | 1 | 77000-110600 | 100300-153200 |

| | | | | | |
|----------|----|---|-----|--------------|--------------|
| | 16 | Internal Auditor | 2 | 69800-104000 | 93400-143600 |
| | 17 | Data Base Administrator | 1 | 61700-99600 | 83000-137700 |
| | 18 | Accounts Officer/ Administrative Officer (HG) | 12 | 61700-99600 | 83000-137700 |
| b | 19 | Accounts Officer /Administrative Officer | | 42900-89000 | 56500-123700 |
| | 20 | Assistant Data Base Administrator | 2 | 42900-89000 | 56500-123700 |
| | 21 | Principal Information Officer | 1 | 42900-89000 | 56500-123700 |
| | 22 | Law Officer Grade II | 1 | 41800-87000 | 55200-120900 |
| | 23 | Senior Superintendent/ Revenue Officer (Higher Grade) | 7 | 41800-87000 | 55200-120900 |
| | 24 | PA to Managing Director/ Technical Member/Accounts Member | 3 | 40800-85000 | 53900-118100 |
| | 25 | Divisional Accountant (HG) | 10 | 40800-85000 | 53900-118100 |
| | 26 | Confidential Assistant Selection Grade | 6 | 37800-81000 | 50200-112800 |
| c | 27 | Senior Superintendent/ Revenue Officer | 24 | 36800-79000 | 49000-110300 |
| d | 28 | Divisional Accountant | 44 | 36800-79000 | 49000-110300 |
| | 29 | Confidential Assistant Senior Grade. | 6 | 30800-69800 | 41300-97800 |
| | 30 | Fair Copy Superintendent (HG) | 3 | 36800-79000 | 49000-110300 |
| | 31 | Legal Assistant | 2 | 30800-69800 | 41300-97800 |
| | 32 | Junior Superintendent | 98 | 30800-69800 | 41300-97800 |
| e | 33 | Fair Copy Superintendent | 3 | 30800-69800 | 41300-97800 |
| | 34 | Selection Grade Typist | 51 | 28500-66500 | 38300-93400 |
| | 35 | Head Clerk | 155 | 28500-66500 | 38300-93400 |
| | 36 | Computer Operator | 1 | 28500-66500 | 38300-93400 |
| | 37 | Chief Vehicle Inspector | 1 | 28500-66500 | 38300-93400 |
| | 38 | Selection Grade Driver | 3 | 28500-66500 | 38300-93400 |
| | 39 | Confidential Assistant Grade I | 7 | 27100-63200 | 36500-89000 |

| | | | | | |
|-----------------------|----|---|-----|-------------|--------------|
| | 40 | Vehicle Inspector | 1 | 27100-63200 | 36500-89000 |
| | 41 | Senior Grade Typist | 52 | 27100-63200 | 36500-89000 |
| | 42 | U.D. Typist | 52 | 25700-60200 | 34700-85000 |
| | 43 | U.D. Clerk/Senior Store Keeper/Senior Cashier | 511 | 25700-60200 | 34700-85000 |
| | 44 | Driver Senior Grade | 32 | 23100-58700 | 31100-83000 |
| | 45 | Driver Grade I | 70 | 21850-56000 | 29500-79000 |
| f | 46 | Confidential Assistant Grade II | 7 | 21850-56000 | 29500-79000 |
| g | 47 | L.D. Typist | 52 | 20100-53300 | 27200-73600 |
| h | 48 | L.D. Clerk/Store Keeper /Cashier | 511 | 20100-53300 | 27200-73600 |
| i | 49 | Driver Grade II | 104 | 19000-42900 | 25800-59300 |
| | 50 | Duffedar | 6 | 19000-42900 | 25800-59300 |
| Technical Wing | | | | | |
| | 51 | Hydro Geologist | 1 | 41800-87000 | 55200-120900 |
| | 52 | Head Surveyor | 15 | 37800-81000 | 50200-112800 |
| | 53 | Senior Sanitary Chemist (HG) | 4 | 36800-79000 | 49000-110300 |
| | 54 | Senior Sanitary Chemist | 4 | 30800-69800 | 41300-97800 |
| | 55 | Senior Meter Inspector | 17 | 30800-69800 | 41300-97800 |
| | 56 | Senior Plumbing Inspector | 5 | 30800-69800 | 41300-97800 |
| | 57 | Surveyor Grade-I | 70 | 27100-63200 | 36500-89000 |
| | 58 | Electrical Overseer Grade I | 6 | 27100-63200 | 36500-89000 |
| | 59 | Draftsman Grade I/Overseer Grade I/Water Works Superintendent | 419 | 27100-63200 | 36500-89000 |
| | 60 | Plumbing Inspector | 27 | 27100-63200 | 36500-89000 |
| | 61 | Sanitary Chemist | 10 | 27100-63200 | 36500-89000 |
| | 62 | Bacteriologist | 13 | 27100-63200 | 36500-89000 |
| | 63 | Mechanic Superintendent | 1 | 27100-63200 | 36500-89000 |
| | 64 | Meter Inspector | 69 | 27100-63200 | 36500-89000 |
| | 65 | Head Fitter | 21 | 27100-63200 | 36500-89000 |
| | 66 | Surveyor Grade II | 71 | 23100-58700 | 31100-83000 |
| j | 67 | Draftsman Grade II/Overseer Grade II | 409 | 23100-58700 | 31100-83000 |
| | 68 | Overseer Grade III/Tracer | 628 | 20100-53300 | 27200-73600 |

| | | | | | |
|-----------------------|----|---|------|-------------|--------------|
| | 69 | Meter Reader | 346 | 19000-42900 | 25800-59300 |
| k | 70 | Fitter | 106 | 19000-42900 | 25800-59300 |
| | 71 | Welder | 10 | 19000-42900 | 25800-59300 |
| | 72 | Electrician/Auto Electrician | 18 | 19000-42900 | 25800-59300 |
| | 73 | Plumber | 112 | 19000-42900 | 25800-59300 |
| Operating Wing | | | | | |
| | 74 | Mechanical Superintendent (HG) | 1 | 37800-81000 | 50200-112800 |
| | 75 | Mechanical Superintendent | 5 | 30800-69800 | 41300-97800 |
| | 76 | Head Operator | 345 | 27100-63200 | 36500-89000 |
| I | 77 | Assistant Shift Operator/ Mechanical Operator/Shift Operator/Pump Operator/ Operator | 1727 | 20100-53300 | 27200-73600 |
| Miscellaneous | | | | | |
| | 78 | Life Guard cum Coach | 2 | 36800-79000 | 49000-110300 |
| | 79 | Life Guard | 1 | 27100-63200 | 36500-89000 |
| | 80 | Telephone Operator | 5 | 23100-58700 | 31100-83000 |
| | 81 | Lab Assistant | 16 | 19000-42900 | 25800-59300 |
| | 82 | Garden Superintendent | 1 | 19000-42900 | 25800-59300 |
| | 83 | Binder | 4 | 19000-42900 | 25800-59300 |
| | 84 | Gardener | 13 | 17500-38800 | 23700-53900 |
| | 85 | Skilled Worker | 14 | 17500-38800 | 23700-53900 |
| | 86 | Sewer Cleaner | 15 | 17500-38800 | 23700-53900 |
| | 87 | Line Man/Line Maistry | 21 | 17500-38800 | 23700-53900 |
| | 88 | Cleaner | 162 | 17000-37800 | 23000-52600 |
| | 89 | Full Time Sweeper | 41 | 17000-37800 | 23000-52600 |
| | 90 | Watcher | 242 | 17000-37800 | 23000-52600 |
| | 91 | Unskilled Worker | 242 | 17000-37800 | 23000-52600 |
| | 92 | Worker | | 17000-37800 | 23000-52600 |
| | 93 | Watchman cum valve Operator | 10 | 17000-37800 | 23000-52600 |
| | 94 | Lascar | 163 | 17000-37800 | 23000-52600 |
| | 95 | Peon | 572 | 17000-37800 | 23000-52600 |

Notes:—

- a) $\frac{1}{3}^{\text{rd}}$ of the posts will be in Higher Grade.
- b) Existing ratio 1:1 will continue.
- c) 25% of the posts will be in Higher Grade.
- d) 20% of the posts will be in Higher Grade.
- e) $\frac{1}{3}^{\text{rd}}$ of the posts will be in Higher Grade.
- f) The existing ratio of 1:1:1:1 among Grade II, Grade I, Senior Grade and Selection Grade Confidential Assistants will continue.
- g) The ratio among LD Typist, UD Typist, Senior Grade and Selection Grade Typist will be 1:1:1:1.
- h) The existing ratio of 1:1 between LD Clerk and UD Clerk will continue.
- i) 10% of posts of Senior Grade will be on Selection Grade.
- j) The existing ratio of 1:1 between Draftsman Gr. I and Draftsman Gr.II will continue.
- k) 20 % of the posts of Fitter will be placed as Head Fitter
- l) The existing ratio of 5:1 between Operator and Head Operator will continue.

ANNEXURE III

Scheme for Time Bound Higher Grade Promotion

Scheme for Time Bound Higher Grade Promotion

(i) Employees who remain in their entry posts in the scales of pay ranging from ₹ 23000-52600 to ₹83000-137700 will be granted higher grades in the scales of pay mentioned in the tables, on completion of following specified periods of service in their posts subject to para (vii) below:

| TBHG No. | Period of Service |
|----------------------|---|
| 1 st TBHG | On completion of 8 years of service in the entry post |
| 2 nd 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 rd 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 th 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. |

(ii) Employees who remain in their entry posts in the scales of pay ranging from ₹23000-₹52600 to ₹29500-₹79000 has to 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 (vii) below:

TABLE-1

| Revised scale of pay in the entry post | 1 st TBHG | 2 nd TBHG | 3 rd TBHG | 4 th TBHG |
|--|----------------------|----------------------|----------------------|----------------------|
| 23000-52600 | 23700-53900 | 24400-56500 | 25800-59300 | 27200-73600 |
| 23700-53900 | 24400-56500 | 25800-59300 | 27200-73600 | 29500-79000 |
| 24400-56500 | 25800-59300 | 27200-73600 | 29500-79000 | 31100-83000 |
| 25800-59300 | 27200-73600 | 31100-83000 | 36500-89000 | 38300-93400 |
| 27200-73600 | 31100-83000 | 36500-89000 | 38300-93400 | 42300-100300 |
| 29500-79000 | 31100-83000 | 36500-89000 | 38300-93400 | 42300-100300 |

(iii) Employees who remain in their entry posts in the scales of pay ranging from ₹ 31100-₹ 83000 to ₹38300-₹93400 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 (vii) below:

TABLE - 2

| Revised scale of pay in the entry post | 1 st TBHG in the entry post | 2 nd TBHG | 3 rd TBHG |
|--|--|----------------------|----------------------|
| 31100-83000 | 34700-85000 | 36500-89000 | 41300-97800 |
| 34700-85000 | 36500-89000 | 41300-97800 | 42300-100300 |
| 36500-89000 | 38300-93400 | 41300-97800 | 42300-100300 |
| 38300-93400 | 41300-97800 | 49000-110300 | 50200-112800 |

(iv) Employees who remain in their entry posts in the scales of pay ranging from ₹ 41300-97800 to ₹ 55200-120900 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 (vii) below:

TABLE - 3

| Revised scale of pay in the entry post | 1 st TBHG in the entry post | 2 nd TBHG |
|--|--|----------------------|
| 41300-97800 | 49000-110300 | 53900-118100 |
| 42300-100300 | 49000-110300 | 53900-118100 |
| 49000-110300 | 53900-118100 | 56500-123700 |
| 50200-112800 | 53900-118100 | 56500-123700 |
| 53900-118100 | 56500-123700 | 60700-129300 |
| 55200-120900 | 56500-123700 | 60700-129300 |

(v) Employees who remain in their entry posts in the scales of pay ₹ 56500-₹ 123700 to ₹ 83000-₹ 137700 will be granted one higher grade promotions in the scale of pay as shown below on completion of **8 years of service**, subject to para (vii) below.

TABLE - 4

| Revised pay scale in the entry post | TBHG for 8 years of service in the entry post |
|-------------------------------------|---|
| 56500-123700 | 60700-129300 |
| 60700-129300 | 83000-137700 |
| 83000-137700 | 93400-143600 |

(vi) For incumbents in the posts on scales of pay above ₹ 83000 - ₹ 137700, no Time Bound Higher Grades will be allowed.

(vii) 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 - ₹ 52600 to ₹ 42300 - ₹ 100300 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. 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.

(viii) The benefit of scale of pay of promotion posts is limited to entry posts in the scales of pay ranging from ₹ 23000 - 52600 to ₹ 42300 - ₹ 100300. Among the categories, those on scales ranging from ₹ 49000 - 110300 to ₹ 83000 - ₹ 137700 will be allowed Time Bound Higher Grade as specified in the Table.

(ix) If an officer is granted 1st or 2nd TBHG in the scale of pay of 49000 - 110300 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 3 only. If the 1st or 2nd 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 list of standard scales will be given.

(x) In the orders sanctioning TBHGs in the scale of pay of the promotion post in the direct line, the relevant rules which prescribe the method of appointment and qualification of the post, the scale of pay of which is given as the TBHG to the incumbent, shall be mentioned. If such rules/orders are not available, grades will be sanctioned in the scale of pay specified in the Table concerned.

(xi) 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.

(xii) 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 KSRs. 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.

(xiii) 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 in the 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 ₹ 27100 - 63200. The corresponding revised scale of pay of this post is ₹ 36500 - ₹ 89000. Suppose, the post of 'B' is placed in the revised scale of pay of ₹ 38300 - ₹ 93400 by giving one level up gradation in scale of pay in this pay revision. The post 'A' was given 1st TBHG in the pre-revised scale of pay of 'B' [27100-63200] prior to 1-7-2019, Para (xiii) provides that the pay of the post 'A' should be revised in the revised scale of pay of ₹ 38300 - ₹ 93400 and not in the corresponding revised scale of pay of his existing scale of ₹ 36500 - ₹ 89000.

(xiv) 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 KSRs 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.

(xv) In the matter of determination of scales of pay of Time Bound Higher Grade on 2nd/3rd/4th TBHG(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 2nd/3rd/4th TBHG in the table provided, Time Bound Higher Grade will be granted in the next higher scale of pay of the existing scale of pay of the incumbent in the list of standard scales as illustrated below:—

For e.g., The scale of pay of the post of A is ₹ 31100 - 83000. The scales of pay of its 1st and 2nd promotion posts are ₹ 36500 - 89000 (Post B) and ₹ 49000 - 110300 (Post C). Hence the second TBHG of an entry cadre post A will be given in the scale of pay of ₹49000-110300. Assume there is no further promotion posts above post C. As per TBHG table, the scale of pay applicable for 3rd TBHG to categories having entry scale of ₹ 31100 - 83000 is ₹ 41300 - 97800. In this case, the incumbent is already in the scale of pay of ₹ 49000 - 110300, but he has to be given 3rd 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 3rd TBHG of the incumbent will be given in the next higher scale of pay of the second promotion post i.e., ₹ 50200 - 112800 in the list of standard scales.

(xvi) The term 'entry post' shall be defined as the post to which an employee is initially appointed in Kerala Water Authority service by direct recruitment by the competent authority. Appointments made by "by transfer" from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of Time Bound Higher Grade. In the case of an employee who has been initially appointed in one post in Kerala Water Authority gets appointment subsequently by direct recruitment (PSC) or by other means in another post in KWA, his entry post will be the newly appointed post, and 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.

(xvii) All promotions in the regular line of promotion from Kerala Water Authority Ministerial and Last Grade Service to Kerala Water Authority Administrative Service (e.g, promotion as Divisional Accountant from Junior Superintendent) 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 (Divisional Accountant) taken as entry post on analogy with by transfer appointment i.e., promotion to a post in the direct line of promotion in the Kerala Water Authority 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 appointments 'by transfer' except the promotions/appointments from Kerala Water Authority Ministerial and Last Grade Service to Kerala Water Authority Administrative Service as mentioned above will be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.

(xviii) 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.

(a) Following service period will be reckoned as qualifying service for TBHG:

- (i) The period during which increment (s) are barred without cumulative effect.
- (ii) Dies-non period'

(b) Following service period will not be reckoned as qualifying service for TBHG:

- (i) Period of LWA, not reckoned for increment.
- (ii) Increment bar period with cumulative effect.
- (iii) Service not counted for increment as a punishment.
- (iv) The period of temporary relinquishment of promotion.
- (v) The period in which promotion is barred.

(xix) 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.

(xx) Employees in the entry scales of pay of 23700-52600, 24400-56500 and 25800-59300 will be eligible for reckoning their last grade service on 23000 - 52600 also for 3rd and 4th Time Bound Higher Grades. This benefit will not be allowed to 1st and 2nd Time Bound Higher Grades. However, the 4th Time Bound Higher Grade will be given after completion of 5 years from the date of effect of 3rd Time Bound Higher Grade promotion.

(xxi) Rules for granting Higher Grade reckoning military service which counts for civil pension of ex-service men will be applicable for Kerala Water Authority service also. Existing rules in this regard may be continued.

(xxii) **The general terms and conditions of Time Bound Higher Grade promotions are as follows:**

(a) 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 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. Number of time bound higher grade posts sanctioned in excess of that admissible will have to be adjusted against the regular vacancies arising in future. 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:**

1. *Time Bound Higher Grade on Scales of pay of promotion posts:* The abbreviation 'TBHG- P' will be inserted with the existing designation of the employee within brackets

2. *Time Bound Higher Grade on Table Scales:* The abbreviation 'TBHG-T' will be inserted with the existing designation of the employee within brackets.

3. *Time Bound Higher Grade on unqualified Scales:* The abbreviation 'TBHG-U' will be inserted with the existing designation of the employee within brackets.

(b) On acquiring test qualification or on becoming eligible for permanent exemption from acquiring obligatory departmental test qualification in accordance with Rule 13 B 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 KSRs. Persons who are not eligible for permanent exemption by application of Rule 13 B of KS & SSR, 1958 even on attaining 50 years of age shall not be eligible for the scale of pay of promotion post.

(c) Provisional service will be reckoned for Time Bound Higher Grade promotion only if the provisional service has been reckoned for increment in terms of Government Decision No.2 below Rule 33 Part I KSRs.

(d) Declaration of probation is not a necessary condition for sanctioning time bound grade promotion.

(e) Acquisition of test qualification for regular promotion post is not essential for granting time bound higher grade. But for sanctioning first increment in the time bound higher grade scale, declaration of probation period of the incumbent is necessary.

(f) 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) in Kerala Water Authority 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 granting 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.

(g) 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) No. 944/86(117)/Fin dated 24-12-1986).

(h) Time bound higher grade promotions will not be given for those who have relinquished/relinquish regular promotions. 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.

(i) 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.

(j) 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.

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

(l) Before granting Time Bound Higher Grade 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 of 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.

ANNEXURE IV.

Rules for Fixation of Pay

- (1) The existing scales of pay of employees will be revised with effect from 1-7-2019.
- (2) All employees who were in service as on 1-7-2019 shall come over to the revised scale of pay with effect from 1-7-2019. **There will be no option facility to elect another date for pay revision.**
- (3) The pay in the revised scale as on 1-7-2019 will be the corresponding revised pay stage of pre-revised pay as provided in stage to stage fixation table. 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 was done in previous pay revisions.
- (4) In cases where the existing pay as on 1-7-2019 is retrospectively changed after 1-7-2019 for any reason, the pay so changed will be revised as provided in stage to stage fixation table.
- (5) All appointments and promotions made on or after 1-7-2019 shall be deemed to have been made fixed in the revised scale of pay and pay will be fixed accordingly.
- (6) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 1-7-2019 in the existing scale of pay. Increments, if any, accrued on 1-7-2019 will also be reckoned.
- (7) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 1-7-2019.
- (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 1.38 and the result will be rounded off to the next multiple of Rs 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 1.38 and the result will be rounded to the next multiple of Rs10. The Residuary Pays 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 1.38 and the result will be rounded to the next multiple of Rs10. 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 1.38 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 Rs 100 as the case may be, the amounts will not be rounded off to the next multiple.

(14) 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 stage to stage fixation table, 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 1-7-2019, his pay will be fixed under these rules on the date of his rejoining duty on the basis of pay last drawn immediately before 1-7-2019. In cases where the officer on deputation/Foreign Service as on 1-7-2019 has opted for the grade pay and allowances of his cadre post, he will be allowed revised pay fixation as if he were continuing in his parent department.

(16) In the case of employees who are continuing on LWA on 1-7-2019, 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 1-7-2019.

(17) Provisional employees recruited on scales of pay through employment exchange or otherwise who were in service on 30-6-2019 and continued thereafter shall be eligible only for fixing the minimum of the revised scale of pay with effect from 1-7-2019.

(18) An employee whose increment is withheld for want of declaration of probation as on 1-7-2019 will be allowed the benefit of pay revision fixation on the basis of the pay actually drawn as on 1-7-2019. The pay so fixed will be revised to the corresponding stage in accordance with stage to stage fixation table on declaration of probation, notionally counting the increment accrued but withheld. After that 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 1-7-2019, their pay on 1-7-2019 will be revised based on the actual pay drawn in the former post prior to 1-7-2019, 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) 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.

(21) Also regards to Personal Pay, it will be given subject to the condition that maximum basic pay after adding Personal Pay shall not exceed maximum of the Master scale.

(22) Newly recruited permanent employees on or after 30-6-2019 shall be eligible only for fixing the minimum of the revised scale of pay with effect from 1-7-2019. Stage to stage fixation table is not applicable to them. Stage to stage fixation table is only applicable to employees recruited before 1-7-2019.

Rules for Fixation in the Revised Scales of Pay of Part Time Contingent Employees:

a. The revised scales of pay will come into force with effect from 1-7-2019.

b. All employees who were in service as on 1-7-2019 shall come over the revised scale of pay with effect from 1-7-2019.

(c) The pay in the revised scale as on 1-7-2019 will be the corresponding revised pay stage of pre-revised pay as provided in the table above.

(d) In cases where the existing pay as on 1-7-2019 is retrospectively changed after 1-7-2019 for any reason the pay so changed will be revised as provided in table above.

(e) All appointments made on or after 1-7-2019 shall be deemed to have been made in the revised scale of pay and pay will be fixed accordingly.

(f) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 1-7-2019 in the existing scale of pay. Increments, if any, accruing on 1-7-2019 will also be reckoned.

(g) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 1-7-2019.

(h) 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.

(i) The existing date of increment shall not undergo any change.

(j) In the case of an employee who is on Leave without Allowance or under suspension as on 1-7-2019, 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 1-7-2019.

(k) In the case of an employee who is continuing on LWA on 1-7-2019, 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.

(l) 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.

(m) 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 V

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.

Signature:

Name:

Designation:

PEN:

Date:

Place:

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

Name:

Designation:

PEN: