



GOVERNMENT OF KERALA
Abstract

Revision of Pay and Allowances of State Government Employees - Staff of Educational Institutions etc. - Recommendations of the 9th Pay Revision Commission –Implementation - Orders issued.

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FINANCE (PRC-C) DEPARTMENT

G.O/(P) No. 85/2011/Fin

Dated, Thiruvananthapuram, 26th February, 2011

Read:- G.O.(Ms) No. 81/2010/Fin. Dated 20-02-2010

ORDER

Government vide GO read above appointed a Pay Revision Commission with the following Terms of Reference.

- (i) To suggest modifications, if found necessary, for the pay and allowances of:
 - a. Posts under Government service including part-time contingent service and casual sweepers.
 - b. Posts including part-time posts and casual sweepers under educational institutions of the Government, aided schools and colleges and also such institutions covered by direct payment scheme excluding those posts covered by UGC/AICTE schemes of scales of pay and also posts for which Central scales of pay have already been allowed such as teaching staff in Medical Colleges, Judicial Officers etc.,.
 - c. Posts under Local Bodies and University employees except those posts covered by UGC/AICTE/ Central Scheme s.
- (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 which may be desirable or feasible keeping in view *inter alia* the need for greater social accountability and efficiency of administration.
- (iii) To examine and suggest changes, if any, to the benefits available to service pensioners.
- (iv) To suggest remedies for the anomalies caused due to the last pay revision and to suggest measures to avoid cascading effects, if any, likely to be caused by such anomalies.
- (v) To examine and assess the additional financial commitment for implementing the pay revision with effect from 1.07.2009.
- (vi) While considering the above issues, the need for bringing down the wide disparity, if any, existing between different scales in Government service shall be kept in mind.

(vii) While considering the above issues, the need for a gender sensitive service structure shall also be kept in mind.

2. The Commission submitted its report to Government on 31-12-2010. Government having examined these recommendations in detail, have accepted the same with certain modifications and accordingly issue orders as follows.
3. The existing scales of pay of State Govt. employees, staff of educational institutions etc. will be revised as shown in the Annex - I to this Government Order.. The revised scales will come into force from 01-07-2009. The revised scales of pay of various posts in different departments and local Government institutions are as shown in Annex - XII
4. The rules for fixation of pay in the revised scales with illustrations are given in Annex - II

Ratio/ Percentage based grade promotion.

5. The existing and the revised ratio/ percentage based grade promotions for various categories are indicated at the appropriate places under each department in Annex - XII. The existing ratio/ percentage based promotion will continue unless otherwise it is modified. The revised ratio/ percentage based promotions will come into effect from 01-02-2011.

Time bound grade promotion scheme

6. The existing time span of 8, 16 and 23 years for allowing grade promotions will be correspondingly modified as 8, 15 and 22 years of service. A fourth higher grade will be granted on completion of 27 years of total service in the entry post(s) and regular promotion post(s)/ time bound higher grade(s) taken together in the case of employees coming under the scales of pay ranging from Rs. 8500-13210/- to Rs. 9940-16580/- on entry post.

Revised rules for allowing time bound higher grade promotions are incorporated in Annex - III. The date of effect of the same will be 01-02-2011.

Time bound higher grades to Teachers

7. Lower Primary and Upper Primary Teachers will be allowed grade promotions to the levels of Grade I, Senior Grade and Selection Grade on completion of 8, 15 and 22 years of service respectively as L.P.S.A/ U.P.S.A. L.P/ U.P School Head Masters (HM) will be allowed a higher grade on completion of 8 years of service as Headmaster or 28 years of total

service as Headmaster and L.P.S.A/ U.P.S.A. together. A Second higher grade on completion of 20 years as Head Master will also be allowed. But on becoming eligible for higher grade promotion in the post of Head Master 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.

High School Assistants will be allowed higher grade promotion on completion of 7, 15 and 22 years of service as High School Assistant (HG), High School Assistant (Sen. Gr.) and High School Assistant (Sel.Gr.) in the scales of pay of Rs. 16980-31360, 18740-33680, and 19240-34500 respectively. Existing government orders relating to time bound higher grade and all other conditions for the grant of higher grades prescribed in the various Government orders issued by General Education Department from time to time will continue to be in force.

Time bound higher grades to Doctors

8. The existing time span of 8 and 16 years of service for allowing grade promotion to Assistant Surgeon/ Dental Surgeon and equated categories of Health Services Department and Assistant Insurance Medical Officers (Allopathy) of Insurance Medical Service Department will be revised as 8 and 15 years of service and they will be allowed the scales of pay of respective promotion posts as Time Bound Higher Grades. The existing conditions would continue to apply for grant of higher grades.

Part - time Contingent Employees

9. The Part - time contingent employees will be allowed scale of pay as follows:
Category I - 5520-120-6000-140-6700-160-7500-180-8400
Category II - 4850-110-5400-120-6000-140-6700-160-7500
Category III - 4250-100-4850-110-5400-120-6000-140-6700.

The existing Part-time Contingent Employees will come over to the newly introduced scales of pay and their pay will be fixed at the minimum of the scales eligible for each category. In the case of those who have completed 8/ 16/ 23 years of service and have been drawing the basic remuneration and in addition, at an increase of Rs. 150/-, Rs. 150/-, Rs. 100/- respectively. In the case of those employees, such quantum of increase will be added to the minimum so arrived at and pay will be fixed at the next stage in the new scale. If it is a stage in the new scale, the next stage will be allowed, subject to a minimum benefit of Rs. 300/-. Part - time contingent employees are eligible for one additional increment each on

completion of qualifying service of 8, 15, 22 and 27 years. The existing rate of CCA to those who are working in designated cities is enhanced to Rs 50/- per month

Career Advancement Scheme

10. Accepting the recommendations of the 9th Pay Revision Commission, Government order that a Career Advancement Scheme will be introduced to directly recruited professionals in service. Detailed orders on implementation of the scheme will be issued separately.

Stagnation Increment

11. The scheme of allowing stagnation increments will continue. The maximum number of such increments will be five - the first four increments being annual and the fifth biennial, subject to the condition that the maximum basic pay after such increments shall not exceed Rs. 59840.

Dearness Allowance

12. The Commission has merged entire Dearness Allowance of 64% as on 01/07/2009 with basic pay for arriving at the revised rates of Pay. Therefore no Dearness Allowance is admissible as on 01-07-2009.

The Commission has recommended the following rates of Dearness Allowance to make the same at par with that applicable to the Central Government employees.

<u>Date</u>	<u>Rate of DA</u>	<u>Total</u>
01/01/2010	8%	8%
01/07/2010	10%	18%

Government having accepted this recommendation, order that the rates of DA admissible from 01-01-2010 and 01-07-2010 will be as shown above:

House Rent Allowance

13. House Rent Allowance will be paid at the revised rates based on pay ranges and classifications of cities / places as shown below:-

Pay Range (Rs)	B2 Class City (Rs)	C Class City/ Town (Rs)	Cities not in B2 & C Class (Rs)	Other places (Rs)
8500-8729	350	270	270	250
8730-12549	560	390	390	
12550-24039	840	550	480	
24040-29179	1050	700	530	
29180-33679	1400	950	530	
33680 & above	1680	1110	530	

The State Government employees working in New Delhi and Other States will be eligible for House Rent Allowance at Government of India rates as applicable at these places.

Note:- (1) B2 class city for the purpose of HRA means the cities of Thiruvananthapuram Kollam, Kochi, Thrissur and Kozhikkode.

(a) Government institutions situated within a radius of 3 kilometres from Civil Station Kakkannad will be considered as B2 Class city for the purpose of granting House Rent Allowance and City Compensatory Allowance.

(b) The employees working in Forest complex at Mathottam (Kozhikkode) is eligible for HRA at the rates applicable to the city limits of Kozhikkode.

(2) "C class city/ town" includes the cities / towns of Alapuzha, Changanassery, Kanhangad, Kannur, Kasaragod, Kayamkulam, Kunnankulam, Kottayam, Malappuram, Manjeri, Nedumangad, Neyyattinkara, Palakkad, Payyannur, Ponnani, Quilandi, Thalasseri, Thaliparamba, Thiruvalla, Tirur and Vadakara.

(3) "Cities not in B2 & C Class" include all other Municipal areas and townships as well as District and Taluk headquarters not coming under B2 & C class city/ town.

Rent Recovery

- 14.** With effect from the date of coming over to the revised scale, rent at the following rates will be recovered from Government employees residing in Government Quarters.

Sl. No	Range	Rate
1	Those who are in the Scale of Pay between Rs.8500-13210 and Rs.20740-36140	Nil

2	Those who are in the Scale of Pay of and above Rs.21240-37040	2% of Basic pay
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Note:-

1. Basic pay for the purpose of this clause will include Personal Pay, Dearness Pay and Special Pay.
2. In the case of employees who remain in the pre-revised scales of pay beyond 01-07-2009, the corresponding revised scale in respect of the post will be taken into account to determine rent to be recovered.
3. For those who are not on State Government scales of pay (eg:-AIS officers those on UGC/ AICTE scale etc.) existing orders and rates will continue.

City Compensatory Allowance

15. The revised rates of CCA allowed for employees working in the offices located in B2 class cities will be as follows.

Sl. No	Pay Range	Rate per Month
1	Below Rs.9440	Rs.200/-
2	Rs.9440 and above but below Rs.13540	Rs.250/-
3	Rs.13540 and above but below Rs.16980	Rs.300/-
4	Rs.16980 and above	Rs.350/-

Medical Benefits

16. The existing scheme of Medical Reimbursement in the State will continue.

Cost of Spectacles

17. The Spectacle allowance being reimbursement of cost of spectacles purchased is enhanced to Rs. 1000/-, which can be claimed once in 10 years of service.

Special Allowance

18. The revised rates of Special Allowance to various categories of employees will be as shown in Annex - IV.

Compensatory Allowance

19. The revised rate of Compensatory Allowance are shown in Annex - V.

Risk Allowance

20. The revised rates of Risk Allowance will be as shown in Annex - VI.

Non Practicing Allowance

21. The revised rates of Non-practicing Allowance will be as shown in Annex - VII.

Uniform Allowance

22. The categories of posts, the uniform allowance payable and the periodicity of payment will be as shown in Annex - VIII. Payment of uniform allowance will be subject to the following conditions:-.

- (i) Uniform Allowance is inclusive of stitching and washing charges and cost of cloth.
- (ii) Uniform specifications (colour, type, item, size etc.) have to be fixed by the Head of the Department concerned in respect of different categories of employees under his control.
- (iii) Controlling Officers are free to discontinue sanctioning of Uniform Allowance and even recover the allowance sanctioned, if an employee does not wear uniform during duty time.

Those employees who are in receipt of uniform allowance but have not been included in the Schedule (Annex- VIII) will be granted the allowance @ Rs. 1600/- per annum.

Footwear Allowance

23. The rate of footwear allowance to the existing eligible categories will be increased from Rs. 130/- to Rs. 300/- per annum. The eligibility conditions will remain the same.

Additional Special Allowance

24. This allowance is sanctioned to different categories of employees in Police, Prisons, Social Welfare, Fire Force, Forest and Health Departments and also to the employees working as Personal Assistants to the Members of Legislative Assembly as well as staff in the Kerala State Election Commission during the period of general elections. The revised rates are as shown in Annex - IX.

Special Commando Allowance

25. Special Commando Allowance @ 15% of the basic pay per month will be granted to all Commandos in Police Department irrespective of the rank or branch or the Police unit to which they belong, but subject to the following conditions:

- a) Not more than 60 persons will be treated as eligible for this allowance at a time.
- b) The physical and commando efficiency of each individual in this group will be annually assessed by a competent board appointed for the purpose.
- c) The standard and training of Commandos will be continuously monitored.
- d) The allowance will be discontinued to those who are found not satisfactory in maintaining the required standards.
- e) Fresh personnel who pass the test and undergo competent training will be taken into the commando platoon to replace those who cease to be commandos.

Training Allowance

26. Training allowance payable to officers of the Police Training College and Kerala Police Academy will be enhanced by 50% of the existing rates.

Project Allowance

27. The Project allowance to the Project Officer, Tribal Development Officer and Tribal Extension Officer in the Scheduled Tribe Development Department will be at the rate of Rs. 300/- per month.

Hill Tract Allowance

28. Revised rates of Hill Tract Allowance are as shown below.

Sl No	Category of officials	Rate per month Rs.
1	Officers whose basic pay is Rs. 16180/- and above	280
2	Officers whose basic pay is above Rs. 10210/- but below Rs. 16180/-	260
3	Officers whose basic pay is up to and including Rs. 10210/-	200
4	Part-time Contingent Employees	200

Special Allowance to employees working in New Delhi

29. The following special allowances are sanctioned to the State government employees working in State Government Offices in New Delhi.

- (a) New Delhi Allowance @ 15% of basic pay
- (b) Transport Allowance @ Rs. 500/- pm
- (c) Warm Cloth Allowance @ Rs. 4000/- once in four years.
- (d) Uniform Allowance @ Rs. 2500/- for summer season and Rs. 1500/- for winter season, payable once in two years. Shoe Allowance will be @. Rs. 1000/- per annum
- (e) Educational Allowance @ Rs. 500/- per month per child for maximum of two children.
- (f) Special Allowance to cooks @ Rs. 300/- per month.
- (g) Mobile Phone Allowance @ Rs. 500/- per month to the officer in charge of Norka Cell, New Delhi.
- (h) The L.T.C/ H.T.A. as now available to the employees working in Kerala House, New Delhi will continue.

These employees will not be eligible for CCA as they are in receipt of Transport Allowance.

Special Allowance to Physically Challenged

30. The existing rate of special allowance to physically challenged employees is enhanced from the existing Rs. 300/- per month to Rs. 600/- per month. The conditions for sanction of the allowance will continue to be the same.

Employees who remain in the pre-revised scale of pay.

31. In the case of employees who remain in the pre revised scales of pay beyond 01/02/2011, the benefits like HRA and other additions to pay will be payable at the revised rates on the basis of their pre-revised pay plus DA @64%.

Surrender of Earned Leave:

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

Paternity Leave:

33. Paternity leave for 10 days each for two children will be sanctioned to serving male employees at the time of delivery of their wives.

Special Casual Leave for the employed parents of physically/mentally challenged children:

34. Special casual leave for 15 days in a year will be sanctioned to those employees having physically/mentally challenged children. Detailed guidelines for sanctioning the same will be issued separately from Finance Department.

Special Leave for undergoing Chemotherapy/ Radiation / Kidney Transplantation etc.

35. Special Casual Leave for a maximum of 45 days will be sanctioned to those employees who undergo Chemotherapy or Radiation and Kidney Transplantation. Detailed guidelines for sanctioning the same will be issued separately from Finance Department.

Travelling Allowance

36. (1) For the purpose of travelling allowance, officers shall be classified into the following four grades Viz;

Grade I	All officers who draw an actual basic pay of Rs. 25280/- and above and Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the Pay drawn by them.
Grade II (a)	Officers with actual basic pay of Rs. 21240/- and above, but below Rs. 25280/-
Grade II (b)	Officers with actual basic pay of Rs.13900/- and above, but below Rs.21240/-. Non Gazetted Officers, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Gr. II (b).
Grade III	Officers with actual basic pay of Rs.8960/- and above, but below Rs.13900/- ; and
Grade IV	Officers with actual basic pay below Rs. 8960/-.

Note:- For this purpose, Pay includes Personal Pay and Special Pay in lieu of higher time scale of pay.

(2) Class of travel

Eligible class of travel by train by each grade shall be as follows:

Class	
Grades	Eligible Class
Grade I	II AC
Grade II (a)	I class. If the train doesn't have I class, II AC
Grade II (b)	III AC. If the train doesn't have III AC, I class
Grade III	II class
Grade IV	II class

(3) Air journey:-

Officers in the revised scale of pay Rs.29180-43640 and above will be eligible for air journey.

(4) **Mileage Allowance :-**

The mileage allowance will stand enhanced to Rs.1.50 per km for all categories of officers.

(5) **Incidental Expenses (Road/Rail/Air)**

The revised rates of incidental expenses will be as follows.

Grade	Rate (Rs.) per k.m.	Air Journey (Rate per journey) (Rs.)
Grade I:	0.50	Limited to 1 Daily Allowance
Grade II: (a)	0.40	
Grade II: (b)	0.35	
Grade III:	0.30	
Grade IV:	0.30	

(6) **Daily Allowance-**

The revised rates of Daily Allowances will be as follows:

Grades	Rates	
	Inside State (Rs.)	Outside State (Rs.)
Grade I:	250	350
Grade II: (a)	200	250
Grade II: (b)	200	225
Grade III:	150	175
Grade IV:	150	175

(7) **Classification of Government officials for the purpose of carrying personal effects-**

The classification of Government officials for the purpose of carrying personal effects on transfer will be as follows:

Sl.No.	Category of Officers	Weight (Kg)
1	Officers whose actual basic pay is	3000

	Rs.25280/- and above	
2	Officers whose actual basic pay is Rs.13900/- and above but below Rs.25280/-	2000
3	All other Officers	1000

(8) Loading and Unloading charges for Journeys on Transfer-

Loading and unloading charges for journeys on transfer will be as follows:-

Grades	Rate
Grade I:	Rs.600/- at each end
Grade II(a):	Rs.300/- at each end
Grade II(b):	Rs.300/- at each end
Grade III:	Rs.250/- at each end
Grade IV:	Rs.250/- at each end

(9) Reimbursement of Room Rent-

The revised rates for reimbursement (against production of voucher) shall be as follows.

Grades	New Delhi, Mumbai, Kolkota, Chennai Rs.	Other Cities/ Towns outside State Rs.
Grade I:	1500	1000
Grade II: (a)	1500	1000
Grade II: (b)	1200	750
Grade III:	1200	750
Grade IV:	800	700

(10) Taxi fare for Grade I Officials: - Grade I officials travelling to metropolitan cities and other larger cities are allowed to hire taxies for the day 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 continue.

(11) Auto rickshaw/Taxi fare for journeys on tour: - Actual fare at the rate fixed by Government from time to time for a maximum of two journeys daily (plus one journey per tour from residence to airport/ railway station/ bus stand and one journey per tour from airport/ railway station / bus stand to residence) limiting the distance of single journey to 8 kms will be allowed subject to a maximum of Rs. 150/- per day.

Permanent Travelling Allowance and Permanent Conveyance Allowance

37. The revised rates of Permanent Travelling Allowance (PTA) and Permanent Conveyance Allowance (PCA) will be as shown in Annex- X and Annex - XI respectively.

Leave Travel Concession

38. Leave Travel Concession will be allowed to those employees who have 15 years of service, to travel to any place in the Country, subject to a maximum of 2400 km, to and fro, along with their family once in their service.

Detailed orders in this regard will be issued separately.

Education Allowance to the parents of physically/ mentally challenged children

39. The rate of Education Allowance to the parents of physically / mentally challenged children will be enhanced from the existing Rs. 150/- to Rs. 450/- per month. This will be allowed to employees whose child/ children are physically or mentally challenged, studying in general schools also. All other existing conditions will remain the same.

Applicability

40. 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 scales of pay and also posts for which central scales of pay have already been implemented such as staff of Medical Colleges, Judicial Officers drawing pay as per the recommendations of the Shetty Commission/ Padmanabhan Commission), full time employees borne on the contingent and work charged establishments, employees of local bodies and personal staff of Chief Minister, other Ministers, Leader of the 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 scales 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.

In respect of Public Sector Undertakings, Statutory Corporations/ Boards, autonomous bodies and grant-in-aid institutions where State scales of pay are allowed to their employees, formal approval/ sanction of the Government will have to be obtained for extending the new pay scales etc. to their employees.

41. The following modification introduced to Rule 28 A and 37 (a) KSR Part I in the 8th State Pay Revision will be continued.

- (i) In all cases of time bound higher grade promotions to higher scales of pay (obviously not involving change of duties and responsibilities), the existing practice may continue. Thus, the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSRs i.e. a notional increment will first be given in the lower scale and thereafter pay in the promoted scale will be fixed at the next stage above. No subsequent refixation of pay, based on the change of pay in the scale of the lower posts, will be allowed. The next increment in the higher scale will fall due on completion of 12 months from the date of coming over to the higher scale. He will, of course, have the option to avail the higher grade on a subsequent date not later than the date of his next increment in the lower scale.
- (ii) In all cases of regular promotions from time bound grades to posts 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 post.
- (iii) In all cases of regular promotions, including ratio based promotions, to posts carrying higher time scale of pay, the minimum of which does not exceed Rs.36140/- (whether it involves change of duties and responsibilities or not) pay in the promoted scale will be fixed as per the provisions of Rule 28 A Part I KSRs without refixation of pay in the higher scale consequent on change of pay in the lower scale. Next increment in the higher time scale will fall due only on completion of 12 months from the date of fixation of pay, in the higher time scale of pay under Rule 28 A. Promotees will be given opportunity to elect the date on which their pay is to be fixed in the higher time scale of pay under Rule 28 A. Two options as indicated below will be available to the promotees for fixation of pay under Rule 28 A.
 - Option (a) Pay will be fixed in the higher time scale of pay, on the date of promotion, under Rule 28 A. Next increment in the higher time scale will fall due only on completion of one year from the date of such fixation of pay.

OR

- Option (b) Pay on the date of promotion will be initially fixed at the stage of the higher time scale of pay of the promoted post next above the pay in the lower time scale of pay. Thereafter fixation of pay under Rule 28 A will be allowed,

based on the pay in the lower post on the date opted by the promotee, ie. on the date of increment in the lower post. Next increment will fall due only on completion of one year from the date of fixation of pay under Rule 28 A. If the fixation of pay under Rule 28 A on the date of option does not make any change in the pay in the higher time scale, the pay of the promotee will remain at the same stage till completion of one year from the date of initial fixation (date of promotion) of pay in the higher time scale. Next increment in such cases will be allowed on completion of one year from the date of initial fixation of pay in the higher time Scale of pay. The option to be exercised will be in the following forms.

Option for fixation of pay under Rule 28 A Part I KSR*

* (a) Consequent upon my promotions as..... with effect from FN/AN, I hereby opt the fixation of pay under Rule 28 A, in the higher scale of pay of the promoted post, with effect from the date of promotion, without any review consequent on accrual of increment in the lower post.

*(b) Consequent upon my promotion as with effect from FN/AN, I hereby opt the initial fixation of my pay at the stage in the time scale of pay of the promoted post next above my pay in the scale of pay of the lower post on the date of promotion, and thereafter under Rule 28 A in the higher scale of pay of the promoted post based on the pay in the lower post with effect from..... ie from the date of accrual of next increment in the scale of pay of the lower post.

Place:

Signature:

Date:

Name:

Designation:

*Strike off whichever is not applicable.

(iv) In all cases of regular promotions including ratio based promotions to posts carrying higher time scale of pay, the minimum of which exceeds Rs.36140/- [i.e. under Rule 37 (a)] the pay, of the promotee, on the higher time scale will be initially fixed at the stage next above his pay in the lower time scale of pay. In such cases if this pay in the lower scale becomes equal to this pay in the higher scale consequent on accrual of increment in the lower scale, his pay in the higher scale will be fixed at the next higher stage in the higher scale of pay with effect from that date. **The next increment in the promoted post will be allowed only after completion of one year service from this date.**

(v) Where promotion posts happen to have the same scale of pay of the feeder category posts, the existing practice will continue ie. one advance increment will be granted to the incumbents appointed by promotion to the posts carrying the scale of pay of feeder category posts. 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.

- (vi) In cases of up gradation of posts or appointments to higher posts on the advice of PSC or otherwise (in respect of persons already in State Government Service) pay will be fixed under Rule 28 A Part I Kerala Service Rules, the option shall be exercised within one month from the date of appointment order or date of taking over charge of the new post whichever is later.

Date of Effect:-

42. The date of effect of the revised scales of pay will be 01-07-2009. The date of effect of improved ratio based promotions/ percentage based higher grades, revised time bound higher grade scheme, various allowances and other benefits will be 01-02-2011.

Arrears.

43. The revised scale of pay and allowances will be granted in cash from February 2011 onwards. Arrears of salary on fixation of pay in the revised pay scale from 01-07-2009 till 31-01-2011 will be credited to the Provident Fund account of the employee. The arrears will not be withdrawn till 31-03-2015, except in the case of those who are retiring before 31-03-2015, in which case the arrears will be released on their retirement.

In the case of employees who have opted not to subscribe to Provident Fund account during the last one year of service and in those cases where it is not obligatory to maintain Provident Fund account, arrears will be paid in cash. In the case of those employees who have not started subscription to Provident Fund, the drawal of arrears will be deferred and as and when the Provident Fund account is opened, it shall be drawn and deposited in it.

44. The Pay of all non-gazetted officers will be fixed in accordance with these orders by the officers who draw and disburse their salary. The pay fixation statement of those who draw salary on countersigned bills shall be approved by the countersigning authority. In the case of Gazetted Officers the drawal of the revised salary will be authorised by the Accountant General on the basis of their option. The Non Gazetted officers will forward their option to the Officer who draws their salary or who countersigns the salary bills, as the case may be, and the Gazetted Officers to the

Accountant General. The option statement will be pasted in the Service Book in the case of the Non- Gazetted Officers after countersignature by the drawing officer.

- 45.** Omissions or errors, if any, in respect of posts or scales of pay indicated in Annex XII as of these orders 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.
- 46.** Arrear claims preferred in pursuance of these orders will be paid without pre-check in relaxation of Article 53, Kerala Financial Code Volume 1.
- 47.** The Heads of Departments and other officers who inspect their subordinate offices, will check as far as possible, 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 whether fixation or grant of higher grade or payment of increased benefits is found to be incorrect, the inspecting officer should record in the Service Books concerned that instructions have been given to the concerned officers to rectify the defects. In the Departments where there are arrangements for internal audit, the audit staff shall review fixation of pay, verify the entries in the Service Book and record the fact therein. If defects are detected in the case of Gazetted officers, the inspecting officers should intimate them to the Accountant General for appropriate action.
- 48.** Leave Salary/ Pension Contribution based on the pay in the revised scales of pay will be recovered from 01-07-2009 or from the date of effect of option of the employees concerned in the revised scales of pay. Foreign employer will arrange the remittance at the revised rates from 01-07-2009 or from the date of option exercised by the employee concerned.
 - a.) Recoveries will be insisted upon in cases where over payments are made on account of wrong fixation. If an officer competent to fix pay under these orders or approve the pay fixation or countersign the option statement has any doubt on the application of these orders he shall seek clarification of the Finance Department in Government before approving the pay fixation and disbursing the pay.

- b.) Detailed Orders on Pension and related benefits will be issued by Finance Department separately.
- c.) Certain amendments to Kerala Service Rules are required as a result of this Pay Revision Orders. Such amendments will be made in KSR wherever necessary.

(By Order of the Governor)

Dr. A.K. Dubey
Principal Secretary (Finance)

To

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

The Principal Accountant General (Audit) Kerala, Thiruvananthapuram.

All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government

All Heads of Departments and Offices.

All Departments (All sections) of the Secretariat.

The Secretary, Kerala Public Service Commission (with C.L.)

The Registrar, University of Kerala/ Kochin/ Calicut/M.G./ Kannur / Sanskrit (with C.L.)

The Registrar, Kerala Agricultural University Trissur (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.

Annex-I

The existing and corresponding revised scales of pay

Sl. No	Scales of pay (2004)	Sl. No	Revised scales of pay (2009)
1	4510-120-4990-130-5510-140-5930-150-6230	1	8500-230-9190-250-9940-270-11020-300-12220-330-13210
2	4630-120-4990-130-5510-140-5930-150-6680-160-7000	2	8730-230-9190-250-9940-270-11020-300-12220-330-13540
3	4750-120-4990-130-5510-140-5930-150-6680-160-7480-170-7820	3	8960-230-9190-250-9940-270-11020-300-12220-330-13540-360-14260
4	5250-130-5510-140-5930-150-6680-160-7480-170-7990-200-8390	4	9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-15780
5	5650-140-5930-150-6680-160-7480-170-7990-200-8790	5	9940-270-11020-300-12220-330-13540-360-14980-400-16580
6	6080-150-6680-160-7480-170-7990-200-9590-240-9830	6	10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-18300
7	6680-160-7480-170-7990-200-9590-240-10790	7	11620-300-12220-330-13540-360-14980-400-16980-440-18740-500-20240
8	7480-170-7990-200-9590-240-10790-280-11910	8	13210-330-13540-360-14980-400-16980-440-18740-500-21240-560-22360
9	7990-200-9590-240-10790-280-11910-340-12930	9	13900-360-14980-400-16980-440-18740-500-21240-560-24040
10	8390-200-9590-240-10790-280-11910-340-13270	10	14620-360-14980-400-16980-440-18740-500-21240-560-24040-620-25280
11	8790-200-9590-240-10790-280-11910-340-13610	11	15380-400-16980-440-18740-500-21240-560-24040-620-25900
12	9190-200-9590-240-10790-280-11910-340-13610-380-15510	12	16180-400-16980-440-18740-500-21240-560-24040-620-27140-680-29180
13	9590-240-10790-280-11910-340-13610-380-16650	13	16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-31360
14	10790-280-11910-340-13610-380-16650-450-18000	14	18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680
15	11070-280-11910-340-13610-380-16650-450-18450	15	19240-500-21240-560-24040-620-27140-680-29860-750-32860-820-34500
16	11910-340-13610-380-16650-450-19350	16	20740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140
17	12250-340-13610-380-16650-450-19800	17	21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-37040
18	12930-340-13610-380-16650-450-20250	18	22360-560-24040-620-27140-680-29860-750-32860-820-36140-900-37940
19	13610-380-16650-450-20700	19	24040-620-27140-680-29860-750-32860-820-36140-900-38840
20	16650-450-20700-500-23200	20	29180-680-29860-750-32860-820-36140-900-40640-1000-43640
		21	32110-750-32860-820-36140-900-40640-1000-44640
21	20700-500-23200-550-25400-600-26600	22	36140-900-40640-1000-48640-1100-49740
22	23200-550-25400-600-26600-650-31150	23	40640-1000-48640-1100-57440
		24	42640-1000-48640-1100-57440-1200-58640
23	25400-600-26600-650-33100	25	44640-1000-48640-1100-57440-1200-58640
24	26600-650-33750	26	46640-1000-48640-1100-57440-1200-59840
		27	48640-1100-57440-1200-59840
	Master Scale		Master Scale
	4510-120-4990-130-5510-140-5930-150-6680-160-7480-170-7990-200-9590-240-10790-280-11910-340-13610-380-16650- 450-20700-500-23200-550-25400-600- 26600- 650-33750		8500-230-9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-40640-1000-48640-1100-57440-1200-59840

Annex - II

Rules for fixation of pay in the revised scale.

1. The revised scales of pay shall come into force w.e.f. 01-07-2009.
2. Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01-07-2009 or date of option..
3. Existing emoluments for the purpose of these rules shall be the total of :
 - (a) Basic pay in the existing scales as on the date of change over to the revised scale including the increments, if any, accruing on such date in the existing scale. Stagnation increments shall also be reckoned for this.
 - (b) Personal pay, if any, not specifically ordered to be absorbed in future increase of pay.
 - (c) Special pay drawn in lieu of higher time scale of pay, provided there is no special pay attached to revised scale.
 - (d) Dearness Allowance admissible at the rate of 64% on such pay vide (a), (b) and (c) above.

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

Fitment benefit and Service weightage

4. To the existing emoluments computed above, shall be added an amount equal to 10% of pay subject to a minimum of Rs. 1000/- in Rule (3) (a) and (b) above towards fitment benefit and another amount equivalent to ½% of pay, specified in Rule (3) (a) and (b) above, for each completed year of service subject to a maximum of 30 completed years, towards service weightage.

***Note:** - Service for the purpose of this rule means service including broken periods of service qualifying for normal increments in the scale of pay. Time spent on leave not counting for normal increment will not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned. However aided school service in Govt and vice versa will be reckoned for weightage.*

5. The amount so arrived at under Rule (4) above shall be stepped up to the next stage in the revised scale of pay.

If the amount arrived at under Rule (4) above is more than the maximum of the revised scale, the pay shall be fixed at the maximum of the revised scale and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes viz; fixation of pay, calculation of leave salary, drawal of allowance and pension.

Stepping up of Pay of Seniors

6. In cases, where a senior government servant promoted to a higher post before 01.07.2009, (including through grant of time bound higher grade) draws less pay in the revised scale than his Junior promoted to the higher post after 01.07.2009, the pay of the senior employee shall be stepped up to the level of the pay of the junior w.e.f. the date on which junior draws more pay, provided that
 - (a) The senior and the junior employee should belong to the same category and should have been promoted to the same category of post.
 - (b) The pre-revised and revised scale of pay of the lower and higher posts in which they are entitled to draw pay should be identical.
 - (c) The senior Government servant at the time of promotion has been drawing equal or more pay than the junior
 - (d) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay
 - (e) The anomaly should not have arisen due to the option exercised on different dates or due to any advance increments granted to the junior in the lower post or due to increased service weightage to the junior.

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

(ii) In case where pay of an employee is stepped up in terms of clause (6) above, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of pay.

7. **Exercise of Option on Promotion**

- (1) All appointments and promotions made on or after 1.7.2009 shall be deemed to have been made in the revised scale of pay & pay will be regulated accordingly.
- (2) However, if an employee wishes to opt the revised scale of pay of his promoted post ie. the next immediate promotion post assumed on or after 01.07.2009, he will be permitted to opt the revised scale of the promotion post with effect from the date of promotion and his pay in the revised scale will be fixed on the basis of the pay he drew in the pre-revised scale of the promoted post on that date. This benefit will be restricted to the employees who were promoted in between 1.7.2009 and the date of issue of Pay Revision Order. Also employees who were in Government service prior to 01-07-2009 and got appointment through “by transfer” appointment or by PSC appointment shall be permitted to exercise option with effect from 01.07.2009 in the scale of pay of the post held by them prior to their new appointment.
- (3) Employees who were promoted on or after 1.7.2009 cannot be allowed to exercise option of the feeder post beyond the date of such promotion.

Note:- However employees who have been promoted on or after 01-07-2009 may be allowed to opt the revised scale of the promotion post w.e.f. the date of exercise of option under (b) of Rule 28 A Part I K.S.Rs

8. Provisional employees recruited through the employment exchanges who were in service on 30.6.2009 and continued thereafter shall be eligible for the minimum of the revised scale of pay only.

Date of next Increment

9. The next increment of an employee whose pay has been fixed in the revised scale of pay shall accrue on completion of one year from the date of option.
10. An employee whose increment is withheld for want of declaration of probation on 1.7.2009 or on the date of change over to the new scale will also be allowed the benefit of fixation of pay notionally counting the increment accrued but withheld, in relaxation of Rule 37 B(b),

Part I Kerala Services Rules, subject to the condition that the next increment after such fixation will be allowed only after he is declared to have satisfactorily completed his probation and the period of approved service required to earn an increment.

11. In the case of an employee whose pay has been reduced with the effect of postponing future increments, fixation of pay in the revised scale will be allowed on the basis of the option exercised by him but he has to remain in that pay till the expiry of the period of reduction. The pay will, however, be fixed on the date of expiry of the period of reduction. The next increment in such cases will be allowed only on completion of approved service required to earn an increment from the date of such fixation.

Exercise of Option

12. An employee can exercise option to come over to the revised scale of pay with effect from 01.07.2009 or with effect from any subsequent date he opts.
13. The option in writing is to be exercised within a period of six months from the date of Government orders revising the scales of pay.
14. The option is to be filed with the officer competent to fix his/her pay in the form appended.
15. The option once exercised shall be final. In the case of subsequent reversion (after the exercise of option as per these rules), the employee will be allowed to exercise option in respect of the lower post also, provided such option is exercised within a period of three months from the date of orders of reversion.
16. Re option will not be allowed for any pay revision (including the present pay revision) except in cases involving retrospective revision or change in scale of pay that takes effect on a date prior to the date of option exercised by the employee for the concerned pay revision. In such cases arrears of salary/pension will be payable only with effect from the date of filing of the option such re-option has to be exercised within 3 months of the date of issue of the order revising/changing the scale of pay retrospectively .
17. An employee is allowed to exercise option only in respect of existing scale. If no option is exercised within the said period of six months of the date of Government orders revising the scale of pay of the Government employees, the date of effect of pay revision order i.e. 01.07.2009 shall be treated as the date of option and the Officer

competent to fix his/her pay is to proceed accordingly. No subsequent option shall be entertained.

18. If an employee dies before the expiry of the time fixed for option and without exercising option, the officer competent to fix his/her pay in the revised scale of pay shall fix his/her pay with effect from the date which is more advantageous to the survivors of the deceased. If the deceased is a Gazetted Officer the head of department and if the deceased himself was the head of department, the Secretary to Government concerned, in consultation with the Accountant General (A&E) will fix the date of option of the deceased employee, which is found to be more advantageous to the beneficiary.
19. An employee on leave or on deputation or under suspension will be allowed to exercise option within a period of six months from the date of return to duty.
20. Persons whose service were terminated on or after 01.07.2009 and who could not exercise the option within the prescribed time limit on account of death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground are entitled to the benefits of the aforesaid rules.
21. In the case of employees whose increment in the pre-revised scale is barred as punishment without cumulative effect, their pay on the date of option (if it is w.e.f. a date on which the increment bar is in force) in the revised scale will be fixed on the basis of the pay notionally arrived at by counting increment each, in the pre-revised scale, for every completed year of service which would have been counted for normal increment, but for the punishment. The next increment in the revised scale will be sanctioned only after expiry of the remaining period of increment bar as on the date of fixation of pay in the revised scale, subject to Rule (9) of Pay Fixation Rules.
22. In the case of employees whose increment in the pre-revised scale is barred as punishment with cumulative effect, their pay on the date of option (if it is w.e.f. a date on which the increment bar is in force) will be fixed on the basis of the pay they were drawing immediately before increment bar. They will be entitled to the pay at the same rate till the expiry of the period of increment bar. The next increment in the revised scale will be sanctioned only after expiry of the period of increment bar subject to Rule (9) of Pay Fixation Rules.
23. In the case of employees whose pay in the pre-revised scale is reduced to lower stage as penalty temporarily, their pay in the revised scale will be fixed on the date of option (if it is w.e.f. a date on which the reduction in pay is in force) on the basis of the pay after

reduction in the pre-revised scale. The next increment that will accrue in the revised scale in terms of Rule (9) of the above rules will be sanctioned only after the expiry of the remaining period of penalty.

24. In the case of employees whose pay in the pre-revised scale is reduced permanently to lower stage as penalty with the effect of postponing future increments, his pay in the revised scale will be fixed on the date of option on the basis of the reduced pay in the pre-revised scale. They will have to remain in that pay till expiry of the period of reduction. The next increment that will accrue in the revised scale will be sanctioned only after expiry of the remaining period of penalty.
25. The employees who continue on Leave Without Allowance (LWA) on or after 01.07.2009 will be allowed to exercise option within 6 (six) months of return to duty.

(See Rules for fixation of pay)

FORM OF OPTION

I,.....
..... hereby elect to the revised scale of Rs.....
..... with effect from

or

I, hereby elect to
continue in the existing scale of pay of
Rs..... of my substantive / officiating post
mentioned below till 20.....

I hereby agree to refund excess pay and allowances, if any, drawn by me, in case it is found later that I have been paid such excess (even if it is due to erroneous fixation).

Station:
Date:

Signature
Name
Designation
Office/Department.

Principles of Option

26. The employees may be allowed to exercise option subject to the following conditions.
- a) An employee can exercise option to come over to the revised scale of pay with effect from 01.07.2009 or with effect from any subsequent date that he opts, provided that such date shall not be beyond the date of his next promotion or one year from the date of this Government Order, whichever is earlier.
 - b) In the case of a Government servant who died on or after the date of coming into effect of the pay revision, but before exercising option, he/she may be deemed to have opted for the revised scale from the most beneficial date as desired by the Head of office, Accountant General or the department, as the case may be.
 - c) The option to retain the existing scale of pay shall be admissible in respect of one existing scale only. On subsequent reversion, the Government servant concerned may exercise option in respect of the lower post also on condition that such option will be exercised within three months from the date of reversion, failing which he/she will be deemed to have opted for the scale with effect from the date of pay revision.
 - d) If a Government servant exercises option to come over to the revised scale with effect from a date beyond one year from the date of pay revision such option shall be deemed to be invalid and shall be treated as a failure to exercise option and he/she shall be deemed to have exercised option with effect from the date of pay revision.
 - e) The option shall be exercised in writing and communicated to the Head of office or the Accountant General, respectively by the non-Gazetted officers and Gazetted officers within six months from the date of pay revision order failing which the Government servant will be deemed to have opted for the scale with effect from the date of coming into effect of the pay revision and pay fixed on that basis.
 - f) A Government servant who is out of India on leave or deputation or Foreign Service, on the date of pay revision order shall exercise option in writing within three months from the date of his taking charge of the old post.
 - g) A Government servant, who is under suspension on the date of coming into effect of the pay revision, shall exercise option within three months from the date of return to duty on re-instatement or within six months from the date of pay revision order whichever is later.

- h) Option once exercised shall be final and permission for re-option will not be granted on any account.
- i) Heads of Departments and Offices shall give proper guidance to their subordinates to select the most beneficial dates for exercising option, since re-option will not be allowed for rectification of the wrong option already exercised or for other reasons.
- j) In cases, where persons promoted after the date of pay revision, have been given retrospective promotion with effect from a date in the pre-revision period, they will exercise option in respect of the revised scale of the post within three months from the date of orders sanctioning such promotion. They will be eligible for arrears if any, as per rules.
- k) Heads of Departments and Officers should be given the responsibility to see that the contents of the pay revision orders are communicated to their subordinates, including those who are on leave, deputation and on Foreign Service, so as to enable them to exercise option within the time limit specified in the pay revision order. The fixation rules may be published prominently in Notice Board.
- l) Some illustrations of pay fixation are given in Table 1 of Annex - II

Illustrations of Pay fixation

Table 1 of Annex - II

		Case1	Case2	Case 3	Case 4	Case 5	Case 6
1	Pre revised scale No.	S1	S6	S12	S14	S 23	S5
2	Pre revised scale	4510-120-4990-130-5510-140-5930-150-6230	6680-160-7480-170-7990-200-9590-240-10790 (2nd TBHG)	9190-200-9590-240-10790-280-11910-340-13610-380-15510	10790-280-11910-340-13610-380-16650-450-18000	25400-600-26600-650-33100	5650-140-5930-150-6680-160-7480-170-7990-200-8790 (4th TBHG)
3	Revised Scale No.	Re S1	Re s6	Re S12	Re S14	Re S25	Re S6
4	Revised Scale	8500-230-9190-250-9940-270-11020-300-12220-330-13210	11620-300-12220-330-13540-360-14980-400-16980-440-18740-500-20240	16180-400-16980-440-18740-500-21240-560-24040-620-27140-680-29180	18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680	44640-1000-48640-1100-57440-1200-58640	10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-18300
5	Commencement of service	1.3.2002	1.4.1997	1.5.1989	1.1.1981	1.7.1978	1.7.1976
6	No of completed years of service as on 01.07.2009	7	12	20	28	31	33
7	Pre revised basic pay	5380	7480	10310	17100	27900	9590 + 400 PP
8	DA to be merged (64% of Pre revised Basic pay)	3443	4787	6598	10944	17856	6394
9	Fitment Benefit (10% of Pre Revised BP , Minimum Rs.1000/-)	1000	1000	1031	1710	2790	1000
10	Service weightage (1/2 % of completed years of service, maximum for 30 years ie.15%)	188	449	1031	2394	4185	1498
11	Total (7+8+9+10)	10011	13716	18970	32148	52731	18882
12	Stage in the revised scale	10210	13900	19240	32860	53040	18300
13	Personal pay, if any	0	0	0	0	0	582
14	DA as on 1.7.2009 (0%)	0	0	0	0	0	0
15	Total pay+PP+DA as on 1.7.2009 *	10210	13900	19240	32860	53040	18882
*In case 6, the employee can earn further stagnation increments as per the latest stagnation rules							

Annex - III

Scheme for Time Bound Higher Grade Promotion

Subject to Para 6 below, employees who remain in their entry posts in the scales of pay ranging from Rs. 8500-13210/- to Rs. 9940- 16580/- will be granted four higher grades on completion of the following specified periods of service in their posts.

- (i) The first time bound higher grade on completion of eight years of service in the entry post,
 - (ii) The second time bound higher grade on completion of 15 years of service in the entry post and the first regular promotion post/time bound higher grade taken together,
 - (iii) The third time bound higher grade on completion of 22 years of total service in the entry post and the regular promotion post (s)/time bound higher grade (s) taken together .
 - (iv) A fourth time bound higher grade on completion of 27 years of total service in the entry post and the regular promotion post (s) /time bound higher grade (s) taken together.
- (2) An employee who remain in their entry post on scales of pay ranging from Rs. 8500-13210 to Rs. 13900-24040 will be granted their higher grades on completion of the period of qualifying service in their posts as follows with the scales of pay shown in TABLE – 1 of Annex - III

TABLE- 1

Revised pay scales in the entry post	1st time bound higher grade in the entry post	2nd time bound higher grade	3rd time bound higher grade.	4th time bound higher grade
8500-13210	8730-13540	8960-14260	9940-16580	10480-18300
8730-13540	8960-14260	9190-15780	9940-16580	10480-18300
8960-14260	9190-15780	9940-16580	10480-18300	11620-20240
9190-15780	9940-16580	11620-20240	13900-24040	14620-25280
9940-16580	11620-20240	13900-24040	14620-25280	16180-29180
10480-18300	11620-20240	13900-24040	14620-25280	NIL
11620-20240	13210-22360	13900-24040	16180-29180	NIL
13210-22360	13900-24040	16180-29180	16980-31360	NIL
13900-24040	14620-25280	16180-29180	16980-31360	NIL

- (3) Those on entry posts with pay scales ranging from Rs. 14620-25280 to Rs. 21240-37040 will be granted two time bound higher grades, the first on completion of 8 years of service in the entry post and the second on completion of 15 years of total service in the entry post and first promotion post/ higher grade together.

TABLE – II

Revised pay scale in the entry post	1st time bound higher grade for 8 years of service in the entry post	2nd time bound higher grade for 15 years of service
14620-25280	16180-29180	18740-33680
15380-25900	16980-31360	19240-34500
16180-29180	18740-33680	20740-36140
16980-31360	18740-33680	20740-36140
18740-33680	20740-36140	22360-37940
19240-34500	20740-36140	22360-37940
20740-36140 21240-37040	22360-37940	24040-38840

- (4) For direct recruits against posts carrying the scales of Rs. 22360-37940 to Rs. 29180-43640 one higher grade promotion in the scale as shown below will be given on completion of 8 years of service.

TABLE –III

Revised scale of pay in the entry post	Time bound higher grade for 8 years of service in the entry post.
22360-37940	24040-38840
24040-38840	29180-43640
29180-43640	36140-49740

- (5) For incumbents of posts on scales of pay above Rs. 29180-43640, no time bound higher grade will be allowed.
- (6) If there is a promotion post in respect of the categories of posts (entry) coming under pay range from Rs. 8730-13540 to Rs. 16980-31360 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 promotion post in the direct line of promotion as time bound higher grade. While assigning higher grade only qualified hands will get the scales of pay of regular promotion posts. 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.

- (7) If the scale of pay of the promotion post is lower than the time bound higher grade proposed in the Table, the scale of pay of time bound higher grade specified above will be given by reckoning the total service in both the lower post and promotion post together. In such cases the fixation under Rule 30 Part I - K.S.R. will be admissible.
- (8) In all cases of regular promotions from time bound grades to posts carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rules 30, Part I KSR.
- (9) In respect of categories of post coming under the pay scale ranging from Rs. 18740-33680 to 21240-37040 the time bound higher grade will be as specified in Table II of Annex- III. Scales of pay of promotion post will not be given in these cases. This is applicable in the case of employee enjoying scale of pay 18740-33680 and above whether by regular promotion or by time bound higher grade. Corresponding revised scale of pre-revised grade scale (as per annexure-I) will not be allowed in such cases.
- (10) In the case of time bound grade promotion to higher scale of pay, the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSR ie. 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, as on the date of the higher grade promotion, irrespective of whether it is a stage in the higher time scale or not. Refixation based on due date of increment in the lower scale will not be given.
- (11) In case the 15/22 year higher grades as per the table above are equal to or lower than the first promotion post/ second promotion post as the case may be, that grade (s) will be modified and fixed at the next higher scale (s) above that of the promotion post (s) in the list of standard scales of pay.
- (12) Non-teaching staff in Aided Schools, Private Colleges and Polytechnics who come under the scheme of direct payment of salary by Government are also eligible for time bound grade promotion subject to the above conditions.
- (13) The service rendered in the entry post and reckoned for normal increments may be treated as the qualifying service for granting higher grades in that post.
- (14) 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 higher grade. However, promotion to a post in the direct line of promotion in a Department to be made on the basis

of select list prepared by the Departmental Promotion Committee, cannot be treated as direct recruitment for allowing the benefit of time bound higher grade. The time bound higher grade admissible will be determined with reference to the initial entry post in the present department 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 same post in the former department may 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 may not be granted further time bound higher grade during that period.

- (15) All appointment by transfer except the promotions/appointments from subordinate service to State Service may also be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.
- (16) Those who relinquish regular promotions will not be given time bound higher grades as at present.
- (17) The employees in the scales of pay of Rs. 8730-13540 and Rs. 8960-14260 will be eligible for reckoning their service in the last grade for allowing 22 years higher grade. This benefit will not be allowed to employees in the posts having the revised scale of Rs. 9190-15780 and above.
- (18) Military service which will count for civil pension of Ex-serviceman will be reckoned as qualifying service for allowing first higher grade. However ex-servicemen enjoying protection of pay will not be allowed this benefit. In that case service under State Government alone will be reckoned as qualifying service. Period of leave on loss of pay which will not be taken, into account for granting increments will not be reckoned as qualifying service.
- (19) All other existing general terms and conditions governing grant of time bound higher grade promotions may continue subject to the modifications issued by Government from time to time.

Special Allowance

Designation	Rate (Rs) per month
Common Categories	
Senior Administrative Officer/Senior Finance Officer ,Law Officer/Legal Advisor in the Cadre of Joint/Deputy Secretary to Govt.	210
Administrative Officer/Finance Officer,Law Officer in the Cadre of Under Secretary to Government.	170
* Administrative Officer/Finance Officer/Law Officer/Joint Secretary/Deputy Secretary/Under Secretary working on deputation to Boards, Corporations and other Autonomous Institutions as Administrative Officer/Finance Officer/Law Officer are eligible for the allowance admissible to the Finance Officer/Administrative Officer/Law Officer.	
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Chief Secretary	500
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Additional Chief Secretary, Chairman KPSC, Advocate General, Principal Secretaries, Secretaries to Govt. and Special Secretaries to Govt., Commissioners, Commercial Taxes, Land Revenue, Civil Supplies and Excise, DPI, Director of Agriculture, Principal CCF, Enquiry Commissioner and Spl. Judges, DHS, DME, Transport Commissioner, DGP, Chief Engineer (PWD/Irrigation Admn.), District Collectors and District Judges	390
Driver attached to the above Officers	290
Peon, Duffedar attached to the above Officers	240
Personal Assistant/Confidential Assistant of Members, KPSC and of Additional Director General of Police ,Personal Assistant (HG) to Members of KPSC	290
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Additional Secretaries to Govt., Secretary Legislature, Additional Secretary Legislature, Addl. Advocate General, Other Heads of Departments, SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police, DIG(Vig.), Legal Advisor (Vig.), Addl. Legal Advisor (Vig.) and Presiding Officers of other subordinate Courts	110
Peons/Duffedars attached to the above Officers	80
Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver	150
Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs.	180
Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists	80
Peon doing work as Night Watcher	80
Last Grade Employees attending to Treasury Duty where in the average	120

monthly transaction of the office shall be above RS.1,00,000/-.	
Secret Section	
Superintendent	90
Clerk/Typist	80
Peon	70
Advocate General's Office	
<i>Officers attending work in the Office of the Director of Public Prosecution</i>	
Section Officer	130
Confidential Assistant	100
Confidential Assistant to the Advocate General attending Secret Section Work	100
Driver	200
Agricultural Department Special Vigilance Cell	
Superintendent (Junior & Senior)	90
Confidential Assistant	80
Clerk (LD & UD)	80
Typist	80
Peon	70
Kerala Agriculture Income Tax and Sales Tax Appellate Tribunal	
Member (Departmental)	300
Animal Husbandry	
Veterinary Surgeon and Senior Instructor qualified in Chick Sexing, working in Regional/Dist. Poultry Farms/Chick-sexing schools	110
Junior Instructor, Chick-sexing Schools	90
Poultry Assistant of Regional/Dist. Poultry Farms	80
Veterinary Surgeon, Veterinary Dispensary, Thrissur	100
Veterinary Surgeon, Regional Poultry Farm, Malampuzha	100
Veterinary Surgeon, Dist. Veterinary Centre, S.P.C.A. Hospital, Thiruvananthapuram	100
Live Stock Inspector / Assistant Field Officer attached to ICDP	110
Ayurveda Medical Education	
Deputy Manager, Ayurveda Pharmacy, Thiruvananthapuram	130
Store Superintendent, Ayurveda College, Thiruvananthapuram	90
Lift Operator, Ayurveda College, Thiruvananthapuram	80
Commercial Taxes Department	
Law Officer	210
Additional Law Officer	130

Excise	
Assistant Excise Commissioner, Inspection and Training	140
Circle Inspector of Excise-in-charge of Training	110
Land Revenue	
Senior Finance Officer	210
Superintendent, Board of Revenue/Sheristadar, Collectorate	100
Senior Superintendent (HG)/Tahsildar (HG) working in Taluks other than Tahsildar in charge of Taluks.	100
Tahsildar in charge of Taluks	350
District Finance – Inspecting Officer	100
Assistant/Clerk in the Finance Inspection Squad in the Collectorate and Typist attending to the Typing work of the Squad	80
Lift Operators, Colloctorate	80
Assistant Settlement Officer, Cardamom, Idukki	170
Deputy Tahsildar, Cardamom, Idukki	90
Village Officer, Cardamom, Idukki	90
Villageman, Cardamom, Idukki	60
Survey and Land Records	
Instructor in Higher Survey/Instructor for Computer Draftsman Course (in the grade of Head Surveyor)	90
Instructor in Chain Survey in the grade of Surveyor Gr. I	80
General Education	
Headmaster, Govt. HS & Technical for Deaf, Thiruvananthapuram	300
Special Officer (Work Experience)	200
Research Officer, Primary Education	160
Graduate Headmasters in Special Schools	250
Instructor in Science/Research-Assistant/Education Extension Officer of the Institute of Primary Education	120
Assistant Teacher (Without Training) and Special Teacher, School for Handicapped	100
Teachers in Special Schools	100
Teacher in charge of Incomplete High School	130
Headmaster of High School not eligible for Headmaster's scale	130
Graduate Headmasters of UP School	90
Headmaster of Aided UP Schools not eligible for Headmaster's scale of pay	90
Headmaster of Aided LP Schools not eligible for Headmaster's scale of pay	80
Headmaster of Incomplete LP School	80

Teacher in charge of Incomplete UP School	80
Education Extension Officer and Instructor (Training School)	130
UD Clerk, Vigilance Section, D.P.I.'s Office	80
Confidential Assistant to the Additional DPI	100
Peon to the Additional D.P.I.	80
Deputy Secretary to Govt. (Super Check Cell)	210
A.E.O. (HM), Super Check Cell	130
Teacher in charge of Lab / Library/IT	200
Physical Education Teacher attending the Higher Secondary/ VHSE School Section	200
<i>Staff of the Commissioner for Govt. Examinations</i>	
Pay Range of Rs.10750/- and above	170
Pay Range between Rs.9190/- and Rs.10749/-	140
Pay Range between Rs.8730/- and Rs.9189/-	110
Pay Range below Rs.8730/-	100
<i>Hindi Teachers Training Institute</i>	
Chief Instructor and Instructors	250
Collegiate Education	
Deputy Director, Zonal Offices, (Non U.G.C.)	400
Principal of Govt. /Private Colleges having shift system (Non U.G.C.)	400
Principal holding charge of evening College (Non U.G.C.)	400
Principal, Junior Arts & Science Colleges and Principal, Physical Education College, (Non U.G.C.)	310
Principals in Colleges having over 2000students (Non U.G.C.)	340
Technical Education	
Principal, Engineering Colleges	340
Principal of Engineering Colleges where Part-time Courses are conducted	500
Principal of Polytechnics where Part-Time Diploma Courses are conducted at night	220
Graduate Teachers of General Education Department, working as Instructor in Science, Mathematics, Humanities and language in Junior Technical Schools and as General Instructor in Pre- Vocational Training Centre	80
Faculty Member functioning as Librarian in the Institute of Fine Arts, Thrissur and Mavelikkara	100
Driver-Mechanic, Govt. Polytechnic, Kalamasserry	100
Engineering Colleges/Polytechnics	
Senior Superintendent	110

Librarian Gr. I/Gr. II	110
Librarian Gr. III/Gr. IV	80
Junior Superintendent/Head Clerk/Typist/Clerk	80
Store Keeper	80
Peon, Store man, Library Attender	60
<i>Staff in the Examination wing of the Directorate</i>	
Pay Range of Rs.11020/- and above	170
Pay Range of Rs.9190/- and above but below Rs.11020/-	140
Pay Range of Rs.8730/- and above but below Rs.9190/-	110
Pay Range below Rs.8730/-	100
Higher Secondary Education	
Higher Secondary School Teachers / Principal having Ph.D in the respective subject	450
Higher Secondary School Teacher having Special Training working in Special Schools	300
Clerk attending the work of Higher Secondary Section in Higher Secondary Schools	130
Peon attending the work of Higher Secondary section in Higher Secondary Schools	60
Deputy Director of Education	190
Vocational Higher Secondary Education	
<i>a) High School</i>	
Principal	1000
Teacher holding the charge of Academic Head	500
Science Teacher (in charge of laboratories)	120
Person in charge of Library	200
b) Technical High Schools	
Person in charge of Library	120
Superintendent	300
Science Teacher (in charge of laboratories)	130
Physical Education Teacher	120
Head Clerk	130
Clerk/Typist/Storekeeper	100
Peon	80
Fire & Rescue Service	
Fireman Driver –cum-Pump Operator	210
Staff Car Driver of the Commandant General	170

Station Officer, Fire Service – Training School, Fort Kochi	90
Leading Fireman, Fire Service – Training School, Fort Kochi	80
Fisheries	
Headmaster, Regional Fisheries Technical High Schools	170
Forest	
Principal, Forest School, Arippa	120
Instructor (Ranger), Forest School, Arippa	120
Instructor, Forest School, Walayar	120
(i) Vigilance and Evaluation Wing	
Assistant Conservator of Forests/Divisional Forest Officer	140
Ranger	120
Forester	80
Forest Guard	60
(ii) Wild Life Wing	
Ranger/Wild Life Assistant	120
Deputy Ranger	100
Forester	80
Guard/Warder	60
(iii) Special Wing of Law Department	
Joint Secretary	260
Section Officer	170
Legal Assistant/Confidential Assistant/Typist	130
Peon	90
(iv) Flying Squad	
Assistant Conservator of Forest/Divisional Forest Officer	140
Ranger	120
Deputy Ranger	100
Forester	80
Guard	60
Driver	60
(v) Marayoor Sandal Division	
Deputy Ranger ,Forester ,Forest Guard/Watcher,Driver	15% of BP
Health Services	
Doctors in Health Services (PG Diploma Allowance)	550
Doctors in Health Services (PG Degree Allowance)	700
Doctors in Health Services (Charge Allowance)	360

Doctors in Health Services (Specialist Allowance)	700
Doctors in Health Services (Senior Specialist Allowance)	1100
Postmortem Allowance	350
Exhumation Allowance (per exhumation)	650
Pharmacist attending clerical work	80
Lift Operator	80
Pharmacist, Ayurveda Hospital doing clerical work	80
Indian Systems of Medicines	
Specialist Medical Officer	600
Superintendent (Medical)	250
Superintendent, Mental Hospital, Kottakkal	250
Industries and Commerce	
Designer and Craftsman who is recipient of State Awards	110
Designer and Craftsman who is recipient of National Awards	150
Industrial Training	
Principals, I.T.I. (Kalamasserry, Kozhikode and Thiruvananthapuram)	110
<i>Staff attached to the examination wing of the Directorate</i>	
Pay Range of Rs.9690/- and above	170
Pay Range between Rs.9190/- and Rs.10479/-	140
Pay Range between Rs.8730/- and Rs.9189/-	110
Pay Range below Rs.8730/-	100
Irrigation	
Law Officer	220
Assistant Engineer(Assistant Director)	400
The Engineers deployed from the IDRB to the Dam Safety Authority	As admissible to the corresponding post in IDRB
<i>Irrigation, Design and Research Board</i>	
Chief Engineer	630
Superintending Engineer (Director)	470
Executive Engineer (Joint Director)	470
Assistant Executive Engineer (Deputy Director)	400
All Technical Staff other than Engineers	260
Judiciary	

Confidential Assistant of District Court, CJM Court, Sub Court	400
Confidential Assistant of Munisciff Court	250
Amins and Process Servers	100
Clerk in-charge of Record/ Property Rooms	150
Bench Clerk (Civil/Criminal Court)	120
Land Use Board	
Typist operating Offset Printing Machine	100
Law Colleges	
Principals in charge of Evening College	210
Librarian	100
Library Attender	60
Local Fund Audit	
Inspector, Charitable Endowment Section in the Directorate	100
Auditor, Charitable endowment Section in the Directorate	80
Medical Education	
Officer in charge of Gas House, Medical College, Thiruvananthapuram and Kozhikode	90
Lift Operator	80
Homoeopathy Medical Colleges	
Principal	600
Motor Vehicles	
Senior Deputy Transport Commissioner	400
Assistant Transport Commissioner	260
Assistant Secretary, State Transport Authority	220
Senior Superintendent, State Transport Authority	200
Confidential Assistant, State Transport Authority	190
Urban Affairs Department	
Typist attending the work of Malayalam Confidential Assistant	130
National Cadet Corps	
Administrative Officer	200
National Employment Service	
Sub Regional Employment Officer, Special Employment Exchange for Physically Handicapped, Thiruvananthapuram	120
Panchayats	
Principal, Training Institute for Local Administration, Thiruvananthapuram and Kozhikode	150
Instructor, Training Institute for Local Administration, Thiruvananthapuram and Kozhikode	120

U.D. Clerk operating Bradma Printing and Embossing Machine	90
L.D. Clerk operating Bradma Printing and Embossing Machine	80
Police	
Sub Inspector in-charge of Police Station	250
(i) Special Branch and Crime Branch	
Deputy Superintendent of Police	150
Inspector	120
Sub Inspector	100
Assistant Sub Inspector	90
Ministerial Staff (All Categories) working in Special Branch	150
(ii) Finger Print Bureau	
Director/Tester Inspector	130
Finger Print Expert	100
Finger Print Searcher	80
(iii) Telecommunication Unit	
Deputy Superintendent of Police	150
Inspector	120
Sub Inspector	100
Assistant Sub Inspector	90
Head Constable	80
Police Constable/Station Writer	60
(iv) Dog Squad	
Sub Inspector	120
Head Constable	90
Police Constable	80
(v) Armourer	
Armourer Inspector (Chief Inspector of Arms)	110
Armourer Sub Inspector	100
Armourer Assistant Sub Inspector	90
Armourer Head Constable	90
Armourer Police Constable	80
(vi) Shorthand Bureau	
Chief Reporter	120
Reporter Sr Gr	100
Reporter Gr I	100
Reporter Gr II	80

<i>(vii) District Crime Intelligence Bureau</i>	
Sub Inspector	100
Head Constable	80
Police Constable (D.C.I.B. of Thiruvananthapuram City)	60
<i>(viii) Personal Guard</i>	
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	210
Assistant Sub Inspector	200
Head Constable	190
Police Constable	170
<i>(ix) Miscellaneous</i>	
Liaison Officer (Assistant Engineer)	210
Veterinary Surgeon of the Mounted Police	110
Staff Car Driver	170
Band Master (Sub Inspector/Armed Police Sub Inspector)	100
Superintendent Confidential Section	100
Confidential Assistant/Clerk(Confidential Section)	80
Brass Band Man/Orchestra Man/Bugler Man	60
Tailor (P.C.)/Cinema Operator (Police Constable)	60
Station Writer (P.C)/Circle Writer (P.C.)/ Co- Clerk/Carpenter (P.C.)/Motor Cleaner	60
<i>(x) Executive Staff</i>	
Mechanic (M.T. Check)/Mason/Binder/Rattan Weaver/Lathe Operator/Boat Crew	60
<i>(xi) Civil Staff</i>	
Electrician/Fitter/Welder/Blacksmith/Mechanic/Binder/Upholsterer/Packer/Store Attender/Lascar	60
<i>(xii) Motor Transport Unit</i>	
Motor Transport Officer	140
Motor Transport Inspector	120
Motor Transport Sub Inspector	100
Havildar Mechanic	80
Police Constable Mechanic/Fitter/Electrician	60
Ports	
Director	300
Port Officer/Deputy Director	300
Chief Mechanical Engineer/Engineer in charge	250
Cutter-Suction Dredger Operator in CSD 'Meena'	130
Driver-cum-operator	150

Printing	
Superintendent of Govt. Presses	180
General Foreman	80
Worker with LPT Diploma in Printing Technology	60
Cleaner	100
Imposer (Composing Section)	90
Mono/Lino Type Operators attending the work of Mono/Lino Mechanic (3 Nos.)	80
Staff of Confidential Section	
Pay Range between Rs 18740-31360 to 24040-36140	170
Pay Range between Rs 13900-22360 to 16180-27140	120
Pay Range between Rs 13210-20740 to 13900-22360	110
Pay Range between Rs 10480-17420 to 11620-18740	100
Pay Range between Rs 8960-13210 to 9190-14620	100
Pay Range between Rs 8730-12550 & below	90
Prisons	
Deputy Inspector General of Prisons	180
Medical Officer, Central Prisons, Thiruvananthapuram, Viyyur and Kannur	130
Medical Officer, Ayurveda, Central Prison, Thiruvananthapuram and Kannur	130
Lady Medical Officer, Central Prison, Thiruvananthapuram	130
Compounder/Pharmacist, Central Prison, Thiruvananthapuram and Viyyur	80
Compounder/Pharmacist, Central Prison, Kannur	90
Compounder, District Jail, Kozhikode	60
Gate Keeper, Central Prison, Thiruvananthapuram, Viyyur and Kannur	140
Chief Warder, Central Prison, Thiruvananthapuram, Viyyur and Kannur	140
Open Prison, Nettukaltheri	
Superintendent	100
Agricultural Officer	100
Supervisor	80
Welfare Officer	90
Chief Accountant	80
Assistant Jailor Gr I	100
Clerk	80
Head Warder	80
Warder	60
Pharmacist	60

Part Time Medical Officer	170
Information & Public Relations Department	
Staff Car Driver	210
Public Service Commission	
Sub Inspector of Police	100
Police Constable Driver	170
Guard	80
Staff Car Driver	170
Secret Section	
Section Officer (Part Time)	140
Assistant	110
Typist/Confidential Assistant	110
Peon	80
Public Works Department	
Clerk-cum-Cashier, V.J.T. Hall, Thiruvananthapuram	80
Lift Operator	80
Technical Assistant (in charge of Radio and Electrical Stores)	130
Design, Research, Investigation and Quality Control Board	
Chief Engineer	640
Superintending Engineer (Director)	470
Executive Engineer (Joint Director)	470
Assistant Executive Engineer(Deputy Director)	400
Assistant Engineer (Assistant Director)	400
All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.)	260
Manager Gr.II of Rest Houses	150
Rural Development	
Chief Instructor, Work shop wing	210
Physical Instructor-cum-Librarian	80
Village Extension Officer	100
Sainik Welfare	
Director	570
Secretariat	
Governor's Secretariat	
Deputy Secretary/Joint Secretary	560
Private Secretary to Governor/Additional Private Secretary to Governor	560

Under Secretary (Tours)/Under Secretary	560
Comptroller, Governor's Household	560
Personal Assistant to Governor/Section Officer/Section Officer (Accounts)/Tours Superintendent	400
Assistant	390
Typist	210
Cypher Assistant	390
Confidential Assistant	390
Head Chauffeur/Chauffeur	360
Motor Section Clerk/Furniture Clerk	170
Duffedar	140
Personal Attendant/Motor Cycle Despatch Rider/Peons working with Governor, Secretary to Governor and other Officers and posted for duty in the V.I.P. Room	130
Head Butler/Head Cook	140
Cook/Waiter/Cleaner	130
Matey/Lascar	130
Garden Supervisor/Caretaker	140
Telephone Operator	170
Medical Officer	300
Staff Nurse	180
Pharmacist	130
Nursing Assistant/Hospital Attendant	120
Clerical Assistant/Attender	140
Police Driver	170
Administrative Secretariat	
Additional Secretary/Joint Secretary in the O/o. the Chief Secretary	700
Deputy Secretary/Under Secretary, General Administration (SC) Department	600
Section Officer/Personal Assistant/Confidential Assistant/Assistant/Typist, General Administration (SC) Department	500
Cypher Assistant, O/o. the Chief Secretary	160
Section Officer, General Administration (SS), Home (SS) and General Administration C.R. Cell) Department	170
Assistant/Typist, General Administration (SS) and Home (SS) Department	100
Personal Assistant and CAs in the office of Chief Secretary	500
Attender/Peon in the office of Chief Secretary	300
Peon/Attender, General Administration (SS) and Home (SS) Department	80
Office Superintendent, General Administration (Office Section)	130

Assistant, General Administration (Office Section) Department	100
Peon, General Administration (Office Section) Department	80
Office Superintendent, Teleprinter Section	140
Assistant, Central Agency	240
Peon/Messenger, Central Agency	140
Assistant, General Administration (Official Language Translation) Department	90
Assistant, Labour Department (Working in the office of the Director of Rehabilitation)	90
Supervisor, Duplicator Machine Operator	140
<i>(i) Office of the Special Advisor to Government</i>	
Deputy Secretary	260
Confidential Assistant	170
Peon	110
<i>(ii) General Administration (Accounts) Department</i>	
<i>Cash Branch</i>	
Cashier	350
Assistant Cashier/Accounts Officer	350
Nottam	120
<i>(iii) General Administration (Political-A) Department</i>	
Additional Secretary to Govt.	700
Under Secretary and State Protocol Officer/Additional State Protocol Officer	600
Assistant Protocol Officer/Section Officer	500
Assistant	500
Typist	500
Confidential Assistant	500
Duplicating Operator/Peon	300
Chauffeur attached to G.A. (Pol.) Department	300
<i>(iv) 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	600
Personal Assistant/Additional Personal Assistant/Special Personal Assistant/Section Officer	420
Clerk/Assistant/Confidential Assistant/Typist	410
Chauffeur	370
Head Peon/Duffedar	250
Peon/Contingent Employees	250

(v) Personnel in the Computer Cell attached to the O/o. the Chief Minister	
Section Officer	420
Assistant	420
Typist	420
Peon	420
(vi) Office of the Principal Secretary to the Chief Minister	
Joint Secretary	560
Deputy Secretary/Under Secretary	420
Section Officer	420
(vii) Office of the Principal Secretary (Finance)	
Under Secretary	410
(viii) Election Department	
Section Officer handling cash	200
(ix) Other Categories	
Drivers (including Drivers in the Finance and Law Departments)	230
Chief Security Officer	170
Security Officer	140
Assistant Security Officer/Station Officer (Fire Force)	120
Sergeant	130
Motor Cycle Orderly	230
Garden Supervisor	100
Lift Supervisor	240
Security Guard/Lift Operator	80
Peon, General Administration (English Records) Department	60
Finance Department	
System Analyst-cum-programming Officer (Data Processing Centre)	300
Section Officer, Secret Section (Part time)	200
Section Officer attending the work relating to Secretaries Committee	170
Cashier	170
Assistant attending the work relating to Secretaries Committee	130
Typist attending the work relating to Secretaries Committee	110
Peon attending the work relating to Secretaries Committee	80
Assistant/Typist, Secret Section	110
Peon/Typist, Secret Section	80
Chief Technical Examiner	300
Executive Engineer/Technical Officer	260

Assistant Executive Engineer/Technical Assistant	170
Assistant Engineer/Assistant Technical Officer	130
Additional Secretary attending the work relating to Secretaries Committee	250
Law Department	
Special Secretary	500
Joint Secretary to Government (Suits)	300
Legislature Secretariat	
Special Secretary	400
Protocol Officer (Cadre of Under Secretary)	120
Assistant Posted to Protocol Wing	80
Peon Posted to Protocol Wing	60
Head Driver	250
Assistant Manager	190
Driver	230
Lift Operator	80
Telephone Operator	80
Office Superintendent	140
Cashier	150
Assistant (Cash)	120
Personal Staff of Speaker/Deputy Speaker/Chairman	
Financial Committee	
Private Secretary/Additional Private Secretary/Assistant Private Secretary	560
Section Officer/Personal Assistant/Additional Personal Assistant	400
Typist/Assistant/Confidential Assistant	390
Chauffeur	360
Duffedars	240
Peon	240
Gardener	240
Chief Marshal	240
Deputy Chief Marshal	220
Marshal	190
Sergeant	160
Sergeant Assistant	120
Out of State Allowance	
Tourist Information Office, Chennai/Mumbai/Jaipur/Goa and Agra	
Tourist Information Officer	1500

Information Assistant	1000
Peon	700
Social Welfare	
Superintendents of Homes for the Mentally Retarded, Thiruvananthapuram and Kozhikode and Custodial Care Home, Manjeri	260
Ayahs of the above Homes	200
Superintendent, Government Children's Home and Special School, Thiruvananthapuram, Kollam, Kottayam, Thrissur and Kozhikode	100
Part Time Medical Officer, Government Children's Home and Special Schools	130
Caretaker	60
State Insurance	
Director	300
State Planning Board	
Private Secretary/Additional Private Secretary/Special Private Secretary to Vice Chairman	550
Chiefs of different Planning Divisions	500
Personal Assistant/Technical Assistant	400
Driver	360
Peon/Security Staff/Cook	240
Chowkidar	80
Stationery Department	
Mechanic attending to the duty of winding the secretariat Tower Clock	120
S.T. Development Department	
Teacher-cum-Warden	100
Treasuries	
Director	300
Teller	200
Sub Treasury Officer attending to the additional work relating to the sale of Lottery tickets	130
Bradma Supervisor	100
Accountant working in the Bradma Cells	100
Treasurer	600
Comptrometer Operator	80
Junior Accountant (Data Entry)	80
Tourism	
Head Chauffeur	250
Chauffeur	230

Cleaner attached to File Van	100
Lascar attached to Central Stores, Thiruvananthapuram	100
University Appellate Tribunal	
Secretary	110
Vigilance & Anti-Corruption Bureau	
Legal Adviser	300
Additional Legal Adviser	200
Superintendent of Police (Non-I.P.S)	210
Deputy Superintendent of Police	140
Inspector of Police	120
Sub Inspector	100
Havildar Driver (Staff Car)	170
Head Constable	80
Police Constable	60
Ministerial Staff (All Categories)	90
Vigilance Tribunal	
Confidential Assistant	300
Driver	250
Peon/ Duffedar / Sweeper cum Watchman	200
State Water Transport	
Boat Master	140
Bata, Stay bata, Special Festival bata of operating staff @ Rs.2.50, Rs.2.50 and Rs.5.00 per hour respectively	
Tool kit allowance	30
Special allowance sanctioned to the staff of the O/o. the Commissioner of Entrance Examinations	
Pay Range Rs.16180 and above	650
Pay Range Rs.14620 to Rs.16179	600
Pay Range Rs.11620 to Rs.14619	550
Pay Range below Rs.11620	500
* Special allowance admissible to employees handling cash	
<i>Amount of average monthly cash disbursed</i>	
Over Rs.1,00,000/- and up to Rs.2,00,000/-	220
Over Rs.2,00,000 and up to Rs.5,00,000/-	270
Over Rs.5,00,000/- and up to Rs.10,00,000/-	320
Over Rs.10,00,000/-	370

*Existing conditions will apply

COMPENSATORY ALLOWANCE**Annex V**

Designation	Rate (Rs.) per month
Common Categories	
Cook	80
Peon/Attender/Typist/Confidential Assistant (doing cyclostyling or duplicating work)	50
Peon/Attender/Typist/Confidential Assistant (Operating Photocopiers)	50
Advocate General's Office	
Under Secretary(only for those attending cause list work)	500
Section Officer (only for those attending cause list work)	500
Assistant/Typist/Confidential Assistant (only for those attending cause list work)	500
Office Superintendent (only for those attending cause list work)	500
Librarian	150
Assistant officiating as Assistant Librarian	130
Library Attender	100
Last Grade Employee in the Library	75
Last Grade Employee operating Duplicating Machine	150
Library Assistant (Catalogue work)	250
Agriculture	
Agricultural Demonstrator working in Farms and Research Stations, ICDP Blocks and Nurseries	80
Head Mazdoors	40
Animal Husbandry	
Livestock Inspector, Assistant Field Officer/ Cross Breeding Scheme, Artificial Insemination Centre and Key Village Block	80
Poultry Assistant in Poultry Farms, District Poultry Farms and IPD Blocks	80
Livestock Inspector/Assistant Field Officer in Livestock Farms Jersey Farms, Pig Farm Units and Livestock Farms	80
Livestock Inspectors/Assistant Field Officer Regional A.I. Centres	80
Archaeology	
<i>Padmanabhapuram Palace</i>	
Ethnologist in charge of Curator/Museum Assistant	125
Museum Guide/LD Clerk	90

	Gardener/Peon/Watcher/Mechanic	80
	Ticket Attender	80
Ayurveda Medical Education		
	Deputy Warden (Hostels)	90
	Resident Medical Officer, Ayurveda College Hospital/Ayurveda Maternity Hospital	90
	Van Cleaner-cum-Conductor	50
	Nethra Technician	100
Commercial Taxes		
	Inspecting Assistant Commissioner, Intelligence	150
	Intelligence Officer	100
	Intelligence Inspector	80
	Peon (Intelligence Squad)	50
	Peon (Serving Summons/Notices)	60
Land Board		
	Confidential Assistant to Appellate Authorities, Deputy Collectors (Land Tribunals), Special Deputy Collectors (Land Tribunals)	80
	Peons (Personnel attached to the above Officers)	50
General Education		
	Deputy Headmasters, Govt. High Schools and Aided Schools	250
	Headmaster, Tagore Vidyanikethan, Taliparamba	180
	High School Assistant, Tagore Vidyanikethan, Taliparamba	100
	Music Teacher, Tagore Vidyanikethan, Taliparamba	80
	Primary Education Extension Officer, Tagore Vidyanikethan, Taliparamba	180
	Resident Tutor, Tagore Vidyanikethan, Taliparamba	100
	Physical Education Teacher/Drawing Master/Instructor (Work experience programme), Tagore Vidyanikethan, Taliparamba	80
Collegiate Education		
	Warden, College Hostels (Above 200 inmates)	200
	Warden, College Hostels (up to 200 inmates)	150
	Resident Tutor in College Hostels	100
Technical Education		
	Skilled Assistant/Attender in the Central Polytechnic, Thiruvananthapuram and Govt. Polytechnics, Kannur, Perinthalmanna and Kottayam	75
	Workshop Attender, Junior Technical School, Adoor Rate (Rs.) per month	50
	N.C.C. Officer	150

Engineering College, Thiruvananthapuram		
	Librarian	90
	Assistant Librarian	80
	Library Attender	50
Polytechnics		
	Boiler Attender, Central Polytechnic, Thiruvananthapuram	50
	Boiler Assistant, Govt. Polytechnic, Kalamasserry	50
<i>Part-Time Classes in Engineering Colleges</i>		
<i>(i) Degree and Diploma Courses</i>		
	Professor/Assistant Professor/Reader, Lecturer, Workshop Superintendent, First Grade Instructor (Engineering Colleges), Head of Section, Workshop Superintendent (Polytechnics)	Rs.80/- hour. Max of Rs.1000/- per month
	Professor, Lecturer, Assistant Lecturer, Technical Instructor (Non Engineering Subject)	Rs.70/-hour. Max of Rs.1000/- per month
	Boiler Assistant/Workshop Attender	Rs.30/-hour. Max of Rs.800/- per month
<i>(ii) M.Tech Course (Engineering College, Thiruvananthapuram)</i>		
	Teaching Staff	100/hr.
	Co-ordinator of the course	450
	Clerk-cum-Typist Accountant	200
	Class IV Employee	150
<i>(b) Hostels and Engineering Colleges and Polytechnics</i>		
	Warden (Above 200 inmates)	200
	Warden (up to 200 inmates)	150
	Resident Tutor	100
	Part Time Medical Officer (Above 100 inmates)	200
	Part Time Medical Officer (upto 100 inmates)	150
<i>(c) Pre Vocational Training Centre</i>		
	Senior Craft Instructor	90
<i>(d) Part Time Staff engaged for teaching in both High Schools and Junior Technical Schools</i>		
	(i) For Technical Subjects	80/-hr.
	(ii) For English and Non Technical Subjects	70/- hr.
Fire & Rescue Service		
	Fireman Driver cum Pump Operator/Driver Mechanic	80
Forest		
	Van Driver (Publicity Unit)	90

Health Services		
	Medical Officer, Primary Health Centre	500
	Health Inspector, Public Health Training School, Thiruvananthapuram	100
Higher Secondary Education		
	Physical Education Teacher attending the Higher Secondary School Section	100
Homoeopathic Medical College, Kozhikode		
	Warden, Men's Hostel	100
Industrial Training		
	Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel))	230
	Part Time Medical Officer, I.T.I.	200
	Assistant Hostel Superintendent (PT), ITI, Kozhikode	80
	Group Instructor (Foreman ITI, Kalamasserry)	80
	Clerk, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	70
	Peon, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	50
Insurance Medical Services		
<i>ESI Allowance</i>		
	Director/ Joint Director /Regional Deputy Director/Insurance Medical Officer (Allopathy)	500
	Nursing Superintendent	80
	Head Nurse/Radiographer/untilted folder 1	70
	Staff Nurse/Laboratory Technician/X-Ray Technician	50
	Pharmacist/Auxiliary Nurse & Midwife	50
	Laboratory Attender/X-Ray Attender/Nursing Assistant	50
	Scientific Assistant (Physiotherapy), ESI Hospital, Peroorkada	100
	Dietician	70
Irrigation		
	Overseer Grade II and I (only during the period they are actually engaged in the work of gauging)	350
Labour		
	Roneo Operator	90
Land Use Board		
	Peon	50
Legal Metrology		
	Inspecting Assistant	50
Medical Education		
	Resident Medical Officer	200
	Assistant Resident Medical Officer	150
	Warden	150 or rent free quarters
	Assistant Warden	110 or rent free

		quarters
	Resident Warden, College of Nursing	110 or rent free quarters
	Medical Officers working in the Health Centres attached to the Medical Colleges	210
	<i>(i) Department of Tuberculosis and Respiratory Diseases, Medical College, Thiruvananthapuram</i>	
	<i>Non Medical Staff</i>	
	Social Worker	110
	Senior Scientific Officer, Antigen Manufacturing	200
	Scientific Assistant	150
	Pharmacist/Pharmaceutical Chemist	150
	Clerk	100
	<i>(ii) College of Pharmaceutical Sciences</i>	
	Professor (who inspects and supervises manufacturing in addition to routine work)	325
	Associate Professor (who looks after quality control and quality assurance in addition to routine work)	250
Museum and Zoo		
	Veterinary Surgeon, Thiruvananthapuram Zoo	150
	Watcher	50
	Gardener (For operating Radio in Public Park in addition to normal duties)	50
	Gardener (For attending duties in the Children's Park in addition to normal duties)	50
	Gardener (For operating the pump attached to the Kanakakkunnu Palace)	50
	Gardener (For assisting the Engine Driver)	50
	Employees who are allowed only half day off on holidays	50
	Persons operating Television	50
	Employees working on holidays	Equal to 1 D.A
Police		
	Assistants (2)/Typists (1) of Special Branch	100
	Police Constable doing additional work as Cinema Operator in Thiruvananthapuram and Thrissur	50
	Typist doing typing work on metal sheet	80
	Medical Officer (Attending to autopsy work)	100 for each autopsy work
	Mortuary Attender/Cleaner	40 for each autopsy work
Prisons		
	Psychiatrist, Central Prison	200
	District Medical Officer visiting Central Prison	100 for each visit subject to a Max. 500

	Homoeo Medical Officer attending the Homoeo Clinic in the Central Prison, Thiruvananthapuram	200
	Warder Attendant, Leprosy Sanatorium Noornad	100
Information & Public Relations		
	<i>(a) Information Office, New Delhi)</i>	
	Information Officer	450
	Assistant/Confidential Assistant	450
	<i>(b) Directorate</i>	
	Assistant working in the Cellar	100
	Clerical Assistant working in the Cellar	80
	Peon working in the Cellar	50
Public Service Commission		
	<i>Staff working in the Cellar untitled folder 1</i>	
	Assistant	100
	Attender/Clerical Assistant/Binder	80
	Peon	50
Public Works Department		
	Ferry Man	100
	Watchman in the P.W.D. Rest House	50
Secretariat		
	<i>Governor's Secretariat (Household)</i>	
	A.D.C.	250
	Physician to Governor	250
	Head Gardener	70
	Gardener	50
	Sweeper	50
	Pharmacist	50
	Hospital Attender/Nursing Assistant	50
Administrative Secretariat		
	Lift Operator	70
	Security Guard/Watchman/Chowkidars	50
	Sergeant	50
	<i>(i) P&AR Department</i>	
	Additional Secretary/Joint Secretary/Deputy Secretary	150
	Under Secretary	140
	Section Officer	125
	Assistant	80
	<i>(ii) Staff working in the Cellar</i>	
	Clerical Assistant	80
	Peon	50
	<i>(iii) Central Library</i>	
	Librarian (Senior Grade)	100
	Librarian (Grade II)/Assistant	90
	Clerical Assistant	80
	Peon	50
	<i>(iv) Allopathic Clinic attached to Secretariat</i>	

Chief Medical Officer	450
Medical Officer	450
Gynaecologist	450
Dental Surgeon/Paediatrician	325
Pharmacist/Nurse	175
Dental Hygienist	140
Clerical Assistant	140
Scavenger	140
<i>(v) Homoeo Clinic attached to Secretariat</i>	
Medical Officer	450
Pharmacist	230
Sweeper/Peon	100
<i>(vi) Other Establishments</i>	
Head Gardener	70
Gardener	50
Sweeper of Secretariat Garden	50
<i>(vii) Chauffeurs in Kerala House and Office of the Resident Commissioner, New Delhi</i>	
	1000
<i>(viii) Ayurveda Clinic attached to Secretariat</i>	
Medical Officer	450
Pharmacist	175
Attender	100
Law Department	
Librarian	100
Legal Assistant attached to the Library	90
Clerical Assistant attached to the Library	80
Peon attached to the Library	50
Binder attached to the Library	90
Legislature Secretariat	
Lift Operator	70
Telephone Operator	90
Peon (attending chamber duty)	50
Sweeper (including higher grade)/Scavenger/Gardener/Waiter	60
Duffedar	50
Senior Assembly Attendants (2 persons)	50
State Archives	
Superintendent posted in the Secretariat Cellar	100
Assistant/Clerk posted in the Secretariat Cellar	90
Peon posted in the Secretariat Cellar	70
<i>Preservation Section</i>	
Preservation Supervisor/Mender	70
Binder/Lascar	50
Soil Conservation	
Field Assistants in the Research Station, Konni	80
State Lotteries	
District Lottery Officer	350

	Personal Assistant	350
	Senior Superintendent/Assistant District Lottery Officer	350
	Class III Officers	285
	Class IV Officers (including Attender-cum-Packer and Driver)	230
Stationery		
	Packer/Store Assistant/Store Attendant	40
Tourism		
	Waiter and Room Boy of Guest House, Thiruvananthapuram, Ernakulam and Kozhikode	70
	Waiter and Room Boy in other Guest Houses	50
	<i>Kerala House, Kanyakumari</i>	
	Manager	150
	Steward/Clerk	150
	Cook/Kitchen Mate/Room Boy/ Waiter/ Gardener/ Lascar/ Sweeper/ Scavenger/Watcher	100
Vigilance and Anticorruption Bureau		
	Superintendent of Police	200
	Deputy Superintendent of Police	175
	Inspector of Police	150
	Sub Inspector of Police	140
	Head Constable/Havildar Driver	100
	Police Constable/Police Driver	90

RISK ALLOWANCE

Designation	Rate (Rs.) per month
Agriculture	
<i>Pesticides Testing Laboratory</i>	
Deputy Director cum Senior Chemist	100
Research Officer	100
Junior Agricultural Officer	100
Laboratory Assistant/Agricultural Demonstrator	60
L.D. Clerk/U.D. Clerk/Confidential Assistant	50
Peon/Watcher	50
Animal Husbandry	
X-Ray Technician	60
<i>Institute of Animal Health and Veterinary Biological & Chief Disease Investigation Office, Palode</i>	
Director	270
Chief Disease Investigation Officer	270
Standardization Officer	270
Research Officer/Quality Control Officer	180
Assistant Director/Disease Investigation Officer	180
Assistant Research Officer	180
Research Assistant/Toxicologist/Veterinary Surgeon in Laboratory	180
Chemist/Laboratory Supervisor	90
Laboratory Technician/Laboratory Assistant	90
Laboratory Attender	60
<i>Clinical Institutions including veterinary dispensaries, District Veterinary Clinic etc.</i>	
Chief Veterinary Officer	270
Senior Veterinary Surgeon	270
<i>Rabies Eradication</i>	
Assistant Director/Disease Investigation Officer	180
Veterinary Surgeon	180
Livestock Inspector	90
Veterinary Surgeons working in Elephant Squad	270
Ayurveda College, Thiruvananthapuram, Thripunithura and Kannur	
Herpetologist	150
Technician (Visha)	150
Laboratory Technician/Laboratory Assistant	60
Laboratory Attender	50
Theatre Assistant, Anatomy Department	60
Scavenger, Anatomy Department	50
Dravya Attender	50
X-Ray Technician (Post Graduate Centre)	60

Laboratory Assistant (Post Graduate Centre)	60
<i>Drugs Standardization Unit, Poojappura</i>	
Research Assistant (Chemistry)	100
Laboratory Technician	60
Laboratory Attender	50
Chemical Examiner's Laboratory	
Chief Chemical Examiner	140
Junior Chemical Examiner	100
Assistant Chemical Examiner	100
Joint Scientific Examiner	100
Senior Superintendent	100
Serological Assistant	60
Technical Assistant	60
Junior Superintendent	60
Head Clerk/Head Accountant	60
Confidential Assistant/Clerk Typist/Store Keeper	50
Laboratory Assistant/Junior Laboratory Assistant	50
Packer/Bottle Cleaner/Peon/Lascar	50
Glass Blower	50
Drugs Control	
<i>Drugs Testing Laboratory</i>	
Analyst Gr. I/Gr. II/Gr. III	100
Pharmacologist/Bacteriologist	100
Bio-Chemist	100
Drug Inspector (Special Intelligence Branch)	100
Scientific Assistant/Junior Superintendent	90
Technical Assistant/Store Superintendent	60
Store Keeper/Technician/Clerk/Typist	50
Laboratory Attender/Watcher/Peon	50
Fire & Rescue Service	
Leading Fireman/Fireman	75
Fireman Driver/Driver Mechanic	75
Fisheries	
Inspector of Guards	250
Sub Inspector of Guards	200
Head Guards	150
Fishery Guards	125
Assistant Director	250
Boat Driver/Syrang/Deckman/Lascar	125
Forest	
Mahouts and Cavadies	75
Ground Water	
<i>Drilling Staff</i>	
Senior Driller	90
Drilling Mechanic/Driller	90
Compressor Driver	60
Welder	60
Drilling Assistant	60
Health Services	

<i>(i) X-Ray Sections of Hospitals</i>		
Medical Officer		250
Head Nurse/Staff Nurse		60
Mechanic/Radiographer/Technician/Dark Room Assistant		60
Other Full Time Employees like Attender/Attendant/Cleaner/Warder etc.		50
<i>(ii) Radium Sections of Hospitals</i>		
Medical Officer		250
Technician/Radiographer/Staff Nurse		90
Attender/Cleaner/Warder/Lascar		50
<i>(iii) Sanatorium for Chest Diseases, Pulayanarkotta/Chest Hospital, Mulamkunnathukave Pariyaram/T B Clinics/T B, Mulamkunnathukave, Pariyaram/T.B. Clinics/T.B. Wards/T.B. Centres</i>		
Medical Officer		250
Bacteriologist/Nursing Superintendent		120
Manager/ Lay Secretary and Treasurer		120
Head Nurse/Staff Nurse		90
Treatment Organizer Gr.I and Gr.II		90
Pharmacist/Pharmacist Storekeeper		60
Laboratory Technician Grade I & II/Health Welfare Worker/Medical Records Librarian		60
Statistician/Statistical Assistant/Steward/Head Clerk/Clerk/Store Keeper/Typist/Instructor (Tailoring)/Driver/L.D. Compiler		50
Social Worker		60
Dietician		60
Physiological Assistant		60
Blood Bank Technician		60
Mechanic		50
House Keeper		50
All other Class-III (except Ministerial) & Class-IV Officers		50
<i>(iv) Specialist Medical Officer, Govt. Hospital, Mavelikkara, visiting the leprosy Hospital Nooranad (One Eye Specialist, One Dental Surgeon and One Surgeon)</i>		200
<i>(v) V.D. Section of Hospitals/V.D. Clinics</i>		
Medical Officer		200
Nursing Superintendent (V.D.), Medical Colleges		120
Head Nurse/Staff Nurse		60
Serological Assistant/Social Worker		60
Technician		60
Cleaner/Warder/Sweeper/Attender		50
<i>(vi) Mental Health Centres</i>		
Medical Officer		150
Nursing Superintendent		100
Psychiatric Social Worker (Non-Gazetted)		100
Head Nurse/Staff Nurse		60
Deputy Overseer		60
Laboratory Technician		60

Weaving Instructor/Bunoy Instructor	50
Nursing Assistant/Laboratory Attender/Work Mistress	50
All other Class-III & Class-IV Officers	50
<i>(vii) Laboratory Section of Hospitals</i>	
Medical Officer	110
Chemist	60
Laboratory Technician	60
Laboratory Technicians working in Public Health Centres	60
Attender/Attendant/Cleaner/Lascar	50
<i>(viii) Contagious Disease Hospital</i>	
Medical Officer	150
Head Nurse/Pharmacist/Midwife	70
Clerk/Typist	60
All other Last Grade Employees	50
<i>(ix) Psychiatric Clinic attached to the Medical College Hospital, Kottayam</i>	
Staff Nurse	60
Nursing Assistant	50
<i>(x) Public Health Laboratory</i>	
Director	150
Senior Assistant Director/Assistant Director	100
Medical Officer	110
Micro Biologist/Scientific Officer/Junior Protozoologist	100
Store Keeper/Junior Superintendent/Junior Statistical Officer/Food Analyst/Technical Assistant Gr. I & II/Health Inspector/Chemist/Dietician	60
Glass Blower/Audio Visual Trailer Operator/Carpenter/Driver/Cashier/Clerk/Typist	50
Laboratory Assistant/Attender	50
Packer/Peon/Barber/Gardener/Stable Attender/Butcher/Lascar/Bottle Cleaner	50
<i>(xi) Regional/District Public Health Laboratories</i>	
Medical Officer (Pathology)	110
Chief Scientific Officer	100
Research Officer/Scientific Officer/Junior Scientific Officer	100
Technical Assistant/Laboratory Technician	60
Clerk/Typist/Clerk-Typist	50
Laboratory Assistant/Laboratory Attender/Last Grade Employees	50
<i>(xii) Government Analyst Laboratory, Thiruvananthapuram, the Regional Analytical Laboratories, Ernakulam & Kozhikode</i>	
Chief Govt. Analyst	130
Govt. Analyst/Deputy govt. Analyst	100
Research officer/Junior Research Officer	100
Junior Stastician/Statistical Assistant	60

Technical Assistant	60
Sample Collector	60
Junior Superintendent	60
Compiler/Clerk/Typist/Clerk-Typist-Confidential Assistant/Accountant	50
Laboratory Assistant/Laboratory Attender/Packer/Peon/Night Watcher	50
Hydrographic Survey	
Master	60
Engine Driver	60
Sryang	60
Seaman/Cook-cum-Steward	50
Insurance Medical Services	
<i>Staff working in Laboratories, X-Ray Unit and Sanatorium for Chest Disease, Mulamkunnathukavu and VD Section</i>	
Insurance Medical Officer	250
Nursing Superintendent	100
Radiographer/X-Ray Technician/Laboratory Technician/Head Nurse/Staff Nurse/Pharmacist	60
Junior laboratory Attender/Nursing Assistant/Hospital Attendant/Peon	50
Indian Systems of Medicine	
<i>Ayurveda Mental Hospital, Kottakkal</i>	
Superintendent/Senior Specialist/Specialist Physician	200
Nursing Superintendent/Laboratory Assistant	60
Nurse/Pharmacist	50
Laboratory Attender	50
<i>Administration</i>	
Head Clerk	50
Clerk/Typist	50
Peon/Watcher/Gardener	50
Medical Education	
Scientific Officer, Nuclear Medicine/Assistant Professor, Nuclear Medicine	130
Scavenger-cum-Sewage Cleaner	60
<i>(i) Radiology Department</i>	
X-Ray Mechanic/X-Ray Technician/Radiographer	60
X-Ray Attender/Receptionist	50
<i>(ii) Dermatology and Venerology</i>	
Serological/Scientific Assistant	100
<i>(iii) Reconstructive Unit of Leprosy Sanatorium, Nooranad</i>	
Staff Nurse	90
Nursing Assistant	60
<i>(iv) Anatomy Department</i>	
Curator	60

Laboratory Technician	70
Junior Laboratory Assistant/Mortuary Man/Theatre Assistant/ Sweeper/ Cleaner	50
<i>(v) Forensic Medicine</i>	
Mortuary Technician/Laboratory Technician	60
Junior Laboratory Assistant/Mortuary Attender/ Sweeper/ Cleaner	50
<i>(vi) Gas House Employees of Medical Colleges</i>	
Foreman	50
Fitter/Fireman/Lascar	45
<i>(vii) Other Categories</i>	
Bio-Chemist/Scientific Assistant (Pathology)	100
Laboratory Technician/Laboratory Assistant	60
Junior Laboratory Assistant/Laboratory Attender/Photographic Attender	50
Technician (Media making)	50
<i>(viii) Staff working in T.B. Unit of Kozhikode Medical College</i>	
Staff Nurse/Pharmacist/Health Visitor	60
Clerk	50
Hospital Attender/Nursing Assistant	50
Homeopathic Medical Colleges	
Radiographers and X-Ray Technicians	60
Laboratory Technicians	60
Museums and Zoo	
Veterinary Surgeon	90
Zoo Keeper	90
Police	
<i>(i) Police Forensic Science Laboratory</i>	
Director	130
Joint Director/Assistant Director	100
Ballistic Expert/Scientific Assistant/Photographer	100
Head Accountant/Junior Superintendent	60
Laboratory Technician	60
Confidential Assistant/Clerk/Typist	50
Mechanic	50
Police Driver/Technical Attender/Peon	50
<i>(ii) Police Personnel</i>	
Circle Inspector/Armed Police Inspector/Reserve Inspector/ Inspector (Telecommunications)	80
Sub Inspector/Armed Police Sub Inspector/Reserve Police Sub Inspector / Sub Inspector (Telecommunications)	60
Assistant Sub Inspector/Armed Police Assistant Sub Inspector/Reserve Police Assistant Sub Inspector/ Assistant sub Inspector (Telecommunications)	50
Head Constable/Havildar of Armed Police Battalion, Armed Reserve and Local police/ Head Constable (Operator)	50

	Police Constable of Armed Police Battalion, Armed Reserve and Local Police, Telecommunications	50
	Driver (Head Constable/Police Constable)	50
Port		
	Captain/Dredger master	130
	Chief Engineer/officer I	130
	Engineer/Officer II	100
	Engineer-cum-Dredger master	100
	Officer III/Junior Officer	90
	Electrical Officer/Assistant Engineer	90
	Navigator	90
	Electrician	60
	Syrang-cum-Quarter Master/Greaser	60
	Operator cum Mechanic/Engine Driver	60
	Master Gr. I, II and III	60
	Driver Gr. I and II	60
	C.S.D. Operator/Radio Telephone Operator	60
	Driver-cum-Operator	60
	Welder	60
	Seaman/Cook/Steward	50
	Assistant Cook/Topaz/Part Time Cook	50
Prisons		
	Sub Jail Superintendent/Assistant Jailor Gr I and II/Supervisor, Borstal School and Open prison	60
	Warder/Petty Officer/Head Warder/Ministerial Head Warder/Gate Keeper/Chief Petty Officer/Matron	50
State Archives		
	Menders	60
State Water Transport		
	Running Staff	90

NON-PRACTICING ALLOWANCE**Annex VII**

Designation	Rate (Rs.) per month
Factories and Boilers	
Joint Director (Medical)	800
Health Services	
Director	1550
Additional Director	1350
Deputy Director	1250
Principal, Public Health Training School	1250
Assistant Director (HE)	1250
Assistant Director (CD)	1250
Assistant Director (MCH)	1250
Deputy Director (TB)	1250
Deputy Director (Leprosy)	1250
Deputy Director (FW)	1250
Deputy Director (Ophthalmology)	1250
Assistant Director (Physical Medicine Rehabilitation)	1250
Zonal Malaria Officer	1250
District Medical Officer (Health) / Deputy District Medical Officer (Health)	1250
Principal, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode	1250
Medical Lecturer-cum-Demonstrator, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode	700
Supervisory Medical Officer, BCG Campaign (Civil Surgeon)	700
District Immunisation Officer	700
Medical Officer in charge (I.U.C.D) (Civil Surgeon)	700
Civil Surgeon (Non Cadre) (Family Welfare Programme)	700
RMO (in the cadre of Civil Surgeon)	700
District Leprosy Officer	700
Medical Officer, Pilot Survey Unit	500
RMO in the cadre of Asst. Surgeon	500
Assistant Surgeon-in-charge, Mobile Medical Unit (Attapady, Kalpetta, Thaliparamba & Floating Dispensary, Chambakulam)	500
Assistant Surgeon (Family Welfare Programme)	500
Medical Officer, School Health Programme	500
Medical Officer, Raj Bhavan Dispensary	500
Insurance Medical Services	
Director	1200
Joint Director	1200
Regional Deputy Director	800
RMO (In the cadre of Civil Surgeon)	650

Designation	Rate (Rs.) per month
RMO (In the cadre of Assistant Surgeon)	500
Public Health Laboratory	
Director	800
Senior Assistant Director	800
Assistant Director and Senior Medical Officer	650
Assistant Director (Nutrition) (Civil Surgeon Gr. II)	650
Medical Officer	500
<i>Regional Laboratories</i>	
Medical Officer (Civil Surgeon Gr. II)	650
Medical Officer (Assistant Surgeon)	500
<i>District Laboratories</i>	
Medical Officer	500
Medical Officer (Pathology)	500
Medical Officer (Microbiology)	500
Prison	
Medical Officer Central Prisons	500
Indian Systems of Medicine	
District Medical Officer	600
Superintendent Ayurvedic Mental Hospital, Kottakkal	600
Superintendent District Ayurveda Hospital, Kannur	600
Ayurveda College (Non-Clinical)	
Principal	650
Professor	600
Reader	600
Lecturer/Tutor	500
Homoeopathy	
Director	650
Deputy Director	650
District Medical Officer	600
Homoeopathic Medical College (Non-Technical)	
Principal	650
Professor	600
Assistant Professor/Tutor	500

UNIFORM ALLOWANCE

Annex VIII

Department	Designation	Period in Years	Rate per month
	Assistant Public Prosecutor	2	3500
Excise			
	Deputy Commissioner	1	2500
	Assistant Excise Commissioner	1	2500
	Circle Inspector	1	2000
	Excise Inspector	1	2000
	Assistant Excise Inspector	1	2000
	Preventive Officer/Excise Guard/ Driver	1	2400
Fire Force			
	Director (T), Deputy Director (Administration), Divisional Officer/ Assistant Divisional Officer	1	2000
	Station Officer	1	2000
	Assistant Station Officer	1	2000
	Leading Fireman, Driver Mechanic, Fireman, Driver-cum-Pump Operator and Fireman 1	1	2400
Forest			
	Ranger/ Deputy Ranger/ Wild Life Assistant	1	2500
	Forester	1	2400
	Forest Guard	1	2400
	Forest Watcher	1	2400
	Driver	1	2400
	Boat Driver	1	2400
Govt. Ayurveda Colleges			
	Lady health worker(Allopathic Midwife)	1	1200
	Nursing Superintendent	1	1600
	Nurse	1	1600
Govt. Homeo Medical Colleges			
	Nurse	1	1600
Health Services			

	Nursing Superintendent/Nursing Sister (European and Indian Sisters including Matron and Head Nurse)/Nursing Tutor/Head Nurse/Lady Health Inspector/Lady Health Supervisor/Public Health Nurse/Public Health Nurses Instructor/M.C.H. Officer/Nursing Officer (Principal)	1	1800
	Food Inspector (Male & Female)/District Food Inspector/Chief Food Inspector(Mobile Vigilance Squad)	2	2200
	Nurse (Male & Female)	1	1600
	Lady Health Worker (Allopathic Midwife)	1	1200
	Junior Public Health Nurse	1	1400
	Pupil Nurse	1	1200
Homoeopathy			
	Nurse	1	1600
Insurance Medical Services			
	Nursing Superintendent/Head Nurse	1	1800
	Staff Nurse	1	1600
	Lady Health Worker,	1	1200
Indian Systems of Medicine			
	Nurse	1	1600
Judiciary			
	Security Officer	1	1800
Legal Metrology			
	Inspector/Assistant Collector	1	1300
Motor Vehicles			
	Regional Transport Officer	1	1500
	Joint Transport Officer	1	1500
	Motor Vehicle Inspector/Assistant Motor Vehicle Inspector	1	1400
Panchayat			
	Midwife	1	1200
Police			

Sheet1

	Superintendent of Police (Non IPS)/Deputy Commandant	1	3000
	Deputy Superintendent of Police and Officers of corresponding rank	1	3000
	Circle Inspector/Inspector of Police	1	2800
	Sub Inspector of Police/ Assistant Sub Inspector of Police (Local)	1	2800
	Head Constable/Police Constable (Local/Armed Reserve/Armed Police Battalions)	1	2750
	Camp follower	1	2000
Port			
	Port Conservator/Asst. Port Conservator	1	1400
	Cargo Supervisor/Asst. Pier Master/Wharf Supervisor	1	1200
Printing			
	Technical Employees – Male	1	1300
	Technical Employees – Female	1	1300
	Mechanical Employees (Workshop Wing)	1	1700
	Mechanical Section (Shoe Allowance)	1	300
Prisons			
	Inspector General of Prisons (Non IPS)	1	2000
	Deputy Inspector General of Prison	1	2000
	Superintendent Central Prisons, Assistant Inspector General of Prisons, Superintendent Open Prison, Principal SICA, Special Officer Open Prison	1	1500
	Jailor, Deputy Superintendent Open Prison, Superintendent District Jail, Senior Lecturer SICA	1	1500

	Lecturer SICA Deputy Jailor, Jailor Special Sub Jail Viyyur, Law Lecturer SICA, Superintendent Borstal School	1	1500
	Sub Jail Superintendents, Assistant Jailor Grade I & II and equivalent categories	1	1300
	Chief Warder, Head Warder, Warder, Chief Petty Officer, Petty Officer, Gate Keeper	1	1800
Secretariat			
	Governor's Secretariat-Staff Nurse	1	1600
	Legislature Secretariat-Chief Marshal	1	1500
	Legislature Secretariat-Assembly Attendent/Hostel Attendent/Cleaner/Driver	1	1900
(i) Administrative Secretariat			
	Security Guard/Assistant Security Officer	1	1900
	Lift Operators	1	1900
	Store Attender	1	1900
	Durbar/Conference Hall Watchman	1	1900
	Cycle Stand Watchman	1	1900
	Security Officer/Sergent	1	1900
(ii) Administrative Secretariat/ Law Secretariat/Finance Secretariat/Legislature Secretariat			
	Full-time Gardner	1	1900
	Full-time Sweeper/Full-time Sweeper-cum-Sanitation Worker	1	1900
	Motorcycle Orderly	1	1900
	Duplicating Machine Operator/Roneo Operator/Supervisor Duplicating Machine Operator/Photocopy Machine Operator	1	1900

Social Welfare			
	Ayahs in the Home for Mentally Retarded Children	1	1300
Vigilance & Anti Corruption Bureau			
	Superintendent of Police	1	1600
	Deputy Superintendent of Police	1	1500
	Circle Inspector of Police	1	1500
	Sub Inspector of Police	1	1400
	Assistant Sub Inspector of Police	1	1400
	Head Constable/Police Constable	1	1400
State water Transport			
	footwear allowance	1	200

ADDITIONAL SPECIAL ALLOWANCE

Additional Special Allowance to Police, Prisons, Social Welfare, Fire Force, Forest and Health Departments and PA to MLAs as well as staff in the Kerala State Election Commission during election period.

Designation	Rate (Rs.) per month
Police	
<i>1. Smartness Allowance</i>	
Armed Police Inspector	50
Reserve Inspector	50
Armed Police Sub Inspector	50
Reserve Sub Inspector, Assistant Sub Inspector	50
Head Constable	50
Havildar	50
Police Constable	50
P.C. Driver (Except in Special Units)	50
Camp Follower	40
Inspector (Telecommunications)	50
Sub Inspector (Telecommunications)	50
Assistant Sub Inspector (Telecommunications)	50
Head Constable (Operator)	50
Police Constable (Telecommunications)	50
<i>2. Battalion Allowance</i>	
Armed Police Inspector/Reserve Inspector	80
Armed Police Sub Inspector/Reserve Sub Inspector	70
Assistant Sub Inspector/Head Constable/Havildar/Havildar Driver	50
Police Constable/P.C. Driver/Technical Categories in Armed Police and in Armed Reserve Battalion	40
Inspector (Telecommunications)	80
Sub Inspector (Telecommunications)	70
Assistant Sub Inspector (Telecommunications)	50
Head Constable (Operator)	50
Police Constable (Telecommunications)	40
<i>3. Day Off Allowance (Per day)</i>	
Inspector of Police	250
Sub Inspector	250
Assistant Sub Inspector	250
Head Constable	230
Police Constable	200
Camp Follower	150
<i>4. Traffic Point Duty Allowance</i>	
Head Constable/Police Constable	100

Designation	Rate (Rs.) per month
<i>5. Cycle Allowance</i>	
Head Constable/Police constable	80
<i>6. Allowance towards Electricity & Water Charges</i>	
Head Constable	40
Police Constable	40
<i>7. Police Special Allowance</i>	
Deputy Superintendent of Police and equivalent rank	225
Circle Inspector of Police and equivalent rank	225
Sub Inspector and equivalent rank	200
Assistant Sub Inspector and equivalent rank	200
Head Constable and equivalent rank	150
Police Constable and equivalent rank	150
<i>8. Feeding Charges</i>	
Circle Inspector /Inspector (Telecommunications)	80
Sub Inspector/Assistant Sub Inspector	80
Head Constable/Police Constable	80
<i>9. Camp Follower's Allowance</i>	
Cook/Water Carrier/Barber/Dhobi/ Sweeper/Cobbler/ Gardener	80
<i>10. Special allowance Canoeman and others</i>	
Canoeman/Boat lascar/Syrang	80
<i>11. Camp Office Allowance</i>	
Deputy superintendent of Police and Assistant Commissioners posted as Sub divisional Police Officers	180
12. Ration money to Police Personnel in the rank of Sub Inspector/Reserve Sub Inspector/Armed Police Sub Inspector/Assistant Sub Inspector/head Constable/Police Constable/Driver/Camp Follower/Motor Cycle Driver etc.	180
<i>13. Vigilance Duty Allowance</i>	
Superintendent of Police(Non-IPS)	1500
Deputy Superintendent of Police (HG)	1350
Deputy Superintendent of Police	900
Circle Inspector (HG)	800
Circle Inspector	725
Sub Inspector	600
Assistant Sub Inspector	550
Head Constable	500
Police Constable	400
Exe. Engineer (Mech.)	1250
Exe. Engineer (Civil)	1300
Asst. Exe. Engineer (Civil)	1200
Drivers (Police Personnel)	400
<i>14. Duty Allowance to the personnel in SBCID</i>	
Superintendent of Police (Non-IPS)	1500
Deputy Superintendent of Police	900
Inspector of Police	725
Woman Inspector of Police	725

Designation	Rate (Rs.) per month
Sub Inspector	600
Woman Sub Inspector	600
Driver SI	600
Assistant Sub Inspector	550
Head Constable	500
Woman Head Constable	500
Police Constable	400
Woman Police Constable	400
Driver	400
Prison	
<i>1. Day of Allowance per day</i>	
Assistant Jailor Gr. I	110
Assistant Jailor Gr. II	100
Warder/Head Warder/Gate Keeper/Chief Petty Officer/Petty Officer/Ministerial Head Warder/Chief Warder	90
<i>2. Prison Special Allowance</i>	
Superintendent of Central Prison/Open Prison/Assistant Inspector General of Prisons	150
Principal, State Institute of correctional Administration	150
Jailor	150
Superintendent, Womens Prison, Neyyattinkara	150
Deputy Superintendent -do-	140
Deputy Jailor/Jailor, Special Sub Jail/Superintendent, Borstal School	140
Assistant jailor Gr. I/Superintendent, Sub Jail/Supervisor, Open Prison/Supervisor, Borstal School	140
Assistant Jailor Gr. II	130
Head Warder/Chief Warder/Gate Keeper/Chief Petty Officer	110
Ministerial Head Warder/Boat Foreman/Industrial Instructor/Weaving Instructor/Assistant Weaving Foreman	110
Warder/Petty Officer/Agricultural Demonstrator/Weaving Assistant/Pharmacist/Teacher	100
Weaver/Skilled Worker/Engineer Driver etc.	90
Electrician Cum Pump Operator	90
<i>2(a) Staff of Central Prison Press, Thiruvananthapuram</i>	
Assistant Superintendent	100
General Foreman	90
Class III Employees	80
Class IV Employees	70
<i>3. Smartness Allowance</i>	
Head Warder/Warder	60
<i>4. Allowance towards Electricity & Water Charges</i>	
Head Warder/Gate Keeper	50
Warder	50

Designation		Rate (Rs.) per month
Fire Force		
<i>1. Smartness Allowance (p.m.)</i>		
Leading Fireman/Fireman/Driver- Mechanic/Fireman cum Pump Operator		60
<i>2. Allowance towards Electricity and Water Charges (p.m.)</i>		
Leading Fireman/Driver-Mechanic/Fireman Driver cum Pump Operator		40
Fireman Gr. I & Gr. II		40
<i>3. Day Off Allowance (Per day)</i>		
Station Officer		90
Assistant Station Officer		80
Leading Fireman/Fireman/Driver-Mechanic/Fireman Driver cum Pump Operator		80
<i>4. Feeding Charges (per day)</i>		
Assistant Divisional Officer		80
Assistant Station officer/Station Officer		60
Fireman/leading Fireman and equated ranks		60
<i>5. Fire Force Special Allowance</i>		
Divisional Officer/P.A. to Director of Fire Force		130
Assistant Divisional Officer		120
Station Officer		110
Assistant Station Officer		100
Fireman Driver cum Pump Operataor Gr. I/ Leading Fireman/Driver Mechanic		90
Fireman/Fireman Driver cum Pump Operator Gr. II		90
6. Ration Money to Fire Force personnel in the rank of Fireman Driver cum Pump Operator Driver mechanic, Leading Fireman, Fireman, Assistant Station Officer and Station Officer		105
Excise		
<i>1. Excise Special Allowance</i>		
Assistant Excise Commissioner		100
Circle Inspector of Excise		90
Excise Inspector		90
Assistant Excise Inspector		80
Preventive Officer		80
Excise Guard		70
Forest		
<i>1. Forest Special Allowance</i>		
Senior Grade Ranger		90
Ranger		90
Wild Life Assistant		80
Deputy Ranger		120
Forester		110
Guard		100
Driver (attached to Forest Stations)		80
Watcher		80
<i>2. Day Off allowance (per day)</i>		
Ranger		60

Designation		Rate (Rs.) per month
	Deputy Ranger	150
	Forester	140
	Guard/Watcher	110
Social Welfare		
	<i>1. Day Off Allowance (per day)</i>	
	Guard/Supervisor/Chief Guard etc./Scavenger/ Cook/Assistant Cook	60
	<i>2. Special Allowance</i>	
	Superintendent, Government Children's Home and Special Schools	120
	Deputy Superintendent/Assistant Superintendent	100
	Industrial Instructor	90
	Head Guard/Agricultural Instructor/Physical Training Instructor/Teachers	90
	Guard/Female Guard	80
	Head Cook/Gardener/Ayah/ Watchman/Electrician cum Pump Operator/Driver etc.	70
	Personal Assistant of MLAs in the 12 th Kerala Legislative Assembly	600
Special Allowance granted to the Staff in the Kerala State Election Commission during the election period		
	Pay Range of Rs.16180 and above	650
	Pay Range of Rs.14620 to Rs.16179	600
	Pay Range of Rs.11620 to Rs.14619	525
	Pay Range below Rs.11620	475
	Only those employees drawing pay in the scales of pay below Rs.29180-40640 shall be eligible for the special allowance	
Health Department		
	Doctors working in rural areas	3000
	Doctors working in difficult rural areas	4500
Homoeopathy		
	Doctors working in rural areas	2500
	Doctors working in difficult rural areas	4000
Indian Systems of Medicine		
	Doctors working in rural areas	2500
	Doctors working in difficult rural areas	4000
Animal Husbandry		
	Veterinary Surgeons working in rural areas	1200
	Veterinary Surgeons working in difficult rural areas	1600

PERMANENT TRAVELLING ALLOWANCE

Designation	Rate (Rs.) per month	Area of Jurisdiction	Avg. No. of days of tour in a month
Land Revenue			
Tahsildar	500	One Taluk	15
Special Tahsildar	250	One Taluk and more	15
Special Tahsildar	300	2 Taluks and more	15
Special Tahsildar	400	3 Taluks and more	15
Deputy Tahsildar/Special Deputy Tahsildar	400	One Taluk	15
Deputy Tahsildar/Special Deputy Tahsildar	250	2 Taluks	15
Deputy Tahsildar/Special Deputy Tahsildar	300	3 Taluks	15
Revenue Inspector/Special Revenue Inspector	200	Over One Taluk but less than 3 Taluks	15
Revenue Inspector/Special Revenue Inspector (attached to the Offices of Special Tahsildar, Thiruvananthapuram and Kollam)	250	One District	15
Taluk Surveyor/Additional Taluk Surveyor	180	One Taluk	15
Chainman (Under Special Deputy Surveyor)	110	One Taluk	15
Special Chainman/Special Peon	110	One Taluk	15
Special Chainman/Special Peon	130	2 Taluks and more	15
Special Chainman/Special Peon	150	3 Taluks and more	15
Special Chainman/Special Peon	180	More than 3 Taluks	15
Village Officer	125	More than 1 Village and upto one Taluk	15
Village Officer	150	Two Taluks	15
Village Officer	180	Three Taluks	15
Village Officer	200	More than 3 Taluks	15
Village Assistant	110	More than 1 Village and upto one Taluk	15

Designation	Rate (Rs.) per month	Area of Jurisdiction	Avg. No. of days of tour in a month
Village Assistant	120	Two Taluks	15
Village Assistant	150	Three Taluks	15
Village Assistant	170	More than 3 Taluks	15
Villageman	110	More than 1 Village and upto 2 Taluks	15
Villageman	130	Three Taluks	15
Villageman	150	More than 3 Taluks	15
Commercial Taxes Department			
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	350	One Taluk and below	15
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	410	More than 1 Taluk and below 2 Taluks	15
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	460	More than 2 but less than 4 Taluks	15
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	500	4 Taluks and more	15
Civil Supplies			
Taluk Supply Officer	400	One Taluk	15
Assistant Taluk Supply Officer	200	One Taluk	15
Excise (Range Offices)			
Excise Inspector	250	One Range	15
Assistant Excise Inspector	190	One Range	15
Preventive Officer	120	One Range	15
Guard	120	One Range	15
Survey and Land Records Range			
Head Surveyor	250	One or Two Districts	15
Surveyor Gr.I and II	175	One Taluk	15
Land Assignment and Land Acquisition			
Head Surveyor	220	One District or less	15
Surveyor Gr.I	160	More than one Taluk	15
Surveyor Gr.I	140	One Taluk or less	15
Surveyor Gr.II	120	Irrespective of	15

Designation	Rate (Rs.) per month	Area of Jurisdiction	Avg. No. of days of tour in a month
		Jurisdiction	
Land Records			
Head Surveyor	220	One District or less	15
Surveyor Gr.I	140	One Taluk or less	15
Surveyor Gr.II	120	Irrespective of Jurisdiction	15
Co-operation			
Unit Auditor of Co- operative Societies/Unit Inspector of Cooperative Societies	240	One Taluk	15
Economics and Statistics			
<i>Timely Reporting Survey of Agricultural Statistics</i>			
Statistical Inspector (NSS)	525	One District	15
Statistical Inspector	375	One Taluk	15
Investigator (L.D/U.D)	250	One Taluk	15
Investigator (L.D/U.D)	375	One District	15
Taluk Statistical Officer	425	One Taluk	15
Fisheries			
Statistical Investigator Thiruvananthapuram and Alappuzha	220	One District	15
Inspector of Fisheries, Kollam and Alappuzha	210	One District	15
Statistical Investigator, Kollam	170	Two Taluks	15
Sub Inspector of Fisheries, Backwaters	150	1. Kollam Backwaters 2. Vaikom & Meenachil 3. Cherthala Taluk	15
Senior Co-operative Inspector, Vizhinjam and Thiruvananthapuram	180	Two Taluks	15
Fishery Development Officer, Vizhinjam	180	One District	15
Fishery Development Officer, Thiruvananthapuram	180	Two Taluks	15
Senior Co-operative Inspector, Kollam and Alappuzha	180	One District	15
Fishery Development Officer, Kollam	180	One District	15
Sub Inspector of Fisheries, North Parur	110	One Taluk	15
Fishery Development Officer, Ernakulam	180	Two Districts	15
Senior Co-operative Inspector, Ernakulam	180	Two Districts	15
Sub Inspector of Fisheries, Theveravattom	150	Theveravattom Fisheries Section	15

Designation	Rate (Rs.) per month	Area of Jurisdiction	Avg. No. of days of tour in a month
Fishery Development Officer, Alappuzha	180	One District	15
L.D. Investigator, Alappuzha	170	Part of a District	15
<i>Office of the Deputy Director of Fisheries, Thrissur</i>			
Senior Co-operative Inspector	180	One District	15
Fishery Development Officer, Chavakkad	180	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Ponnani</i>			
Fishery Development Officer, Ponnani and Thanur	180	One Taluk	15
Senior Co-operative Inspector, Ponnani and Thanur	180	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kozhikode</i>			
Fishery Development Officer, Vadakara	180	One Taluk	15
Senior Co-operative Inspector	180	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kannur</i>			
Fishery Development Officer, Kannur	180	One Taluk	15
Senior Co-operative Inspector	180	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kasargode</i>			
Fishery Development Officer	180	One Taluk	15
Senior Co-operative Inspector	180	One Taluk	
<i>Office of the Assistant Director of Fisheries, Kottayam</i>			
Sub Inspector of Fisheries, Backwater	150	One District	15
Forest			
Ranger	270	Range	20
Deputy Ranger	230	Range	15
Forester	230	Section	15
Surveyor	110	Range	20
Forest Guard	160	Range	15
Boat Driver/Syrang/Cleaner	120	Section	20

Designation	Rate (Rs.) per month	Area of Jurisdiction	Avg. No. of days of tour in a month
Watcher	120	Section	20
Hindu Religious and Charitable Endowments			
Inspector, Kasargod	200	Kasargod and Hosdurg Taluks	15
Inspector, Thaliparamba	200	Thaliparamba Taluk & Part of Kannur	15
Inspector, Manjeri	200	Ernad & Tirur Taluks	15
Inspector, Perinthalmanna	200	Perithalmanna Parts of Ottappalam & Mannarkkad Taluks	15
Inspector, Ottappalam	200	Ottappalam Taluk	15
Inspector, Palakkad	200	Palakkad Taluk, Parts of Alathur and Chittoor	15
Inspector, Kozhikode	200	Kozhikode, Quilandy Taluks & South Wayanad	15
Inspector, Thalassery	200	Thalassery, Vadakara & part of Kannur	15
Inspector, Guruvayoor	200	North Wayanad and chavakkad	15
Health Services			
District PH Nurse/District Extension Educator/B.C.G.Team Leader/Health Supervisor/Malaria Inspector Gr.I & II/Health Educator/Health Inspector	240	Parts of a District	15
Industries			
Extension Officer	240	One Taluk	15
Junior Co-operative Inspector	240	One Block	15
Senior Co-operative Inspector	240	One to Three Taluks	15
Supervisor, Handloom	240	One to Three Taluks	15
Inspector (Quality Control)	190	Block/District	15
Field Assistant (Junior Field Officer)	170	One Circle	15
Labour			
Deputy Labour Officer	320	One District	15
Assistant Labour Officer Gr.I & II	240	One Taluk	15
Inspector of Agricultural	240	One District	15

Designation	Rate (Rs.) per month	Area of Jurisdiction	Avg. No. of days of tour in a month
Labour			
Inspector of Plantations	290	One or more Revenue Districts	15
Legislature Secretariat			
Drivers/Head Driver	200		
Medical Education			
<i>Medical College, Alappuzha</i>			
Driver	200	Not Prescribed	15
Bus Cleaner	180	Not Prescribed	15
Motor Vehicles			
Assistant Motor Vehicle Inspector	250	One Taluk	15
National Savings			
Assistant Director	400	One District	15
Police			
Police Constables of Local Police Stations/District Armed-Reserve/ District Special Branch and DCIB	170	For the Local Police & Constables of District Armed Reserve 32 Kms from the HQ	Not prescribed
Head Constables of Local Police Stations, District Armed Reserve, District special Branch and DCIB	230	For the Local Police & Constables of District Armed Reserve 32 Kms from the HQ	Not prescribed
Assistant Sub Inspector of Local Police Stations and Armed Reserve	230	32 Kms. from the Headquarters	Not prescribed
Sub Inspector of Local Police and Armed Reserve	280	33 Kms. from the Headquarters	Not prescribed
Boat Syrang/Boat Driver	110	Respective District	Not prescribed
Sub Inspector, Band Unit	160	Not prescribed	Not prescribed
Permanent Travelling Allowance as eligible to the equivalent categories in the Police Department who receive P.T.A will be allowed to the following technical personnel in the Police Department	170	Not prescribed	Not prescribed
(I) Mounted Police		Not prescribed	Not prescribed
(ii) Armourer Staff	170	Not prescribed	Not prescribed
(iii) Electrician	170	Not prescribed	Not prescribed
(iv) Carpenter	170	Not prescribed	Not prescribed
(v) Painter	170	Not prescribed	Not prescribed
(vi) Blacksmith	170	Not prescribed	Not prescribed
(vii) Mason	170	Not prescribed	Not prescribed
(viii) Boat Syrang	170	Not prescribed	Not prescribed

Designation	Rate (Rs.) per month	Area of Jurisdiction	Avg. No. of days of tour in a month
(ix) Boat Driver	170	Not prescribed	Not prescribed
(x) Bugler/Drummer of Armed	170	Not prescribed	Not prescribed
Reserves & P.T.C.		Not prescribed	Not prescribed
(xi) Technical Staff (Both executive & civilian) attached to Range Workshop, M.S.P.	170	Not prescribed	Not prescribed
(xii) Personnel of and below the rank of Sub Inspectors attached to Telecommunication Unit	170	Not prescribed	Not prescribed
(xiii) Members of Mounted Police	170	Not prescribed	Not prescribed
(xiv) Driver (the Motor Cycle Orderlies attached to the Chief Office will also be considered as Drivers for this purpose)	170	Not prescribed	Not prescribed
(xv) Members of the Police Force of and below the rank of Sub Inspectors attached to the Police Computer Centre	170	Not prescribed	Not prescribed
(xvi) Members of the Motor Transport Unit attached to the District A.R. including M.T.R.S.I. Attached to various units	170	Not prescribed	Not prescribed
So far as the Band and Orchestra Personnel are concerned, Grant of P.T.A.as indicated above will be in lieu of the Special Allowance granted to them.	170	Not prescribed	Not prescribed
Rural Development			
Block Development Officer (If Vehicle is available)	300	One Block	20
Block Development Officer (If Vehicle is not available)	370	One Block	20
Registration			
Chitty Auditor	300	One District	20
Chitty Auditor	340	More than One District	20
Scheduled Caste Development			
Scheduled Caste Devt. Officer Gr.I	240	One Taluk	15
Scheduled Caste Devt. Officer Gr.II	190	One Block	15
Scheduled Tribe Development			

Designation	Rate (Rs.) per month	Area of Jurisdiction	Avg. No. of days of tour in a month
Tribal Extension Officer	200	Over One Block	15
Tribal Extension Officer	250	Over Two Blocks	15
Tribal Extension Officer	300	Over Three Taluks	15
Social Welfare			
Anganvadi Supervisor	140		
Tourism			
Chauffeur	190	Revenue District in which posted	15
Boat Driver/Boat Syrang	150		
Boat Deck Man/Boat Lascar/Cleaner	150		
Town Planning : Staff in the Town Planning Department will be eligible for normal TA/DA			
Vigilance & Anti- Corruption Bureau			
Sub Inspector	300	32 Kms. from HQ	Not prescribed
Head Constable/ Havildar Driver	250	32 Kms. From HQ	Not prescribed
Police Constable/ P.C. Driver	180	32 Kms. From HQ	Not prescribed
Legal Metrology			
Senior Inspector/Inspector	250	One Taluk	15

PERMANENT CONVEYANCE ALLOWANCE

Designation		Area of Jurisdiction
Agriculture		
Spraying Supervisor	100	Below One Panchayat
Agriculture Assistant	100	Below One Panchayat
Agriculture Assistant working in KMEP	100	Below One Panchayat
Field Supervisor	90	Below One Panchayat
Agriculture Officer	110	One Panchayat
Animal Husbandry		
Veterinary Surgeon in charge of Veterinary Hospitals and Dispensaries	90	Jurisdiction of the Veterinary Hospitals and dispensaries
Land Revenue		
Revenue Inspector/Special Revenue Inspector	160	One Firka or a portion of a Taluk
Special Chainman/ Special Peon	100	More than one Village but less than One Taluk
Village Officer	110	One Village
Village Assistant/Village Man	100	One Village
Civil Supplies		
City Rationing Officer	160	20 to 25 Wards in a City
Rationing Inspector	160	One Village
Rationing Inspector	90	5 to 13 Wards in a City
Co-operation		
Senior Co-operative Inspector/Junior Cooperative Inspector	130	Circle (Municipal or Corporation area)
Dairy Development		
Dairy Farm Inspector	130	Half the number of Panchayats in a Block
Economics and Statistics		
Deputy Health Officer	230	Working in Municipalities, Corporation etc.
Research Assistant	160	
Compiler	100	
Price Inspector/Price Reporter/Investigator	90	Within 8 Kms. of the HQ
Education		
Assistant Educational Officer/Additional Assistant Educational Officer	250	One Educational Sub District
Health Services		
Medical Officer (to visit Raj Bhavan)	450	
Medical Officer (to visit Sub Jails)	350	
Lady Health Inspector	180	Area covered by 3 to 5 Junior Public Health Inspectors
Health Inspector/Health Supervisor	180	Area covered by 3 to 5 Junior Public Health Nurses
Extension Educator (Family	180	

Designation		Area of Jurisdiction
Welfare)		
Junior Health Inspector Gr.I	150	
Non-Medical Supervisor	250	
Leprosy Health Visitor	150	
Urban Health Educator(Attending Clinics of S.E.T. Centres)	180	
Junior Health Inspector Gr.II/ Junior Public Health Nurse/Social Worker	100	
Field Assistant/Field Worker	100	
<i>Bi-Weekly Dispensaries & Tri-Weekly Dispensaries</i>		
(A)		
Medical Officer	300	Where the distance to be covered from the main P.H. Centre of Dispensary does not exceed 8 Kms.
Pharmacist	110	Where the distance to be covered from the main P.H. Centre of Dispensary does not exceed 8 Kms.
Hospital Attendant	90	Where the distance to be covered from the main P.H. Centre of Dispensary does not exceed 8 Kms.
(B)		
Medical Officer	320	Where it exceeds 8 Kilometres
Pharmacist	130	Where it exceeds 8 Kilometres
Hospital Attendant	100	Where it exceeds 8 Kilometres
Industries		
Extension Officer/Inspector(Quality Control)	200	One Block
Land Use Board		
Assistant Commissioner(Statistics)	300	Thiruvananthapuram City
Medical Education		
<i>(Medical College, Thiruvananthapuram)</i>		
Public Health Nursing Tutor/Health Inspector/Health Visitor	200	Health Centres at For visiting health units under the Neendakara and Pangappara
Municipal Common Service		
Executive Engineer	450	Whole area of the Municipality, Corporation or Wards allotted
Health Officer Gr.I	360	Whole area of the Municipality, Corporation or Wards allotted
Assistant Executive Engineer/Town Planning Officer/Health Officer Gr.II and Gr.III/Revenue Officer, Corporation/Assistant Health Officer, Corporation of Cochin	360	Whole area of the Municipality, Corporation or Wards allotted
Assistant Engineer/Town Planning Officer Gr.II	180	Whole area of the Corporation Municipality, or Wards allotted
Health Supervisor	180	Respective Municipal/Corporation area
Veterinary Surgeon	180	Whole area of the Municipality, Corporation or Wards

Designation		Area of Jurisdiction
		alotted
Health Inspector Gr.I and Gr.II/Revenue Officer (Municipality)/Assistant Revenue Officer, Cochin Corporation/Revenue Inspector/Chief Inspector of Income Tax/Family Planning Extension Educator / Public Health Nurse/Health Visitor/P.W.D. Overseer Gr.I/Town Planning and Building Inspector	180	Whole area of the Municipality, Corporation or Wards alotted
Junior Health Inspector/Sanitary Maistries doing the work of Junior Health Inspector/Family Planning Welfare worker/Bill Collector/Town Planning Surveyor/Surveyor/Junior Public Health Nurse/Overseer Gr.II/Lighting Superintendent (Kozhikode Corporation)	110	Whole area of the Municipality, Corporation or Wards alotted
Water Works Inspector/Meter Inspector/work Superintendent/ Lineman/Plumber/Fitter/ Turn Cock and Turn Key/ Meter Reader/Female Attendant/Motor Mechanics Gr.I and Gr.II/Chainman	100	Whole area of the Municipality or of the Corporation or Wards alotted
Panchayat		
Secretary	200	One Panchayat(more than 76.8 Sq.km)
Secretary	180	One Panchayat (less than 76.8 Sq.km)
Overseer	200	One Block
Overseer Gr.I	100	One Panchayat
Overseer Gr.II	90	One Panchayat
Assistant Engineer	110	One Panchayat
HI/JHI	100	One Panchayat
Midwife	90	One Panchayat
Bill Collector/Junior Collector/LDC	90	One Panchayat
Information & Public Relations		
Information Officer, New Delhi	200	Delhi and Surrounding area
Rural Development		
Extension Officer (Animal Husbandry)	200	One Block
Extension Officer(Panchayat)	200	One Block

Designation		Area of Jurisdiction
Extension Officer (I.R.D)	200	One Block
Extension Officer (Womens' Welfare)	200	One Block
Extension Officer (H)	200	One Block
General Extension Officer	200	One Block
Assistant Engineer	200	One Block
Village Extension Officer/Lady Village Extension Officer	150	One Circle
Social Welfare		
City Probationary Officer	250	Corporation area
Stationery		
Mechanic Gr. II	100	Within 8 Kilometers
Survey and Land Records		
Head Surveyor	210	Less than One Taluk
Surveyor Gr.I & Gr.II	100	Less than One Taluk
Tourism		
Curator/Superintendent, Government Gardens/Manager, Residential Bunglaw	210	
Urban Affairs		
Corporation Secretary	650	Corporation Area
Municipal Secretary Gr.I	520	Corporation/Municipal Area
Municipal Secretary Gr.II	440	Municipal area
Municipal Secretary Gr.III	350	Municipal area

Schedule of Posts and Scales of Pay

COMMON CATEGORY

	Designation	Existing Scale of pay	Revised Scale of pay
a	Senior Administrative Officer	20700-26600	36140-49740
b	Administrative Officer (HG)	16650-23200	29180-43640
	Administrative Officer	12930-20250	22360-37940
c	Senior Finance Officer	20700-26600	36140-49740
b	Finance officer (HG)	16650-23200	29180-43640
	Finance Officer	12930-20250	22360-37940
	Financial Assistant /Accounts Officer	12250-19800	21240-37040
	Administrative Assistant	12250-19800	21240-37040
e	Divisional Accountant(HG)	11910-19350	20740-36140
	Divisional Accountant	10790-18000	18740-33680
	Senior Superintendent and Equated posts like Manager (HG)	11910-19350	20740-36140
f	Senior Superintendent and Equated posts like Manager	10790-18000	18740-33680
g	Junior Superintendent and Equated posts like Manager	9190-15510	16180-29180
h	Fair Copy Superintendent	9190-15510	16180-29180
	Head Clerk/Head Accountant and equated posts	8390-13270	14620-25280
	Upper Division Clerk and equated posts	6680-10790	13210-22360
	Upper Division Accountant	6680-10790	13210-22360
	Accountant	6680-10790	13210-22360
	Store Clerk	6680-10790	13210-22360
	Auditor	6680-10790	13210-22360
	Store Keeper	6680-10790	13210-22360
	Clerk cum Accountant	6680-10790	13210-22360
	Cashier	6680-10790	13210-22360
	Assistant Store Keeper	6680-10790	13210-22360
	Store Assistant	6680-10790	13210-22360
	Accounts Clerk	6680-10790	13210-22360
	Clerk cum Accountant	6680-10790	13210-22360
	Steward Clerk	6680-10790	13210-22360
	Clerk cum Cashier	6680-10790	13210-22360
i	Sergeant	6680-10790	11620-20240
j	Lower Division Clerk and equated posts	5250-8390	9940-16580
	Store cum Record Keeper	5250-8390	9940-16580
	Record Keeper	5250-8390	9940-16580
	Store Clerk	5250-8390	9940-16580
	Copyist	5250-8390	9940-16580

	Designation	Existing Scale of pay	Revised Scale of pay
	Accountant	5250-8390	9940-16580
	Clerk cum Cashier	5250-8390	9940-16580
	Assistant Cashier Clerk	5250-8390	9940-16580
	Store Keeper	5250-8390	9940-16580
	Clerk cum Store Keeper	5250-8390	9940-16580
	Auditor	5250-8390	9940-16580
	Record cum Store Keeper	5250-8390	9940-16580
	Assistant Store Keeper	5250-8390	9940-16580
	Tally Clerk	5250-8390	9940-16580
	Clerk Steward	5250-8390	9940-16580
	Store Assistant	5250-8390	9940-16580
	Cashier	5250-8390	9940-16580
	Store Keeper cum Clerk	5250-8390	9940-16580
	Clerk cum Accountant	5250-8390	9940-16580
	Junior Accountant	5250-8390	9940-16580
	Cashier cum Clerk	5250-8390	9940-16580
	Confidential Assistant Sel. Gr.	11070-18450	19240-34500
	Confidential Assistant Sen. Gr.	9190-15510	16180-29180
k	Confidential Asst/Steno Typist Gr. I	7990-12930	13900-24040
	Confidential Assistant/Steno Typist Gr. II	6080-9830	10480-18300
l	Typist (Sel. Gr.)	8390-13270	14620-25280
	Typist (Sr.Gr)	7990-12930	
	Upper Division Typist	6680-10790	13210-22360
	Lower Division Typist	5250-8390	9940-16580
	Clerk cum Typist	5250-8390	9940-16580
	Clerk Typist	5250-8390	9940-16580
	Typist Clerk	5250-8390	9940-16580
m	Driver Sr. Grade	6680-10790	11620-20240
	Driver Gr I	6080-9830	10480-18300
	Driver Gr II	5250-8390	9190-15780
n	Binder Gr I	5650-8790	9940-16580
	Binder Gr II	4750-7820	8960-14260
	Driver cum Operator / Projectionist and similar categories	6080-9830	10480-18300
n	Cinema Operator/Projectionist Gr.I	5650-8790	9940-16580
	Cinema Operator/Projectionist Gr.II	4750-7820	8960-14260
	Audio Visual Trailer Operator Gr.I	5650-8790	9940-16580
	Audio Visual Trailer Operator Gr.II	4750-7820	8960-14260
	Chief Operator (Audio Visual)	7480-11910	13210-22360
	Artist/Photographer/Artist Cum Photographer	8390-13270	14620-25280
	Artist/Photographer/Artist Cum Photographer	7480-11910	13210-22360
	Artist/Photographer/Artist Cum Photographer and similar category	5650-8790	9940-16580
	Attender Gr.I	4750-7820	8960-14260

	Designation	Existing Scale of pay	Revised Scale of pay
	Clerical Attender/Technical Attender Gr.I	4750-7820	8960-14260
	Clerical Assistant (and similar categories) Gr.I	4750-7820	8960-14260
n	Attender Gr.II	4630-7000	8730-13540
	Clerical Attender /Technical Attender Gr.II	4630-7000	8730-13540
	Clerical Assistant (and similar categories)Gr.II	4630-7000	8730-13540
	Common Pool Librarians		
o	Librarian Gr.I	11910-19350	20740-36140
	Librarian Gr.II	9190-15510	16180-29180
	Librarian Gr.III	8390-13270	14620-25280
	Librarian Gr.IV	6680-10790	11620-20240
	Miscellaneous Categories		
	Telephone Operator	5250-8390	9190-15780
	Telephone Attendant	4750-7820	8960-14260
	Roller Driver Gr.I	6680-10790	11620-20240
	Roller Driver Gr.II	5650-8790	9940-16580
	Roller Driver/Assistant Roller Driver	5250-8390	9190-15780
	Roller Cleaner	5250-8390	9190-15780
	Lorry Cleaner	4630-7000	8730-13540
	Oil Engine Driver	5250-8390	9190-15780
	Driver cum Mechanic/Driver Mechanic	5250-8390	9190-15780
	Workshop mechanic/Motor Mechanic/Fitter	5250-8390	9190-15780
p	Motor Boat Driver Gr.I	6080-9830	10480-18300
	Motor Boat Driver Gr.II	5250-8390	9190-15780
	Tractor Driver/Boat Driver/Syrang Gr.I	6080-9830	10480-18300
	Tractor Driver/Boat Driver/Syrang Gr.II	5250-8390	9190-15780
	Engine Driver Gr.I	6080-9830	10480-18300
	Engine Driver Gr.II	5250-8390	9190-15780
	Motor Driver Gr.I	6080-9830	10480-18300
	Motor Driver Gr.II	5250-8390	9190-15780
	Loco Driver Gr.I	6080-9830	10480-18300
	Loco Driver Gr.II	5250-8390	9190-15780
	Driver cum Cleaner Gr.I	6080-9830	10480-18300
	Driver cum Cleaner Gr.II	5250-8390	9190-15780
	Carpenter	5250-8390	9190-15780
	Turner	5250-8390	9190-15780
	Moulder	5250-8390	9190-15780
	Welder	5250-8390	9190-15780
	Black smith/Smith	5250-8390	9190-15780
	Electrician	5250-8390	9190-15780
	Plumber	5250-8390	9190-15780
	Mechanic	5250-8390	9190-15780
	Workshop Mechanic	5250-8390	9190-15780
	Fitter	5250-8390	9190-15780
	Carpenter cum Black smith	5250-8390	9190-15780

	Designation	Existing Scale of pay	Revised Scale of pay
q	Lift Operator	5250-8390	9190-15780
	Stencil Operator/Roneo Operator/Duplicate Operator	4750-7820	8960-14260
r	Duffedar (H.G)	4750-7820	8960-14260
	Duffedar	4630-7000	8730-13540
	Mochee	4630-7000	8730-13540
r	Class IV Employee Gr.I	4630-7000	8730-13540
	Class IV Employee Gr.II	4510-6230	8500-13210

- a. 1/3rd of the post in Higher Grade on Rs.40640-57440.
b. 1/3rd of the post on HG on Rs.29180-43640
c. 1/3rd of the post on HG on Rs.40640-57440.
e. 50% of the post on HG on Rs.20740-36140.
f. 25% of the post on HG on Rs.20740-36140.
g. 25% of the post of Junior Superintendent will be on HG on Rs.18740-33680.
h. 20% of the post of Fair Copy Superintendent will be on HG on Rs.18740-33680.
i. The Ratio 5:3:2 among Sergeant Gr.II and Gr.I and Sr.Gr. will be on Rs.11620-20240, Rs.13210-22360 and Rs.13900-24040 respectively.
j. The existing ratio 1:1 between LD Clerk and UD Clerk will continue.
k. The Ratio 1:1:1:1 between CA Gr.II, Gr.I, Sr.Gr. and Sel.Gr. will continue.
l. Typist Sr.Gr. and Typist Sel.Gr. is merged as Typist Sel.Gr on Rs. 14620-25280. Grade ratio modified as 1:1:1.
m. Grade ratio 2:2:1 between Gr.II, Gr.I, Sr.Gr. will continue. 10% of the Sr.Grade Drivers will be on Sel.Gr on Rs.14620-25280.
n. Existing ratio 2:1 between Gr.II and Gr.I will continue.
o. Those who come under UGC Scheme will be given UGC scale.
p. Grade ratio 1:1 between Gr.II and Gr.I will continue.
q. Grade ratio 3:1 between Lift Operator and Lift Operator HG on Rs.9940-16580
r. The existing ratio 2:1 will continue

1. Secretariat

(a). General Administration Department

	Designation	Existing Scale of pay	Revised Scale of pay
	Chief Secretary	IAS	IAS
	Additional Chief Secretary	IAS	IAS
	Principal Secretary	IAS	IAS
	Secretary	IAS	IAS
	Addl. Secretary (IAS)	IAS	IAS
	Special Secretary		46640-59840
	Additional Secretary	25400-33100 + 600sp	44640-58640 + 900 sp [#]
	Joint Secretary	23200-31150	40640-57440 + 500 sp [#]
	Deputy Secretary	20700-26600	36140-49740 + 300 sp [#]
	Under Secretary (HG)	16650-23200	29180-43640
a	Under Secretary and Asst. Electoral Officer/Protocol Officer/Additional Protocol Officer/Chief Liaison Officer	12930-20250	22360-37940
	Language Expert	12930-20250	22360-37940
b	Personal Assistant (HG)	12250-19800	21240-37040
	Personal Assistant	11910-19350	20740-36140

	Designation	Existing Scale of pay	Revised Scale of pay
c	Section Officer (HG)	11910-19350	20740-36140
	Section Officer/Cashier/Liaison Officer/Asst. Protocol Officer	10790-18000	18740-33680
d	Office Superintendent	10790-18000	18740-33680
e	Assistant (Sel. Gr.)	9590-16650	16980-31360
	Assistant (Sen. Gr.)/Assistant Cashier	9190-15510	16180-29180
	Assistant /Accountant/ Reception Officer/Assistant Liaison Officer	7990-12930	13900-24040
f	Typist (Sel. Gr.)	9590-16650	16980-31360
	Typist (Sen. Gr.)	9190-15510	16180-29180
	Typist Gr. I	7990-12930	13900-24040
	Typist Gr. II	6080-9830	10480-18300
	Security Officer	9190-15510	16180-29180
	Assistant Security Officer	7990-12930	14620-25280
	Sergeant	7990-12930	14620-25280
g	Security Guard Gr. I/Head Guard	6080-9830	11620-20240
	Security Guard Gr. II, Chowkidar, Watchman	5250-8390	9940-16580
	Clerical Assistant Gr. I	6080-9830	10480-18300
c	Clerical Assistant Gr. II	4750-7820	9940-16580
	Lift Supervisor	5650-8790	9940-16580
	Duplicating Machine Supervisor	5650-8790	9940-16580
	Duplicating Machine Operator	4750-7820	8960-14260
	Motor Cycle Orderly	5250-8390	9190-15780
h	Head Gardener	4750-7820	8960-14260
	Gardener	4630-7000	8730-13540
	Dhoby	4750-7820	8960-14260
i	Attender	4630-7000	8960-14260
	Nottam	4630-7000	8960-14260
	Store Attendant	4630-7000	8730-13540
	Conference Hall Watchman	4630-7000	8730-13540
	Cycle Stand Watchman	4630-7000	8960-14260
	Messenger	4510-6230	8500-13210
	Full Time Telephone Cleaner	4510-6230	8500-13210
	OP Attender	4510-6230	8500-13210
f	Confidential Assistant (Sel. Gr.)	11070-18450	19240-34500
	Confidential Assistant (Sr. Gr.)	9190-15510	16180-29180
	Confidential Assistant Gr. I	7990-12930	13900-24040
	Confidential Assistant Gr. II	6080-9830	10480-18300
	Health Inspector Gr. II	7990-12930	13900-24040
	Binder Gr. I	5650-8790	9940-16580
	Binder Gr. II	4750-7820	9190-15780
k	Lift Operator	5250-8390	9190-15780
	Health Assistant	5250-8390	9190-15780
	Driver	5250-8390	9190-15780

	Designation	Existing Scale of pay	Revised Scale of pay
	Class IV Employee Gr. I	4630-7000	8730-13540
	Class IV Employee Gr. II	4510-6230	8500-13210
	Full Time Sweeper	4510-6230	8500-13210

- #) Special Pay in lieu of Higher Time scale.
a) The existing ratio of 2:1 will continue.
b) Existing ratio 1:2 is modified as 1:1.
c) Existing ratio 1:1 will continue
d) HG in the ratio 1:1 in the scale of pay of Rs.20740-36140.
e) The Grade ratio (1:1:1) will continue.
f) The existing ratio (1:1:1:1) will continue.
g) The existing ratio (1:5) will continue.
h) The ratio between Full-Time Gardeners and Head Gardener is 10:1
i) 1/3 will be in the Higher Grade.
k) Ratio between Lift Operator and Lift Supervisor will be 9:1.

(b) Finance Secretariat

	Designation	Existing Scale of pay	Revised Scale of pay
	Principal Secretary	IAS	IAS
	Secretary	IAS	IAS
	Special Secretary		46640-59840
	Additional Secretary	25400-33100 + 600sp	44640-58640 + 900 sp [#]
	Joint Secretary	23200-31150	40640-57440 + 500 sp [#]
	Deputy Secretary	20700-26600	36140-49740 + 300 sp [#]
	Under Secretary (HG)	16650-23200	29180-43640
a	Under Secretary	12930-20250	22360-37940
	Section Officer (HG)	11910-19350	20740-36140
c	Section Officer	10790-18000	18740-33680
d	Office Superintendent	10790-18000	18740-33680
	Assistant (Sel. Gr.)	9590-16650	16980-31360
	Assistant (Sr. Gr.)	9190-15510	16180-29180
e	Assistant	7990-12930	13900-24040
	Typist (Sel. Gr.)	9590-16650	16980-31360
	Typist (Sr. Gr.)	9190-15510	16180-29180
	Typist Gr. I	7990-12930	13900-24040
f	Typist Gr. II	6080-9830	10480-18300
c	Clerical Assistant Gr. I	6080-9830	10480-18300
	Clerical Assistant Gr. II	4750-7820	9940-16580
	Attender	4630-7000	8730-13540
	Director, Information Systems	25400-33100	44640-58640
	Assistant Director (Information Systems)	11910-19350	20740-36140
	Accounts Officer	12250-19800	21240-37040
	Driver (Sr. Gr.)	6680-10790	11620-20240
	Driver Gr. I	6080-9830	10480-18300
	Statistical Assistant Gr. I	6680-10790	13900-24040

	Designation	Existing Scale of pay	Revised Scale of pay
	Binder Gr. I	5650-8790	9940-16580
	Binder Gr. II	4750-7820	9190-15780
	Roneo Operator (HG)	5650-8790	9940-16580
	Roneo Operator	4750-7820	8960-14260
	Class IV Employee Gr. I	4630-7000	8730-13540
	Class IV Employee Gr. II	4510-6230	8500-13210
<i>Posts held by personnel of other Departments</i>			
	Chief Technical Examiner	As in PD	As in PD
	Assistant CTE	As in PD	As in PD
	Technical Officer	As in PD	As in PD
	Executive Engineer	As in PD	As in PD
	Assistant Executive Engineer	As in PD	As in PD
	Assistant Engineer	As in PD	As in PD
	Divisional Accountant	As in PD	As in PD

- #) Special Pay in lieu of Higher Time scale.
a). Existing ratio (2:1) will continue
c). Existing ratio 1:1 will continue
d) HG in the ratio 1:1 in the scale of pay of Rs.20740-36140.
e) The Grade ratio (1:1:1) will continue
f) Existing ratio (1:1:1:1) will continue.

(c). Law Secretariat

	Designation	Existing Scale of pay	Revised Scale of pay
	Law Secretary	As In PD	As In PD
	Special Secretary (Law)	26600-33750	46640-59840
	Additional Secretary	25400-33100 + 600sp	44640-58640 + 900 sp [#]
	Joint Secretary	23200-31150	40640-57440 + 500 sp [#]
	Deputy Secretary	20700-26600	36140-49740 + 300 sp [#]
	Under Secretary (HG)	16650-23200	29180-43640
a	Under Secretary	12930-20250	22360-37940
	Section Officer (HG)	11910-19350	20740-36140
c	Section Officer	10790-18000	18740-33680
d	Office Superintendent	10790-18000	18740-33680
	Legal Assistant (Sen. Gr.)	9590-16650	16980-31360
	Legal Assistant Gr. I	9190-15510	16180-29180
e	Legal Assistant Gr. II	8390-13270	14620-25280
	Senior Tamil Translator (HG)	12930-20250	22360-37940
	Senior Tamil Translator	10790-18000	18740-33680
	Tamil Translator (HG)	9190-15510	16180-29180
	Assistant Tamil Translator	7480-11910	13210-22360
	Senior Kannada Translator (HG)	12930-20250	22360-37940
	Senior Kannada Translator	10790-18000	18740-33680

	Designation	Existing Scale of pay	Revised Scale of pay
	Kannada Translator (HG)	9190-15510	16180-29180
	Assistant Kannada Translator	7480-11910	13210-22360
	Typist (Sel. Gr.)	9590-16650	16980-31360
	Typist (Sen. Gr.)	9190-15510	16180-29180
	Typist Gr. I	7990-12930	13900-24040
f	Typist Gr. II	6080-9830	10480-18300
	Attender	4630-7000	8960-14260
	Clerical Assistant Gr. II	4750-7820	9940-16580
	Driver Gr. I	6080-9830	10480-18300
	Driver Gr. II	5250-8390	9190-15780
	Binder Gr. I	5650-8790	9940-16580
	Binder Gr. II	4750-7820	9190-15780
	Roneo Operator	4750-7820	8960-14260
	Class IV Employee Gr. I	4630-7000	8730-13540
	Class IV Employee Gr. II	4510-6230	8500-13210
	Duffader	4630-7000	8730-13540

- #) Special Pay in lieu of Higher Time scale.
a) Existing ratio (2:1) will continue
c) Existing ratio 1:1 will continue
d) HG in the ratio 1:1 in the scale of pay of Rs.20740-36140.
e) The ratio will be 1:1:1continue
f) Existing ratio (1:1:1:1) will continue.

(d). LEGISLATURE SECRETARIAT

	Designation	Existing Scale of pay	Revised Scale of pay
	Secretary	As In PD	As In PD
	Special Secretary	26600-33750	46640-59840
	Additional Secretary	25400-33100 + 600 sp	44640-58640 + 900 sp [#]
	Joint Secretary	23200-31150	40640-57440 + 500 sp [#]
	Deputy Secretary/Estate Officer/Research Officer	20700-26600	36140-49740 + 300 sp [#]
	Under Secretary (HG)	16650-23200	29180-43640
a	Under Secretary/Protocol Officer	12930-20250	22360-37940
	Section Officer (HG)	11910-19350	20740-36140
b	Section Officer/Manager-cum-Superintendent/ Cashier	10790-18000	18740-33680
	Chief Editor	20700-26600 + 200 sp	40640-57440
	Joint Chief Editor	16650-23200 + 200 sp	29180-43640
	Deputy Chief Editor	13610-20700 + 200 sp	24040-38840
	Editor of Debates	12930-20250	22360-37940
	Selection Grade Reporter (HG)	11910-19350	20740-36140
c	Selection Grade Reporter	10790-18000	18740-33680
	Senior Grade Reporter	9590-16650	16980-31360

	Designation	Existing Scale of pay	Revised Scale of pay
	Reporter Gr. I	9190-15510	16180-29180
d	Reporter Gr. II	7990-12930	13900-24040
	Chief Librarian	16650-23200	36140-49740
	Librarian	13610-20700	32110-44640
	Deputy Librarian	12250-19800	22360-37940
	Assistant Librarian Gr. I	9590-16650	16980-31360
	Assistant Librarian Gr. II	9190-15510	16180-29180
	Catalogue Assistant	8390-13270	14620-25280
	Personal Assistant	11910-19350	20740-36140
	Assistant (Sel. Gr.)	9590-16650	16980-31360
	Assistant (Sr. Gr.)	9190-15510	16180-29180
e	Assistant	7990-12930	13900-24040
	Controller of Printing	11070-18450	19240-34500
f	Office Superintendent	10790-18000	18740-33680
	Typist (Sel. Gr.)	9590-16650	16980-31360
	Typist (Sr. Gr.)	9190-15510	16180-29180
	Typist Gr. I	7990-12930	13900-24040
g	Typist Gr. II	6080-9830	10480-18300
	Foreman	8790-13610	15380-25900
	Health Inspector Gr. II	8390-13270	14620-25280
	Reader Gr. II	7990-12930	13900-24040
	Paste Up Artist	7480-11910	13210-22360
	Offset Machine Operator	7480-11910	13210-22360
	Junior Health Inspector Gr. II	6680-10790	11620-20240
	Office Assistant	6080-9830	11620-20240
	Clerical Assistant Gr. I	6080-9830	10480-18300
b	Clerical Assistant Gr. II	4750-7820	9940-16580
	Copy Holder	6080-9830	10480-18300
	Computer Operator-cum-Web Designer	6080-9830	10480-18300
	House Keeper/Reception Guide/Museum Guide	6080-9830	13210-22360
	Lift supervisor	5650-8790	9940-16580
	Chief Hostel Attendant	5250-8390	9940-16580
	DTP Operator	5250-8390	10480-18300
	Photocopier Operator	5250-8390	9190-15780
	Assembly Attendant	4750-7820	8960-14260
	Head Gardener	4750-7820	8960-14260
	Hostel Attendant	4630-7000	8960-14260
	Lady Attendant	4630-7000	8730-13540
	Library Boy Gr. I	4630-7000	8730-13540
	Library Boy Gr. II	4510-6230	8500-13210
	Helper	4630-7000	8730-13540
	Attender	4630-7000	8730-13540
	Gardener	4630-7000	8730-13540
	Sweeper	4510-6230	8500-13210

	Designation	Existing Scale of pay	Revised Scale of pay
	Sanitation Worker	4510-6230	8500-13210
	Cleaner	4510-6230	8500-13210
	Mochee	4630-7000	8730-13540
<i>Posts held by personnel of other Departments</i>			
	Chief Marshal	As in PD	As in PD
	Additional Chief Marshal	As in PD	As in PD
	Programmer	As in PD	As in PD
	Network Administrator	As in PD	As in PD
	Computer Programmer	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
	Sergeant Assistant (In the grade of Police Constable)	As in PD	As in PD
	Women Sergeant Assistant	As in PD	As in PD
	Personal Assistant to MLA	As in PD	As in PD
	Pump operator	As in PD	As in PD
	Agricultural Assistant	As in PD	As in PD

- #) Special Pay in lieu of Higher Time scale.
a) Existing ratio (2:1) will continue
b) Existing ratio 1:1 will continue
c) $\frac{1}{3}$ rd post of Sel. Grade Reporter will be in the HG
d) The existing ratio of 7:2:5:7 among Sel. Gr., Sr. Gr., Gr. I and Gr. II Reporters will continue
e) The ratio will be 1:1:1 continue
f) HG in the ratio 1:1 in the scale of pay of Rs.20740-36140.
g) Existing ratio (1:1:1:1) will continue.

e. KERALA RAJ BHAVAN

	Designation	Existing Scale of pay	revised Scale of pay
	Secretary to Governor	IAS	IAS
	Deputy Secretary	20700-26600	36140-49740 + 300 sp [#]
a	Under Secretary	12930-20250	22360-37940
	Private Secretary to Governor	12930-20250	22360-37940
	Public Relations Officer	12930-20250	22360-37940
	Personal Assistant to Governor	11910-19350	20740-36140
	Section Officer (HG)	11910-19350	20740-36140
b	Section Officer	10790-18000	18740-33680
	Additional Personal Assistant to Governor	10790-18000	18740-33680
	Tour Superintendent	10790-18000	18740-33680
	Cypher Superintendent	10790-18000	18740-33680
	Assistant (Sel. Gr.)	9590-16650	16980-31360
	Assistant (Sr. Gr.)	9190-15510	16180-29180
c	Assistant	7990-12930	13900-24040
	Typist (Sel. Gr.)	9590-16650	16980-31360
	Typist (Sr. Gr.)	9190-15510	16180-29180
	Typist Gr. I	7990-12930	13900-24040

	Designation	Existing Scale of pay	revised Scale of pay
d	Typist Gr. II	6080-9830	10480-18300
	Cypher Assistant	9190-15510	16180-29180
	Telephone Operator	5250-8390	9190-15780
	Chauffeur Gr. II	5250-8390	9190-15780
	Motor Cycle Despatch Rider	5250-8390	9190-15780
	Clerical Assistant	4630-7000	8730-13540
	Confidential Assistant Gr. I	7990-12930	13900-24040
	Confidential Assistant Gr. II	6080-9830	10480-18300
	Binder	4750-7820	9190-15780
	Duffedar	4630-7000	8730-13540
	Class IV Employee Gr. I	4630-7000	8730-13540
	Class IV Employee Gr. II	4510-6230	8500-13210
	Sweeper	4510-6230	8500-13210
	Sanitation Worker	4510-6230	8500-13210
	Sweeper cum Sanitation Worker	4510-6230	8500-13210

- #) Special Pay in lieu of Higher Time scale.
- Existing ratio (2:1) will continue
 - Existing ratio 1:1 will continue
 - The ratio will be 1:1:1 continue
 - Existing ratio (1:1:1:1) will continue.

f. GOVERNOR'S HOUSEHOLD

	Designation	Existing Scale of pay	Revised Scale of pay
	ADC to Governor (P)	IPS	IPS
	ADC to Governor (N)	As in PD	As in PD
	Comptroller	16650-23200	32110-44640
	Additional Private Secretary	12930-20250	22360-37940
	Medical Officer	11910-19350	24040-38840
	Staff Nurse Gr. II	7480-11910	13900-24040
	Pharmacist Gr. II	6680-10790	11620-20240
	Furniture Clerk	5650-8790	9940-16580
	Motor Section Clerk	5650-8790	9940-16580
	Garden Supervisor	5650-8790	9940-16580
	Chauffer	5250-8390	9190-15780
	Head Butler	4750-7820	8960-14260
	Head Cook	4750-7820	8960-14260
	Head Gardener	4750-7820	8960-14260
	Carpenter	4750-7820	8960-14260
	Gardener	4630-7000	8730-13540
	Personal Attendant	4630-7000	8730-13540
	Caretaker	4630-7000	8730-13540
	Tailor	4630-7000	8730-13540
	Cook	4630-7000	8730-13540
	Laundry Superintendent	4630-7000	8730-13540

	Dhobi	4630-7000	8730-13540
	Female Attendant	4630-7000	8730-13540
	Nursing Assistant	4510-6230	8500-13210
	Hospital Attendant	4510-6230	8500-13210
	Attendar	4630-7000	8730-13540
	Duffedar	4630-7000	8730-13540
	Waiter	4630-7000	8730-13540
	Matey	4510-6230	8500-13210
	Lascar	4510-6230	8500-13210
	Sweeper	4510-6230	8500-13210
	Sweeper-cum-Sanitation Worker	4510-6230	8500-13210
	Cleaner	4510-6230	8500-13210
	Class IV Employee Gr. II	4510-6230	8500-13210
	Watcher	4510-6230	8500-13210

(g). KERALA HOUSE

	Designation	Existing Scale of pay	Revised Scale of pay
	Office of the Resident Commissioner		
	Resident Commissioner	IAS	IAS
	Additional Resident Commissioner	IAS	IAS
	Law Officer	25400-33100 + 600sp	44640-58640 + 900 sp [#]
	Liaison Officer	23200-31150	40640-57440 + 500 sp [#]
	Administrative Officer	12930-20250	22360-37940
	Section Officer	10790-18000	18740-33680
	Assistant Executive Engineer	12250-19800	21240-37040
	Assistant Engineer	11070-18450	20740-36140
	Personal Assistant	11910-19350	20740-36140
	Assistant Liaison Officer	7990-12930	13900-24040
	Assistant	7990-12930	13900-24040
	Typist	6080-9830	10480-18300
	Overseer (Electrical)	5650-8790	9940-16580
	Overseer (Civil)	5650-8790	9940-16580
	Chauffer	5250-8390	9190-15780
	Office of the Controller		
	Controller	11910-19350	20740-36140
	Protocol Officer	12930-20250	22360-37940
	Administrative Officer	12930-20250	22360-37940
	Assistant Protocol Officer	10790-18000	18740-33680
	Manager (Catering/Housekeeping)	10790-18000	18740-33680
	Section Officer	10790-18000	18740-33680
	Assistant	7990-12930	13900-24040
	Typist	6080-9830	10480-18300
	Reception Assistant	7990-12930	13900-24040
	Catering Supervisor	6680-10790	11620-20240

	Designation	Existing Scale of pay	Revised Scale of pay
	Steno-Typist	6080-9830	10480-18300
a	Telephone Operator	5250-8390	9190-15780
	House Keeping Supervisor	6680-10790	11620-20240
	Assistant House Keeper	5250-8390	9190-15780
	Store Keeper	6680-10790	11620-20240
a	Chauffeur	5250-8390	9190-15780
	Butler/Steward	5250-8390	9190-15780
b	Waiter/Bearer	4630-7000	8730-13540
	Attender	4630-7000	8730-13540
b	Room Attendant	4630-7000	8730-13540
b	Cook	4630-7000	8730-13540
c	Class IV Employee Gr. II	4510-6230	8500-13210
	Plumber	5250-8390	9190-15780
	Sweeper	4510-6230	8500-13210
	Lascar/Gardener/ Scavenger/ Kitchen Helper	4510-6230	8500-13210
	Information Office		
	Deputy Director	16650-23200	29180-43640
	Information Officer	12930-20250	22360-37940
	Assistant Information Officer	7990-12930	13900-24040
	Assistant Editor	9190-15510	16180-29180
	Cinema Operator	5250-8390	9190-15780
	Class IV Employee Gr. I	4630-7000	8730-13540
	Clerical Attender	4510-6230	8500-13210
	Driver	5250-8390	9190-15780
	NORKA Cell		
	Deputy Secretary	20700-26600	36140-49740
	Assistant	7990-12930	13900-24040
	Cauvery Special Cell		
	Executive Engineer	16650-23200	36140-49740
	Assistant Executive Engineer	12250-19800	21240-37040
	Assistant Engineer	11070-18450	20740-36140
	Head Clerk	8390-13270	14620-25280
	Computer Operator	Daily Waged	Daily Waged
	Driver Gr. II	On Contract	On Contract
	Class IV Employee	On Contract	On Contract
	Watchman	4510-6230	8500-13210
	Tourism Information Office		
	Deputy Director	12930-20250	22360-37940
	Information Assistant	7990-12930	13900-24040
	Class IV Employee Gr. II	4510-6230	8500-13210
	Driver	5250-8390	9190-15780
	Sweeper	Daily Waged	Daily Waged

- #) Special Pay in lieu of higher time scale
a) 1/3rd of the post will be placed in the HG on Rs.9940-16580
b) 1/3rd of the post will be placed in the HG on Rs.8960-14260
c) 1/3rd of the post will be placed in the HG on Rs.8730-13540

2. ADVOCATE GENERAL'S OFFICE

	Designation	Existing Scale of pay	Revised Scale of pay
	Secretary to Advocate General	25400-33100 + 600sp	44640-58640 + 900 Sp *
	Joint Secretary	23200-31150	40640-57440 + 500 Sp*
	Deputy Secretary	20700-26600	36140-49740 + 300 Sp*
	Under Secretary (HG)	16650-23200	29180-43640
b	Under Secretary	12930-20250	22360-37940
	Personal Assistant (HG)	12250-19800	21240-37040
c	Personal Assistant	11910-19350	20740-36140
	Section Officer (HG)	11910-19350	20740-36140
c	Section Officer	10790-18000	18740-33680
	Librarian	10790-18000	18740-33680
	Office Superintendent	10790-18000	18740-33680
	Assistant (Sel. Gr.)	9590-16650	16980-31360
	Assistant (Sr. Gr.)	9190-15510	16180-29180
a	Assistant	7990-12930	13900-24040
	Typist (Sel. Gr.)	9590-16650	16980-31360
	Typist (Sr. Gr.)	9190-15510	16180-29180
	Typist Gr. I	7990-12930	13900-24040
d	Typist Gr. II	6080-9830	10480-18300
	Clerical Assistant Gr. I	6080-9830	10480-18300
c	Clerical Assistant Gr. II	4750-7820	9940-16580
	Library Assistant	5250-8390	9190-15780
	Telephone Attendant	4750-7820	8960-14260
	Confidential Assistant (Sel. Gr.)	11070-18450	19240-34500
	Confidential Assistant (Sr. Gr.)	9190-15510	16180-29180
	Confidential Assistant Gr. I	7990-12930	13900-24040
d	Confidential Assistant Gr. II	6080-9830	10480-18300
	Telephone Operator	5250-8390	9190-15780
	Driver	5250-8390	9190-15780
	Daffedar (HG)	4750-7820	8960-14260
	Electrician Gr. II	5250-8390	9190-15780
	Binder Gr. II	4750-7820	8960-14260
b	Class IV Employee Gr. I	4630-7000	8730-13540
b	Class IV Employee Gr. II	4510-6230	8500-13210
	Night Watchman	4510-6230	8500-13210

- *) Special Pay in lieu of Higher Time Scale of Pay
- a) Grade ratio will be 1:1:1.
- b) 1/3 rd of the posts will be in the Higher Grade
- c) Grade ratio 1: 1
- d) Grade ratio (1:1:1:1) will continue.

3. AGRICULTURE

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	25400-33100	46640-59840
	Additional Director	23200-31150	42640-58640
	Joint Director/Principal Agricultural Officer	16650-23200	36140-49740
a	Deputy Director/Chief Soil Chemist/Plant Protection Officer	13610-20700	24040-38840
b	Assistant Director/Senior Agricultural Officer/Radio Contact Officer	12250-19800	21240-37040
	Assistant Principal Agricultural Officer	12250-19800	21240-37040
	Banana Development Officer	12250-19800	21240-37040
	Cashew Development Officer/Special Officer	12250-19800	21240-37040
	Research Officer/Farm Superintendent	12250-19800	21240-37040
c	Assistant Soil Chemist	12250-19800	21240-37040
	Labour Welfare Officer	11910-19350	20740-36140
	Agricultural Officer/Farm Assistant/Seed Development Officer	11070-18450	20740-36140
	Technical Assistant	11070-18450	20740-36140
	Personal Assistant to Director of Agriculture	11070-18450	20740-36140
d	Senior Scientific Assistant	10790-18000	18740-33680
e	Agricultural Field Officer	10790-18000	18740-33680
	Scientific Assistant Gr. I	9190-15510	16180-29180
	Agricultural Assistant Sr. Gr.	8390-13270	16180-29180
	Agricultural Assistant Gr. I	7480-11910	13900-24040
f	Agricultural Assistant Gr. II	6080-9830	10480-18300
	Scientific Assistant Gr. II	7480-11910	13210-22360
	Offset Operator	6680-10790	11620-20240
	Assistant Offset Operator	5250-8390	9190-15780
	Film Librarian	5250-8390	9190-15780
	Lab Assistant	5250-8390	9190-15780
	Oil Engine Driver	5250-8390	9190-15780
	Field Supervisor	4630-7000	8730-13540
	Lab Keeper	4630-7000	8730-13540
	Tissue Culture Technician (on contract)	Consolidated pay of Rs.4400/-	Consolidated pay of Rs.5200/-
	AC Mechanic (on contract)	Consolidated pay of Rs.3850/-	Consolidated pay of Rs.4500/-
	Agricultural Engineering Wing		
	State Agricultural Engineer	23200-31150	42640-58640
	Executive Engineer	16650-23200	36140-49740
	Assistant Executive Engineer (Agri.)	12250-19800	21240-37040
	Assistant Engineer (Agri.)	11070-18450	20740-36140
	Head Draftsman (Civil)	11070-18450	20740-36140
g	Draftsman Gr. I/Overseer Gr. I	7990-12930	13900-24040
	Draftsman Gr. I (Mech.)	7990-12930	13900-24040
	Store-in-charge	7990-12930	13900-24040
	Mechanical Engineering Supervisor	7480-11910	13210-22360

	Designation	Existing Scale of pay	Revised Scale of pay
	Foreman	6680-10790	11620-20240
	Draftsman Gr. II/Overseer Gr. II	6080-9830	11620-20240
	Work Superintendent	5650-8790	9940-16580
	Tractor Driver Gr. I	5650-8790	9940-16580
	Tractor Driver Gr. II	5250-8390	9190-15780
	Senior Mechanic	5250-8390	10480-18300
	Mechanic	5250-8390	9190-15780
	Skilled Assistant	5250-8390	9190-15780
	Welder	5250-8390	9190-15780
	Fitter	5250-8390	9190-15780
	Blacksmith	5250-8390	9190-15780
	Carpenter	5250-8390	9190-15780
	Turner	5250-8390	9190-15780
	Electrician	5250-8390	9190-15780
	Machinist	5250-8390	9190-15780
	Farm Mechanic	5250-8390	9190-15780
	Borer	4750-7820	8960-14260
	Workshop Attender	4630-7000	8730-13540
	Lascar	4510-6230	8500-13210
	Farm Information Bureau		
	Principal Information Officer	16650-23200	36140-49740
	Deputy Director of Agriculture	13610-20700	24040-38840
	Assistant Director of Agriculture	12250-19800	21240-37040
	Editor -cum- Press Relations Officer	12250-19800	21240-37040
	Technical Assistant	6680-10790	11620-20240
	Agricultural Officer	11070-18450	20740-36140
	Videographer	10790-18000	18740-33680
	Photographer	8390-13270	14620-25280
	Photo Artist	7480-11910	13210-22360
	Village Level Worker (Agricultural Assistant)	6080-9830	10480-18300
	Agricultural Assistant	6080-9830	10480-18300
	Animal Husbandry		
	Campaign Officer	12250-19800	21240-37040
	Information Officer	12250-19800	21240-37040
	Publication Officer	12250-19800	21240-37040
	Editor Farm News	12250-19800	21240-37040
	Miscellaneous		
	Artist	7480-11910	13210-22360
	Pharmacist	6680-10790	11620-20240
	Surveyor	6080-9830	10480-18300
	Compositor	6680-10790	11620-20240
	Boat Driver Gr. I	6080-9830	10480-18300
	Boat Syrang	6080-9830	10480-18300
	Boat Driver Gr. II	5250-8390	9190-15780
	Permanent Servant	4510-6230	8500-13210

	Designation	Existing Scale of pay	Revised Scale of pay
	Regular Mazdoor	4510-6230	8500-13210
	Beetle Picker	4510-6230	8500-13210
	Mali	4510-6230	8500-13210
	Ploughman	4510-6230	8500-13210
	Vigilance Officer	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 Gr.I	As in PD	As in PD

- a. 20% of the posts will be placed in the scale of pay of Rs.29180-43640.
- b. The existing ratio between Senior Agricultural Officer/Assistant Director and Agricultural Officer will be revised as 1:3
- c. The existing ratio 1:1 between Agricultural Officer and Senior Grade Scientific Assistant for promotion as Assistant Soil Chemist will continue.
- d. The existing ratio among Gr. II, Gr. I and Senior Gr. will continue as 2:1:1.
- e. 20% of the posts will be placed in the Higher Grade in the scale of pay of Rs.20740-36140
- f. The existing ratio of 5:3:2 will continue.
- g. Existing H.G ratio is discontinued.

4. ANIMAL HUSBANDRY

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	25400-33100	46640-59840
	Additional Director	23200-31150	42640-58640
	Director, Institute of Animal Health & Veterinary Biologicals, Palode (Additional Director)	23200-31150	42640-58640
	Registrar, Kerala Veterinary Council /Additional Director (Planning)	20700-26600	40640-57440
	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 Live Stock Census Officer/Senior Research Officer	16650-23200	36140-49740
a	Deputy Director /Project Officer, ICDP/Production Manager, Central Hatchery/Livestock Products Inspecting Officer /Research Officer, Institute of Animal Health and Veterinary Biologicals /Quality Control Officer/ Chief Veterinary Officer/Cattle Sterility Officer/State Epidemiologist Thiruvananthapuram.	13610-20700	24040-38840

	Designation	Existing Scale of pay	Revised Scale of pay
	Assistant Director /Senior Veterinary Surgeon/ Superintendent, Goat Farm/Superintendent, District Livestock Farm/Superintendent, Buffalo Breeding Farm/Assistant Project Officer, RAIC/Assistant Director, RPF/Asst. 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/Assistant Rinderpest Officer/Assistant Director, Cattle Sterility	12250-19800	21240-37040
b	Plant Engineer/Assistant Executive Engineer	12250-19800	21240-37040
	Assistant Engineer	11070-18450	20740-36140
c	Veterinary Surgeon/ Toxicologist/ Scientific Assistant/ Research Assistant, IAH & VB	11070-18450	20740-36140
	Chief Instructor	11070-18450	19240-34500
	Feed Analyst	11070-18450	19240-34500
	Labour Officer	10790-18000	18740-33680
	Senior Instructor	10790-18000	18740-33680
d	Field Officer	10790-18000	18740-33680
	Chemist	10790-18000	18740-33680
	Laboratory Supervisor	10790-18000	18740-33680
	Junior Instructor	8390-13270	14620-25280
	Chick Sexing Expert	8390-13270	14620-25280
	Assistant Field Officer	8390-13270	14620-25280
	Livestock Inspector Gr. I	7480-11910	13210-22360
	Laboratory Technician Gr. I	7480-11910	13210-22360
	Incubation Technician	6680-10790	11620-20240
	Electrician-cum-Mechanic	6680-10790	11620-20240
	Refrigeration Mechanic	6680-10790	11620-20240
	X-Ray Technician	6680-10790	11620-20240
e	Livestock Inspector Gr. II	6080-9830	10480-18300
	Laboratory Technician Gr. II	6080-9830	10480-18300
	Laboratory Assistant Gr. II	5650-8790	10480-18300
	Chick Sexer	5650-8790	10480-18300
	Despatch Rider	4750-7820	8960-14260
	Pump Operator/Plumber	4630-7000	8960-14260
	Carpenter-cum-Mechanic	4630-7000	8730-13540
	Poultry Attendant/Servant	4630-7000	8730-13540
	Gardner Gr. I	4630-7000	8730-13540
	Carpenter-cum-Packer	4630-7000	8730-13540
	<i>Posts held by personnel of other Departments</i>		
	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

	Designation	Existing Scale of pay	Revised Scale of pay
	Research 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
	Agricultural Officer	As in PD	As in PD

- a. 1/3rd of the posts will be allowed Higher Grade on Rs.29180-43640
b. 1/3rd of the posts will be placed in Higher Grade as in PWD
c. The ratio 3:1 between Veterinary Surgeons and Assistant Directors will continue.
d. 20% will be in HG on Rs.19240-34500.
e. Ratio of 5:3:2 among Livestock Inspector Grade II, Livestock Inspector Grade I and Assistant Field Officer will continue.

5. ARCHAEOLOGY

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	16650-23200	36140-49740
	Conservation Officer	13610-20700	24040-38840
	Superintending Archaeologist	13610-20700	24040-38840
	Epigraphist	13610-20700	24040-38840
	Archaeological Chemist	12250-19800	21240-37040
	Publication Officer	12250-19800	21240-37040
	Documentation Officer	11070-18450	19240-34500
	Artist Superintendent	11070-18450	19240-34500
	Education Officer	11070-18450	19240-34500
	Research Officer	11070-18450	19240-34500
	Assistant Engineer	11070-18450	19240-34500
	Personal Assistant	10790-18000	18740-33680
	Excavation Assistant	10790-18000	18740-33680
	Epigraphy Assistant	10790-18000	18740-33680
	Curator	10790-18000	18740-33680
a	Field Assistant	8790-13610	15380-25900
	Technical Assistant	8790-13610	15380-25900
	Assistant Editor	8390-13270	14620-25280
	Preservation Assistant	8390-13270	14620-25280
	Research Assistant	8390-13270	14620-25280
	Manager	8390-13270	14620-25280
	Artist	8390-13270	14620-25280
	Documentation Assistant	8390-13270	14620-25280
	Designer	8390-13270	14620-25280
	Foreman	7990-12930	13900-24040
	Museum Assistant	7480-11910	13210-22360
	Photographer	7480-11910	13210-22360
	Display Technician	7480-11910	13210-22360
	Gallery Supervisor	7480-11910	13210-22360
	Laboratory Assistant	6680-10790	11620-20240

	Designation	Existing Scale of pay	Revised Scale of pay
	Estampage Maker	7480-11910	13210-22360
	Draftsman	6080-9830	10480-18300
	Museum Guide	5650-8790	10480-18300
	Dark Room Assistant	5650-8790	10480-18300
	Head Gardener	4750-7820	8960-14260
	Cook	4750-7820	8960-14260
	Ticket Attender	4750-7820	8960-14260
	Record Attender	4750-7820	8960-14260
	Helper/Moulder	4630-7000	8730-13540
	Specimen Collector	4630-7000	8730-13540
	Technical Helper	4630-7000	8730-13540
	Gallery Attender	4510-6230	8500-13210
	Duster	4510-6230	8500-13210
Posts held by personnel of other Departments			
	Sub Inspector of Police (Security Officer)	As in PD	As in PD
	Police Constable/Head Constable (Security Guard)	As in PD	As in PD

- a) One post of Field Assistant will be re-designated as Superintendent, Padmanabhapuram Palace, the incumbent holding the post will be in the scale of pay of Rs.18740-33680.

6. Assistant Public Prosecutors

	Designation	Existing Scale of pay	Revised Scale of pay
	Director General of Prosecution	Consolidated amount of Rs.30000	
	Director of Prosecution	20700-26600	42640-58640
	Deputy Director of Prosecution and Senior Assistant Public Prosecutor	16650-23200	36140-49740
a	Assistant Public Prosecutor Gr. I	12250-19800	21240-37040
	Assistant Public Prosecutor Gr. II	11070-18450	19240-34500
Posts held by personnel of other Departments			
	Section Officer	As in PD	As in PD
	Assistant (Sr. Gr.)	As in PD	As in PD
	Typist (Sel. Gr.)	As in PD	As in PD
	Typist (Sr. Gr.)	As in PD	As in PD

- a) 1/3rd of the total posts will be placed in Senior Grade on Rs.24040-38840. The new ratio among Senior Grade, Grade-I and Grade-II will be 1:1:1.

7. AYURVEDA MEDICAL EDUCATION

	Designation	Existing scale of pay	Revised Scale of pay
	Director of Ayurveda Medical Education	25400-33100 + One Advance Increment	46640-59840
	Principal-cum-Project Officer/Principal	AICTE	AICTE
	Professor/Editor (In the cadre of Professor)	AICTE	AICTE
	Reader/Associate Professor	AICTE	AICTE
	Senior Lecturer/Assistant Professor	AICTE	AICTE
	Superintendent, Maternity Hospital	13610-20700	24040-38840
	Chief Medical Officer	12930-20250	22360-37940
	Lecturer	12930-20250	22360-37940
	Senior Medical Officer/Research Officer/Deputy Manager(ISM)	12250-19800	21240-37040
	Scientific Officer	12250-19800	21240-37040
	Demonstrator/RMO/Medical Officer	11070-18450	20740-36140
	Scientific Assistant	11070-18450	19240-34500
	Administrative Officer	12250-19800	21240-37040
	Lay Secretary & Treasurer	10790-18000	18740-33680
	Nursing Superintendent Gr. I	10790-18000	18740-33680
	Junior Scientific Officer	10790-18000	18740-33680
	Medical Officer (Store)	9190-15510	16180-29180
	Store Officer	9190-15510	16180-29180
	Head Nurse (Allopathy)	9190-15510	16180-29180
	Technician (Bhasma & Sindhura)	9190-15510	16180-29180
	Nursing Superintendent Gr. II	8390-13270	16180-29180
	Technician (Pharmacy)	8390-13270	14620-25280
	Store Superintendent	8390-13270	16180-29180
	Herpetologist	8390-13270	14620-25280
	Lady Health Inspector	7990-12930	13900-24040
	Technician (X-Ray)	7990-12930	13900-24040
	Lab Technician Gr. I	7990-12930	13900-24040
	Nurse Gr. I	7480-11910	13210-22360
	Staff Nurse (Allopathy)	7480-11910	13210-22360
	Pharmacist Gr. I	7480-11910	13210-22360
	Technician (Electrical)	7480-11910	13210-22360
	Technician (Other Category) (Mechanical)	7480-11910	13210-22360
	Technician (Dravyaguna)	7480-11910	13210-22360
	Foreman (Power Laundry)	6680-10790	11620-20240
	Junior Health Inspector	6680-10790	11620-20240
	Junior Public Health Nurse	6680-10790	11620-20240
b	Lab Technician Gr. II	6680-10790	11620-20240
	Technician (Netra)	6680-10790	11620-20240
a	Nurse Gr. II	6080-9830	10480-18300

	Designation	Existing scale of pay	Revised Scale of pay
a	Pharmacist Gr. II	6080-9830	10480-18300
	Lab Assistant	6080-9830	10480-18300
	Panchakarma Assistant	6080-9830	10480-18300
	Technical Assistant (Visha)	5650-8790	9940-16580
	Technical Assistant (X-Ray)	5650-8790	9940-16580
	Technical Assistant(Ayurveda)	5650-8790	9940-16580
	Herbarium Keeper	5650-8790	9940-16580
c	Ayurveda Therapist	5650-8790	9940-16580
	Library Assistant	5250-8390	9190-15780
	Garden Superintendent	5250-8390	9190-15780
	Record Keeper	5250-8390	9190-15780
	Scribe	5250-8390	9190-15780
	Electrician	5250-8390	9190-15780
	Technician (Swasthavritha)	5250-8390	9190-15780
	Gardener Gr. I	5250-8390	9190-15780
	Technician (Nature Cure)	5250-8390	9190-15780
	Record Assistant	4750-7820	8960-14260
	Theatre Assistant	4750-7820	8960-14260
	Lab Attender Gr. I	4750-7820	8960-14260
	Pharmacy Attender Gr. I	4750-7820	8960-14260
	Nursing Assistant Gr. I	4750-7820	8960-14260
d	Pharmacy Attender Gr. II	4630-7000	8730-13540
	Nursing Assistant Gr. II / Lab Attender Gr. II / Power Laundry Attender	4630-7000	8730-13540
	Hospital Attendent/Specimen Collector/Gardener/Dravya Attender/Head Warden	4630-7000	8730-13540
	Yoga Instructor	2000 +DA	3480 + DA
	Drugs Standardisation Unit		
	Senior Research Officer(Chemistry)	16650-23200	32110-44640
	Research Officer (Chemistry/ Bio Chemistry/Botany)	12930-20250	22360-37940
	Research Officer (Ayurveda)	12930-20250	22360-37940
	Assistant Research Officer (Pharmacology/Chemistry/ Pharmacognosy/Botany)	11910-19350	20740-36140
	Research Assistant(Micro Biology)	11070-18450	19240-34500
	Research Assistant (Ayurveda)	11070-18450	19240-34500
	Research Assistant (Chemistry)	11070-18450	19240-34500
	Lab Technician (DSU)	8390-13270	14620-25280
	Lab Attender	4630-7000	8730-13540
	Pharmacognosy Unit		
	Senior Research Officer (Botany)	16650-23200	32110-44640
	Research Officer(Botany)	12930-20250	22360-37940
	Farm Superintendent (HG)	12250-19800	21240-37040
	Assistant Research Officer (Ayurveda)	11910-19350	20740-36140
	Farm Superintendent	11910-19350	20740-36140

	Designation	Existing scale of pay	Revised Scale of pay
	Assistant to Pharmacognosy Officer	11070-18450	19240-34500
Posts held by personnel of other Departments			
	Professor in Sanskrit Gr. I (Non Cadre)	As in PD	As in PD
	Civil Surgeon	As in PD	As in PD
	Administrative Officer	As in PD	As in PD
	Lecturer in Physical Education	As in PD	As in PD
	Lecturer in Sanskrit	As in PD	As in PD
	Lady Medical Officer	As in PD	As in PD
	Assistant Surgeon	As in PD	As in PD
	Pharmacist Gr. II (Allopathy)	As in PD	As in PD

- Ratio between Gr. I and Gr. II will be 1:2
- H.G in the ratio 1:1 on Rs.13900-24040
- HG on Rs.10480-18300 in the ratio 3:1
- 20% of the total posts will be in Gr. I

8. CHEMICAL EXAMINER'S LABORATORY

	Designation	Existing Scale of pay	Revised Scale of pay
	Chief Chemical Examiner	23200-31150	42640-58640
	Joint Chemical Examiner	20700-26600	40640-57440
a	Assistant Chemical Examiner (HG)	12930-20250	22360-37940
	Assistant Chemical Examiner	12250-19800	21240-37040
	Junior Scientific Officer	11070-18450	19240-34500
b	Serological Assistant	7990-12930	13900-24040
	Technical Assistant	7990-12930	13900-24040
	Glass Blower	6680-10790	11620-20240
c	Laboratory Assistant	5250-8390	9190-15780
	Junior Laboratory Assistant	4630-7000	8730-13540
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer		

- The existing HG ratio 1:2 will continue.
- 20% of the post of technical Assistant / Serological Assistant taken together will be in HG in the scale of pay of Rs.16180-29180
- 20 % of the Lab Assistants under direct recruitment will be in HG in scale of pay Rs.10480-18300.

9. CIVIL SUPPLIES

	Designation	Existing scale of pay	Revised scale of pay
	Director	IAS	IAS
	Controller of Rationing	20700-26600	40640-57440
	Deputy Controller of Rationing/Vigilance Officer	16650-23200	32110-44640
	Accounts Officer	12930-20250	22360-37940
a	Dist. Supply Officer/Asst. Secretary	12930-20250	22360-37940
	Taluk Supply Officer/City Rationing Officer (HG)	11910-19350	20740-36140
b	Taluk Supply Officer/City Rationing Officer	10790-18000	18740-33680
	Assistant Taluk Supply Officer/ Manager	9190-15510	16180-29180

	Designation	Existing scale of pay	Revised scale of pay
	Rationing Inspector	8390-13270	14620-25280
	<i>Posts held by personnel of other Departments</i>		
	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

- a) 25% of District Supply Officer/Assistant Secretary will be in the HG with scale of pay of 29180-43640.
b) Existing ratio 20% will continue.

10. COMMERCIAL TAXES

	Designation	Existing Scale of pay	Revised Scale of pay
	Commissioner	IAS	IAS
	Joint Commissioner - I	IAS	IAS
	Joint Commissioner	25400-33100	44640-58640
	Deputy Commissioner HG	23200-31150	42640-58640
a	Deputy Commissioner	20700-26600	40640-57440
	Asst. Commissioner HG	16650-23200	29180-43640
b	Asst. Commissioner	12930-20250	22360-37940
	Commercial Taxes Officer HG	11910-19350	20740-36140
c	Commercial Taxes Officer/ Intelligence Officer/ Superintendent Taxes/Additional Law Officer/ Assistant Secretary (STAT)/ Manager	10790-18000	18740-33680
	Commercial Taxes Inspector / Assistant Commercial Tax Officer	9190-15510	16180-29180
	<i>Posts held by personnel of other Departments</i>		
	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
	Total		

- a. The existing ratio will be continued.
b. 1/3rd of the post of Assistant Commissioner will be in HG with the scale of 29180-43640
c. 20% of the post in the Higher Grade will continue.

11. AGRICULTURAL INCOME TAX AND SALES TAX APPELLATE TRIBUNAL

	Designation	Existing Scale of pay	Revised Scale of pay
	Chairman	26600-33750	NJPC
	Member (Judicial)	NJPC	NJPC
	Member (Accounts)	23200-31150	42640-58640

	Designation	Existing Scale of pay	Revised Scale of pay
	Member (Departmental)	20700-26600	As in PD
	Secretary	12930-20250	22360-37940
	Assistant Secretary	10790-18000	18740-33680

12. COMMISSIONERATE OF ENTRANCE EXAMINATIONS

	Designation	Existing Scale of pay	Revised Scale of pay
	Commissioner	IAS	IAS
	Data Entry Operator	6680-10790	13900-24040
	<i>Posts held by personnel of other Departments</i>		
	Joint Commissioner	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Technical Assistants	As in PD	As in PD
	Personal Assistant	As in PD	As in PD
	Assistant	As in PD	As in PD
	Programming Officer	As in PD	As in PD
	Systems Manager	As in PD	As in PD
	Systems Analyst	As in PD	As in PD
	System Assistant	As in PD	As in PD
	DTP Operator/ Data Entry Operator	As in PD	As in PD

13. CO-OPERATION

	Designation	Existing Scale of pay	Revised Scale of pay
	REGISTRAR'S OFFICE AND GENERAL WING		
	Registrar of Co-operative Societies	IAS	IAS
	Additional Registrar	20700-26600	40640-57440
	Joint Registrar	16650-23200	36140-49740
	Deputy Registrar (HG)	13610-20700	24040-38840
*	Deputy Registrar	12250-19800	
a	Assistant Registrar	11070-18450	19240-34500
	Personal Assistant to the Registrar of Co-operative Societies	11070-18450	19240-34500
	Editor Cum Press Relation Officer	11070-18450	19240-34500
b	Senior Inspector	9190-15510	16180-29180
c	Junior Inspector	7990-12930	14620-25280
	<i>Posts held by personnel of other Departments</i>		
	Law Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Junior Statistical Inspector	As in PD	As in PD

	Designation	Existing Scale of pay	Revised Scale of pay
	AUDIT WING		
	Director of Co-operative Audit	IAS	IAS
	Additional Director of Co-operative Audit	20700-26600	40640-57440
	Joint Director of Co-operative Audit	16650-23200	36140-49740
	Deputy Director of Co-operative Audit (HG)	13610-20700	24040-38840
*	Deputy Director of Co-operative Audit	12250-19800	
a	Assistant Director	11070-18450	19240-34500
	Personal Assistant	11070-18450	19240-34500
b	Senior Auditor	9190-15510	16180-29180
c	Junior Auditor	7990-12930	14620-25280
	CO-OPERATIVE VIGILANCE		
	Joint Registrar	16650-23200	36140-49740
	Deputy Registrar	12250-19800	24040-38840
	Senior Co-operative Inspector	9190-15510	16180-29180
	<i>Posts held by personnel of Police Department</i>		
	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
	CO-OPERATIVE ELECTION COMMISSION		
	Additional Registrar	20700-26600	40640-57440
	Senior Co-operative Inspector	9190-15510	16180-29180
	<i>Post held by personnel of Law Secretariat</i>		
	Election Commission/ Special Secretary	26600-33750	46640-59840
	CO-OPERATIVE ARBITRATION COURT		
	Presiding Officer	Consolidated pay	Consolidated pay
	Assistant Registrar	11070-18450	19240-34500
	Senior Co-operative Inspector	9190-15510	16180-29180

- * The post of Deputy Registrar/ Deputy Director and Deputy Registrar (HG)/ Deputy Director (HG) is merged and placed in the scale of pay of RS. 24040-38840.
- a.** 25% of the posts will be in the HG on Rs. 20740-36140
- b.** 15% of the posts will be in the Special Grade on Rs.16980-31360.
- c.** Existing ratio 1:1 between Sr. Inspector/ Sr. Auditor and Jr. Inspector /Junior Auditor will continue.

14. CULTURE

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	20700-26600	40640-57440
	Administrative Officer/Accounts Officer	12930-20250	22360-37940
	Junior Superintendent	9190-15510	16180-29180
	Head Clerk	8390-13270	14620-25280
	U.D Typist	6680-10790	13210-22360
	U. D Clerk	6680-10790	13210-22360
	L.D Typist	5250-8390	9940-16580
	Confidential Assistant Gr. II	6080-9830	10480-18300

	Designation	Existing Scale of pay	Revised Scale of pay
	L. D Clerk	5250-8390	9940-16580
	Driver Gr. II	5250-8390	9190-15780
	Class IV Employee Gr. II	4510-6230	8500-13210

15. DAIRY DEVELOPMENT

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	20700-26600	40640-57440
	Joint Director	16650-23200	32110-44640
	Deputy Director/Farm Superintendent/Principal	13610-20700	24040-38840
	Quality Control Officer	12250-19800	21240-37040
	Vice Principal	12250-19800	21240-37040
	S.M.S (Dairy)	12250-19800	21240-37040
a	Assistant Director/Senior Dairy Extension Officer/ Technical Assistant	12250-19800	21240-37040
	Subject Matter Specialist (Co-operation)	12250-19800	22360-37940
b	Dairy Extension Officer	11070-18450	19240-34500
c	Dairy Farm Instructor (HG)	7990-12930	14620-25280
	Dairy Farm Instructor	6680-10790	13210-22360
	Lab Technician	6680-10790	11620-20240
	Agricultural Assistant	6080-9830	10480-18300
	Lab Assistant	5250-8390	9190-15780
<i>Posts held by personnel of other Departments</i>			
	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

- a.** Posts of Assistant Director /Technical Assistant and Senior Dairy Extension Officer are interchangeable
b. Ratio between Senior Dairy Extension Officer/Assistant Director/ other equated categories and Dairy Extension Officer will be 1:4
c. Existing ratio of 3:1 will continue.

16. DRUGS CONTROL

	Designation	Existing Scale of pay	Revised Scale of pay
	Drugs Controller	20700-26600	40640-57440
	Chief Govt. Analyst	16650-23200	36140-49740
	Deputy Drugs Controller	16650-23200	36140-49740
	Deputy Drugs Controller (Ayurveda)	16650-23200	36140-49740
a	Assistant Drugs Controller (Allopathy)	12930-20250	22360-37940
a	Analyst Gr. I	12930-20250	22360-37940
	Regional Drugs Inspector	12250-19800	21240-37040
	Chief Inspector of Drugs, Intelligence Squad	12250-19800	21240-37040
	Senior Drugs Inspector	12250-19800	21240-37040
	Analyst Gr. II	12250-19800	21240-37040
	Drugs Inspector (Allopathy)	11070-18450	19240-34500
	Drugs Inspector, Special Intelligence Branch	11070-18450	19240-34500

	Designation	Existing Scale of pay	Revised Scale of pay
	Drugs Inspector (Ayurveda)	11070-18450	19240-34500
	Analyst Gr. III	11070-18450	19240-34500
	Technical Assistant to Drugs Controller	11070-18450	19240-34500
	Law Officer	10790-18000	18740-33680
	Scientific Assistant	8390-13270	14620-25280
	Store Superintendent	7990-12930	14620-25280
	Legal Assistant	7480-11910	13210-22360
	Technical Assistant (Drugs Testing Laboratory)	7480-11910	13210-22360
	Media Maker	7480-11910	13210-22360
	Sample Warden	6680-10790	11620-20240
	Technician (Lower Division)	5650-8790	9940-16580
	Technical Store Keeper	5650-8790	9940-16580
	Record Attender	4630-7000	8730-13540
	Laboratory Attender	4630-7000	8730-13540
	Animal Keeper	4510-6230	8500-13210
	<i>Posts held by personnel of other Departments</i>		
	ASU Drugs Controller	AICTE	AICTE

- a) 30% posts will be on Higher Grade in the scale of pay of Rs. 29180-43640

17. ECONOMICS AND STATISTICS

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	25400-33100	44640-58640
	Additional Director	23200-31150	42640-58640
	Senior Joint Director	20700-26600	40640-57440
	Joint Director	16650-23200	36140-49740
	Deputy Director/ Nosologist	13610-20700	29180-43640
	Assistant Director	12250-19800	21240-37040
	District Officer/Regional Statistical Officer	12250-19800	21240-37040
	Research Officer	11070-18450	19240-34500
	Additional District Officer	11070-18450	19240-34500
	Scrutiny Officer	11070-18450	19240-34500
	Taluk Statistical Officer	10790-18000	18740-33680
	Senior Supervisor (Computer)	10790-18000	18740-33680
	Deputy Health Officer (Vital Statistics)	9190-15510	16180-29180
	Research Assistant/ Statistical Inspector/ Extension Officer (Planning & Monitoring)	8390-13270	14620-25280
	Computer Supervisor	8390-13270	14620-25280
	Statistical Assistant Gr. I/ Statistical Investigator Gr. I/ Computer Operator Gr. I/ Junior Statistical Inspector	6680-10790	13900-24040

	Designation	Existing Scale of Pay	Revised Scale of pay
a	Statistical Assistant Gr. II/ Statistical Investigator Gr. II/ Computer Operator Gr. II	5250-8390	10480-18300
	Draftsman L.D	5650-8790	9940-16580
Posts held by personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD

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

18. EDUCATION

(a). COLLEGIATE EDUCATION

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	IAS	IAS
	Additional Director	UGC	UGC
	Deputy Director	UGC	UGC
	Principal (Special Grade) (Arts and Science Colleges)	UGC	UGC
	Principal (Arts and Science College/Sanskrit College / Training College/Physical Education College)	UGC	UGC
	Professor(Training Colleges)	UGC	UGC
	Reader (Arts and Science College/ Training College/Sanskrit College)	UGC	UGC
	Lecturer (Selection Grade)	UGC	UGC
	Lecturer (Senior Grade)	UGC	UGC
	Lecturer(Arts and Science College/ Sanskrit College / Training College/ Physical Education College)	UGC	UGC
	Lecturer (Physical Education)	UGC	UGC
	Lecturer in Sanskrit	UGC	UGC
	Librarian (Selection Grade)	UGC	UGC
	Librarian (Senior Grade)	UGC	UGC
	Librarian	UGC	UGC
	Principal (Music College)	20700-26660	40640-57440
	Principal (Arabic College)	16650-23200	36140-49740
	Professor (Vocal, Veena, Mridhangam and Violin)	16650-23200	36140-49740
	Professor Gr. I (Arabic College)	12930-20250	22360-37940
	Professor Gr. II (Arabic College)	12930-20250	22360-37940
	Asst. Professor (Vocal, Veena, Mridhangam, Dance (Kerala Nadanam) and Violin	12930-20250	22360-37940
	Senior Administrative Assistant	12930-20250	24040-38840
	Special Officer for Scholarship	12930-20250	22360-37940
	Lecturer in Musicology (Music College)	11070-18450	19240-34500
	Lecturer (Non-UGC)(Arts & Science, Training College)	11070-18450	19240-34500

	Designation	Existing Scale of pay	Revised Scale of pay
	Lecturer (Vocal, Veena, Violin, Mridhangam, Bharathanatyam, Dance (Kerala Nadanam), Mohiniyattom, Kathakali Vesham, Kathakali Sangeetham, Kathakali Chenda, Kathakali Madalam, Drawing and Painting, Sculpture, Applied Art.)	11070-18450	19240-34500
	Coach	11070-18450	19240-34500
	Junior Lecturer (Bharathanatyam, Mohiniyattom, Dance(Kerala Nadanam), Kathakali Vesham, Kathakali Sangeetham, Kathakali Chenda, Kathakali Madalam, Drawing and Painting, Sculpture, Applied Art.)	8790-13610	15380-25900
	Supporting Artist in Vocal (Bharathanatyam , Dance (Kerala Nadanam), Mohiniyattom, Kathakali)	8790-13610	15380-25900
	Supporting Artist in Mridangam (Bharathanatyam, Mohiniyattom, Dance (Kerala Nadanam))	8790-13610	15380-25900
	Supporting Artist Chenda/Madalam for Kathakali	8790-13610	15380-25900
	Instructor, (Arts and Crafts) (Training College)	8390-13270	14620-25280
	Tech. Assistant (Electronics)	7990-12930	14620-25280
	Tech. Assistant (Computer Science)	7990-12930	14620-25280
	Instrument Mechanic (Music College)	7990-12930	13900-24040
	Matron	6080-9830	10480-18300
	Heritage Document Translator	6080-9830	10480-18300
	Physical Instructor Gr. II (Physical Education)	6080-9830	10480-18300
	Studio Asst.	5650-8790	9940-16580
	Herbarium Keeper	5250-8390	9190-15780
	Taxidermist	5250-8390	9190-15780
	Mechanic	5250-8390	9190-15780
	Attender (Music College)	4750-7820	8960-14260
	Gas Man	4750-7820	9190-15780
a	Lab Attender	4750-7820	8960-14260
a	Library Attender	4630-7000	8960-14260
	Specimen Collector	4630-7000	8730-13540
	Marker	4510-6230	8500-13210
	Cook	4510-6230	8500-13210
	Part time lecturer in law/ Journalism	5500+ DA	5500+ DA
	Part time lecturer in Arabic	3500 (Honourarium)	3500 (Honourarium)
	<i>Posts held by personnel of other Departments</i>		
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	UD Compiler	As in PD	As in PD

a. Number of Lab Attenders & Library Attenders are included as Attenders in common category

(b). GENERAL EDUCATION

	Designation	Existing Scale of pay	Revised Scale of pay
	Directorate		
	Director	I A S	IAS
	Additional Director	23200-31150	44640-58640
	Joint Director	16650-23200	36140-49740
a	Deputy Director	13610-20700	24040-38840
	Chief Planning Officer	13610-20700	24040-38840
	Accounts Officer (Provident Fund)	12930-20250	22360-37940
	Secretary-cum-Treasurer (Housing Society)	12930-20250	22360-37940
	District Educational Officer (Science)	12250-20250	22360-37940
	Assistant Director	12250-19800	21240-37040
	Public Relations Officer	12250-19800	21240-37040
	Additional Administrative Assistant	12250-19800	21240-37040
	Accounts Officer (Audit)	12250-19800	21240-37040
	Arabic Special Officer	12250-19800	21240-37040
	Sanskrit Special Officer	12250-19800	21240-37040
	PA General	11910-19350	20740-36140
	PA Employment	11910-19350	20740-36140
	Assistant Super Check Officer	11070-18450	19240-34500
	Assistant Secretary(NFTW)	11070-18450	20740-36140
	PA to Secretary State Edn. Advisory Board / Personal Assistant	11070-18450	19240-34500
	Sports Organiser	11070-18450	19240-34500
	Editor (Vidyarangom)	9190-15510	16180-29180
	(CARE) - Noon Meal Programme		
	Senior Administrative Assistant	12930-20250	24040-38840
	Supervisor (Noon Feeding)	10790-18000	18740-33680
	Joint Commissioner for Government Examinations	16650-23200	36140-49740
	System Manager	16650-23200	36140-49740
	Secretary to the Commissioner for Govt. Exams.	13610-20700	24040-38840
	PA to Secretary to the Commissioner for Govt. Exams.	11070-18450	19240-34500
	Text Books		
	Text Book Officer	13610-20700	24040-38840
	Personal Assistant to the Text Book Officer	11070-18450	19240-34500
	Chief Accountant	10790-18000	18740-33680
	Store Keeper, Central Stores.	10790-18000	18740-33680
	Store Keeper, District Stores	9190-15510	16180-29180
	Office of the Deputy Director, Education		
a	Deputy Director	13610-20700	24040-38840
	District Institute of Education & Training (DIET)		
	Principal	13610-20700	24040-38840
	Senior Lecturer	12250-19800	21240-37040
	Lecturer	11070-18450	19240-34500
	Technician	7990-12930	13900-24040

	Designation	Existing Scale of pay	Revised Scale of pay
	Statistical Assistant	7480-11910	13210-22360
	Librarian	6080-9830	10480-18300
	Laboratory Assistant	5250-8390	9190-15780
	District & Sub District Office		
	District Education Officer	12250-19800	22360-37940
	Personal Assistant to DEO	11910-19350	20740-36140
	Assistant Educational Officer	11070-18450	20740-36140
	Additional Assistant Educational Officer	11070-18450	20740-36140
	Inspector of Muslim Education	11070-18450	18740-33680
	Women Inspector of Muslim Girls Education	9190-15510	16180-29180
	TTI for In-service Training in Hindi		
	Chief Instructor	11070-18450	20740-36140
	Instructor	8390-13270	14620-25280
	Secondary School (Including Training Schools)		
	Headmaster HG	11910-19350	21240-37040
	Headmaster	11070-18450	20740-36140
	High School Assistant Sel. Gr.		19240-34500
b	High School Assistant Sen. Gr. (Graduate/Language)	10790-18000	18740-33680
c	High School Assistant HG (Graduate/Language)	9590-16650	16980-31360
	High School Assistant (Graduate/Language)	8390-13270	14620-25280
	Instructors and Specialist Teachers		
	Instructor (Engineering/Printing Tech. /Agri.)	9190-15510	16980-31360
	Instructor/Special Teacher/Specialist/ Dance Master Bhagavathar / Sewing Mistress/ Drawing Master Sel. Grade (Specialization details shown at the end)	9190-15510	16980-31360
	Instructor Sen. Grade (Commerce)	9190-15510	16980-31360
	Instructor Grade .I (Commerce)	8390-13270	16180-29180
	Instructor/Special Teacher/ Specialist/ Dance Master Bhagavathar / Sewing Mistress/ Drawing Master Sen. Grade (Specialization details shown at the end)	8390-13270	16180-29180
	Instructor/Instructor (Engineering)	7990-12930	14620-25280
	Instructor Grade. II (Commerce)	7990-12930	14620-25280
	Physical Training (Bharatanatyam)	7990-12930	14620-25280
	Domestic Science Assistant	7990-12930	14620-25280
	Secretarial Assistant	7990-12930	14620-25280
	Dance Master (Kathakali)	7990-12930	14620-25280
	Pandit	7990-12390	14620-25280
	Instructor/ Special Teacher/ Specialist/ Dance Master Bagavathar / Sewing Mistress/ Drawing Master Grade. I (Specialization details shown at the end)	7990-12930	14620-25280
	Instructor/ Special Teacher/ Specialist / Dance Master Bhagavathar / Sewing Mistress / Drawing Master Grade. II (Specialization details shown at the end)	6680-10790	11620-20240
	(Teacher - (Ratton Works/Music/Craft/ Physical Edn./Veena/ Commercial/ Hindustani - Urudu /Craft)		

	Designation	Existing Scale of pay	Revised Scale of pay
	Upper Primary & Lower Primary Schools		
	Headmaster Sen. Gr	11070-18450	20740-36140
	Headmaster HG	10790-18000	19240-34500
	Headmaster	9590-16650	18740-33680
	Assistant Teacher (Nursery/Pre-primary)/Assistant Dance Teacher/Art Assistant /Art Master Sel. Grade	9190-15510	16980-31360
d	Teacher/Instructor /Fishing Technology Assistant/ Matron/Sewing Mistress / Pandit /Junior Pandit/Hindi APndit/Drill Master / Drawing Master/ Bagavathar (Bhrathanatiyam, Kathakali.)Sel. Grade (Specialisation details shown at the end)	9190-15510	16980-31360
d	Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress / Pandit /Junior Pandit/Hindi Apndit/Drill Master / Drawing Master/ Bagavathar (Bhrathanatiyam, Kathakali.) Sen. Grade (Specialisation details shown at the end)	8390-13270	16180-29180
	Assistant Teacher (Nursery/Pre- primary)/ Assistant Dance Teacher / Art Assistant/Art Master Sen. Grade	8390-13270	16180-29180
	Assistant Teacher (Nursery/Pre-primary)/ Assistant Dance Teacher /Art Assistant./ Art Master Grade I	7990-12930	14620-25280
d	Teacher/Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress / Pandit /Junior Pandit/Hindi Apndit/Drill Master / Drawing Master/ Bagavathar (Bhrathanatiyam, Kathakali.) Grade .I (Specialisation details shown at the end))	7990-12930	14620-25280
	Assistant Teacher (Nursery/Pre-primary)/ Assistant Dance Teacher /Art Assistant/Art Master Grade II	6680-10790	11620-20240
d	Teacher/Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress / Pandit /Junior Pandit/Hindi Apndit/Drill Master / Drawing Master/ Bagavathar (Bhrathanatiyam, Kathakali) Grade.II (Specialisation details shown at the end)	6680-10790	11620-20240
	Attender (Kathakali Chutti)	6680-10790	11620-20240
	Teacher (Craft)	6680-10790	11620-20240
	Instructor Work Experience Programme	6680-10790	11620-20240
	Schools for the Handicapped		
	Headmaster HG	11910-19350	21240-37040
	Headmaster	11070-18480	20740-36140
	High School Assistant Sel. Gr.	11070-18450	20740-36140
	High School Assistant Sen. Grade	10790-18000	19240-34500
	Resource Teacher Sel. Grade	10790-18000	18740-33680
	High School Assistant HG	10790-18000	18740-33680
	Teacher (Graduate who are handicapped) Sel. Grade	10790-18000	18740-33680
	Assistant Teacher (With special Training) Sel. Grade	10790-18000	18740-33680
	High School Assistant	9590-16650	16980-31360
	Teacher (Graduate who are handicapped) Sen. Grade	9590-16650	16980-31360
	Assistant Teacher (With Special Training) Sen. Grade	9590-16650	16980-31360
	Headmaster (Under Graduate)	9190-15510	16180-29180
	Resource Teacher Sen. Grade	9190-15510	16180-29180
	Graduate Assistant (Training centre for handicapped)	9190-15510	16180-29180

	Designation	Existing Scale of pay	Revised Scale of pay
	Assistant Teacher (Without special training) Sel. Gr	9190-15510	16980-31360
	Braillist, Craft, Music and Drawing teacher Sel. Gr.	9190-15510	16980-31360
	Teacher (Under Graduate who are handicapped) Sel. Grade	9190-15510	16980-31360
	Mobility Instructor-cum-Physical Edn. Teacher Sel. Grade	9190-15510	16980-31360
	Resource Teacher Grade. I	8390-13270	14620-25280
	Teacher (Graduate who are handicapped)	8390-13270	14620-25280
	Assistant Teacher(with Special Training)	8390-13270	14620-25280
	Assistant Teacher (Without special training) Sen. Grade	8390-13270	16180-29180
	Teacher (Under Graduate who are handiapped) Sen. Grade	8390-13270	16180-29180
	Braillist, Craft, Music and Drawing teacher Sen. Gr	8390-13270	16180-29180
	Mobility Instructor-cum-Physical Edn. Teacher Sen. Grade	8390-13270	16180-29180
	Assistant Teacher (Without special training) Gr. I	7990-12930	14620-25280
	Teacher (Under Graduate who are handiapped) Grade. I	7990-12930	14620-25280
	Braillist, Craft, Music and Drawing Teacher Gr. I	7990-12930	14620-25280
	Mobility Instructor-cum-Physical Edn. Teacher Gr. I	7990-12930	14620-25280
	Instructor in Plumbing	7480-11910	13210-22360
	Instructor in composing	7480-19910	13210-22360
	Assistant Teacher (Without special training) Gr. II	6680-10790	11620-20240
	Teacher (Under Graduate who are handiapped) Grade. II	6680-10790	11620-20240
	Braillist, Craft, Music and Drawing teacher Gr. II	6680-10790	11620-20240
	Mobility Instructor-cum-Physical Edn. Teacher Grade. II	6680-10790	11620-20240
	Matron	6080-9830	10480-18300
	Brailist (Part-time)	5250-8390	9190-15780
	Part-time Instrumental Music Teacher	5250-8390	9190-15780
	Skilled Assistant (Printing & Composing)	5650-8790	9940-16580
	Skilled Assistant (Plumbing)	5650-8790	9940-16580
	Ayah	4510-6230	8500-13210
	Subordinate Staff		
	Accountant CARE	7990-12930	13900-24040
	Manager	7990-12930	13900-24040
	Depot Officer	7990-12930	13900-24040
	Assistant Depot Officer	6680-10790	11620-20240
	Sergeant	6680-10790	11620-20240
	Calculator Operator	5650-8790	9940-16580
	Mechanic	5650-8790	9940-16580
	Assistant Librarian	5250-8390	9190-15780
	Godown Keeper	5250-8390	9190-15780
	Record Keeper	5250-8390	9190-15780
	Tally Clerk	5250-8390	9190-15780

	Designation	Existing Scale of pay	Revised Scale of pay
	Computer	5250-8390	9190-15780
	Compositor	5250-8390	9190-15780
	Printer	5250-8390	9190-15780
	Store Assistant	4750-7820	8960-14260
	Packer	4630-7000	8730-13540
	Counter	4630-7000	8730-13540
	Part Time Posts		
	Language Teacher (High School)	5650-8790	9940-16580
	Language Teacher (Primary)	5250-8390	9190-15780
	Teacher (craft)	5250-8390	9190-15780
	Teacher (Physical Education)	5250-8390	9190-15780
	Instructor	5250-8390	9190-15780
	Instructor (Manual Training)	5250-8390	9190-15780
	Pandit	5250-8390	9190-15780
	Teacher (P.D)	5250-8390	9190-15780
	Teacher (Drawing & Drill)	5250-8390	9190-15780
	Teacher (Music)	5250-8390	9190-15780
	Teacher (Needle Work)	5250-8390	9190-15780
	Drawing Master	5250-8390	9190-15780
	Drill Master	5250-8390	9190-15780
	Braillist	5250-8390	9190-15780
	Specialist Teacher	5250-8390	9190-15780
	Posts held by personnel of Govt. Secretariat		
	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 Gr. II	As in PD	As in PD
	Posts held by personnel of Economics & Statistics Department		
	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
	L.D Typist	As in PD	As in PD
	Class IV Employee	As in PD	As in PD
	Posts held by personnel of Public Works Department		
	Liaison Officer	As in PD	As in PD
	Assistant Engineer (PWD Electrical)	As in PD	As in PD
	Posts held by personnel of Technical Education Department		
	Special Officer, Work Experience	As in PD	As in PD

	Designation	Existing Scale of pay	Revised Scale of pay
	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

- a. Out of total number of posts, 20% of Deputy Director will be in Higher Grade with the scale of Rs.29180-43640
b. Will be redesignated as HSA Selection Grade.
c. Will be redesignated as HSA Senior Grade
d. **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, Bharathnattam, Physical Training, Wood Works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering Fishing Technology Assistant/ Matron/Sewing Mistress / Pandit /Junior Pandit/Hindi Apndit/Drill Master / Drawing Master/ Bagavathar (Bhrathanattam, Kathakali).

(c). HIGHER SECONDARY EDUCATION

	Designation	Existing Scale of pay	Revised Scale of pay
	Higher Secondary Schools		
	Principal	12250-19800	22360-37940
	Higher Secondary School Teacher (Sel. Gr)	12250-19800	21240-37040
	Higher Secondary School Teacher (HG)	11910-19350	20740-36140
	Higher Secondary School Teacher	11070-18450	19240-34500
	Higher Secondary School Teacher Junior (Sel. Gr)	11070-18450	20740-36140
	Higher Secondary School Teacher Junior (HG)	10790-18000	19240-34500
	Higher Secondary School Teacher Junior	9190-15510	16180-29180
	Laboratory Assistant	4750-7820	8960-14260
	Posts held by personnel of other Departments		
*	Director	As in PD	As in PD
*	Joint Director	As in PD	As in PD
*	Deputy 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
	Accounts Officer	As in PD	As in PD
	Administrative Assistant	As in PD	As in PD
	P.A. To Director	As in PD	As in PD
	Roneo Operator	As in PD	As in PD

- * Those who come under UGC Scheme will be eligible for UGC scale.

(d). TECHNICAL EDUCATION

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	AICTE	AICTE
	Senior Joint Director (EC/PS)	AICTE	AICTE
	Joint Director (EC/PS)	AICTE	AICTE
	Joint Controller	AICTE	AICTE
	Deputy Director (Engg. College)	AICTE	AICTE
	Training Officer	AICTE	AICTE
	Principal(Engineering College)	AICTE	AICTE
	Dean	AICTE	AICTE
	Professor	AICTE	AICTE
	Assistant Professor/Reader	AICTE	AICTE
	Lecturer in Engineering/ Technology	AICTE	AICTE
	Principal (College of Fine Arts)	20700-26600	40640-57440
	Deputy Director (Polytechnic Stream)	16650-23200	36140-49740
	Deputy Director (Dy. Controller of Technical Exams)	16650-23200	36140-49740
	Workshop Superintendent (Engineering College)	16650-23200	36140-49740
	Principal (Polytechnics/Institute of Printing Technology)	16650-23200	36140-49740
	Professor Gr. I (College of Fine Arts)	16650-23200	36140-49740
	Assistant Controller of Examination	12930-20250	22360-37940
	Assistant Director (SDC)	12930-20250	22360-37940
	Project Officer (DTE)	12930-20250	22360-37940
	Head of Section	12930-20250	22360-37940
	Professor Gr. II (College of Fine Arts)	12930-20250	22360-37940
	Technical Officer	11910-19350	20740-36140
	Assistant Director(Regional Directorate)	11910-19350	20740-36140
	Project Officer(CDC)	11910-19350	20740-36140
	Instructor Gr. I	11910-19350	20740-36140
	System Analyst	11910-19350	20740-36140
	Lecturer in Engineering/ Technology/ Instrument Technology/ Business Management/Composing/ Process Engraving/ Letter Press Printing	11910-19350	20740-36140
	Post Diploma Lecturer	11910-19350	20740-36140
	Workshop Superintendent (Polytechnics)	11910-19350	20740-36140
	Superintendent, Technical High Schools	11910-19350	20740-36140
	Lecturer (College of Fine Arts)	11910-19350	20740-36140
	Fine Arts Expert	11070-18450	19240-34500
	Chemist	11070-18450	19240-34500
a	Computer Programmer HG	11910-19350	20740-36140
	Computer Programmer	11070-18450	19240-34500
	Lecturer in Commerce/Commercial Practice	11070-18450	19240-34500
	Assistant Lecturer (Polytechnics)	11070-18450	19240-34500
	Inspector of Industrial Schools	10790-18000	18740-33680

	Designation	Existing Scale of pay	Revised Scale of pay
	Senior Art Instructor	10790-18000	18740-33680
b	Superintendent (Govt. Commercial Institute)	10790-18000	18740-33680
	Assistant Training Officer	9190-15510	16180-29180
	Head Draftsman/Draftsman Gr. I	9190-15510	16180-29180
	Foreman/Workshop Foreman	9190-15510	16180-29180
	Senior Instructor in Shorthand	9190-15510	16180-29180
	Technical Programme Assistant	9190-15510	16180-29180
	Instructor in Commerce	9190-15510	16180-29180
	Instructor in Secretarial Practice & Business Correspondence	9190-15510	16180-29180
	Instructor(Engineering)	9190-15510	16180-29180
	Instructor (Govt. Commercial Institute)	9190-15510	16180-29180
	Instructor in Shorthand	8390-13270	15380-25900
	Development Officer	8390-13270	14620-25280
	Data Entry Operator	8390-13270	14620-25280
	Instrument Mechanic Gr. I (WPTC)	8390-13270	14620-25280
	Instrument Mechanic Gr. I	8390-13270	14620-25280
	Art Instructor	8390-13270	14620-25280
	Mural Expert	8390-13270	14620-25280
	Studio Assistant Gr. I	8390-13270	14620-25280
	Junior Operator	7990-12930	13900-24040
	Demonstrator in Chemistry	7990-12930	14620-25280
	Instructor Gr. II/ Workshop Instructor/ Demonstrator in Engineering	7990-12930	14620-25280
	Draftsman Gr. II/Draftsman	7990-12930	14620-25280
	Trade Instructor Sen. Gr.	8390-13270	14620-25280
	Trade Instructor Gr. I	7990-12930	13900-24040
	Trade Instructor Gr. II	6680-10790	11620-20240
	Assistant Instructor in Shorthand (GPTC)	7990-12930	13900-24040
	Instructor -cum-Mechanic in Spinning	7990-12930	13900-24040
	Instructor Gr. II (Textile Spinning/Weaving &Textile Chemistry)	7990-12930	13900-24040
	Spinning Mechanic	7990-12930	13900-24040
	Technical Programme Assistant Gr. II	7990-12930	13900-24040
	Assistant Instructor in Type writing / Stenography	7990-12930	13900-24040
	Mechanic in Textile Chemistry	7990-12930	13900-24040
	Mechanic in Textile Technology	7990-12930	13900-24040
	Assistant Instructor (Govt. Commercial Institute)	7990-12930	13900-24040
	Assistant Instructor in Shorthand (WPTC)	7480-11910	13210-22360
	Instrument Mechanic Gr. II	7480-11910	13210-22360
	Instructress (Tailoring & Garment Making Training)	7480-11910	13210-22360
	Instructor (Industrial Schools)	7480-11910	13210-22360
	Studio Assistant Gr. II	5650-8790	9940-16580
	Typewriter Mechanic	5250-8390	9190-15780

	Designation	Existing Scale of pay	Revised Scale of pay
	Tradesman	5250-8390	9190-15780
	Junior Instructor (Tailoring & Garment Making Training)	5250-8390	9190-15780
	Junior Instructor (Industrial Schools)	5250-8390	9190-15780
	Boiler Assistant	5250-8390	9190-15780
	Carpenter	5250-8390	9190-15780
	Welder-cum-Blacksmith	4630-7000	8730-13540
	Marker	4630-7000	8730-13540
	Studio Attender	4630-7000	8730-13540
	Clay Worker	4510-6230	8500-13210
	<i>Posts held by personnel of other Departments</i>		
	Senior Administrative Officer	20700-26600	36140-49740
	Senior Finance Officer	20700-26600	36140-49740
	Lecturer Microbiology/ Sanitary Chemistry/ Economic Etc.	UGC	UGC
	Librarian	UGC	UGC
	Chief Tech. Librarian	UGC	UGC
	Professor Grade. II (Non-UGC)	As in PD	As in PD
	Lecturer in Physical Education(Non-UGC)	As in PD	As in PD
	Physical Instructor	As in PD	As in PD
	Instructor in Humanities and Language	As in PD	As in PD
	Instructor in Science and Mathematics	As in PD	As in PD
	High School Assistant (Malayalam)	As in PD	As in PD
	Statistical Assistant Gr. II	As in PD	As in PD

- a. Higher Grade allowed in the ratio 1:1.
b. Superintendent (Govt. Commercial Institute) will be allowed the HG in the ratio of 1:1 in the scale of pay of Rs.20740-36140.

(e). VOCATIONAL HIGHER SECONDARY EDUCATION

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	23200-31150	44640-58640
	Deputy Director	16650-23200	29180-43640
	Deputy Director	13610-20700	29180-43640
	Assistant Director	12250-19800	24040-38840
	Technical Officer	11910-19350	20740-36140
	Research Assistant	11070-18450	20740-36140
	Vocational Teacher/ Non Vocational Teacher (Sel. Gr.)	12250-19800	21240-37040
	Vocational Teacher/ Non-Vocational Teacher (HG)	11910-19350	20740-36140
	Vocational Teacher /Non-Vocational Teacher	11070-18450	19240-34500
	Non-Vocational Teacher Junior (Sel. Gr.)	11070-18450	20740-36140
	Non-Vocational Teacher Junior (HG)	10790-18000	19240-34500
	Non-Vocational Teacher Junior	9190-15510	16180-29180
	Vocational Instructor	7990-12930	14620-25280
	Non Vocational Teacher (GFC)	3500 Con. Pay	6100 Con. Pay

	Designation	Existing Scale of pay	Revised Scale of pay
	Lab Technical Assistant	5650-8790	9940-16580
	Posts held by personnel of other Departments		
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

19. ELECTRICAL INSPECTORATE

	Designation	Existing Scale of pay	Revised Scale of pay
	Chief Electrical Inspector	26600-33750	48640-59840
	Additional Chief Electrical Inspector	25400-33100	44640-58640
	Deputy Chief Electrical Inspector	23200-31150	42640-58640
	Electrical Inspector (HG)	20700-26600	40640-57440
a	Electrical Inspector	16650-23200	36140-49740
	Deputy Electrical Inspector(HG)	13610-20700	24040-38840
b	Deputy Electrical Inspector	12250-19800	21240-37040
	Assistant Electrical Inspector	11070-18450	20740-36140
	Instrument Mechanic	6680-10790	11620-20240
c	Skilled Assistant (Sr. Gr)	7990-12930	13900-24040
c	Skilled Assistant (HG)	6680-10790	11620-20240
c	Skilled Assistant	5250-8390	9190-15780
	Night Watcher	4510-6230	8500-13210
	Posts held by personnel of other Departments		
	Administrative Officer	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD

- a) Existing 25% HG will continue.
b) Existing ratio of 1/3rd posts on HG will continue.
c) Ratio is 1:1:1.

20. ENQUIRY COMMISSIONER AND SPECIAL JUDGE

	Designation	Existing Scale of pay	Revised Scale of pay
	Enquiry Commissioner and Special Judge	NJPC	NJPC
a	Manager	11910-19350	20740-36140
	Assistant (Sel. Gr.)	9590-16650	16980-31360
	Assistant (Sr. Gr.)	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040
	Typist Gr. II	6080-9830	10480-18300

- a) The senior most manager will be placed in the scale of pay of Rs.22360-37940.

21. EXCISE

	Designation	Existing Scale of pay	Revised Scale of pay
	Excise Commissioner	IAS	IAS
	Additional Excise Commissioner	IAS/IPS	IAS/IPS
	Vigilance Officer	IAS	IAS
	Joint Excise Commissioner / Senior Grade Deputy Excise Commissioner	23200-31150	42640-58640
	Deputy Excise Commissioner	20700-26600	40640-57440
	Assistant Excise Commissioner /Assistant Secretary HG	16650-23200	36140-49740
a	Assistant Excise Commissioner /Assistant Secretary	12930-20250	24040-38840
	Manager/Excise Circle Inspector/Superintendent HG	11910-19350	21240-37040
a	Manager/Excise Circle Inspector/Superintendent	10790-18000	20740-36140
	Excise Inspector	8390-13270	16180-29180
	Assistant Excise Inspector	7990-12930	15380-25900
	Preventive Officer	6680-10790	13900-24040
	Excise Guard	5250-8390	10480-18300
	Van Cleaner	4510-6230	8500-13210
<i>Posts held by Personnel of other Departments</i>			
	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

- a. 20% of the post on HG will continue.

22. FACTORIES AND BOILERS

	Designation	Existing Scale of pay	Revised Scale of pay
	Director of Factories & Boilers	23200-31150	42640-58640
	Senior Joint Director of Factories & Boilers	20700-26600	40640-57440
	Joint Director of Factories & Boilers	16650-23200	36140-49740
	Joint Director of Factories & Boilers(Medical)	16650-23200	36140-49740
	Inspector of Factories & Boilers Gr. I	13610-20700	24040-38840
	Technical Officer(Chemical)	13610-20700	24040-38840
a	Inspector of Factories & Boilers Gr. II	11070-18450	20740-36140
	Additional Inspector of Factories(HG)	11070-18450	19240-34500
a	Additional Inspector of Factories	10790-18000	18740-33680
	Head Statistician	10790-18000	18740-33680
	Technical Assistant (Chemical)	11070-18450	20740-36140
	Chemical Inspector	11070-18450	19240-34500
	Medical Officer	11910-19350	24040-38840
	Head Draftsman	11070-18450	19240-34500
	Draftsman Gr. I	7990-12930	13900-24040
	Draftsman Gr. II	6680-10790	11620-20240
	Nursing Assistant Gr. II	4630-7000	8730-13540

	Designation	Existing Scale of pay	Revised Scale of pay
	Lab Assistant	4630-7000	8730-13540
	Lab Attendant	4630-7000	8730-13540
<i>Posts held by personnel of other Departments</i>			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Chemist	As in PD	As in PD

a) The existing ratio of 2:1 will continue.

23. FIRE AND RESCUE SERVICES

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Commandant General	IPS	IPS
	Director (Technical)	23200-31150	42640-58640
	Deputy Director (Administration)	20700-26600	40640-57440
	Manager	12930-20250	22360-37940
	Divisional Officer (Sr. Gr.)	20700-26600	36140-49740
a	Divisional Officer	12930-20250	24040-38840
	Assistant Divisional Officer (HG)	11910-19350	20740-36140
b	Assistant Divisional Officer	10790-18000	18740-33680
	Station Officer	8390-13270	16180-29180
	Assistant Station Officer	7480-11910	14620-25280
	Leading Fireman	6680-10790	13900-24040
	Driver Mechanic	6680-10790	13900-24040
	Fireman Driver-cum-Pump Operator Gr. I	6680-10790	13900-24040
	Fireman Driver-cum-Pump Operator Gr. II	5250-8390	10480-18300
	Fireman	5250-8390	10480-18300
<i>Posts held by Personnel of other Department</i>			
	Administrative Officer	As in PD	As in PD

a) The existing ratio will continue.

b) 20% of ADO will be in HG

24. FISHERIES

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	IAS	IAS
	Additional Director	23200-31150	42640-58640
	Joint Director	16650-23200	36140-49740
a	Deputy Director	13610-20700	24040-38840
	Assistant Director/CEO/Project Officer	12250-19800	21240-37040
	Deputy Registrar of Co-operative Societies (Fisheries)	12250-19800	21240-37040
	Assistant Registrar of Co-operative Societies (Fisheries)	11070-18450	19240-34500
	Fresh Water Biologist	10790-18000	18740-33680
	Extension Officer	10790-18000	18740-33680

	Designation	Existing Scale of pay	Revised Scale of pay
	Aqua Culture Expert	10790-18000	18740-33680
	Fishery Development Officer Gr. I	9190-15510	16180-29180
	Senior Co-operative Inspector	9190-15510	16180-29180
	Foreman/Senior Mechanical Instructor(HG)	9190-15510	16180-29180
b	Foreman/Senior Mechanical Instructor	8390-13270	14620-25280
	Fishery Development Officer Grade II	8390-13270	14620-25280
	Research Assistant	8390-13270	14620-25280
	Curator	8390-13270	14620-25280
	Assistant Extension Officer	8390-13270	14620-25280
	Inspector of Fisheries	8390-13270	14620-25280
	Technical Assistant	8390-13270	14620-25280
	Fish Cultural Officer	8390-13270	14620-25280
	Fish Farm Manager	8390-13270	14620-25280
	Mechanical Instructor Grade I	7990-12930	13900-24040
	Mechanical Instructor Grade II	6680-10790	11620-20240
	Sub Inspector of Fisheries	6680-10790	11620-20240
	Instructor in Gear Making	6680-10790	11620-20240
	Instructor in Wood Work	6680-10790	11620-20240
	Laboratory Assistant	6680-10790	11620-20240
	Mechanic	5250-8390	9190-15780
	Nursery Keeper	5250-8390	9190-15780
	L.D Investigator	5250-8390	9190-15780
	Lascar Grade II	4750-7820	8960-14260
	Cook	4750-7820	8960-14260
	Tindal Cum Driver	4750-7820	8960-14260
	Ticket Collector	4750-7820	8960-14260
	Fisherman cum Watchman	4630-7000	8730-13540
	Petty Yard Officer	4630-7000	8730-13540
	Laboratory Attender	4630-7000	8730-13540
	Oil man	4630-7000	8730-13540
	Mess Boy/Mess Girl	4510-6230	8500-13210
	Deckman	4510-6230	8500-13210
	Regional Fisheries Technical High School		
	Headmaster	11070-18450	20740-36140
	High School Assistant	8390-13270	14620-25280
	Warden cum Tutor	5250-8390	9190-15780
	Miscellaneous Category		
	Boat Driver/Engine Driver	5250-8390	9190-15780
	Boat Syrang	5250-8390	9190-15780
	Roneo Operator	4750-7820	8960-14260
	Posts held by personnel of other Departments		
	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

	Designation	Existing Scale of pay	Revised Scale of pay
	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

- a) 20% of the posts will be on HG on Rs.29180-43640.
b) 20% of the posts will be on HG .

25. FORESTS

	Designation	Existing Scale of pay	Revised Scale of pay
	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 Forest (Non-Cadre)	20700-26600	40640-57440
	Economist	20700-26600	40640-57440
a	Assistant Conservator of Forests/	12930-20250	24040-38840
	Divisional Forest Officer/	12930-20250	24040-38840
	Wild Life Warden	12930-20250	24040-38840
	Deputy Director (Wild Life Education)	12930-20250	24040-38840
	Ranger and equated category	11070-18450	20740-36140
b	Wild Life Assistant Sr. Grade	11910-19350	20740-36140
	Assistant Forest Publicity Officer	9190-15510	16180-29180
b	Wild Life Assistant Grade I	9190-15510	16180-29180
b	Wild Life Assistant Grade II	7990-12930	13900-24040
	Deputy Ranger	7480-11910	14620-25280
	Curator of Museum	7480-11910	13210-22360
	Forester	6680-10790	13900-24040
	Forest Guard	5250-8390	10480-18300
	Boat Driver	5250-8390	9190-15780
	Timber Supervisor	4750-7820	8960-14260
	Documentation Officer	4750-7820	8960-14260
	Elephant Mahouts/Cavadies	4750-7820	8960-14260
	Darkroom Attender	4630-7000	8730-13540

	Designation	Existing Scale of pay	Revised Scale of pay
	Boat Watcher	4510-6230	8500-13210
	Boat Cleaner	4510-6230	8500-13210
	Boat Lascar	4510-6230	8500-13210
	Boat Syrang	4510-6230	8500-13210
	Tracker-cum-Gardner	4510-6230	8500-13210
	Gardner-cum-Marker	4510-6230	8500-13210
	Cook	4510-6230	8500-13210
	Assistant Cook	4510-6230	8500-13210
	Museum Assistant	4510-6230	8500-13210
	Chowkidar	4510-6230	8500-13210
	Depot Watcher/Reserve Watcher	4510-6230	8500-13210
	Plantation Watcher cum Cook	4510-6230	8500-13210
	Sanitation Worker	4510-6230	8500-13210
<i>Posts held by personnel of other Departments</i>			
	Economics and Statistics		
	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 Gr. I	As in PD	As in PD
	Statistical Assistant Gr. II	As in PD	As in PD
	Survey and Land Records		
	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
	Survey Lascar	As in PD	As in PD
	Tribunal Judge	As in PD	As in PD
	Joint Secretary	As in PD	As in PD
	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 PD	As in PD
	Class IV Employee Gr. II	As in PD	As in PD
	AG's Office		
	Finance Manager	As in PD	As in PD
	Animal Husbandry		

	Designation	Existing Scale of pay	Revised Scale of pay
	Forest Veterinary Officer	As in PD	As in PD
	Assistant Veterinary Officer	As in PD	As in PD
	PWD		
	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
	Police		
	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
	Health Services		
	Pharmacist	As in PD	As in PD
	Nursing Assistant	As in PD	As in PD
	Hospital Attender	As in PD	As in PD
	Kerala Water Authority		
	Pump Operator	As in PD	As in PD

- a) The existing ratio of 1:3 between Deputy Conservator of Forests and Assistant Conservator of Forests will continue.
- b) The existing ratio of 1:1:1 among Senior Grade, Gr. I and Gr. II Wild Life Assistants will continue.

26. GROUND WATER

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	25400-33100	44640-58640
	Superintending Hydrogeologist	23200-31150	42640-58640
	Superintending Engineer	23200-31150	42640-58640
	Chief Chemist	23200-31150	42640-58640
	Senior Hydrogeologist	16650-23200	32110-44640
	Senior Geophysicist	16650-23200	32110-44640
	Executive Chemist	16650-23200	32110-44640
	Executive Engineer (Design/Hydrology/Sp&W)	16650-23200	32110-44640
a	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W) (HG)	13610-20700	24040-38840
	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp&W)	12250-19800	21240-37040
	Chemist	12250-19800	21240-37040
	Hydro Geologist	12250-19800	21240-37040
b	Geophysicist	12250-19800	21240-37040
	Junior Chemist	11070-18450	19240-34500
	Junior Hydrogeologist	11070-18450	19240-34500
	Junior Geophysicist	11070-18450	19240-34500

	Designation	Existing Scale of pay	Revised Scale of pay
	Assistant Engineer	11070-18450	20740-36140
	System Manager(IT)	11070-18450	19240-34500
	Master Driller	9590-16650	18740-33680
	Senior Driller	9190-15510	16980-31360
	Foreman	7990-12930	14620-25280
	Store-in-charge	7990-12930	14620-25280
	Driller	7990-12930	13900-24040
	Drilling Mechanic	7990-12930	13900-24040
c	Draftsman Gr. I	7990-12930	13900-24040
	Draftsman Gr. II	6680-10790	11620-20240
	Surveyor Gr. I	7990-12930	13900-24040
	Geological Assistant	7480-11910	13900-24040
	Geophysical Assistant	7480-11910	13900-24040
	Chemical Assistant	7480-11910	13900-24040
	Motor Mechanic	7480-11910	13210-22360
	Store Assistant	7480-11910	13210-22360
c	Surveyor Gr. II	6680-10790	11620-20240
	Compressor Driver	6080-9830	10480-18300
	Tractor Driver	6080-9830	10480-18300
	Electrician	5650-8790	9940-16580
	Tracer	5650-8790	9940-16580
	Welder	5250-8390	9190-15780
	Machinist	5250-8390	9190-15780
	Blacksmith	5250-8390	9190-15780
	Tinker	5250-8390	9190-15780
	Turner	5250-8390	9190-15780
	Fitter	5250-8390	9190-15780
	Drilling Assistant	5250-8390	9190-15780
	Pump Operator	5250-8390	9190-15780
	Cleaner	4750-7820	8960-14260
	Lab Attender	4630-7000	8730-13540
	Workshop Attender	4630-7000	8730-13540
	Worker	4510-6230	8500-13210
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Senior Finance Officer		

- a. 1/3rd of the posts will be in the HG
- b. Ratio between Hydrogeologist, Executive Engineer and Geophysicist will be modified as 6:6:2 for promotion to District Officers
- c. The ratio of 1:1 between Gr. I & Gr. II will continue.

27. HARBOUR ENGINEERING

	Designation	Existing Scale of pay	Revised Scale of pay
	Chief Engineer	25400-33100	44640-58640
	Deputy Chief Engineer/ Superintending Engineer	23200-31150	42640-58640
a	Executive Engineer (HG)	20700-26600	40640-57440
	Executive Engineer	16650-23200	36140-49740
	Assistant Executive Engineer (HG)	13610-20700	24040-38840
a	Assistant Executive Engineer/ Technical Assistant	12250-19800	21240-37040
	Assistant Engineer/Head Draftsman	11070-18450	20740-36140
b	Draftsman Gr. I/Overseer Gr. I	7990-12930	13900-24040
	Mobile Crane Operator/Heavy Machine Operator	6680-10790	11620-20240
	Senior Mechanic	6680-10790	11620-20240
	Draftsman Gr. II/ Overseer Gr. II	6680-10790	11620-20240
	Crane Operator	5650-8790	9940-16580
	Tracer	5650-8790	9940-16580
	Draftsman Gr. III/Overseer Gr. III	5650-8790	9940-16580
	Master Gr. III	4750-7820	8960-14260
	Engine Driver Gr. III	4750-7820	8960-14260
	Light Machine Operator	4750-7820	8960-14260
	Seaman	4750-7820	8960-14260
	Blue Printer	4630-7000	8730-13540
	Assistant Crane Operator	4630-7000	8730-13540
	Cleaner	4630-7000	8730-13540
	Electrician Gr. II/Linemen	4750-7820	8960-14260
	Mechanic	5250-8390	9190-15780
	Lascar/Chainman	4510-6230	8500-13210
Posts held by the personnel of other Departments			
	Finance Officer	As in PD	As in PD
	Divisional Accountant	As in CC	As in CC

- a) Grade ratio as applicable in PWD
b) The existing ratio will be dispensed with.

28. HEALTH SERVICES

	Designation	Existing Scale of pay	Revised Scale of pay
#	Director of Health Services	26600-33750	48640-59840
	Additional Director of Health Services/Chief Consultant	25400-33100	46640-59840
	Deputy Director of Health Services/ Senior Consultant/ Civil Surgeon (HG)	23200-31150	44640-58640
	Deputy DHS (Dental)	23200-31150	44640-58640
	Zonal Malaria Officer	16650-23200	36140-49740
	Principal of Public Health Training School and Family Welfare Training School	16650-23200	36140-49740
a	Deputy DMO/Assistant DHS/Civil Surgeon/Consultant	16650-23200	36140-49740

	Designation	Existing Scale of pay	Revised Scale of pay
	Research Officer(ORT)	16650-23200	36140-49740
a	Dental Civil Surgeon	16650-23200	36140-49740
	Ophthalmic Surgeon	16650-23200	36140-49740
	Assistant Surgeon/Administrative Medical Officer/Junior Consultant	11910-19350	24040-38840
*	Dental Assistant Surgeon	11910-19350	20740-36140
b	Dental Mechanic Sr. Grade	8390-13270	16180-29180
	Dental Hygienist Sr. Grade	8390-13270	16180-29180
	Dental Mechanic Gr. I	7990-12930	13900-24040
	Dental Hygienist Gr. I	7990-12930	13900-24040
	Dental Mechanic Gr. II	6680-10790	11620-20240
	Dental Hygienist Gr. II	6680-10790	11620-20240
	TB WING		
	Director, TB Centre	16650-23200	36140-49740
	District TB Officer	16650-23200	36140-49740
	Supervising Medical Officer	16650-23200	36140-49740
	Bacteriologist	11910-19350	22360-37940
	Senior Treatment Organiser	10790-18000	18740-33680
c	Treatment Organiser Gr. I	7990-12930	13900-24040
	Treatment Organiser Gr. II	5650-8790	9940-16580
	LEPROSY		
	District Leprosy Officer	16650-23200	36140-49740
	Technical Assistant (Leprosy)	11070-18450	19240-34500
	Assistant Leprosy Officer	10790-18000	18740-33680
	Non-Medical Supervisor Gr. I	8390-13270	16180-29180
d	Patient Employee (Fixed Pay)	2100 + DA	3700 + DA
	OPHTHALMOLOGY		
	Camp Co-Ordinator	11070-18450	19240-34500
e	Ophthalmic Assistant (Senior Gr.)	10790-18000	18740-33680
	Ophthalmic Assistant (Gr. I)	7990-12930	13900-24040
	Ophthalmic Assistant (Gr. II)	6680-10790	11620-20240
	COMMUNICABLE DISEASE		
	Assistant Director (Entomology)	13610-20700	24040-38840
	Assistant Director (Filaria)	13610-20700	24040-38840
	Senior Biologist	12250-19800	21240-37040
	Biologist	11910-19350	20740-36140
	Entomologist	11910-19350	20740-36140
	District Malaria Officer	10790-18000	19240-34500
	Assistant Entomologist	8390-13270	14620-25280
	NURSING SERVICE –HOSPITAL WING		
	Additional Director (Nursing)	20700-26600	36140-49740
	Deputy Director (Nursing)	16650-23200	29180-43640
	District Nursing Officer	13610-20700	24040-38840
	Assistant Director (Nursing Service)	13610-20700	24040-38840

	Designation	Existing Scale of pay	Revised Scale of pay
	Nursing Officer	12930-20250	22360-37940
	Nursing Superintendent Gr. I	11910-19350	20740-36140
	Nursing Superintendent Gr. II	10790-18000	18740-33680
g	Head Nurse	9190-15510	16180-29180
h	Staff Nurse Gr. I	8390-13270	14620-25280
	Staff Nurse Gr. II	7480-11910	13900-24040
	Honorary Nursing Sister (Fixed Pay)	3000	5250
	JUNIOR PUBLIC HEALTH NURSING SCHOOL		
	Principal, School of Nursing	12930-20250	24040-38840
	Vice Principal	11910-19350	21240-37040
i	Nursing Tutor	10790-18000	18740-33680
	PHARMACY AND MEDICAL SUPPLIES		
	Assistant Director (Medical Supplies)	12930-20250	22360-37940
	Stores Verification Officer	10790-18000	18740-33680
	Stores Officer/FW/IPP	10790-18000	18740-33680
	Stores Verification Officer (District)	10790-18000	18740-33680
	Pharmacist Store Keeper	9190-15510	16180-29180
	Stores Superintendent, Hospital	8390-13270	16180-29180
	Computer Programmer	8390-13270	16180-29180
j	Pharmacist Gr. I	7480-11910	13210-22360
	Pharmacist Gr. II	6680-10790	11620-20240
	PUBLIC HEALTH LABORATORY		
	Director	23200-31150	44640-58640
	Senior Assistant Director	16650-23200	29180-43640
	Assistant Director (Medical)	16650-23200	29180-43640
	Medical Officer (Pathology)/ Medical Officer	11910-19350	20740-36140
k	Scientific Officer(Sterile Solution)	11070-18450	19240-34500
	Scientific Officer (Biochemistry)	11070-18450	19240-34500
	Scientific Officer (Microbiology)	11070-18450	19240-34500
	Research Officer (Biochemistry)	11070-18450	19240-34500
	Junior Proto zoologist /Scientific Officer	11070-18450	20740-36140
	COMMON CATEGORIES IN LABORATORIES		
	Junior scientific Officer	11070-18450	19240-34500
	Bacteriologist	10790-18000	18740-33680
	Chemist	10790-18000	18740-33680
	Store Superintendent	8390-13270	14620-25280
	Chemist	7480-11910	13210-22360
	LABORATORY SERVICES-GENERAL		
	Junior Scientific Officer	11070-18450	19240-34500
	District Lab Technician	10790-18000	18740-33680
	Chief Lab Technician	8390-13270	14620-25280
h	Laboratory Technician Gr. I	7990-12930	13900-24040
	Laboratory Technician Gr. II	6680-10790	11620-20240
	Junior Laboratory Attender	4750-7820	8960-14260

	Designation	Existing Scale of pay	Revised Scale of pay
	RADIOLOGY		
	Chief Radio Grapher	10790-18000	18740-33680
I	Radio Grapher Gr. I	7990-12930	13900-24040
	Radio Grapher Gr. II	6680-10790	11620-20240
	OTHER SUPPORTING SERVICE		
m	Clinical Psychologist	11070-18450	19240-34500
	Radiation Physicist	11070-18450	19240-34500
m	Psychiatric Social Worker HG	11070-18450	20740-36140
n	Physiotherapist (General) HG	10790-18000	18740-33680
	Physiotherapist (General)	9590-16650	16980-31360
m	Psychiatric Social Worker	8390-13270	16180-29180
	Occupational Therapist	6680-10790	13900-24040
	NUTRITION WING		
	State Nutrition Officer	16650-23200	36140-49740
	Chief Scientific Officer (Nutrition)	16650-23200	29180-43640
	Technical Officer (Goitre)	11070-18450	19240-34500
e	Senior Grade Dietician	10790-18000	19240-34500
	Dietician Gr. I	8390-13270	16180-29180
	Dietician Gr. II	7990-12930	14620-25280
	OTHER TECHNICAL SERVICES		
	Blood Bank Technician Gr. I	7990-12930	13900-24040
	Mortuary Technician Gr. I	7990-12930	13900-24040
	Theatre Technician Gr. I	7990-12930	13900-24040
	E.N.T. Technician Gr. I	7480-11910	13210-22360
	E.C.G. Technician Gr. I	7480-11910	13210-22360
	C.S.R. Technician Gr. I/ Sterilisation Technician Gr. I	7480-11910	13210-22360
	Anaesthetic Technician Gr. I	7480-11910	13210-22360
	Theatre Mechanic Gr. I	7480-11910	13210-22360
h	Blood Bank Technician Gr. II	6680-10790	11620-20240
	Mortuary Technician Gr. II	6680-10790	11620-20240
	Theatre Technician Gr. II	6680-10790	11620-20240
o	E N T Technician Gr. II	5650-8790	9940-16580
	E C G Technician Gr. II	5650-8790	9940-16580
	C S R Technician Gr. II/ Sterilization Technician Gr. II	5650-8790	9940-16580
	Anesthetic Technician Gr. II	5650-8790	9940-16580
	Theatre Mechanic Gr. II	5650-8790	9940-16580
	FAMILY WELFARE		
	State Mass Education & Media Officer	16650-23200	36140-49740
	Communication Officer	13610-20700	24040-38840
	Health Education Instructor	13610-20700	24040-38840
	Medical Lecturer cum Demonstrator	12930-20250	22360-37940
	Chief Health Education Officer	12930-20250	22360-37940
	School Health Education Officer	12930-20250	22360-37940

	Designation	Existing Scale of pay	Revised Scale of pay
	Deputy State Mass Education and Media Officer	12930-20250	22360-37940
	Training Co-ordinator	12930-20250	22360-37940
	Technical Officer	12930-20250	22360-37940
	District Education and Media Officer	12250-19800	21240-37040
	Management Instructor	12250-19800	21240-37040
	Health Education Extension Officer	12250-19800	21240-37040
	Social Science Instructor	12250-19800	21240-37040
	Production & Distribution Assistant	12250-19800	21240-37040
	Social Scientist	12250-19800	21240-37040
	Deputy District Education and Media Officer	11910-19350	20740-36140
	Statistical Assistant	8390-13270	14620-25280
	MCH WING		
	MCH Officer	11910-19350	20740-36140
	District Public Health Nurse	10790-18000	19240-34500
	Public Health Nursing Instructor	10790-18000	18740-33680
	Lady Health Supervisor	9190-15510	16180-29180
	Lady Health Inspector	8390-13270	14620-25280
j	Junior PH Nurse Gr. I	7480-11910	13210-22360
	Junior PH Nurse Gr. II	6680-10790	11620-20240
	PUBLIC HEALTH		
	Technical Assistant Gr. I	11070-18450	19240-34500
	Technical Assistant Gr. II/ District Health Education Officer/ Senior Sanitarian/ Senior Health Inspector	10790-18000	18740-33680
	Medical Record Officer	10790-18000	18740-33680
	Health Supervisor/ Health Inspector Gr.I/ Filaria Inspector Gr. I/ Malaria Inspector Gr. I	9190-15510	16180-29180
	Health Inspector Gr. II/ Filaria Inspector Gr. II/ Malaria Inspector Gr. II	8390-13270	14620-25280
	Junior Health Inspector Gr. I/Evaluation Assistant/	7480-11910	13210-22360
	Medical Record Librarian Gr. I	7480-11910	13210-22360
j	Junior Health Inspector Gr. II	6680-10790	11620-20240
h	Medical Record Librarian Gr. II	5650-8790	11620-20240
	Field Assistant	5250-8390	9190-15780
	Insect Collector	5250-8390	9940-16580
	Field Worker	4630-7000	8730-13540
	PUBLICATION		
	Senior Editor	12250-19800	21240-37040
	Editor	11070-18450	19240-34500
	Sub. Editor	9190-15510	16180-29180
	Publication Assistant	7990-12930	13900-24040
	TRANSPORT ORGANISATION		
	State Health Transport Officer	12930-20250	22360-37940
	Store Superintendent	7990-12930	15380-25900
	Charge man	7480-11910	14620-25280
	Foreman Mechanic	6680-10790	13210-22360

	Designation	Existing Scale of pay	Revised Scale of pay
	Purchase Assistant	6680-10790	11620-20240
	Mechanic (Health Transport)	5250-8390	9940-16580
	Tinker	5250-8390	9190-15780
	Black Smith	5250-8390	9190-15780
	Assistant Sergeant	5250-8390	9190-15780
	Electrician (Health Transport)	5250-8390	9940-16580
	Welder	5250-8390	9190-15780
	Helper	4750-7820	8960-14260
	Van Cleaner	4510-6230	8500-13210
	LIMB FITTING CENTRE		
	Foreman	8790-13610	16980-31360
	Rehabilitation Technician (Orthotics) Gr. I	6680-10790	13210-22360
	Rehabilitation Technician (Leather Works) Gr. I	6680-10790	13210-22360
	Rehabilitation Technician (Prosthetics) Gr. I	6680-10790	13210-22360
I	Rehabilitation Technician (Prosthetics) Gr. II	5650-8790	9940-16580
	Rehabilitation Technician (Leather Works) Gr. II	5650-8790	9940-16580
	Rehabilitation Technician (Orthotics) Gr..II	5650-8790	9940-16580
	Cobbler	4630-7000	8960-14260
	Helper	4510-6230	8500-13210
	OTHER MISCELLANEOUS CATEGORIES		
**	Cold Chain Officer	16650-23200	20740-36140
	Superintendent (Offset Press)	11070-18450	19240-34500
	Helio Operator	8390-13270	14620-25280
	Cameraman	7990-12930	13900-24040
	Offset Machine Operator	7990-12930	13900-24040
	Proof Reader	7480-11910	13210-22360
	Refrigeration Mechanic (Senior Grade)	7480-11910	13210-22360
	Instructor Gr. I	7480-11910	13210-22360
	Retouching Artist	7480-11910	13210-22360
	Compositor (HG)	6680-10790	11620-20240
	Binder UD	6680-10790	11620-20240
	Graining Machine Operator	6680-10790	11620-20240
	Store Keeper	6680-10790	11620-20240
	Statistical Assistant	6680-10790	11620-20240
	Foreman Power Laundry	6680-10790	11620-20240
	Electrical Overseer	6080-9830	10480-18300
	Plate maker	5650-8790	10480-18300
	Electrician	5650-8790	9940-16580
p	Refrigeration Mechanic (UIP)	5650-8790	9940-16580
	Copy Holder	5650-8790	9940-16580
	Instructor Gr. II	5650-8790	9940-16580
	Assistant Instructor	5650-8790	9940-16580
	Bunoi Instructor	5650-8790	9940-16580
	Assistant Offset Machine Operator	5250-8390	9190-15780

	Designation	Existing Scale of pay	Revised Scale of pay
	Binder LD	5250-8390	9190-15780
	Printer LD	5250-8390	9190-15780
	LD Compositor	5250-8390	9190-15780
	Data Entry Operator	5250-8390	9190-15780
	Receptionist-cum-Computer Operator	5250-8390	9940-16580
	Carpenter	5250-8390	9190-15780
	Dark Room Assistant	5250-8390	9190-15780
	Boiler Attendant	5250-8390	9190-15780
	Tailoring Instructor	5250-8390	9190-15780
	Auto Electrician	5250-8390	9190-15780
	Fireman	4750-7820	8960-14260
	Electric Winder	4750-7820	8960-14260
	Plumber cum Operator	4750-7820	8960-14260
	Theatre Assistant	4750-7820	8960-14260
	Boat Driver	4750-7820	8960-14260
	Nursing Assistant/Attender HG	4750-7820	8960-14260
	Lift Operator	4750-7820	8960-14260
	Junior Laboratory Assistant	4630-7000	8730-13540
	Laboratory Assistant	4630-7000	8730-13540
	Plaster Technician	4630-7000	8730-13540
	Packer	4630-7000	8730-13540
	Lab Attender	4630-7000	8730-13540
	Record Attender	4630-7000	8730-13540
	Power Laundry Attender	4630-7000	8730-13540
	Stable Attender	4630-7000	8730-13540
	Nursing Assistant	4630-7000	8730-13540
	Telephone Operator	4630-7000	8730-13540
	Barber	4630-7000	8730-13540
	Silk Screen Printing-cum-Duplicating Operator	4630-7000	8730-13540
	House Keeper	4630-7000	8730-13540
	Engine Driver	4630-7000	8730-13540
	Tailor	4630-7000	8730-13540
	Painter	4630-7000	8730-13540
	Cook Gr. I	4630-7000	8730-13540
	Hospital Attendant Gr. I/ X-Ray Attender/ Boiler Attender/ Blood Bank Attender/ Pump House Attender/ Library Attender	4630-7000	8730-13540
q	Hospital Attendant Gr. II	4510-6230	8500-13210
	Cook Gr. II	4510-6230	8500-13210
	Bottle Cleaner	4510-6230	8500-13210
	Chowkidar Gr. II	4510-6230	8500-13210
	Lascar and Bottle Cleaner	4510-6230	8500-13210
	Dhobi	4510-6230	8500-13210

	Designation	Existing Scale of pay	Revised Scale of pay
	Ministerial Wing		
	Senior Administrative Assistant	12930-20250	22360-37940
	Administrative Assistant	12250-19800	21240-37040
	Lay Secretary and Treasurer	10790-18000	18740-33680
	Manager, TB Centre	10790-18000	18740-33680
	Chief Accountant	10790-18000	18740-33680
	Junior Accounts Officer	10790-18000	18740-33680
	Accountant (AIDS)	10790-18000	18740-33680
	Technical Assistant (Head Clerk)	7990-12930	13900-24040
	<i>Posts held by Personnel of other Departments</i>		
	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
	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 Gr. I	As in PD	As in PD
	Statistical Assistant Gr. II	As in PD	As in PD
	COMMISSIONERATE OF FOOD SAFETY		
	Commissioner of Food Safety	IAS	IAS
	Deputy Director (PFA)	23200-31150	44640-58640
	Chief Govt. Analyst	20700-26600	40640-57440
	Law Officer (PFA)	12930-20250	22360-37940
	Government Analyst	13610-20700	24040-38840
	Deputy Govt. Analyst	12930-20250	22360-37940
	District Food Inspector	10790-18000	18740-33680
	Chief Food Inspector	10790-18000	18740-33680
	Research Officer	11070-18450	19240-34500
	Technical Officer (Food)	11070-18450	19240-34500
	Technical Assistant (Legal)	10790-18000	18740-33680
	Technical Assistant	10790-18000	18740-33680
s	Food Inspector	8390-13270	14620-25280
	Junior Research Officer	10790-18000	18740-33680
	Technical Assistant Gr. I	9190-15510	16180-29180
	Technical Assistant Gr. II	7480-11910	13210-22360
	Lab Assistant	5250-8390	9190-15780
	Junior Lab Assistant	4750-7820	8960-14260
	Packer	4630-7000	8730-13540

- a. Existing ratio of 1:3 Between Civil Surgeon and Assistant Surgeon will continue.
b. Existing ratio of 2:2:1 among Gr. II, Gr. I & Sr. Grade posts will continue.
c. The existing ratio of 1:1 between Gr. I and II posts will continue.

- d. They will be treated as PTC employees.
- e. Existing ratio of 1: 2:2 among Sr. Grade Gr. I, & Gr. II posts will continue.
- g. The existing ratio of 1:2 between Head Nurse and Staff Nurse Gr. I will continue.
- h. The existing ratio of 1:1 between Gr. I and II posts will continue.
- i. Senior Nursing Tutor will be placed in Scale of pay of Rs.20740-36140. Ratio between Nursing Tutor and Senior Nursing Tutor will be 3:1.
- j. The existing ratio of 1:2 between Grade I and Grade II posts will continue.
- k. The existing ratio of 1:2 between Higher Grade and Lower Grade posts will continue.
- l. Ratio between Gr. I & Gr. II will be 1:1.
- m. The existing ratio of 1:1 between Higher Grade and Lower Grade Posts will continue.
- n. Ratio between HG & Lower Grade posts will be 1:2.
- o. The existing ratio of 1:4 between Gr. I and Gr. II posts will continue.
- p. Refrigeration Mechanics (UIP) who were benefited by G.O.(MS)No.510/2005/(154)/Fin dated 30.11.2005 will be allowed the scale of Rs.13210-22360.
- q. The existing ratio 1:3 between Gr.I and Gr.II posts will continue.
- s. 20% of the posts of Food Inspector will be on higher grade in the scale of pay of Rs.16180-29180.
- * The existing practice of granting two advance increments will continue.
- ** The present incumbent holding the post will be allowed Rs.29180-43640.
- # The common Special Allowance to Assistant Surgeon/Junior Administrative Medical Officer/Junior Consultant, Civil Surgeon/Assistant Director/ Consultant, Deputy Director/Senior Consultant/Civil Surgeon (HG), Additional Director/Chief Consultant and Director @ Rs.3400, Rs.3600, Rs.4000, Rs.4500 and Rs.5000 respectively will continue. This common special allowance will not be reckoned for fixation of pay for promotion since the same is attached to all grades.

29. HINDU RELIGIOUS AND CHARITABLE ENDOWMENT (ADMINISTRATION)

	Designation	Existing Scale of pay	Revised Scale of pay
	Commissioner	20700-26600	40640-57440
	Deputy Commissioner	13610-20700	24040-38840
	Assistant Commissioner	11910-19350	21240-37040
	Inspector Grade. I	8390-13270	14620-25280
	Inspector Grade. II	6680-10790	11620-20240
	Goldsmith	5250-8390	9190-15780

30. HOMOEOPATHY

	Designation	Existing scale of pay	Revised scale of pay
	Director	20700-26600	40640-57440
	Deputy Director	16650-23200	36140-49740
a	District Medical Officer	13610-20700	24040-38840
	Hospital Superintendent	12930-20250	22360-37940
b	Chief Medical Officer	12250-19800	21240-37040
	Medical Officer	11070-18450	20740-36140
	Lay Secretary	10790-18000	18740-33680
	Nursing Superintendent Gr. II	8390-13270	14620-25280
	Medical Officer (Non Cadre)	8390-13270	14620-25280
	Laboratory Technician Gr. I	7990-12930	13900-24040
	Nurse Gr. I	7480-11910	13210-22360
	Pharmacist Gr. I	7480-11910	13210-22360
c	Laboratory Technician Gr. II	6680-10790	11620-20240

	Designation	Existing scale of pay	Revised scale of pay
d	Nurse Gr. II	6080-9830	10480-18300
	Pharmacist Gr. II	6080-9830	10480-18300
	Nursing Assistant Gr. I	4750-7820	8960-14260
	Attender Gr. I	4750-7820	8960-14260
	Dispenser Gr. I	4750-7820	8960-14260
	Store Attender Gr. I	4750-7820	8960-14260
	Record Attender Gr. I	4750-7820	8960-14260
e	Nursing Assistant Gr. II	4630-7000	8730-13540
	Attender Gr. II	4630-7000	8730-13540
	Dispenser Gr. II	4630-7000	8730-13540
	Store Attender Gr. II	4630-7000	8730-13540
	Record Attender Gr. II	4630-7000	8730-13540

- a. 20% posts will be in HG on Rs.29180-43640.
b. Chief Medical Officers of Hospitals having 25 beds and more will be designated as Superintendent.
c. Existing ratio of 1:1 between Gr. I & II posts will continue.
d. Existing ratio of 1:2 between Gr. I & II posts will continue.
e. Ratio between Gr. I and Gr. II will be 1:2.

31. HOMOEOPATHY MEDICAL COLLEGES

	Designation	Existing Scale of pay	Revised Scale of pay
a	Principal	25400-33100	44640-58640
a	Professor	23200-31150	44640-58640
	Reader	20700-26600	40640-57440
	Lecturer	16650-23200	36140-49740
	Tutor/RMO	12930-20250	22360-37940
	Radiologist	11070-18450	19240-34500
	Lay Secretary	10790-18000	18740-33680
	Pharmacist Store Keeper	8390-13270	14620-25280
	Nursing Superintendent	8390-13270	14620-25280
	Lab Technician Gr. I	7990-12930	13900-24040
	Nurse Gr. I	7480-11910	13210-22360
	Pharmacist (Compounder) Gr. I	7480-11910	13210-22360
	Radiographer	6680-10790	11620-20240
	X-Ray Technician	6680-10790	11620-20240
	Mortuary Technician	6680-10790	11620-20240
b	Lab Technician Gr. II	6680-10790	11620-20240
c	Nurse Gr. II	6080-9830	10480-18300
c	Pharmacist (Compounder) Gr. II	6080-9830	10480-18300
	ECG Technician	5650-8790	9940-16580
	Dark Room Assistant	5250-8390	9190-15780
	Nursing Assistant Gr. I	4750-7820	8960-14260
	House keeper	4630-7000	8730-13540
	Attender/Nursing Assistant	4630-7000	8730-13540
	Specimen Collector	4630-7000	8730-13540

	Designation	Existing Scale of pay	Revised Scale of pay
	Lab Attender	4630-7000	8730-13540
	Gardener	4630-7000	8730-13540
	Mortuary Attender	4510-6230	8500-13210

- a. These scales are applicable to those teaching staff who are not eligible for AICTE scales.
- b. Existing ratio of 1:1 between Gr. I & II posts will continue.
- c. Existing ratio of 1:2 between Gr. I & II posts will continue.

32. HOUSING (TECHNICAL CELL)

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Housing Commissioner	26600-33750	46640-59840
	Chief Planner (Housing)	25400-33100	44640-58640
	Assistant Executive Engineer	12250-19800	21240-37040
	Assistant Engineer	11070-18450	20740-36140
	Architectural Head Draftsman	11070-18450	20740-36140
	Draftsman Gr. I	7990-12930	13900-24040
	Draftsman Gr. II	6680-10790	11620-20240

33. HYDROGRAPHIC SURVEY

	Designation	Existing Scale of pay	Revised Scale of pay
	Chief Hydrographer	25400-33100	44640-58640
	Deputy Hydrographer	20700-26600	40640-57440
	Marine Surveyor	16650-23200	36140-49740
	Assistant Cartographer	16650-23200	36140-49740
	Senior Technical Assistant (Electronics)	12250-19800	21240-37040
	Assistant Marine Surveyor	11070-18450	20740-36140
	Chief Draftsman	11070-18450	20740-36140
	Technical Assistant (Electronics)	9190-15510	16180-29180
	Chief Survey Syrang (HG)	9190-15510	16180-29180
	Engine Driver Gr. I	8390-13270	14620-25280
	Chief Survey Syrang	8390-13270	14620-25280
	Draftsman Gr. I	7990-12930	13900-24040
	Field Assistant	7990-12930	13900-24040
	Engine Driver Gr. II	6680-10790	11620-20240
	Survey Syrang Gr. I	6680-10790	11620-20240
	Deck Tindal	6680-10790	11620-20240
a	Draftsman Gr. II	6680-10790	11620-20240
	Tide Watcher	5650-8790	9940-16580
	Engine Driver Gr. III	5250-8390	9190-15780
	Survey Syrang Gr. II	5250-8390	9190-15780
	Master Gr. III	5250-8390	9190-15780

	Designation	Existing Scale of pay	Revised Scale of pay
	Cassab	5250-8390	9190-15780
	Leadsman	5250-8390	9190-15780
	Machine Room Attender	4750-7820	8960-14260
	Seaman	4750-7820	8960-14260
	Blue Printer	4630-7000	8730-13540
	Cook-cum-Steward	4510-6230	8500-13210
<i>Post held by personnel of other Department</i>			
	Finance Officer Gr. II	As in PD	As in PD

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

34. INDIAN SYSTEMS OF MEDICINE

	Designation	Existing scale of pay	Revised Scale of pay
	Director	23200-31150	44640-58640
	Joint Director	20700-26600	40640-57440
	District Medical Officer	16650-23200	36140-49740
	Superintendent, Mental Hospital (Manasika)	13610-20700	24040-38840
	Superintendent (Medical)	13610-20700	24040-38840
a	Chief Medical Officer	13610-20700	24040-38840
	Senior Specialist (Manasika)	12930-20250	22360-37940
b	Senior Medical Officer (Specialist)	12930-20250	22360-37940
c	Senior Medical Officer	12250-19800	21240-37040
	Specialist (Manasika)	12250-19800	21240-37040
d	Senior Medical Officer (Siddha)	12250-19800	21240-37040
e	Medical Officer (Specialist , Visha, Netra, Marma)	11910-19350	20740-36140
c	Medical Officer (Ay) & (Unani)	11070-18450	20740-36140
c	Medical Officer (Siddha)	11070-18450	20740-36140
	Medical Officer (Nature Cure Centre)	11070-18450	20740-36140
	Lay Secretary & Treasurer	10790-18000	18740-33680
f	Storekeeper (Pharmacist)	9190-15510	16180-29180
g	Nursing Superintendent	9190-15510	16180-29180
	Nurse Gr. I	7480-11910	13210-22360
	Pharmacist Gr. I	7480-11910	13210-22360
	Radiographer	6680-10790	11620-20240
i	Lab Technician Gr. II	6680-10790	11620-20240
	Ayurveda Therapist (HG)	6080-9830	10480-18300
	Nurse Gr. II	6080-9830	10480-18300
h	Pharmacist Gr. II	6080-9830	10480-18300
	Pharmacist Gr. II (Siddha)	6080-9830	10480-18300
j	Ayurveda Therapist	5650-8790	9940-16580
	Pharmacy Attender Gr. I/ Attender	4750-7820	8960-14260

	Designation	Existing scale of pay	Revised Scale of pay
	Gr. I/ Nursing Assistant Gr. I		
	Lab Attender	4630-7000	8730-13540
k	Pharmacy Attender Gr. II/ Attender Gr. II/ Nursing Assistant Gr. II	4630-7000	8730-13540
	Cook Gr. I	4630-7000	8730-13540
	Cook Gr. II	4510-6230	8500-13210
	Hospital Servant	4510-6230	8500-13210
	Gardener	4510-6230	8500-13210
<i>Posts held by personnel of other Departments</i>			
	Administrative Officer	As in PD	As in PD
	Social Studies Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD

- a. Ratio between CMO and SMO will be 1:3
- b. Existing ratio 1:3 between SMO and MO will continue. Scale of pay is assigned only to existing incumbents. The ratio between SMO (Ay) and SMO (Specialist) on personal scale for promotion to the post of CMO will be 15:1 as envisaged in the modified Special Rules.
- c. Existing ratio of 1:3 between SMO and MO will continue
- d. Ratio between SMO and MO will be 1:3. Higher Grade on Rs. 22360-37940 is allowed to SMO (Siddha) in the ratio of 3:1 between SMO (Siddha) and SMO (Siddha) HG
- e. Existing ratio of 1:3 between SMO and MO will continue. Scale of pay is assigned only for existing incumbents.
- f. One post will be in HG on Rs.18740-33680.
- g. One post will be in HG on Rs.18740-33680.
- h. Existing ratio of 1:2 between Gr. I and Gr. II will continue
- i. Grade I post on Rs.13900-24040 is allowed and ratio between Gr. I and Gr. II will be 1:1.
- j. Existing ratio of 1:3 between Ayurveda Therapist (HG) and Ayurveda Therapist will continue.
- k. 20% of posts will be on Gr. I

35. INDUSTRIAL TRIBUNAL

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Industrial Tribunal	26600-33750	NJPC
	Secretary	10790-18000	18740-33680

36. INDUSTRIAL TRAINING

	Designation	Existing Scale of pay	Revised Scale of pay
	Director of Training	IAS	IAS
	Additional Director of Training	23200-31150	44640-58640
	Joint Director	20700-26600	40640-57440
	Deputy Director	16650-23200	36140-49740
	Deputy State Apprenticeship Advisor	16650-23200	36140-49740
	Assistant Director of Training	13610-20700	24040-38840
	Inspector of Training	13610-20700	24040-38840
	Principal Class –I	13610-20700	24040-38840

	Designation	Existing Scale of pay	Revised Scale of pay
	Vice Principal/Principal Class II	12930-20250	22360-37940
	Training Officer	12930-20250	22360-37940
	Trade Test Officer	12930-20250	22360-37940
	Accounts Officer	12250-19800	21240-37040
a	Group Instructor	9190-15510	16980-31360
	Junior Apprenticeship Advisor(Tech)	9190-15510	16180-29180
	Technical Assistant	9190-15510	16180-29180
	Junior Apprenticeship Advisor (catering)	9190-15510	16180-29180
	AVTS Instructor	9190-15510	16180-29180
	Post ITI Special Instructor	9190-15510	16180-29180
	Senior Instructor /ACD Instructor	8390-13270	14620-25280
	Junior Instructor /ACD Instructor	7990-11910	13900-24040
	Special Grade Store Keeper	8390-13270	14620-25280
	Officer-in charge of Training cum Orientation	8390-13270	14620-25280
	Workshop Attender	5250-8390	9190-15780
	Trade Assistant	5250-8390	9190-15780
	Junior Apprenticeship Advisor (Non Technical)	9190-15510	16180-29180
	Assistant Hostel Superintendent	7480-11910	13210-22360
	Store Attender	4630-7000	8730-13540
	Dresser	4630-7000	8730-13540
	Painter	4750-7820	8960-14260
	Part time Scavenger	4510-6230	8500-13210
	Water Carrier	4510-6230	8500-13210
<i>Posts held by personnel of other Departments</i>			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Social Studies Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD

- a. 20% of posts and its interchangeable posts are placed on HG on Rs. 18740-33680

37. INDUSTRIES AND COMMERCE

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	IAS	IAS
	Director of Handloom and Textiles	23200-31150	44640-58640
	Director of Coir Development	23200-31150	44640-58640
	Additional Director	20700-26600	40640-57440
	Joint Director	16650-23200	36140-49740
	General Manager(District Industries Centre)	16650-23200	36140-49740
	Manager/Deputy Director/Women's Industries Officer	13610-20700	24040-38840

	Designation	Existing Scale of pay	Revised Scale of pay
	Assistant Director	12250-19800	21240-37040
	Assistant Director (Rubber)	12250-19800	21240-37040
	Assistant Director (Training)	12250-19800	21240-37040
	Assistant Director (Plastic)	12250-19800	21240-37040
	Assistant Director (Tool Room)	12250-19800	21240-37040
	Assistant Director (Planning)	12250-19800	21240-37040
	Special Officer (RBI)	12250-19800	21240-37040
	Project Officer (Coir)	12250-19800	21240-37040
	Deputy Registrar	12250-19800	21240-37040
	Assistant Registrar of Co-Operative Societies	11070-18450	19240-34500
	Assistant District Industries Officer	11070-18450	19240-34500
	Foreman (Tool Room)	10790-18000	18740-33680
	Foreman (Electrical)	10790-18000	18740-33680
	Foreman (Rubber)	10790-18000	18740-33680
	Foreman (Plastic)	10790-18000	18740-33680
	Technical Assistant (CT)	10790-18000	18740-33680
	Technical Assistant (PT)	10790-18000	18740-33680
	Industries Extension Officer	9190-15510	18740-33680
a	Senior Co-Operative Inspector/ Senior Supervisor (Handloom) / Senior Coir Inspector/ Liquidation Inspector-Coir	8790-13610	16180-29180
	Junior Co-Operative Inspector	7990-12930	14620-25280
	Textile Assistant	8390-13270	14620-25280
	Junior Scientific Officer	7990-12930	13900-24040
	Electrician(CFSC)	7480-11910	13210-22360
	Analyst (CFSC)	6680-10790	11620-20240
	Dye Maker	6680-10790	11620-20240
	Mechanic Operator (CFSC)	6680-10790	11620-20240
	Skilled Worker (Rubber)	6680-10790	11620-20240
	Skilled Worker (Tool Room)	6680-10790	11620-20240
	Liaison Officer	6680-10790	13210-22360
	Laboratory Assistant	5250-8390	9190-15780
	Machine Operator Gr. I	5250-8390	9190-15780
	Machine Operator Gr. II	4750-7820	8960-14260
	Winder	4750-7820	8960-14260
Posts held by personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Senior 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
	Assistant Director (Nucleus Cell)	As in PD	As in PD

	Designation	Existing Scale of pay	Revised Scale of pay
	Research Officer	As in PD	As in PD
	Librarian	As in PD	As in PD
	Research Assistant	As in PD	As in PD

- a) Existing 1:1 ratio between Senior Inspector & Junior Inspector will continue and 10% of total number of posts in total grades will be placed in the special grade.

38. **INFORMATION AND PUBLIC RELATIONS**

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	IAS	IAS
	Additional Director	20700-26600	40640-57440
	Deputy Director	16650-23200	36140-49740
a	Information Officer and Equated Categories	12930-20250	22360-37940
	Chief Photographer	11910-19350	20740-36140
	Assistant Editor	9190-15510	16180-29180
	Research Officer	9190-15510	16180-29180
	Assistant Cultural Development Officer	9190-15510	16180-29180
	Assistant Scrutiny Officer	9190-15510	16180-29180
	Designer	8790-13610	15380-25900
	Manager (Tagore Theatre)	8390-13270	14620-25280
	Photographer	8390-13270	14620-25280
	Assistant Information Officer	7990-12930	14620-25280
	Translator	7990-12930	14620-25280
	Artist	7480-11910	13210-22360
	Photo Artist	7480-11910	13210-22360
	Printer	6680-10790	11620-20240
	DTP Operator	5250-8390	9190-15780
	Adrema Machine Operator	4750-7820	8960-14260
	Packer	4630-7000	8730-13540
	Dark Room Assistant	4630-7000	8730-13540
	Attender (Photography)	4630-7000	8730-13540
Posts held by personnel of other Departments			
	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
	UD Clerk	As in PD	As in PD
	UD Typist	As in PD	As in PD
	Confidential Assistant	As in PD	As in PD
	LD Clerk	As in PD	As in PD
	LD Typist/Clerk Typist	As in PD	As in PD
	Gardener	As in PD	As in PD

- a) 25% of the posts will be in HG in the scale of pay of Rs. 29180-43640

39. INSURANCE MEDICAL SERVICES

	Designation	Existing scale of pay	Revised scale of pay
	Director of Insurance Medical Services	25400-33100	46640-59840
	Regional Deputy Director/Joint Director	23200-31150	44640-58640
	Deputy Director (Homoeo)	16650-23200	36140-49740
	Deputy Director (Ayurveda)	16650-23200	36140-49740
a	Insurance Medical Officer	16650-23200	36140-49740
	Insurance Medical Officer Gr. II (Ay)		20740-36140
	Insurance Medical Officer Gr. I (Homoeo)		21240-37040
	Superintendent (Homoeo)	12930-20250	22360-37940
	Nursing Superintendent Gr. I	11910-19350	20740-36140
g	Dental Surgeon	11910-19350	20740-36140
a	Assistant Insurance Medical Officer	11910-19350	24040-38840
	Assistant Insurance Medical Officer (Ayurveda)	11070-18450	20740-36140
	Assistant Insurance Medical Officer (Homoeo)	11070-18450	20740-36140
h	Scientific Assistant (Physiotherapy)	11070-18450	16980-31360
	Lay Secretary and Treasurer	10790-18000	18740-33680
	Store Superintendent	10790-18000	18740-33680
	Nursing Superintendent Gr. II	10790-18000	18740-33680
b	Head Nurse	9190-15510	16180-29180
	Cytotechnologist	8390-13270	14620-25280
	Staff Nurse Gr. I	8390-13270	14620-25280
	Dental Hygienist Sr. Gr.	8390-13270	14620-25280
	Radiographer Grade I	7990-12930	13900-24040
	Storekeeper	7990-12930	13900-24040
	Dietician	7990-12930	13900-24040
	Blood Bank Technician Gr. I	7990-12930	13900-24040
	Laboratory Technician Gr. I	7990-12930	13900-24040
	Dental Hygienist Gr. I	7990-12930	13900-24040
c	X – Ray Technician Gr. I	7990-12930	13900-24040
	Staff Nurses Gr. II	7480-11910	13900-24040
	Pharmacist (Ayurveda) Gr. I	7480-11910	13210-22360
	Medical Record Librarian Gr. I	7480-11910	13210-22360
	Nurse (Homoeo) Gr. I	7480-11910	13210-22360
	Pharmacist (Homoeo) Gr. I	7480-11910	13210-22360
	Pharmacist Gr. I	7480-11910	13210-22360
	Radiographer Gr. II	6680-10790	11620-20240
f	Pharmacist Gr. II	6680-10790	11620-20240
	Auxiliary Nurse Midwife(ANM)	6680-10790	11620-20240
c	X- Ray Technician Gr. II	6680-10790	11620-20240
	Blood Bank Technician Gr. II	6680-10790	11620-20240
	Laboratory Technician Gr. II	6680-10790	11620-20240
d	Dental Hygienist Gr. II	6680-10790	11620-20240

	Designation	Existing scale of pay	Revised scale of pay
e	Pharmacist (Ayurveda) Gr. II	6080-9830	10480-18300
f	Nurse (Homoeo) Gr. II	6080-9830	10480-18300
	Pharmacist (Homoeo) Gr. II	6080-9830	10480-18300
	Operation Theatre Technician	5650-8790	9940-16580
	Masseur	5650-8790	9940-16580
	Electrician	5250-8390	9190-15780
	Packer	5250-8390	9190-15780
	Theatre Attender	4750-7820	8960-14260
	Head Cook	4750-7820	8960-14260
	Plumber-cum-Operator	4750-7820	8960-14260
	Junior Laboratory Assistant	4630-7000	8730-13540
	X-Ray Attender	4630-7000	8730-13540
	Laboratory Assistant	4630-7000	8730-13540
	Nursing Assistant	4630-7000	8960-14260
	Cook Gr. I	4630-7000	8730-13540
	Nursing Assistant (Homoeo)	4630-7000	8730-13540
	Attender (Ayurveda)	4630-7000	8730-13540
	Hospital Attendent	4510-6230	8500-13210
	Dhobi	4510-6230	8500-13210
	Hospital Attendent (Homoeo)	4510-6230	8500-13210
e	Cook Gr. II	4510-6230	8500-13210
	Finance Officer Gr. I	As in PD	As in PD
	Administrative Officer	As in PD	As in PD

- a. Existing ratio of 1:3 between IMO and AIMO will continue
- b. The cadre strength of Head Nurse will be determined in the ratio 1:2 between Head Nurse and Staff Nurse Gr. I.
- c. Existing ratio of 1:1 between Gr. I and Gr. II posts will continue.
- d. Existing ratio of 2:2:1 among Gr. II, Gr. I and Senior Grade will continue
- e. Existing ratio of 1:3 between Gr. I and Gr. II posts will continue.
- f. Existing ratio of 1:2 between Gr. I and Gr. II posts will continue
- g. Existing practice of granting two advance increments will continue.
- h. The present incumbent holding the post will be in the scale of pay of Rs. 19240-34500.

40. IRRIGATION

	Designation	Existing Scale of pay	Revised Scale of pay
	Chief Engineer	26600-33750	48640-59840
	Deputy Chief Engineer/Superintending Engineer/Director	23200-31150	44640-58640
	Executive Engineer/Joint Director HG	20700-26600	40640-57440
a	Executive Engineer/ Joint Director	16650-23200	36140-49740
	Assistant Executive Engineer/ Deputy Director HG	13610-23200	24040-38840
b	Assistant Executive Engineer/ Deputy Director	12250-19800	21240-37040
*	Chief Inspector of Boats (AEE)	12250-19800	21240-37040
	Assistant Engineer/ Assistant Director	11070-18450	20740-36140
d	Draftsman Gr. I/Overseer Gr. I	7990-12930	13900-24040
	Scientific Assistant	7990-12930	13900-24040

	Designation	Existing Scale of pay	Revised Scale of pay
	Foreman	7990-12930	13900-24040
	Information Assistant	6680-10790	11620-20240
	Sergeant	6680-10790	11620-20240
	Dredger Driver	6680-10790	11620-20240
	Dredger Operator	6680-10790	11620-20240
	Plumping Inspector	6680-10790	11620-20240
	Senior Mechanic	6680-10790	11620-20240
	Heavy Machine Operator	6680-10790	11620-20240
	Mechanic	6680-10790	11620-20240
	Canal Officer	6680-10790	13210-22360
c	Draftsman Gr. II/Overseer Gr. II	6680-10790	11620-20240
	Canal Inspector	6080-9830	10480-18300
	Draftsman Gr. III/Overseer Gr. III	5650-8790	9940-16580
	Pump Operator/Pump Driver	5250-8390	9190-15780
	Lab Assistant	5250-8390	9190-15780
	Turner	5250-8390	9190-15780
	Driver cum Operator	5250-8390	9190-15780
	Boat Registration Officer	5250-8390	9190-15780
	Jetty Superintendent	5250-8390	9190-15780
	Boat Syrang	5250-8390	9190-15780
	Motor Boat Syrang/Syrang	5250-8390	9190-15780
	Light Machine Operator	5250-8390	9190-15780
	Lineman	5250-8390	9190-15780
	Fitter Gr. II/Mechanic	5250-8390	9190-15780
	Assistant Pump Operator	4750-7820	8960-14260
	Operator Mechanic	4750-7820	8960-14260
	Blacksmith	4750-7820	8960-14260
	Moulder	4750-7820	8960-14260
	Welder	4750-7820	8960-14260
	Roller Cleaner	4630-7000	8730-13540
	Lorry Cleaner	4630-7000	8730-13540
	Butler	4630-7000	8730-13540
	Cook cum Watchman	4630-7000	8730-13540
	Gardener	4630-7000	8730-13540
	Pump Cleaner/Canal Watcher	4630-7000	8730-13540
	Telephone Operator	4630-7000	8730-13540
	Blue Printer	4630-7000	8730-13540
	IB Watcher	4510-6230	8500-13210
	Helper	4510-6230	8500-13210
	NMR Worker Gr. I	4750-7820	8960-14260
	NMR Worker Gr. II	4510-6230	8500-13210
	Lascar/Watcher	4510-6230	8500-13210
	Mechanical Wing		
	Chief Engineer	26600-33750	48640-59840

	Designation	Existing Scale of pay	Revised Scale of pay
	Superintending Engineer/Director	23200-31150	44640-58640
	Executive Engineer HG	20700-26600	40640-57440
a	Executive Engineer/Joint Director	16650-23200	36140-49740
	Assistant Executive Engineer HG	13610-23200	24040-38840
b	Assistant Executive Engineer/Deputy Director	12250-19800	21240-37040
	Assistant Engineer/Assistant Director	11070-18450	20740-36140
d	Draftsman Gr. I/Overseer Gr. I	7990-12930	13900-24040
c	Draftsman Gr. II /Overseer Gr. II	6680-10790	11620-20240
	Draftsman Gr. III/Overseer Gr. III/ Tracer	5650-8790	9940-16580
	Plumbing Inspector	6680-10790	11620-20240
	Roller Driver Grade II	5650-8790	9940-16580
	Boat Driver	5250-8390	9190-15780
	Carpenter	4750-7820	8960-14260
	Roller Cleaner	5250-8390	9190-15780
	Greaser	4510-6230	8500-13210
	Roller cum Lorry Driver	4630-7000	8730-13540
	Lorry Cleaner	4510-6230	8500-13210
	Senior Mechanic	6680-10790	11620-20240
	Diesel Mechanic	4750-7820	8960-14260
	Mechanic / Fitter	4750-7820	8960-14260
	Blacksmith	4750-7820	8960-14260
	Welder	4750-7820	8960-14260
	Painter	4630-7000	8730-13540
	Moulder	4750-7820	8960-14260
	Turner	4750-7820	8960-14260
	Electrician	4750-7820	8960-14260
	Lascar	4510-6230	8500-13210
	Line man	5250-8390	9190-15780
	Boat Driver	5250-8390	9190-15780
	Dredger Operator	6680-10790	11620-20240
	Dredger Driver	6680-10790	11620-20240
	Driver cum Operator	5250-8390	9190-15780
	Dredger Watcher	4510-6230	8500-13210
	Dredger Cleaner	4510-6230	8500-13210
	Dredger Worker	4510-6230	8500-13210
	Bull Dozer Operator	6680-10790	11620-20240
	Excavator	6680-10790	11620-20240
	Spray Painter	5650-8790	9940-16580
	Computer Operator	5650-8790	9940-16580
	Line Man Gr. I	5650-8790	9940-16580
	Oil Engine Driver	5250-8390	9190-15780
	Caretaker	5250-8390	9190-15780
	Mixer Driver	5250-8390	9190-15780
	Boat Driver	5250-8390	9190-15780

	Designation	Existing Scale of pay	Revised Scale of pay
	Wireman	5250-8390	9190-15780
	Line Man Gr. II	5250-8390	9190-15780
	Lock Operator	4750-7820	8960-14260
	Drilling Plant Operator	4750-7820	8960-14260
	Plumber	4750-7820	8960-14260
	Modeller	4750-7820	8960-14260
	Upholsterer	4750-7820	8960-14260
	Boat Cleaner	4630-7000	8730-13540
	Worker Gr. I	4630-7000	8730-13540
	Roller cum Lorry Driver	4630-7000	8730-13540
	Mason	4510-6230	8500-13210
	Worker Gr. II	4510-6230	8500-13210
	Deckman	4510-6230	8500-13210
	Engine man	4510-6230	8500-13210
<i>Posts held by personnel of other Departments</i>			
	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 Accountant	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

- a. 25% of the post will be on HG
b. 1/3rd posts will be on higher grade
c. The existing ratio of 1:1 between Draftsman / Overseer Gr. II and Gr. I will continue
d. Existing 20% HG is withdrawn.
- *. *Incumbents having Higher scale will be given cadre scale.*

41. JUDICIARY (SUBORDINATE STAFF)

	Designation	Existing Scale of pay	Revised Scale of pay
	Sheristadar District Court	11910-19350	22360-37940
	Sheristadar Additional District Court	11910-19350	21240-37040
	Sheristadar Special Court/Court MACT	11910-19350	21240-37040
	Sheristadar Chief Judicial Magistrate Court	11910-19350	21240-37040
a	Principal Counsellor Family Court	11910-19350	20740-36140
	Sheristadar Sub Court	10790-18000	19240-34500
	Senior Superintendent District Court	10790-18000	18740-33680
	Head Clerk Chief Judicial Magistrate Court	9190-15510	18740-33680

	Designation	Existing Scale of pay	Revised Scale of pay
	Head Clerk MACT	9190-15510	16180-29180
	Head Clerk Munsiff Magistrate Court	9190-15510	16180-29180
	Bench Clerk District Court	9190-15510	16180-29180
	Bench Clerk MACT	9190-15510	16180-29180
	Bench Clerk CJM Court	8390-13270	14620-25280
	Central Nazir	8390-13270	16180-29180
	Deputy Nazir	6680-10790	11620-20240
	Kannada Translator	6680-10790	11620-20240
	Amin	5250-8390	9190-16420
	Duffedar	4630-7000	8730-13540
	Court Keeper	4630-7000	8730-13540
	Process Server	4630-7000	8730-13540

a. 50% Higher Grade on Rs.21240-37040.

42. KERALA CO-OPERATIVE TRIBUNAL

	Designation	Existing Scale of pay	Revised Scale of pay
	District Judge/Tribunal	NJPC	NJPC
	Secretary/Deputy Registrar	12250-19800	24040-38840
	Senior Inspector	9190-15510	16180-29180

43. KERALA STATE TRANSPORT APPELLATE TRIBUNAL

	Designation	Existing Scale of pay	Revised Scale of pay
	State Transport Appellate Tribunal	NJPC	NJPC
	Sheristadar	11910-19350	20740-36140
	Bench Clerk	8390-13270	16180-29180
	Court Keeper	4630-7000	8730-13540

44. KERALA INSTITUTE FOR RESEARCH, TRAINING AND DEVELOPMENT STUDIES OF SCHEDULED CASTES AND SCHEDULED TRIBES (KIRTADS)

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	23200-31150	42640-58640
	Deputy Director(Anthropology)	12930-20250	24040-38840
	Deputy Director (Development Studies)	12930-20250	24040-38840
	Deputy Director (Training)	12930-20250	24040-38840

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Lecturer (Anthropology/Sociology)	11070-18450	20740-36140
	Research Officer (Anthropology)	11070-18450	20740-36140
	Research Officer (Statistics)	11070-18450	20740-36140
	Computer Operator	11070-18450	19240-34500
	Statistician	8790-13610	15380-25900
	Research Assistant (Anthropology)	8390-13270	14620-25280
	Research Assistant (Sociology)	8390-13270	14620-25280
	Research Assistant (Linguistics)	8390-13270	14620-25280
	Cartographer	8390-13270	14620-25280
	Curator	7480-11910	13210-22360
	Investigator	6680-10790	11620-20240
	<i>Posts held by personnel of other Departments</i>		
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Librarian Grade III	As in PD	As in PD

45. LABOUR

	Designation	Existing Scale of pay	Revised Scale of pay
	Labour Commissioner	IAS	IAS
	Additional Labour Commissioner	23200-31150	42640-58640
	Joint Labour Commissioner	20700-26600	40640-57440
	Chief Inspector of Plantation	20700-26600	40640-57440
	Deputy Labour Commissioner (HQ)	13610-20700	24040-38840
	Deputy Labour Commissioner & Workmen Compensation Commissioner	13610-20700	24040-38840
	Deputy Labour Commissioner & Secretary State Advisory Contract Labour Board	13610-20700	24040-38840
	District Labour Officer	12250-19800	22360-37940
	Inspector of News Paper Establishment/District Labour Officer (HQ)	12250-19800	22360-37940
	Deputy Labour Officer	11910-19350	20740-36140
	Personal Assistant to the Labour Commissioner	11910-19350	20740-36140
	Secretary Minimum Wages Advisory Board	10790-18000	18740-33680
	Secretary Labour Committee	10790-18000	18740-33680
	Assistant Labour Officer Gr. I	10790-18000	18740-33680
	Inspector of Plantations	10790-18000	18740-33680
	Assistant Labour Officer Gr. II	8390-13270	16180-29180
	<i>Posts held by personnel of other Departments</i>		
	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

	Designation	Existing Scale of pay	Revised Scale of pay
	Research Officer	As in PD	As in PD
	Publicity Assistant	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	UD Compiler	As in PD	As in PD
	Librarian Grade IV	As in PD	As in PD

46. LABOUR COURTS

	Designation	Existing Scale of pay	Revised Scale of pay
	Presiding Officer	NJPC	NJPC
	Secretary	10790-18000	18740-33680

47. LAND BOARD

	Designation	Existing Scale of pay	Revised Scale of pay
	Secretary	IAS	IAS
	Asst. Secretary (Deputy Collector)	12930-20250	22360-37940
	Senior Superintendent/ Tahsildar	10790-18000	18740-33680
	Junior Superintendent/Deputy Tahsildar	9190-15510	16180-29180
	U D Clerk/ Special Village Officer	6680-10790	13210-22360
	L D Clerk/ Village Assistant	5250-8390	9940-16580
<i>Post held by Personnel of other Department</i>			
	Finance Officer	As in PD	As in PD

48. LAND REVENUE

	Designation	Existing Scale of pay	Revised Scale of pay
	Commissioner	IAS	IAS
	Additional Commissioner	IAS	IAS
	District Collector	IAS	IAS
	Sub Collector/ Assistant Collector	IAS	IAS
a	Deputy Collector Sr. Gr.	20700-26600	36140-49740
	Deputy Collector	12930-20250	22360-37940
b	Tahsildar (HG) /Senior Superintendent(HG)	11910-19350	20740-36140
	Tahsildar / Senior Superintendent	10790-18000	18740-33680
	Deputy Tahsildar / Junior Superintendent	9190-15510	16180-29180
	Village Officer/Revenue Inspector/ Head	8390-13270	14620-25280

	Designation	Existing Scale of pay	Revised Scale of pay
	Clerk		
	U D Clerk/ Special Village Officer	6680-10790	13210-22360
	L D Clerk/ Village Assistant	5250-8390	9940-16580
c	Villageman	4630-7000	8730-13540
<i>Posts held by personnel of other Departments</i>			
	Senior Finance Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

- a. Existing ratio of 3:1 between Deputy Collector and Deputy Collector (Sr. Gr.) will continue.
b. 25% in HG
c. $\frac{1}{3}^{\text{rd}}$ of the post will be on HG Rs.8960-14260

49. LAND USE BOARD

	Designation	Existing Scale of pay	Revised Scale of pay
	Land Use Commissioner	IAS	IAS
	Deputy Director (Agriculture)	13610-20700	24040-38840
	Deputy Director (Soil Survey)	13610-20700	24040-38840
	Deputy Director (Statistics)	As in PD	As in PD
	Assistant Director (Agriculture)	12250-19800	21240-37040
	Assistant Director (Soil Survey)	12250-19800	21240-37040
	Agronomist	12250-19800	21240-37040
	Specialist (Hydrogeology)	12930-20250	22360-37940
	Specialist (Soil Science)	12250-19800	21240-37040
	Specialist (Soil Conservation)	12250-19800	21240-37040
	Agricultural Officer/Soil Survey Officer / Soil Survey Assistant	11070-18450	20740-36140
	Assistant Geologist	11070-18450	19240-34500
	Cartographer	11070-18450	19240-34500
	Forest Officer	9190-15510	16180-29180
	Geological Assistant	9190-15510	16180-29180
	Assistant-cum-Accountant	9190-15510	16180-29180
	Statistical Assistant	9190-15510	16180-29180
	Publication Assistant	8390-13270	14620-25280
	Draftsman Grade I	7990-12930	13900-24040
	Draftsman Grade II	6080-9830	10480-18300
	Lab Assistant	6080-9830	10480-18300
	Planning Surveyor Grade II	6080-9830	10480-18300
	Cartographic Assistant	4630-7000	8730-13540

50. LAW COLLEGES

	Designation	Existing Scale of pay	Revised Scale of pay
	Principal	UGC	UGC
	Lecturer	UGC	UGC

51. LEGAL METROLOGY

	Designation	Existing Scale of pay	Revised scale of pay
	Controller	20700-26600	40640-57440
	Deputy Controller	13610-20700	24040-38840
a	Assistant Controller	12250-19800	21240-37040
b	Senior Inspector(HG)	11910-19350	20740-33650
	Senior Inspector	10790-18000	18740-33680
	Technical Assistant	8390-13270	14620-25280
	Inspector	8390-13270	16180-29180
c	Inspecting Assistant	5650-8790	9940-16580
	Senior Superintendent	10790-18000	18740-33680
	Junior Superintendent	9190-15510	16180-29180
	Head Clerk	8390-13270	14620-25280
	UD Clerk	6680-10790	13210-22360
	UD Typist	6680-10790	13210-22360
	LD Clerk	5250-8390	9940-16580
	Confidential Asst.	6080-9830	10480-18300
	LD Typist	5250-8390	9940-16580
	LD Clerk/Typist	5250-8390	9940-16580
	Class IV Employee Gr. II	4510-6230	8500-13210
	Attender	4630-7000	8730-13540
	Driver	5250-8390	9190-15780
	Full Time Watcher	4510-6230	8500-13210
	Full Time Watcher-cum-Sweeper	4510-6230	8500-13210
	Law Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD

a. 1/4th of posts will be in HG on Rs.24040-38840.

b. 20% of the posts will be in the HG.

c. The existing ratio of HG will be modified as 1:1 in the scale of Rs.10480-18300.

52. LOCAL FUND AUDIT

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	23200-31150	44640-58640+900* sp
	Joint Director	20700-26600	40640-57440
a	Deputy Director (HG)	16650-23200	36140-49740
b	Deputy Director	12930-20250	22360-37940
c	Audit Officer (HG)	11910-19350	20740-36140
	Audit Officer	10790-18000	18740-33680

	Designation	Existing Scale of pay	Revised Scale of pay
d	Auditor (Sel. Gr.)	9590-16650	16980-31360
	Auditor (Sen. Gr.)	9190-15510	16180-29180
	Auditor	7990-12930	13900-24040
e	Office Superintendent	10790-18000	18740-33680
f	Typist (Sel. Gr.)	9590-16650	16980-31360
	Typist (Sen. Gr.)	9190-15510	16180-29180
	Typist Gr. I	7990-12930	13900-24040
	Typist Gr. II	6080-9830	10480-18300

- a) will be re-designated as Senior Deputy Director.
b) $\frac{1}{3}$ rd of the post in HG in the scale of pay Rs.29180-43640.
c) Grade ratio 1:1
d) Grade ratio of 1:1:1 between Sel Gr, Sen.Gr and Auditor will continue.
e) HG will be in the ratio 1:1 in the scale of pay of Rs.20740-36140
f) Grade ratio 1:1:1:1.
* Special pay in lieu of higher time scale

53. LOCAL SELF GOVERNMENT ENGINEERING WING

	Designation	Existing Scale of pay	Proposed Scale of pay
	Chief Engineer	26600-33750	48640-59840
	Superintending Engineer/ Deputy Chief Engineer	23200-31150	44640-58640
a	Executive Engineer (HG)	20700-26600	40640-57440
a	Executive Engineer	16650-23200	36140-49740
	Assistant Executive Engineer (HG)	13610-20700	24040-38840
b	Assistant Executive Engineer	12250-19800	21240-37040
	Assistant Engineer	11070-18450	20740-36140
c	Overseer Gr. I/Draftsman Gr. I	7990-12930	13900-24040
d	Overseer Gr. II/Draftsman Gr. II	6680-10790	11620-20240
	Overseer Grade III	5650-8790	9940-16580

- a). 25% of the post in HG on Rs.40640-57440
b). $\frac{1}{3}$ rd of post in HG on Rs.24040-38840
c). Existing 20% HG is withdrawn.
d). Ratio between Gr. I & Gr. II will be 1:1.

54. KERALA LOK AYUKTA

	Designation	Existing scale of pay	Revised scale of pay
	Registrar	NJPC	NJPC
	Additional Registrar	23200-31150	44640-58640
	Deputy Registrar	20700-26600	40640-57440
	PS to Lok Ayukta	12250-19800	21240-37040
	PS to Upa Lok Ayukta	12250-19800	21240-37040
	PA to Lok Ayukta	10790-18000	18740-33680
	PA to Upa Lok Ayukta	10790-18000	18740-33680

	Designation	Existing scale of pay	Revised scale of pay
	Court Officer	10790-18000	18740-33680
	Section Officer	10790-18000	18740-33680
	Security Officer	9190-15510	16180-29180
	Senior Accountant	9190-15510	16180-29180
	Assistant(Sr.Gr.)	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040
	Data Entry Operator	6680-10790	11620-20240
	Court Keeper	4630-7000	8730-13540
	Stenographer	7990-12930	13900-24040
	Typist grade II	6680-10790	11620-20240
	Driver Grade II	5250-8390	9190-15780
	Record Keeper	5250-8390	9190-15780
	Attender	4630-7000	8730-13540
	Class IV Employee Grade I	4630-7000	8730-13540
	Class IV Employee Grade II	4510-6230	8500-13210
	Duplicator Operator	5650-8790	9940-16580
	Night Watchman	4510-6230	8500-13210
	INVESTIGATION WING		
	Director of Investigation	IPS	IPS
	Superintendent 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
	Head Constable	As in PD	As in PD
	Assistant	As in PD	As in PD
	Confidential Asst. Grade II	As in CC	As in CC
	Driver Grade I	As in CC	As in CC
	Driver Grade II	As in CC	As in CC
	Class IV Employee Gr. II	As in CC	As in CC

55. MEDICAL EDUCATION

	Designation	Existing Scale of pay	Revised Scale of Pay
	Director of Medical Education	AICTE	UGC
	Joint Director of Medical Education	AICTE	UGC
	Colleges: A – Teaching Medical and Non-Medical)		
	Principal	AICTE	UGC
	Vice principal	AICTE	UGC
	Professor	AICTE	UGC
	Associate Professor	AICTE	UGC
	Assistant Professor	AICTE	UGC
	Lecturer	AICTE	UGC
	Bio Medical Engineer	AICTE	UGC
	Lecturer	AICTE	UGC

	Designation	Existing Scale of pay	Revised Scale of Pay
	Professor (Physical Education)	AICTE	UGC
	Lecturer (Physical Education)	AICTE	UGC
	Lecturer (Pharmacy)	AICTE	UGC
	Lecturer Pharmaceutical Engineering	AICTE	UGC
	Speech Pathologists & Audiologist	11070-18450	19240-34500
	Social Scientist HG	11070-18450	19240-34500
	Tutor MLT	11070-18450	19240-34500
	Lecturer in Health Education	11070-18450	19240-34500
	Tutor School of MLT (Biochemistry/Microbiology)	11070-18450	19240-34500
	Tutor in Dental Mechanic	10790-18000	18740-33680
	Tutor Technician (MLT)	10790-18000	18740-33680
	Orthotic Technician	10790-18000	18740-33680
	Medical Record Superintendent	10790-18000	18740-33680
	Dialysis Technician	10790-18000	18740-33680
	Tutor Technician (Optometry)	10790-18000	18740-33680
	Tutor, Dental Hygiene	10790-18000	18740-33680
	Radiographer (Teaching)	10790-18000	18740-33680
	Instrument Mechanic (Pharmacy)	8790-13610	15380-25900
	Health Educator	8390-13270	14620-25280
	Entomological Assistant	8390-13270	16180-29180
a	Social Scientist	8390-13270	16180-29180
	Statistical Assistant	6680-10790	13900-24040
	College of Pharmaceutical Sciences		
	Principal	AICTE	UGC
	Professor	AICTE	UGC
	Associate Professor	AICTE	UGC
	Assistant Professor	AICTE	UGC
	Lecturer	AICTE	UGC
	College of Nursing		
	Principal	AICTE	UGC
	Professor	AICTE	UGC
	Associate Professor	AICTE	UGC
	Assistant Professor	AICTE	UGC
	Tutor	AICTE	UGC
	Non-Teaching Medical		
	Associate Professor of Medicine (Research)	AICTE	UGC
	Non-Teaching Non-Medical		
	Electronic Engineer-cum-Research Superintendent	13610-20700	24040-38840
	Chief Physiotherapist	12930-20250	22360-37940
	Nursing Officer	12930-20250	22360-37940
	Chief Occupational Therapist	12930-20250	22360-37940
	Senior Scientific Officer	12250-19800	21240-37040

	Designation	Existing Scale of pay	Revised Scale of Pay
	Senior Research Officer	12250-19800	21240-37040
	Senior Librarian	12250-19800	21240-37040
	Nursing Superintendent Gr. I	11910-19350	20740-36140
	Biochemist	11070-18450	19240-34500
	Clinical Psychologist	9190-15510	18740-33680
	Physiological Assistant	11070-18450	19240-34500
	Medical Statistician	11070-18450	19240-34500
	Mechanical Engineer	11070-18450	20740-36140
d	Pharmacist	11070-18450	19240-34500
	Scientific Assistant (Physiotherapy) **	10790-18000	16980-31360
	Security Officer	10790-18000	18740-33680
	Nursing Superintendent Gr. II	10790-18000	18740-33680
	Lay Secretary and Treasurer	10790-18000	18740-33680
	Senior Scientific Assistant	10790-18000	20740-36140
	Assistant Leprosy Officer	10790-18000	18740-33680
	Superintendent of Press	10790-18000	18740-33680
	Medical Records Superintendent	10790-18000	18740-33680
	Junior Scientific Officer	10790-18000	19240-34500
	Rehabilitation Co- Ordinator	10790-18000	18740-33680
c	Refractionist /Orthoptist Senior Grade	10790-18000	18740-33680
	Scientific Assistant (Occupational Therapy)	10790-18000	18740-33680
	Dietician Sr. Gr.	10790-18000	18740-33680
	Scientific Assistant (Blood Bank)	9190-15510	16180-29180
	Scientific Assistant	9190-15510	18740-33680
	Junior Research Officer	9190-15510	18740-33680
	Prosthetics and Orthotics Engineer	9190-15510	16180-29180
	Pharmacist Store Keeper	9190-15510	16180-29180
	Technical Assistant (Refrigeration and AC)	9190-15510	16180-29180
e	Head Nurse	9190-15510	16180-29180
	Technical Assistant (Electronics)	9190-15510	16180-29180
	Technical Assistant (Machinist)	9190-15510	16180-29180
	AC-cum-Refrigeration Supervisor	9190-15510	16180-29180
	Lady Health Supervisor	9190-15510	16180-29180
	Health Supervisor	9190-15510	16180-29180
	Scientific Assistant (Electro diagnosis)	9190-15510	16180-29180
	Maxillo Facial Prosthetic Technician	9190-15510	16180-29180
	Work shop Foreman/Foreman	8790-13610	15380-25900
	Perfusionist	8790-13610	15380-25900
	Museum-cum-photographic Assistant	8790-13610	15380-25900
	Senior Store Officer (Technical)	8790-13610	16980-31360
	Research Assistant	8390-13270	14620-25280
	Security Assistant	8390-13270	14620-25280
f	Senior Technician	8390-13270	16180-29180
g	Health Inspector (H)	8390-13270	14620-25280

	Designation	Existing Scale of pay	Revised Scale of Pay
	Psychiatric Social worker	8390-13270	16180-29180
h	Staff Nurse Gr. I	8390-13270	14620-25280
	Store Superintendent	8390-13270	14620-25280
	Enquiry Officer	8390-13270	16180-29180
	Lady Health Inspector	8390-13270	14620-25280
	Health Inspector Gr. I	8390-13270	16180-29180
h	Radiographer Gr. I	7990-12930	13900-24040
	Foreman	7990-12930	13900-24040
	Serological Assistant	7990-12930	13900-24040
h	Dental Mechanic Gr. I	7990-12930	13900-24040
	Medical Social Worker	7990-12930	13900-24040
	Lab Assistant	7990-12930	14620-25280
	Social Worker	7990-12930	13900-24040
	Lab Assistant (Dialysis)	7990-12930	13900-24040
f	Lab Technician Gr. I	7990-12930	13900-24040
	Mortuary Technician Gr. I	7990-12930	13900-24040
h	Blood Bank Technician Gr. I	7990-12930	13900-24040
	Lab Technician (Pharmacy) Gr. I	7990-12930	13900-24040
	Curator	7990-12930	14620-25280
	Health Inspector Gr. II	7990-12930	14620-25280
	Cyto Technician	7990-12930	13900-24040
j	Refractionist /Orthoptist Gr. I	7990-12930	13900-24040
	Foreman-cum-Litho Press Operator	7990-12930	13900-24040
h	Dental Hygienist Gr. I	7990-12930	13900-24040
	Respiratory Technician HG	7990-12930	13900-24040
	X-Ray Mechanic	7990-12930	13900-24040
h	Medical Record Librarian Gr. I	7480-11910	13210-22360
	Museum Curator	7480-11910	13210-22360
	Artist Curator	7480-11910	13210-22360
	Technician (Media Making) Gr. I	7480-11910	13210-22360
h	Sterilization Technician Gr. I	7480-11910	13210-22360
	Radium Technician Gr. I	7480-11910	13210-22360
	E E G Technician Gr. I	7480-11910	13210-22360
	VD Social Worker	7480-11910	13210-22360
h	ECG Technician Gr. I/TMT Technician Gr. I	7480-11910	13210-22360
k	Junior Health Inspector Gr. I	7480-11910	13210-22360
h	Clinical Audio Metrician Gr. I	7480-11910	13210-22360
	Staff Nurse Gr. II	7480-11910	13900-24040
l	Refrigeration Mechanic	7480-11910	10480-18300
m	CSR Technician Gr. I	7480-11910	13210-22360
k	Pharmacist Gr. I	7480-11910	13210-22360
	Chemist	7480-11910	13210-22360
l	Air Condition Mechanic	7480-11910	10480-18300
n	Instrument Mechanic	7480-11910	10480-18300

	Designation	Existing Scale of pay	Revised Scale of Pay
	Artist/Modeller	7480-11910	13210-22360
q	Electrician- cum –Mechanic	6680-10790	10480-18300
	Mechanic	6680-10790	11620-20240
h	Radiographer Gr. II	6680-10790	11620-20240
	Rehabilitation Technician Gr. I (Prosthetics/Orthotics/Leather)	6680-10790	13210-22360
	VD Technician	6680-10790	11620-20240
k	Junior Public Health Nurse Gr. II	6680-10790	11620-20240
	X-Ray Technician	6680-10790	11620-20240
j	Refractionist/Orthoptist Gr. II/ Ophthalmic Assistant	6680-10790	11620-20240
h	Dental Hygienist Gr. II	6680-10790	11620-20240
f	Lab Technician Gr. II	6680-10790	11620-20240
	Pharmacist Gr. II	6680-10790	11620-20240
	Mortuary Technician Gr. II	6680-10790	11620-20240
	Boiler/Fireman	6680-10790	11620-20240
h	Blood Bank Technician Gr. II	6680-10790	11620-20240
	Lab Technician (Pharmacy) Gr. II	6680-10790	11620-20240
h	Dental Mechanic Gr. II	6680-10790	11620-20240
	Electric Mechanic	6680-10790	11620-20240
	Theatre Technician	6080-9830	10480-18300
	Respiratory Technician Gr. II	6080-9830	10480-18300
	Technician Media Making Gr. II	6080-9830	10480-18300
	Hematology Technician	6080-9830	10480-18300
	Electrician Overseer	6080-9830	10480-18300
	Litho Press Operator	5650-8790	9940-16580
h	Medical Record Librarian Gr. II	5650-8790	9940-16580
	Sterilization Technician Gr. II	5650-8790	9940-16580
m	CSR Technician Gr. II	5650-8790	9940-16580
	Lady Receptionist	5650-8790	9940-16580
	Anaesthesia Technician	5650-8790	9940-16580
h	Radium Technician Gr. II	5650-8790	9940-16580
	Nuclear Medicine Technician Gr. II	5650-8790	9940-16580
	E E G Technician Gr. II	5650-8790	9940-16580
	E C G Technician Gr. II/TMT Technician Gr. II	5650-8790	9940-16580
	Clinical Audiometrician Gr. II	5650-8790	9940-16580
	Lift Mechanic	5650-8790	10480-18300
	Electrician	5650-8790	10480-18300
	Receptionist	5650-8790	9940-16580
h	Rehabilitation Technician Gr. II (Prosthetics/Orthotics/Leather)	5650-8790	9940-16580
	Machinist	5250-8390	10480-18300
	Pump Operator	5250-8390	9190-15780
	Junior Laboratory Assistant	5250-8390	9190-15780

	Designation	Existing Scale of pay	Revised Scale of Pay
	Dark Room Assistant	5250-8390	9190-15780
	Compositor	5250-8390	9190-15780
	Glass Blower	5250-8390	9190-15780
	Assistant Foreman	5250-8390	9190-15780
	Printer	5250-8390	9190-15780
	Steward	5250-8390	9190-15780
	Binder	5250-8390	9190-15780
	Nursing Assistant (HG)	4750-7820	8960-14260
	Painter	4750-7820	8960-14260
g	Lift Operator (H)	4750-7820	8960-14260
	Telephone Attender	4750-7820	8960-14260
	Cobbler	4630-7000	8730-12250
g	Mechanic (H)	4750-7820	8960-14260
	Projectionist	4750-7820	8960-14260
g	Plumber-cum-Operator (H)	4750-7820	8960-14260
	Theatre Assistant	4750-7820	8960-14260
g	Fitter (H)	4750-7820	8960-14260
	Helper	4630-7000	8730-12250
	Boiler Attender	4630-7000	8730-12250
	X-Ray Attender	4630-7000	8730-12250
	Power Laundry Attender	4630-7000	8730-12250
	Nursing Assistant	4630-7000	8960-14260
	ECG Attender	4630-7000	8730-12250
	Hospital Attender	4630-7000	8730-12250
	Female Physiotherapy Assistant	4630-7000	8730-12250
	Lab Attender	4630-7000	8730-12250
p	Hospital Attendant Gr. I	4630-7000	8730-12250
g	Lab Assistant (H)	4630-7000	8730-12250
	X-Ray Attender	4630-7000	8730-12250
g	Junior Laboratory Assistant (H)	4630-7000	8730-12250
	Tailor	4630-7000	8730-12250
g	Telephone Operator (H)	4630-7000	8730-12250
	Marker	4630-7000	8730-12250
	House keeper	4630-7000	8730-12250
g	Painter (H)	4630-7000	8730-12250
	Theatre Assistant	4630-7000	8730-12250
	Barber	4510-6230	8500-13210
p	Hospital Attendant Gr. II	4510-6230	8500-13210
	Electrical Lascar	4510-6230	8500-13210
	Dialysis Machine Operator	4510-6230	8500-13210
<i>Posts held by personnel of other Departments</i>			
	Administrative Officer Gr. I	As in PD	As in PD
	Finance Officer Gr. I	As in PD	As in PD
	Administrative Officer Gr. II	As in PD	As in PD

- a. Existing ratio of 1:1 will continue
- c. The existing ratio of 1:2:2 among Senior Gr., Gr. I and Gr. II will continue.
- d. B. Pham Graduates only will be eligible for the scale
- e. Existing ratio of 1:2 between Head Nurse and Staff Nurse Gr. I will continue
- f. Ratio among Gr. I, Gr. II and Senior Technician will be 1:1:1.
- g. Post shifted from Health Services.
- h. Existing ratio of 1:1 between Gr. I and Gr. II posts will continue
- j. The existing ratio of 1:2:2 among Senior Gr., Gr. I and Gr. II will continue.
- k Existing ratio of 1:2 between Gr. I and Gr. II posts will continue
- l. The incumbents holding the post will be given revised scale of pay of Rs.13210-22360
- m. Existing Ratio of 1:4 between Gr. I and Gr. II posts will continue
- n. The three incumbents enjoying personal scales as per GO(MS) 1332/99/Fin dated, 30.04.99 will be in the scale of pay of Rs.15380-25900
- p. The existing ratio of 1:3 between Gr.I and Gr.II posts will continue
- q. The incumbents holding the post will be given revised scale of pay of Rs.11620-20240

** Present incumbents holding the post will be in the scale of pay of Rs.18740-33680

56. MINING AND GEOLOGY

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	23200-31150	42640-58640
	Additional Director	20700-26600	40640-57440
	Deputy Director	16650-23200	36140-49740
	Senior Chemist	12930-20250	24040-38840
	Senior Geologist	12930-20250	24040-38840
a	Geologist	12250-19800	21240-37040
	Administrative-cum-Accounts Officer	12250-19800	21240-37040
	Audit Officer	11070-18450	21240-37040
	Junior Chemist	11070-18450	19240-34500
	Assistant Geologist	11070-18450	19240-34500
	Assistant Drilling Engineer	11070-18450	19240-34500
	Senior Auditor	8390-13270	16180-29180
b	Mineral Revenue Inspector	8390-13270	14620-25280
c	Driller Mechanic/Driller (HG)	8390-13270	14620-25280
	Driller	7480-11910	13210-22360
	Junior Auditor	6680-10790	13900-24040
	Draftsman cum Surveyor Gr. II	6680-10790	11620-20240
	Tracer	5650-8790	9940-16580
	Drilling Assistant/Technical Assistant	5250-8390	9190-15780
d	Laboratory Assistant	5250-8390	9190-15780
	Section Cutter	4750-7820	8960-14260
	Laboratory Attender	4630-7000	8730-13540
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD

- a) The ratio 1:3 between Senior Geologist and Geologist will continue.
- b) Higher grade in the ratio 1:1 in the scale of pay Rs.16180-29180
- c) Higher grade at 1:1 ratio will continue
- d) The existing ratio of 1:1 between Section Cutter and Lab Attender for promotion to the post of Laboratory Assistant will continue.

57. MOTOR VEHICLES

	Designation	Existing Scale of pay	Revised Scale of pay
	Transport Commissioner	IAS	IAS
	Additional Transport Commissioner	IPS	IPS
	Senior Deputy Transport Commissioner & Secretary State Transport Authority	23200-31150	42640-58640
	Senior Deputy Transport Commissioner (Taxes)	20700-26600	40640-57440
	Deputy Transport Commissioner	16650-23200	36140-49740
	Regional Transport Officer/ Assistant Transport Commissioner	12930-20250	24040-38840
	Joint Regional Transport Officer/ Assistant Secretary State Transport Authority	11910-19350	21240-37040
	Motor Vehicle Inspector	10790-18000	20740-36140
	Assistant Motor Vehicle Inspector	7990-12930	16180-29180
<i>Posts held by personnel of other Departments</i>			
	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

58. MUSEUMS AND ZOOS

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	16650-23200	36140-49740
	Superintendent (HG)	12930-20250	22360-37940
a	Superintendent	12250-19800	21240-37040
	Education Officer	12250-19800	21240-37040
	Curator (Grade I)	10790-18000	18740-33680
b	Curator (Grade II)	7990-12930	13900-24040
	Draftsman (Grade I)	7990-12930	13900-24040
c	Guide	7990-12930	13900-24040
	Guide Lecturer	6680-10790	
	Taxidermist (Grade I)	7990-12930	13900-24040
	Photographer	7480-11910	13210-22360
	Caretaker Clerk	7480-11910	13210-22360
	Draftsman (Grade II)	6080-9830	10480-18300
	Taxidermist (Grade. II)	6080-9830	10480-18300
	Artist Modeller	5650-8790	9940-16580
	Caretaker	5650-8790	9940-16580
	Garden Supervisor	5650-8790	9940-16580
	Pump Operator	5250-8390	9190-15780
	Supervisor (Zoo)	5250-8390	9190-15780
	Carpenter	5250-8390	9190-15780
	Head Gardener	4750-7820	8960-14260

	Designation	Existing Scale of pay	Revised Scale of pay
	Keeper	4750-7820	8960-14260
	Blacksmith	4630-7000	8730-13540
	Mason	4630-7000	8730-13540
	Lab Assistant	4630-7000	8730-13540
	Lab Attendant	4630-7000	8730-13540
	Gallery Assistant	4630-7000	8730-13540
	Gardener	4630-7000	8730-13540
	Gallery Attendant	4510-6230	8500-13210
d	Guards	4510-6230	8500-13210
<i>Posts held by the personnel of other Departments</i>			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Veterinary Surgeon	As in PD	As in PD
	Live Stock Inspector Grade. I	As in PD	As in PD
	Head Constable	As in PD	As in PD
	Police Constable	As in PD	As in PD
	Line Man	As in PD	As in PD

- a. Existing ratio of 1:1 between lower and higher grades will continue
- b. The ratio between Gr. I and Gr. II post will be 1:1.
- c. Guide & Lecturer integrated
- d. Three posts will be in the HG on Rs.8960-14260

59. NATIONAL CADET CORPS

	Designation	Existing Scale of pay	Revised Scale of pay
	Deputy Director General of NCC	Def. Service	Def. Service
	Publicity cum Liaison Officer	13610-20700	24040-38840
	Accounts Officer	12250-19800	21240-37040
	Aero modelling Instructor-cum- Store Keeper	8390-13270	14620-25280
	Ship Modelling Mechanic	7480-11910	13210-22360
	Ship Modelling Storekeeper	5250-8390	9190-15780
	Aero-Modelling Helper	4630-7000	8730-13540
	Boat Keeper	4630-7000	8730-13540
	Farrier	4510-6230	8500-13210
	Saddler	4510-6230	8500-13210
<i>Posts held by personnel of other Departments</i>			
	Administrative Assistant	As in PD	As in PD

60. NATIONAL EMPLOYMENT SERVICE

	Designation	Existing Scale of pay	Revised Scale of pay
	Director of Employment	IAS	IAS
	Joint Director of Employment	20700-26600	40640-57440
	Deputy Director of Employment	13610-20700	29180-43640
	Regional Deputy Director of Employment	13610-20700	29180-43640
	State Vocational Guidance Officer	12930-20250	24040-38840
	Sub Regional Employment Officer	12930-20250	24040-38840
	Divisional Employment Officer	12930-20250	24040-38840
	District Employment Officer	11910-19350	20740-36140
	Employment Officer/Employment Officer (PL)	11070-18450	19240-34500
	Accounts Officer	11070-18450	19240-34500
	Deputy Chief, University Employment Information and Guidance Bureau	11070-18450	19240-34500
	Junior Employment Officer	9190-15510	16180-29180
	Head Accountant	9190-15510	16180-29180
	Instructor(Stenography)	8790-13610	15380-25900

61..NATIONAL SAVINGS

	Designation	Existing scale of pay	Revised scale of pay
	Director	20700-26600	40640-57440
	Additional Director	16650-23200	36140-49740
	Deputy Director	12930-20250	24040-38840
	Assistant Director	11910-19350	20740-36140
	<i>Posts held by the personnel of other Departments</i>		
	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 (Sel. Gr.)	As in PD	As in PD
	Assistant (Sr. Gr.)	As in PD	As in PD
	Assistant	As in PD	As in PD

62. PANCHAYATS

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director of Panchayats	IAS	IAS
	Additional Director of Panchayats	23200-31150	42640-58640
	Joint Director of Panchayats	20700-26600	40640-57440
	Deputy Director of Panchayats/ General	13610-20700	24040-38840

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Manager Gramalakshmi Mudralayam		
	Deputy Chief Registrar	13610-20700	24040-38840
	Assistant Director of Panchayats	12250-19800	21240-37040
	Provident Fund Accounts Officer	12250-19800	21240-37040
a	Special Grade Secretary	10790-18000	18740-33680
	Secretary Grama Panchayat	9190-15510	
	Publicity Officer	9190-15510	16180-29180
	Junior Bill Collector	5250-8390	9940-16580
b	Librarian (Sel. Grade)	8390-13270	16180-29180
	Librarian (Sen. Grade)	7480-11910	14620-25280
	Librarian	6680-10790	11620-20240
	Sanitary Inspector H.G	7480-11910	13210-22360
	Sanitary Inspector	6680-10790	11620-20240
	Pharmacist	6680-10790	11620-20240
	Auxiliary Nurse-cum-midwife	6080-9830	10480-18300
<i>Posts held by personnel of other Departments</i>			
	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

- a) Posts of Spl. Gr. Secretary and Secretary Grama Panchayat are integrated.
- b) Existing ratio of 2:3:5 between Librarian (Sel.Gr.), Librarian (Sr.Gr.) and Librarian will continue.

63. POLICE

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director General of Police	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
Police (Local)			
	Superintendent of Police (Non IPS)	23200-31150	42640-58640
a	Deputy Superintendent of Police (HG)	20700-26600	40640-57440
	Deputy Superintendent of Police/Assistant Commissioner	12930-20250	24040-38840
b	Circle Inspector (HG)	11910-19350	21240-37040
	Circle Inspector	10790-18000	20740-36140
	Sub-Inspector	9190-15510	16980-31360
	Assistant Sub-Inspector	8390-13270	16180-29180
	Head Constable	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Women Police		
	Superintendent of Police (Non IPS)	23200-31150	42640-58640
	Deputy Superintendent of Police(Women)	12930-20250	24040-38840
b	Woman Inspector (HG)	11910-19350	21240-37040
	Woman Inspector	10790-18000	20740-36140
	Woman Sub Inspector	9190-15510	16980-31360
	Woman Head Constable	7480-11910	13900-24040
	Woman Police Constable	6080-9830	10480-18300
	Armed Reserve Police		
	Deputy Commandant	20700-26600 + 120 sp	40640-57440
a	Assistant Commandant (HG)	20700-26600	40640-57440
	Assistant Commandant	12930-20250	24040-38840
b	Reserve Inspector (HG)	11910-19350	21240-37040
	Reserve Inspector	10790-18000	20740-36140
	Reserve Sub Inspector	9190-15510	16980-31360
	Reserve Assistant Sub Inspector	8390-13270	16180-29180
	Havildar	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300
	Armed Police Battalion		
	Commandant (Non IPS)	20700-26600 + 120sp	40640-57440
	Deputy Commandant	20700-26600 + 120sp	40640-57440
a	Assistant Commandant (HG)	20700-26600	40640-57440
	Assistant Commandant	12930-20250	24040-38840
b	Armed Police Inspector (HG)	11910-19350	21240-37040
	Armed Police Inspector	10790-18000	20740-36140
	Armed Police Sub Inspector	9190-15510	16980-31360
	Armed Police Assistant Sub Inspector	8390-13270	16180-29180
	Havildar	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300
	Armour Wing		
	Armourer Deputy Superintendent of Police	12930-20250	24040-38840
b	Chief Inspector of Arms/ Armourer Inspector (HG)	11910-19350	21240-37040
	Chief Inspector of Arms/ Armourer Inspector	10790-18000	20740-36140
	Armourer Sub Inspector	9190-15510	16980-31360
	Armourer Assistant Sub Inspector	8390-13270	16180-29180
	Armourer Head Constable	7480-11910	13900-24040
	Armourer Police Constable	6080-9830	10480-18300

	Designation	Existing Scale of Pay	Revised Scale of Pay
Motor Transport Unit			
	Superintendent of Police (Non IPS)	23200-31150	42640-58640
d	Deputy Superintendent of Police/Motor Transport Officer	12930-20250	24040-38840
	Motor Transport Inspector (HG)	11910-19350	21240-37040
	Motor Transport Inspector	10790-18000	20740-36140
	Motor Transport Sub Inspector	9190-15510	16980-31360
	Havildar Mechanic	6680-10790	13900-24040
	P C-Mechanic/P.C Fitter	5250-8390	10480-18300
	PC- Electrician	5250-8390	10480-18300
Police Driver/Motor Cycle Rider			
	Driver Sub Inspector	9190-15510	16980-31360
	Police Driver Gr. I	7480-11910	13900-24040
	Police Driver Gr. II	6080-9830	10480-18300
	Motor Cycle Rider Gr. I	6680-10790	11620-20240
	Motor Cycle Rider Gr. II	5250-8390	9190-15780
	Master Driver (ASI)	8390-13270	16180-29180
	Boat Driver Gr. I	6680-10790	11620-20240
	Boat Driver Gr. II	5250-8390	9190-15780
	Syrang Gr. I	6680-10790	11620-20240
	Syrang Gr. II	5250-8390	9190-15780
	Boat Lascar	4750-7820	8960-14260
RW at MSP & CW at SAP			
	Motor Transport Inspector	10790-18000	20740-36140
Police Training College			
	Principal	IPS	IPS
	Vice Principal	12930-20250	24040-38840
	Criminologist	12930-20250	22360-37940
	Armed Police Inspector/Chief Drill Instructor	10790-18000	20740-36140
	Senior Law Instructor	10790-18000	20740-36140
	Drill Instructor/Sub Inspector	9190-15510	16980-31360
	Assistant Sub Inspector	8390-13270	16180-29180
	Head Constable	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300
	Librarian	5250-8390	9940-16580
Crime Branch CI D			
	Superintendent of Police (Non IPS)	23200-31150	42640-58640
a	Deputy Superintendent of Police Sen. Gr.	20700-26600	40640-57440
	Deputy Superintendent of Police	12930-20250	24040-38840
b	Detective Inspector (HG)	11910-19350	21240-37040
	Detective Inspector	10790-18000	20740-36140

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Detective Sub-Inspector	9190-15510	16980-31360
	Detective Assistant Sub-Inspector	8390-13270	16180-29180
	Head Constable	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300
Finger Print Bureau			
	Director	20700-26600	40640-57440
	Deputy Director	13610-20700	29180-43640
	Tester Inspector (HG)	11910-19350	20740-36140
	Tester Inspector	11070-18450	19240-34500
	Finger Print Expert	9190-15510	18740-33680
	Finger Print Searcher	8390-13270	16180-29180
Photographic Bureau			
	Chief Photographer	11910-19350	20740-36140
e	Photographer	9190-15510	16980-31360
	Attender	4630-7000	8730-13540
Forensic Science Laboratory			
	Director	23200-31150	42640-58640
	Joint Director	20700-26600	40640-57440
	Assistant Director (HG)	12930-20250	22360-37940
h	Assistant Director	12250-19800	21240-37040
	Scientific Assistant	11070-18450	19240-34500
	Mechanic	6680-10790	11620-20240
	Technical Attender	4630-7000	8730-13540
Special Branch CID			
	Superintendent of Police (Non IPS)	23200-31150	42640-58640
a	DYSP/ Assistant Commandant (Sr. Gr.)	20700-26600	40640-57440
	DYSP/ Assistant Commandant	12930-20250	24040-38840
b	Inspector of Police (HG)	11910-19350	21240-37040
	Inspector of Police	10790-18000	20740-36140
	Women Circle Inspector	10790-18000	20740-36140
	Sub Inspector Police	9190-15510	16980-31360
	Women Sub Inspector	9190-15510	16980-31360
	Assistant Sub Inspector	8390-13270	16180-29180
	Head Constable	7480-11910	13900-24040
	Woman Head Constable	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300
	Woman Police Constable	6080-9830	10480-18300
SBCID(Ministerial)			
	Senior Administrative Assistant	12930-20250	22360-37940
	Administrative Assistant	12250-19800	21240-37040
	Senior Superintendent/Manager	As in CC	As in CC
	Assistant (Sr. Gr.)	9190-15510	16180-29180

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Assistant Gr. I	7990-12930	13900-24040
j	Assistant Gr. II	6080-9830	10480-18300
	Typist Selection Gr.	As in CC	As in CC
Shorthand Bureau			
	Director	11910-19350 + 75 sp	21240-37040
b	Chief Reporter (Inspector) HG	11910-19350	21240-37040
	Chief Reporter (Inspector)	10790-18000	20740-36140
	Reporter Sen. Gr.(Sub Inspector)	9190-15510	16980-31360
	Reporter Gr. I (ASI)	7480-11910	14620-25280
	Reporter Gr. II (HC)	6680-10790	13900-24040
Police Telecommunications			
	Superintendent of Police (Non-IPS)	23200-31150	42640-58640
a	Deputy Superintendent of Police Sr. Gr.	20700-26600	40640-57440
	Deputy Superintendent of Police	12930-20250	24040-38840
b	Inspector (Telecommunications) HG	11910-19350	21240-37040
	Inspector (Telecommunications)	10790-18000	20740-36140
	Sub Inspector (Telecommunications)	9190-15510	16980-31360
	Assistant Sub Inspector (Telecom)	8390-13270	16180-29180
	Head Constable Operator	7480-11910	13900-24040
	Draftsman	6080-9830	10480-18300
	Police Constable (Telecom)	6080-9830	10480-18300
Ministerial Staff other than in SB			
	Senior Administrative Assistant	12930-20250	22360-37940
	Administrative Assistant	12250-19800	21240-37040
	Manager /Accounts Officer (Police HQ)	12250-19800	21240-37040
	Manager/Senior Superintendent/Accounts Officer (DPO/CPO/AP Battalion Office)	10790-18000	18740-33680
	Malayalam Translator	8790-13610	16180-29180
KEPA			
	Asst. Director	23200-31150	40640-57440
	Asst. Director (Admn.)	23200-31150	40640-57440
	Asst. Director (Police Science)	23200-31150	40640-57440
	Asst. Director (Technical & MT Studies)	23200-31150	40640-57440
	Asst. Director (Outdoor)	23200-31150	40640-57440
	Asst. Director (Financial & Office)		As in PD
	Head Of Dept.(Law)		As in PD
	HOD (Forensic Science)		As in PD
	HOD (Forensic Medicine)		As in PD
	HOD (Behavioural Science)		As in PD
	HOD (Computer Applications)		As in PD
a	Assistant Commandant	12930-20250	24040-38840
	Chief Instructor (Law)	12930-20250	22360-37940

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Sr. Instructor (Law)	10790-18000	18740-33680
	Chief Instructor (Police Science)	20700-26600	36140-49740
	Sr. Instructor (Communication)	10790-18000	18740-33680
	Sr. Instructor (Motor Transport)	10790-18000	18740-33680
	Sr. Instructor (Forensic Science)	11070-18450	19240-34500
	Sr. Instructor (Finger Print)	11070-18450	19240-34500
	Sr. Lecturer (Computer)	10790-18000	18740-33680
	Chief Drill Instructor	12930-20250	22360-37940
	Indian Reserve (IR) Battalion		
	Commandant	20700-26600	40640-57440
	Deputy Commandant	20700-26600	40640-57440
	DySP	12930-20250	24040-38840
	Inspector (CI)	10790-18000	20740-36140
	Sub Inspector	9190-15510	16980-31360
	Assistant Sub Inspector	8390-13270	16180-29180
	Head Constable	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300
	Water Carrier	4510-6230	8500-13210
	Sweeper	4510-6230	8500-13210
	Cook	4510-6230	8500-13210
	Dhobi	4510-6230	8500-13210
	Barber	4510-6230	8500-13210
	Head Clerk	8390-13270	14620-25280
	Clerk	6080-9830	10480-18300
	Steno	6080-9830	10480-18300
	Medical Officer		As in PD
	Pharmacist	7480-11910	13210-22360
	Nursing Assistant	4630-7000	8960-14260
	Wireless Station IR Battalion		
	Inspector (CI)	10790-18000	20740-36140
	Sub Inspector	9190-15510	16980-31360
	Head Constable	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300
	Other Miscellaneous categories-Technical Executive Staff		
	Blacksmith-cum-Tinker PC	5250-8390	10480-18300
	Welder PC	5250-8390	10480-18300
	Fitter PC	5250-8390	10480-18300
	Painter PC	5250-8390	10480-18300
	Lathe Operator PC	5250-8390	10480-18300
	Tailor PC	5250-8390	10480-18300
	Binder PC	5250-8390	10480-18300
	Carpenter PC	5250-8390	10480-18300
	Mason PC	5250-8390	10480-18300
	Cinema Operator PC	5250-8390	10480-18300

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Electrician PC	5250-8390	10480-18300
	Blacksmith PC	5250-8390	10480-18300
	Mechanic PC	5250-8390	10480-18300
	Cleaner PC	5250-8390	10480-18300
Civilian Technical Staff			
	Mechanic Gr. I	6680-10790	11620-20240
	Mechanic Gr. II	4750-7820	8960-14260
	Electrician	4750-7820	8960-14260
	Blacksmith	4750-7820	8960-14260
	Upholsterer	4750-7820	8960-14260
	Cobbler	4750-7820	8960-14260
	Carpenter	4750-7820	8960-14260
	Machinist	5250-8390	9190-15780
k	Camp Follower	4510-6230	8500-13210
	Head Clerk/ISA/SA	8390-13270	14620-25280
	Packer	4630-7000	8730-13540
Police Computer Centre (SCRB)			
	Inspector General of Police	IPS	IPS
	Superintendent of Police (IPS)	IPS	IPS
	Superintendent of Police (Non IPS)	23200-31150	42640-58640
	System Analyst	20700-26600	40640-57440
	Deputy Superintendent of Police	12930-20250	24040-38840
b	Inspector of Police (HG)	11910-19350	21240-37040
	Inspector of Police	10790-18000	20740-36140
	Sub Inspector	9190-15510	16980-31360
	Head Constable	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300
Railway Police			
	Superintendent of Police	IPS	IPS
a	Deputy Superintendent of Police Sr. Gr.	20700-26600	40640-57440
	Deputy Superintendent of Police	12930-20250	24040-38840
	Inspector of Police (HG)	11910-19350	21240-37040
b	Inspector of Police	10790-18000	20740-36140
	Sub Inspector	9190-15510	16980-31360
	Head Constable	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300
Dog Squad			
	Sub Inspector	9190-15510	16980-31360
	Assistant Sub Inspector	8390-13270	16180-29180
	Head Constable/Havildar	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Mounted Police		
b	Reserve Inspector (HG)	11910-19350	21240-37040
	Reserve Inspector	10790-18000	20740-36140
	Reserve Sub-Inspector	9190-15510	16980-31360
	Reserve Assistant Inspector	8390-13270	16180-29180
	Head Constable	7480-11910	13900-24040
	Police Constable	6080-9830	10480-18300
	Farrier Police Constable	5250-8390	10480-18300
	Saddler	5250-8390	9190-15780
	Orchestra		
b	Band Master (Armed Police Inspector)	10790-18000	20740-36140
	Band Master (Armed Police Sub Inspector)	9190-15510	16980-31360
	Havildar	6680-10790	13900-24040
	Police Constable	5250-8390	10480-18300
	Bugler Police Constable	5250-8390	10480-18300
	Drummer Police Constable	5250-8390	10480-18300
	Posts held by personnel of other Departments		
	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 Gr. 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
	Nursing Assistant	As in PD	As in PD
	Hospital Attendant Gr. I	As in PD	As in PD
	Hospital Attendant Gr. II	As in PD	As in PD

- a) Existing ratio of 25% will continue.
- b) Existing ratio of 20% will continue.
- c) 20% of the posts will be in Higher Grade
- d) One post will be in Senior Grade in the scale of pay of Rs.40640-57440
- e) 25% of the posts will be in Higher Grade.
- h) 1/3 rd posts will be in Higher Grade in the scale of Rs.22360-37940.
- j) The existing ratio of 2:3:3 will continue.
- k) Ratio promotion of 2:1, as eligible to last grade employees will be allowed.

64. PORTS

	Designation	Existing Scale of pay	Proposed Scale of pay
	Director	25400-33100	44640-58640
	Deputy Director	23200-31150	42640-58640
	Port Officer	23200-31150	42640-58640
	Officer in charge	16650-23200	36140-49740
	Engineer in charge	16650-23200	36140-49740
	Senior Port Conservator	12250-19800	21240-37040
	Assistant Engineer (Marine)	11070-18450	20740-36140
	Personal Assistant to the Port Officer / Purser	10790-18000	18740-33680
	Port Conservator / Pier Master / Reserve Port Conservator	8390-13270	16180-29180
	Master Gr. I / Driver Gr. I	8390-13270	14620-25280
	Draftsman Gr. I	7990-12930	13900-24040
	Master Gr. II / Driver Gr. II	6680-10790	11620-20240
	Radio Operator	6680-10790	11620-20240
	Wharf Supervisor / Assistant Port Conservator / Cargo Supervisor / Assistant Pier Master	6680-10790	11620-20240
	Draftsman Gr. II	6680-10790	11620-20240
	Chief Signaller	6080-9830	10480-18300
	Mobile Crane Operator	5650-8790	9940-16580
	Crane Operator	5650-8790	9940-16580
	Light Keeper and Signaller	5250-8390	9190-15780
	Master Gr. III / Driver Gr. III	5250-8390	9190-15780
	Mechanical Carpenter	4750-7820	8960-14260
	Oilman	4750-7820	8960-14260
	Seaman-cum-Pump Attender	4750-7820	8960-14260
	Seaman	4750-7820	8960-14260
	Tug Clerk	4630-7000	8730-13540
	Assistant Crane Driver	4630-7000	8730-13540
	Watchman cum Cook	4630-7000	8730-13540
	Head Watchman	4630-7000	8730-13540
	Assistant Crane Operator cum Cleaner	4630-7000	8730-13540
	Pier Light Keeper	4510-6230	8500-13210
	Mechanical Engineering Wing		
	Chief Mechanical Engineer	16650-23200	36140-49740
	Mechanical Marine Engineer	16650-23200	36140-49740
	Shipwright / Naval Architect	16650-23200	36140-49740
	Assistant Executive Engineer (Mechanical) HG	13610-20700	24040-38840
a	Assistant Executive Engineer (Mechanical)	12250-19800	21240-37040
	Assistant Engineer	11070-18450	20740-36140
	Head Draftsman	11070-18450	20740-36140
	Draftsman Gr. I / Charge hand	7990-12930	13900-24040
	Overseer (Electrical)	7990-12930	13900-24040
	Pier Tindal	4630-7000	8730-13540
	Assistant Lineman	4630-7000	8730-13540
	Dredging Unit		
	Dredging Superintendent	23200-31150	42640-58640
	Officer Class I	23200-31150	42640-58640

	Designation	Existing Scale of pay	Proposed Scale of pay
	Officer Class II	16650-23200	36140-49740
	Engineer	16650-23200	36140-49740
	Deputy Dredging Superintendent	16650-23200	36140-49740
	Engineer cum Dredge Master	13610-20700	24040-38840
	Officer Class III / Junior Officer	11910-19350	20740-36140
	Navigator	11070-18450	19240-34500
	Electrical Officer	11070-18450	19240-34500
	Senior Cutter Suction Dredger Operator	9190-15510	16180-29180
	Engine Driver	8390-13270	14620-25280
	Cutter Section Dredger Operator	8390-13270	14620-25280
	Greaser	8390-13270	14620-25280
	Boat Swain/Syrang/Quarter Master	8390-13270	14620-25280
	Radio Telephone Operator	6680-10790	11620-20240
	Operator cum Mechanic	5650-8790	9940-16580
	Welder	5250-8390	9190-15780
	Driver-cum-Operator	5250-8390	9190-15780
	Cook-cum-Steward	4750-7820	8960-14260
	Assistant Cook-cum-Steward	4630-7000	8730-13540
	Pier Lascar	4630-7000	8730-13540
	Helper	4510-6230	8500-13210
	Foreshore Sweeper	4510-6230	8500-13210
	Boatman	4510-6230	8500-13210
	Posts held by personnel of other Departments		
	Administrative Officer	As in PD	As in PD
	Finance Officer		

a. 1/3rd of post will be placed on HG

65. PRINTING

	Designation	Existing Scale of pay	Revised Scale of pay
	Director of Printing	23200-31150	42640-58640
	Superintendent of Govt. Presses	16650-23200	36140-49740
a	Deputy Superintendent of Govt. Press	13610-20700	24040-38840
	Controller of Forms	13610-20700	24040-38840
	Assistant Superintendent	11070-18450	19240-34500
	Assistant Engineer (Electronics)	11070-18450	19240-34500
	Manager, P.S.C Form Store	10790-18000	18740-33680
	Office Manager	10790-18000	18740-33680
	Publication Assistant	10790-18000	18740-33680
	District Forms Officer	10790-18000	18740-33680
	General Foreman	9590-16650	16980-31360
	Head Reader	9590-16650	16980-31360
	Head Computer	9590-16650	16980-31360
	Chief Foreman (Electrical)	9590-16650	16980-31360
	Supervisor (Offset)	9590-16650	16980-31360

	Designation	Existing Scale of pay	Revised Scale of pay
	Supervisor (Plate making)	9590-16650	16980-31360
	Chief Foreman (Workshop)	9590-16650	16980-31360
	Supervisor	9190-15510	16180-29180
	Senior Foreman	9190-15510	16180-29180
	Chief Operator	9190-15510	16180-29180
	Senior Foundry Foreman	9190-15510	16180-29180
	Type Store Keeper	9190-15510	16180-29180
	Workshop Foreman	9190-15510	16180-29180
	Electrical Foreman	8790-13610	15380-25900
	Senior Reader	8790-13610	16180-27120
	Computing Supervisor	8790-13610	16180-29180
	Junior Foreman	8790-13610	15380-25900
	Senior Mechanic	8790-13610	15380-25900
	Senior Carpenter	8790-13610	15380-25900
	Senior Electrician	8790-13610	15380-25900
	Reader Gr. I	8390-13270	15380-25900
	Computer Sr. Grade	8390-13270	15380-25900
	Assistant Foreman	8390-13270	14620-25280
	Mechanic	8390-13270	14620-25280
	Chief Warehouseman	8390-13270	15380- 24040
	Junior Supervisor (Offset)	8390-13270	14620-25280
	Forms Inspector /Cashier	8390-13270	14620-25280
	Reader Gr. II	7990-12930	14620-25280
	Computer Gr. I	7990-12930	14620-25280
	Chief Time Keeper	7990-12930	13900-24040
	Compositor Sr. Gr.	7990-12930	13900-24040
	Binder Sr. Gr.	7990-12930	13900-24040
	Printer Sr. Gr.	7990-12930	13900-24040
	Mono Super Caster Operator Sr. Gr.	7990-12930	13900-24040
	Monotype Caster Operator Sr. Gr.	7990-12930	13900-24040
	Linotype Operator Sr. Gr./Intertype Operator Sr. Gr.	7990-12930	13900-24040
	Monokey Board Operator Sr. Gr.	7990-12930	13900-24040
	Foundry Worker Sr. Gr.	7990-12930	13900-24040
	Stereo Type Caster Operator Sr. Gr.	7990-12930	13900-24040
	Rotaprint Operator Sr. Gr.	7990-12930	13900-24040
	Rotaprint Typist Sr. Gr.	7990-12930	13900-24040
	Warehouseman Sr. Gr.	7990-12930	13900-24040
	Roller Caster Operator Sr. Gr.	7990-12930	13900-24040
	Electrician Sr. Gr.	7990-12930	13900-24040
	Technician Sr. Gr.	7990-12930	13900-24040
	Technician (Mechanic-cum-Carpenter) Sr. Gr.	7990-12930	13900-24040
	Offset Printing Machine Operator Sr. Gr.	7990-12930	14620-25280
	Paste Up Artist Gr. I	7990-12930	13900-24040
	Photo type Setter Gr. I	7990-12930	13900-24040

	Designation	Existing Scale of pay	Revised Scale of pay
	Retouching Artist Gr. I	7990-12930	13900-24040
	Camera Operator-cum-Film Developer Gr. I	7990-12930	13900-24040
	DTP Operator Gr. I	7990-12930	13900-24040
	Plate Maker Gr. I	7990-12930	13900-24040
	Offset Printing Machine Operator Gr. I	7990-12930	13900-24040
	Compositor Gr. I	7480-11910	13210-22360
	Printer Gr. I	7480-11910	13210-22360
	Binder Gr. I	7480-11910	13210-22360
	Mono Super caster Operator Gr. I	7480-11910	13210-22360
	Monotype Caster Operator Gr. I	7480-11910	13210-22360
	Linotype/Intertype Operator Gr. I	7480-11910	13210-22360
	Mono Keyboard Operator Gr. I	7480-11910	13210-22360
	Foundry Worker Gr. I	7480-11910	13210-22360
	Rota Print Operator Gr. I	7480-11910	13210-22360
	Rota Print Typist Gr. I	7480-11910	13210-22360
	Warehouseman Gr. I	7480-11910	13210-22360
	Technician Gr. I (Workshop)	7480-11910	13210-22360
	Electrician Gr. I	7480-11910	13210-22360
	Senior Time Keeper	7480-11910	13210-22360
	Assistant Type Store Keeper	7480-11910	13210-22360
	Stereo Type Caster Operator Gr. I	7480-11910	13210-22360
	Roller Caster Operator Gr. I	7480-11910	13210-22360
	Technician (Mechanic-cum-Carpenter) Gr. I	7480-11910	13210-22360
	Phototype Setter Gr. II	7480-11910	13210-22360
	Camera Operator-cum-Film Developer Gr.II	7480-11910	13210-22360
	Retouching Artist Gr. II	7480-11910	13210-22360
	Paste Up Artist Gr. II	7480-11910	13210-22360
	DTP Operator Gr. II	7480-11910	13210-22360
	Plate Maker Gr. II	7480-11910	13210-22360
	Offset Printing Machine Operator Gr. II	7480-11910	13210-22360
	Mono Keyboard Operator Gr. II	6680-10790	11620-20240
	Time Keeper	6680-10790	11620-20240
	Grainer	6680-10790	11620-20240
	Rotaprint Typist Gr. II	6080-9830	10480-18300
	Engraver-cum-Punch Cutter	6080-9830	10480-18300
	Warehouseman Gr. II	6080-9830	10480-18300
	Rotaprint Operator Gr. II	6080-9830	10480-18300
	Electrician Gr. II	6080-9830	10480-18300
	Copy Holder	6080-9830	10480-18300
	Computer Gr. II	6080-9830	10480-18300
	Compositor Gr. II	5650-8790	9940-16580
	Printer Gr. II	5650-8790	9940-16580
	Binder Gr. II	5650-8790	9940-16580
	Foundry Worker Gr. II	5650-8790	9940-16580

	Designation	Existing Scale of pay	Revised Scale of pay
	Technician Gr. II	5650-8790	9940-16580
	Mono Mechanic	5650-8790	9940-16580
	Assistant Time Keeper	5650-8790	9940-16580
	Galley Pressman Gr. I	5250-8390	9190-15780
	Examiner	5250-8390	9190-15780
	A/c Mechanic	5250-8390	9190-15780
	Duplicator Operator	4750-7820	8960-14260
	Counter Gr. I	4750-7820	8960-14260
	Packer Gr. I	4750-7820	8960-14260
	Helper Gr. I	4750-7820	8960-14260
	Lascar Gr. I	4750-7820	8960-14260
	Gatekeeper Gr. I	4750-7820	8960-14260
	Sweeper Gr. I	4750-7820	8960-14260
	Sanitary Worker Gr. I	4750-7820	8960-14260
	Galley Pressman Gr. II	4750 -7820	8960-14260
	Lascar Gr. II	4630-7000	8730-13540
	Gatekeeper Gr. II	4630-7000	8730-13540
	Counter Gr. II	4630-7000	8730-13540
	Packer Gr. II	4630-7000	8730-13540
	Sweeper Gr. II	4630-7000	8730-13540
	Helper Gr. II	4630-7000	8730-13540
	Sanitary Worker Gr. II	4630-7000	8730-13540
	Gardener	4630-7000	8730-13540
	S.L.R (Unskilled)	4510-6230	8500-13210
	<i>Posts held by the personnel of other Departments</i>		
	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
	Head Constable	As in PD	As in PD
	Police Constable	As in PD	As in PD
	Women Police Constable	As in PD	As in PD

- a. 30% of Deputy Superintendent of Govt. Press will be placed in Higher Grade with the scale Rs.29180-43640

66. PRISONS

	Designation	Existing Scale of pay	Revised Scale of pay
	Director General of Prisons	IPS	IPS
	Inspector General of Prisons	IPS	IPS
	Deputy Inspector General of Prisons	20700-26600 + 100 sp	40640-57440
	Superintendent of Central Prisons	16650-23200	36140-49740

	Designation	Existing Scale of pay	Revised Scale of pay
	Superintendent of Open Prison	16650-23200	36140-49740
	Principal, State Institute of Correctional Administration	16650-23200	36140-49740
	Programmer Officer	16650-23200	36140-49740
	Chief Welfare Officer	16650-23200	36140-49740
	Jailor, Central Prison	12930-20250	24040-38840
	Deputy Superintendent, Open Jail	12930-20250	24040-38840
	Superintendent, District Jail	12930-20250	24040-38840
	Senior Lecturer, SICA	12930-20250	24040-38840
	Superintendent, Vanitha Jail	12930-20250	24040-38840
	Chief Audit Officer	12930-20250	22360-37940
	Welfare Officer Gr. I	12930-20250	22360-37940
	Personal Assistant to Director General of Prisons	11910-19350	20740-36140
	Accounts Officer	11070-18450	19240-34500
a	Welfare Officer Gr. II	10790-18000	18740-33680
	Jailor, Special Sub Jail	10790-18000	20740-36140
	Superintendent, Borstal School	10790-18000	20740-36140
	Deputy Jailor, District Jail	10790-18000	20740-36140
	Deputy Superintendent, Vanitha Jail	10790-18000	20740-36140
	Lecturer in Law, SICA	10790-18000	20740-36140
	Deputy Jailor, Central Prison	10790-18000	20740-36140
	Assistant Jailor Gr. I	8390-13270	14620-25280
	Superintendent, Sub Jail	8390-13270	14620-25280
	Supervisor, Borstal School	8390-13270	14620-25280
	Supervisor, Open Prison	8390-13270	14620-25280
	Lecturer, SICA	7990-12930	13900-24040
	Matron Gr. I	8390-13270	14620-25280
	Statistical Officer	8390-13270	14620-25280
	Chief Accountant	8390-13270	14620-25280
	Stock Verifier	8390-13270	14620-25280
	Manager	8390-13270	14620-25280
	Assistant Jailor Gr. II	7480-11910	13210-22360
a	Matron Gr. II	7480-11910	13210-22360
	Carpentry Instructor	7480-11910	13210-22360
	Carpentry Foreman	7480-11910	13210-22360
	Weaving Instructor/Foreman	7480-11910	13210-22360
	Weaving Assistant	7480-11910	13210-22360
	Agricultural Demonstrator	7480-11910	13210-22360
	Gate Keeper	6680-10790 + 100 sp	11620-20240
	Chief Warder	6680-10790	13900-24040
	Chief Petty Officer	6680-10790	13900-24040
	Ministerial Head Warder	6680-10790	13900-24040
	Head Warder	6680-10790	13900-24040
	Craft Teacher	6680-10790	11620-20240

	Designation	Existing Scale of pay	Revised Scale of pay
	PD Teacher/Teacher	6680-10790	11620-20240
	Driver	6080-9830	10480-18300
	Warder Driver	5650-8790	9940-16580
	Boot Foreman	5650-8790	9940-16580
	Black smithy Instructor	5650-8790	9940-16580
	Tailoring Instructor	5650-8790	9940-16580
	Industrial Instructor	5650-8790	9940-16580
	Physical Training Instructor	5650-8790	9940-16580
	Female Warder	5650-8790	10480-18300
	Warder	5650-8790	10480-18300
	Petty Officer	5650-8790	10480-18300
	Female Petty Officer	5650-8790	10480-18300
	Wireman	4750-7820	8960-14260
	Shoe Maistry	4750-7820	8960-14260
	Warder Attendant/Clerical Attendant	4750-7820	8960-14260
	Engine Driver	4750-7820	8960-14260
	Packer Clerk	4750-7820	8960-14260
	Sweeper cum Sanitation Worker	4630-7000	8730-13540
	Weaver	4630-7000	8730-13540
	Skilled Worker	4630-7000	8730-13540
	Technical Assistant	3000/- (Honorarium)	
	Posts held by personnel of other Departments		
	Senior Administrative Officer	As in PD	As in PD
	Medical Officer	As in PD	As in PD
	Assistant Surgeon	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Agricultural Officer	As in PD	As in PD
	Assistant Drill Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD
	Lab Technician Gr. II	As in PD	As in PD
	ECG Technician	As in PD	As in PD
	Nursing Assistant	As in PD	As in PD
	Staff Nurse (Male Nurse)	As in PD	As in PD
	Part Time Sanskrit Teacher	As in PD	As in PD
	Medical Officer (Ayurveda)	As in PD	As in PD

a. Ratio 1:1 between Gr-I and Gr-II

67. KERALA PUBLIC SERVICE COMMISSION

	Designation	Existing Scale of pay	Revised Scale of pay
	Secretary	25400-33100 + 600 sp	46640-59840
	Additional Secretary/Controller of Examinations	25400-33100 + 600 sp	44640-58640 + 900 SP *

	Designation	Existing Scale of pay	Revised Scale of pay
	Joint Secretary/Regional Officer/ Controller of Finance	23200-31150	40640-57440 + 500 SP *
	Deputy Secretary/District Officer	20700-26600	36140-49740 + 300 SP *
a	Under Secretary (HG)	16650-23200	29180-43640
	Under Secretary	12930-20250	22360-37940
c	Section Officer (HG)	11910-19350	20740-36140
	Section Officer/Public Relations	10790-18000	18740-33680
	System Administrator	23200-31150	40640-57440
	System Manager/EDP Manager	16650-23200	29180-43640
	PS to Chairman	12930-20250	22360-37940
	System Analyst/Senior Programmer	12930-20250	22360-37940
	Hardware Technician	12930-20250	22360-37940
	Personal Assistant (HG)	12250-19800	21240-37040
	Personal Assistant	11910-19350	20740-36140
	Programmer	11910-19350	20740-36140
	Enquiry Officer	10790-18000	18740-33680
d	Office Superintendent	10790-18000	18740-33680
b	Assistant (Sel. Gr.)	9590-16650	16980-31360
	Assistant (Sr. Gr.)/Cashier	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040
e	Typist (Sel. Gr.)	9590-16650	16980-31360
	Typist (Sr. Gr.)	9190-15510	16180-29180
	Typist Gr. I	7990-12930	13900-24040
	Typist Gr. II	6080-9830	10480-18300
	Technical Assistant	9190-15510	16180-29180
	Sergeant	7990-12930	13900-24040
	Data Entry Operator	7480-11910	13210-22360
	Security Guard (HG)	6080-9830	10480-18300
	Clerical Assistant Gr. I	6080-9830	10480-18300
	Clerical Assistant Gr. II	4750-7820	9940-16580
	Security Guard	5250-8390	9190-15780
	Driver-cum-Peon (Co-Terminus)	5250-8390	9190-15780
	Attender Gr. I	4750-7820	8960-14260
	Attender Gr. II	4630-7000	8730-13540
Posts held by personnel of other Departments			
	Vigilance and Security Officer	As in PD	As in PD
	Deputy Superintendent of Police	As in PD	As in PD
	Librarian Gr. I	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

- * Special pay in lieu of Higher Time scale of pay.
- a) Existing ratio of 1:2 between Under Secretary (HG) and Under Secretary will continue
- b) ratio of 1:1:1 between Assistant (Sel Gr), Assistant (sen Gr) and Assistant will continue
- c) Existing ratio (1:1) will continue.
- d) Will be in HG in the scale of 20740-36140 in the ratio 1:1 .
- e) Existing ratio of (1:1:1:1) will continue.

68. PUBLIC WORKS

	Designation	Existing Scale of pay	Revised Scale of pay
	Chief Engineer	26600-33750	48640-59840
	Deputy chief Engineer/Superintending Engineer/Director	23200-31150	44640-58640
	Executive Engineer/Design Assistant/Joint Director (HG)/ Executive Engineer (General) HG	20700-26600	40640-57440
a	Executive Engineer/Design Assistant/Joint Director /Executive Engineer(General)	16650-23200	36140-49740
	Assistant Executive Engineer/Design Assistant / Assistant Executive Engineer (Technical)/Deputy Director(HG)	13610-20700	24040-38840
b	Assistant Executive Engineer/Design Assistant/Assistant Executive Engineer(Technical)/Deputy Director	12250-19800	21240-37040
	Assistant Engineer/Assistant Engineer (Works) / Assistant Director/Junior Designer	11070-18450	20740-36140
	System Programmer	10790-18000	18740-33680
c	Draftsman Gr. I/Overseer Gr. I	7990-12930	13900-24040
	Research Assistant	7990-12930	
	Foreman	7990-12930	13900-24040
	Scientific Assistant	7990-12930	13900-24040
	Sergeant	6680-10790	11620-20240
d	Draftsman/Overseer Grade. II	6680-10790	11620-20240
	Tracer/Overseer Grade. III	5650-8790	9940-16580
	Lab Assistant	5650-8790	
	Blue Printer	4630-7000	8730-13540
ARCHITECTURAL WING			
	Chief Architect	26600-33750	48640-59840
	Deputy Chief Architect	23200-31150	44640-58640
	Architect HG	20700-26600	40640-55140
a	Architect	16650-23200	36140-49740
	Assistant Architect/Assistant Architectural Engineer/Quantity Surveyor HG	13610-20700	24040-38840
b	Assistant Architect/Assistant Architectural Engineer/Quantity Surveyor	12250-19800	21240-37040
	Architectural Head Draftsman	11070-18450	20740-36140
	Draftsman Gr. I	7990-12930	13900-24040
d	Draftsman Gr. II(Architecture)	6680-10790	11620-20240
	Artist	7480-11910	13210-22360
	Modeller	5250-8390	9190-15780
	Tracer	5650-8790	9940-16580

	Designation	Existing Scale of pay	Revised Scale of pay
	ELECTRICAL & ELECTRONICS WING		
	Superintending Engineer(Electrical)	23200-31150	44640-58640
	Executive Engineer (HG)	20700-26600	40640-57440
a	Executive Engineer (Electrical/Electronics)	16650-23200	36140-49740
	Assistant Executive Engineer (HG)	13610-20700	24040-38840
b	Assistant Executive Engineer (Electrical/Electronics)	12250-19800	21240-37040
	Assistant Engineer (Electrical/Electronics)	11070-18450	20740-36140
c	Overseer Gr. I/Draftsman Gr. I	7990-12930	13900-24040
	Engineering Assistant (Electronics)	7990-12930	13900-24040
	Refrigerator Mechanic/Generator Mechanic	7990-12930	13900-24040
d	Overseer Gr. II/Draftsman Gr. II	6680-10790	11620-20240
	Lineman	5650-8790	9940-16580
	Helper	4510-6230	8500-13210
	REST HOUSE STAFF		
	Manager Gr. I	8390-13270	16180-29180
	Manager Gr. II	5650-8790	9940-16580
	Caretaker	4750-7820	8960-14260
	Butler	4630-7000	8730-13540
	Maity	4510-6230	8500-13210
	Dhoby	4510-6230	8500-13210
	Cook	4510-6230	8500-13210
	Rest House Attender	4510-6230	8500-13210
e	MECHANICAL WING		
	MISCELLANEOUS STAFF		
	Plumbing Inspector	6680-10790	11620-20240
	Fitter	5250-8390	9190-15780
	Pump Operator	5250-8390	9190-15780
	Ferryman	4510-6230	8960-14260
	Boring Plant Operator	4750-7820	8960-14260
	Skilled Worker	4750-7820	8960-14260
	Assistant Lineman	4750-7820	8960-14260
	Blacksmith	4750-7820	8960-14260
	Head Gardener	4750-7820	8960-14260
	Gardener	4630-7000	8730-13540
	Watchman cum Cook/Cook cum Watchman	4630-7000	8730-13540
	Worker Gr. I	4630-7000	8730-13540
	Store Attender	4630-7000	8730-13540
	Worker Gr. II	4510-6230	8500-13210
	Road Worker	4510-6230	8500-13210
	Lascar	4510-6230	8500-13210
	Watcher cum Gardener	4510-6230	8500-13210
	Full-Time Sweeper/Scavenger	4510-6230	8500-13210
	Sweeper cum Cleaner	4510-6230	8500-13210

	Designation	Existing Scale of pay	Revised Scale of pay
	Sweeper/Scavenger	4510-6230	8500-13210
	STAFF ABSORBED FROM KSEW Ltd.		
	Mechanic	4750-7820	8960-14260
	Unskilled Worker	4510-6230	8500-13210
	Posts held by personnel of other Departments		
	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 Accountant	As in PD	As in PD
	Assistant Geologist	As in PD	As in PD
	Research Officer	As in PD	As in PD
	UD Compiler/Statistical Assistant Gr. I	As in PD	As in PD
	LD Compiler/Statistical Assistant Gr. II	As in PD	As in PD

- a. 25% will be on higher grade
- b. 1/3rd of the post will be on HG.
- c. The existing 20% higher grade is discontinued
- d. Existing ratio of 1:1 between Gr. I & Gr. II will continue.
- e. Administrative Control of Mechanical wing is under Irrigation department and the posts have been placed under the schedule of Irrigation department

69. REGISTRATION

	Designation	Existing scale of pay	Revised scale of pay
	IG of Registration	23200-31150	42640-58640
	Joint IG of Registration	16650-23200	36140-49740
	Deputy IG of Registration	13610-20700	29180-43640
	Assistant IG of Registration	12250-19800	22360-37940
	District Registrar	12250-19800	22360-37940
	Sub Registrar	10790-18000	18740-33680
	Cashier	10790-18000	18740-33680
	Chitty Inspector	10790-18000	18740-33680
	Chitty Auditor	10790-18000	18740-33680
	Chitty Prosecuting Inspector	10790-18000	18740-33680
	Binding Supervisor	7480-11910	13210-22360
	Post held by personnel of other Departments		
	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

70. RURAL DEVELOPMENT

	Designation	Existing Scale of pay	Revised Scale of pay
	Commissioner for Rural Development	IAS	IAS
	Mission Director, MGNREGS	IAS	IAS
	Additional Development Commissioner	23200-31150	42640-58640

	Designation	Existing Scale of pay	Revised Scale of pay
	Director SIRD	20700-26600	40640-57440
	Joint Development Commissioner	20700-26600	40640-57440
	Joint Programme Coordinator (MGNREGS)	20700-26600	40640-57440
	Coordinator (WCP/DWCRA)	16650-23200	36140-49740
	Deputy Development Commissioner	16650-23200	36140-49740
	Principal, Extension Training Centre	16650-23200	36140-49740
	Technical Co-Coordinator CDD - Watson	16650-23200	36140-49740
	Secretary SIRD	16650-23200	36140-49740
	Assistant Development Commissioner	12930-20250	22360-37940
	Project Officer ITDP Attappady	12930-20250	22360-37940
	District Women's Welfare Officer (HG)	12930-20250	22360-37940
a	District Women's Welfare Officer (WD)	12250-19800	21240-37040
	Accounts Officer	12250-19800	21240-37040
	Senior Block Development Officer	11910-19350	20740-36140
	General Foreman	11910-19350	20740-36140
	Senior Lecturer in Rural Development	11910-19350	20740-36140
	Lecturer in Rural Industries	10790-18000	18740-33680
	Campaign Officer (RIB)	10790-18000	18740-33680
b	Block Development Officer	10790-18000	18740-33680
	Assistant Project Officer ITDP Attappady	10790-18000	18740-33680
	Lecturer Gr. I in Home Science	10790-18000	18740-33680
	Lecturer Gr. I in Agriculture	10790-18000	19240-34500
	Farm Supervisor	10790-18000	18740-33680
	Joint BDO (EGS)	9190-15510	16180-29180
	Joint BDO (RH)	9190-15510	16180-29180
	Extension Officer, Women's Welfare (ITDP) Attappady	9190-15510	16180-29180
	Lecturer Gr. II in Home Science	8790-13610	15380-25900
	Lecturer Gr. I in Rural Economics	10790-18000	18740-33680
	Lecturer Gr. II in Social Education	8790-13610	15380-25900
	Assistant Campaign Officer (RIB)	8790-13610	15380-25900
	General Extension Officer	7990-12930	13900-24040
	Extension Officer (Housing) Gr.II	7990-12930	13900-24040
	Manager, RIB	7990-12930	13900-24040
	Extension Officer, Women's Welfare	7990-12930	13900-24040
	Training Officer	7990-12930	13900-24040
	Artist-cum-Photographer cum Cinema Operator Gr. I	7480-11910	13210-22360
	Village Extension Officer Gr. I	6680-10790	13210-22360
	Lady Village Extension Officer Gr. I	6680-10790	13210-22360
	Nursery Teacher	6680-10790	11620-20240
	Artist cum Photographer cum Cinema Operator Gr. II	5650-8790	9940-16580
c	Village Extension Officer Gr. II	5650-8790	9940-16580
	Lady Village Extension Officer Gr. II	5650-8790	9940-16580
	Skilled Assistant	5650-8790	9940-16580
	Carpenter cum Blacksmith	4750-7820	8960-14260

	Designation	Existing Scale of pay	Revised Scale of pay
	Mechanic (Extension Training Centre)	4750-7820	8960-14260
	Lab Attender	4630-7000	8730-13540
	Balawadi Ayah	4510-6230	8500-13210
d	Assistant Sericulture Officer	8390-13270	14620-25280
	Class IV Employees Gr. II	4510-6230	8500-13210
	Watchman	4510-6230	8500-13210
Posts held by personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Finance Assistant	As in PD	As in PD
	Deputy Director P & M	As in PD	As in PD
	Chief Officer RIB	As in PD	As in PD
	Lecturer in Animal Husbandry	As in PD	As in PD
	Lecturer (Co-Operation)	As in PD	As in PD
	Junior Lecturer (Rural Engineering)	As in PD	As in PD
	Junior Lecturer in Animal Husbandry	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	UD Compiler	As in PD	As in PD
	Extension Officer (P & M)	As in PD	As in PD
	Physical Instructor-cum-Librarian	As in PD	As in PD

- 20% of the posts or three posts whichever is less are on Higher Grade.
- The ratio between BDO and Senior BDO will be 2:1
- The existing ratio of 1:1 between Gr. I and Grade II posts will continue
- Posts absorbed from SERIFED.

71. SAINIK WELFARE

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	16650-23200	36140-49740
	Deputy Director/Zilla Sainik Welfare Officer	12250-19800	22360-37940
a	Assistant Zilla Sainik Welfare Officer/ Assistant Director	10790-18000	18740-33680
	Welfare Organiser	7990-12930	13900-24040
Posts held by personnel of other Departments			
	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

- 20% of the post will be in Higher Grade on Rs.20740-36140

72. SCHEDULED CASTE DEVELOPMENT

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	IAS	IAS
	Additional Director	20700-26600	40640-57440
	Joint Director/Vigilance officer	16650-23200	36140-49740
	Deputy Director	13610-20700	24040-38840
a	Dist. Development Officer for S/C	12930-20250	22360-37940
	Training officer	12250-19800	22360-37940
b	Asst. Dist. Development Officer for S/C	11910-19350	20740-36140
	Scheduled Caste Development officer Gr. I	10790-18000	18740-33680
	Chief Publicity Officer	10790-18000	18740-33680
	Special officer for colonization/ Special Taluk Development officer	10790-18000	18740-33680
	Inspector of Training	10790-18000	18740-33680
	Scheduled Caste Development officer Gr. II	9190-15510	16180-29180
	Instructor in Stenography	8790-13610	15380-25900
	Training Superintendent/Assistant Inspector of Training	8390-13270	14620-25280
	Training Instructor	7480-11910	13900-24040
	Nursery School Teacher	6680-10790	11620-20240
c	Pre-Matric Hostel Warden (HG)	6680-10790	11620-20240
	Pre-Matric Hostel Warden	5250-8390	9190-15780
	Cook	4510-6230	8500-13210
	Ayah	4510-6230	8500-13210
	Helper/ Mess Boy	4510-6230	8500-13210
Posts held by personnel of other Departments			
	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
	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

a. 30% of posts in HG on Rs.24040-38840.

b. 30% of posts in HG on Rs.22360-37940

c. The posts of Pre-metric Hostel Warden, Pre-metric Hostel Warden (HG), Pre-metric Hostel Warden (Sr. Gr.) will be in the ratio of 1:1:1 and Pre-metric Hostel Warden (Sr. Gr.) will be on Rs.13210-22360.

73. SCHEDULED TRIBE DEVELOPMENT

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	IAS	IAS
	Joint Director	16650-23200	36140-49740
	Deputy Director/Project Officer/Manager	13610-20700	29180-43640
	Asst. Director/Tribal Development Officer	12250-19800	21240-37040
	Asst. Project Officer/ Asst. Tribal Development Officer	11910-19350	20740-36140
	Training Officer	10790-18000	18740-33680
	Special Extension Officer	9190-15510	18740-33680
	Tribal Extension Officer	9190-15510	16180-29180
	Industrial Supervisor	9190-15510	16180-29180
	Warden (MRS)	9190-15510	16180-29180
	Supervisor	7480-11910	13210-22360
	Nursery School Teacher	6680-10790	11620-20240
	Data Entry Operator	5650-8790	9940-16580
	Instructor	5250-8390	9190-15780
a	Warden (Pre Metric/Post Metric Hostel)	5250-8390	9190-15780
	Record Attender	4750-7820	8960-14260
	Ayah	4510-6230	8500-13210
	Mess Boy/Mess Girl	4510-6230	8500-13210
b	Cook	4510-6230	8500-13210
	<i>Posts held by personnel of other Departments</i>		
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Assistant Director (SPC)	As in PD	As in PD
	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
	L D Compiler	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
	Head Master	As in PD	As in PD
	Graduate Teacher	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

a. Higher Grade in the ratio 1:1 will continue

b. Ratio between Cook Gr.-II, Gr.-I and Senior Gr. on Rs.8500-132100, Rs.8730-13540, Rs. 8960-14260 respectively will be 1:1:1

74. SOCIAL WELFARE

	Designation	Existing Scale of pay	Revised Scale of pay
	Director of Social Welfare	IAS	IAS
	Additional Director	16650-23200	36140-49740
	Project Co-ordinator/Additional Director (Surplus Pool)	16650-23200	36140-49740
	Joint Director/Joint Project Co-ordinator	13610-20700	29180-43640
	Regional Assistant Director	12930-20250	22360-37940
	Assistant Director	12930-20250	22360-37940
	District Social Welfare Officer	12250-19800	21240-37040
	Probation Officer Gr. I	11910-19350	20740-36140
	Programme Officer	10790-18000	19240-34500
	Superintendent, Welfare Institution Gr. I	10790-18000	18740-33680
	Child Development Project Officer	10790-18000	18740-33680
	Women Protection Officer	10790-18000	18740-33680
	Project Officer, Upgraded Special Nutrition Programme/Regional Dowry Prohibition Officer	10790-18000	18740-33680
	Superintendent, Government Juvenile Home/Special Home	10790-18000	18740-33680
	Deputy Superintendent Gr. I	10790-18000	18740-33680
	Deputy Superintendent-cum-Headmaster Gr. I	10790-18000	18740-33680
	Regional Dowry Prohibition Officer	10790-18000	18740-33680
	Deputy Superintendent-cum-Headmaster Gr. II	9190-15510	16180-29180
	Probation Officer Gr. II	9190-15510	16180-29180
	Store-keeper –cum-Logistics Officer	8390-13270	14620-25280
	Superintendent, Welfare Institution Gr. II	8390-13270	15380-25900
	Assistant Child Development Project Officer	8390-13270	14620-25280
	Supervisor, Vocational Training Centre	8390-13270	14620-25280
	Social Scientist, Vocational Training Centre	8390-13270	14620-25280
	Nutritionist	8390-13270	14620-25280
	Pre-School Educationist	8390-13270	14620-25280
	Health Educationist	8390-13270	14620-25280
	Sociologist	8390-13270	14620-25280
	Printing Supervisor	8390-13270	14620-25280
	Superintendent, Welfare Institution Gr. III	8390-13270	14620-25280
	Inspector (Child Welfare)	8390-13270	14620-25280
	Special Teacher HMDC	7990-12930	14620-25280
a	Supervisor, ICDS	7990-12930	13900-24040
	Carpentry Foreman	7480-11910	13210-22360
	Social Education Assistant	7480-11910	13210-22360
	Literacy Teacher Gr. II	6680-10790	11620-20240
	Nursery Teacher	6680-10790	11620-20240
	Senior Instructor, Vocational Training Centre	5650-8790	9940-16580

	Designation	Existing Scale of pay	Revised Scale of pay
	Care Mother	5650-8790	9940-16580
	Craft Instructor	5650-8790	11620-20240
	Music Teacher	5650-8790	11620-20240
	Tailoring Instructor	5650-8790	11620-20240
	Agricultural Instructor	5650-8790	11620-20240
	Carpentry Instructor	5650-8790	11620-20240
	Weaving Instructor	5650-8790	11620-20240
	Drill Instructor	5650-8790	11620-20240
	Physical Training Instructor	5650-8790	11620-20240
	Dance Master	5650-8790	11620-20240
	Matron Gr. I	5250-8390	9190-15780
	Needle Work Teacher	5250-8390	9190-15780
	Craft Teacher	5250-8390	9190-15780
	Craft Instructor	5250-8390	11620-20240
	House Master	5250-8390	9190-15780
	Instructor Book Binding	5250-8390	9190-15780
	Instructor (Tailoring and Embroidery)	5250-8390	9190-15780
	Tailoring Instructor	5250-8390	9190-15780
	Instructor (Leather Works)	5250-8390	9190-15780
	Instructor (Plastic Works)	5250-8390	9190-15780
	Instructor (Pottery)	5250-8390	9190-15780
	Care Taker	5250-8390	10480-18300
	Teacher (Industry)	5250-8390	9190-15780
	Part-Time Hindi Teacher	5250-8390	9190-15780
	Part-Time Music Teacher	5250-8390	9190-15780
	Part-Time Bhagavathar	5250-8390	9190-15780
	Part-Time Tailoring Instructor	5250-8390	9190-15780
	Electrician Pump Driver	4750-7820	8960-14260
	Supervisor, Balamandir	4750-7820	8960-14260
	Ayah	4630-7000	8730-13540
	Matron Gr. II	4630-7000	8730-13540
	Male Attendant /Male Warden	4630-7000	8730-13540
	Cook	4630-7000	8730-13540
	Nurse	4630-7000	8730-13540
	Female Nursing Orderly	4630-7000	8730-13540
	Consultant in Psychiatry	1400 Fix Pay	2500 Fix Pay
	Consultant in Paediatrics	1400 Fix Pay	2500 Fix Pay
	Consultant in Psychology	1400 Fix Pay	2500 Fix Pay
	Honorary Psychiatrist	1400 Fix Pay	2500 Fix Pay
	Physical Education-cum-Yoga Teacher	1200 Honorarium	2100 Honorarium
	Part-Time Psychiatrist	1400 Fix Pay	2500 Fix Pay
	Part-Time Medical Officer	1400 Fix Pay	2500 Fix Pay

	Designation	Existing Scale of pay	Revised Scale of pay
	Part-Time Psychologists	3000 Honarium	5250 Honarium
Posts held by personnel of other Departments			
	Finance Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD
	Assistant Surgeon	As in PD	As in PD
	Staff Nurse	As in PD	As in PD
	Junior Statistical Inspector	As in PD	As in PD

a. Higher Grade is allowed in the ratio of 4:1 in the scale of pay Rs.14620-25280

75. SOIL CONSERVATION

	Designation	Existing Scale of pay	Revised Scale of pay
	Additional Director of Soil Conservation	23200-31150	42640-58640
	Joint Director of Soil Conservation	16650-23200	36140-49740
	Deputy Director of Soil Conservation	13610-20700	29180-43640
b	Assistant Director	12250-19800	21240-37040
	District Soil Conservation Officer	12250-19800	21240-37040
	Assistant Engineer	11070-18450	20740-36140
	Soil Conservation Officer	11070-18450	19240-34500
	Field Assistant (Sr. Gr.)	8390-13270	14620-25280
c	Overseer Gr. I	7990-12930	13900-24040
	Draftsman Gr. I	7990-12930	13900-24040
	Field Assistant Gr. I	7480-11910	13210-22360
	Surveyor	6680-10790	11620-20240
	Draftsman Gr. II	6680-10790	11620-20240
d	Field Assistant Gr. II	6080-9830	10480-18300
	Tracer	5650-8790	9940-16580
	Work Superintendent	5650-8790	9940-16580
Soil Survey			
	Additional Director	23200-31150	42640-58640
	Principal Soil Chemist	16650-23200	36140-49740
	Deputy Director	13610-20700	29180-43640
e	Assistant Director	12250-19800	21240-37040
	Senior Chemist	12250-19800	
	Soil Survey Officer	11070-18450	19240-34500
	Research Assistant / Technical Assistant	11070-18450	19240-34500
	Cartographer	11070-18450	19240-34500
	Field Officer	10790-18000	18740-33680
	Laboratory Assistant	6680-10790	11620-20240
	Blue Printer	4630-7000	8730-13540
	Laboratory Attender	4630-7000	8730-13540

	Designation	Existing Scale of pay	Revised Scale of pay
	Posts held by the personnel of other Departments		
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

- b. 20% of the total posts may be placed in the scale of pay of Rs.24040-38840
c. The existing 20% HG ratio discontinued
d. Grade ratio 5:3:2 among Gr. II, Gr. I and Sr. Gr. will continue
e. 20% in Higher grade on Rs.24040-38840

76. SPORTS AND YOUTH AFFAIRS

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	20700-26600	40640-57440
	Sports Demonstrator	7990-12930	13900-24040
	Staff Nurse	7480-11910	13210-22360
	Martial Art Instructor	7480-11910	13210-22360
	Electrician	4750-7820	8960-14260
	Hospital Attendant Gr. II	4510-6230	8500-13210
	Ambulance Assistant	4510-6230	8500-13210
	Posts held by the personnel of other Departments		
	Additional Director	As in PD	As in PD
	Finance Officer Gr. II	As in PD	As in PD
	Medical Officer	As in PD	As in PD
	Physiotherapist	As in PD	As in PD

77. STATE ARCHIVES

	Designation	Existing Scale of pay	Proposed Scale of pay
	Director	16650-23200	36140-49740
	Assistant Director	12250-19800	22360-37940
	Editorial Archivist	10790-18000	18740-33680
	Conservation Officer	10790-18000	18740-33680
	Archivist	10790-18000	18740-33680
	Superintendent	10790-18000	18740-33680
	Assistant Archivist Gr. I	9190-15510	16180-29180
	Junior Editor	9190-15510	16180-29180
	Editorial Assistant	6680-10790	11620-18720
	UDC/Assistant Archivist Gr. II	6680-10790	11620-18720
	Photographer	7480-11910	13210-22360
	Assistant Conservation Officer	9190-15510	18740-33680
	Preservation supervisor	8390-13270	14620-25280
a	Mender	6080-9830	10480-18300
	Binder	5250-8390	9190-15780
	Posts held by personnel of other Departments		
	Administrative officer	As in PD	As in PD

a. 1/3rd of the post will be placed in the Higher Grade on Rs.13210-22360.

78. STATE CENTRAL LIBRARY

	Designation	Existing Scale of pay	Revised Scale of pay
	State Librarian	16650-23200	36140-49740
	Deputy State Librarian	12250-19800	24040-38840
	Librarian Gr. I	11910-19350	21240-37040
	Librarian Gr. II	9190-15510	18740-33680
	Librarian Gr. III	8390-13270	16180-29180
	System Administrator	-	14620-25280
	Librarian Gr. IV	6680-10790	11620-20240
	Xerox Operator	5250-8390	9190-15780
	Janitor	4630-7000	8730-13540

79. STATE INSURANCE

	Designation	Existing Scale of pay	Revised Scale of pay
	Director of Insurance	20700-26600	40640-57440
	Deputy Director of Insurance	12930-20250	24040-38840
a	Assistant Director/ District Insurance Officer	12250-19800	21240-37040
b	Development Officer/Inspector/ Accounts Officer	10790-18000	18740-33680
Posts held by personnel of other Departments			
	Law Officer	As in PD	As in PD

a. 20% in the HG on Rs.22360-37940

b. 25% in the HG on Rs.20740-36140

80. STATE LOTTERIES

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	IAS	IAS
	Additional Director	20700-26600	40640-57440
	Joint Director	16650-23200	36140-49740
	Deputy Director	12930-20250	24040-38840
	District Lottery officer	12250-19800	21240-37040
	Assistant District Lottery officer	10790-18000	18740-33680
	Attender cum Packer	4630-7000	8730-13540
Posts held by the personnel of other Departments			
	Finance Officer	As in PD	As in PD
	Publicity Officer	As in PD	As in PD
	Accounts Officer(IA)	As in PD	As in PD
	Sr. Auditor	As in PD	As in PD

81. STATE PLANNING BOARD

	Designation	Existing Scale of pay	Revised Scale of pay
	Member Secretary	IAS	IAS
	Chief (Plan Co-ordination Division)	25400-33100	44640-58640

	Designation	Existing Scale of pay	Revised Scale of pay
	Chief (Agriculture Division)	25400-33100	44640-58640
	Chief (Industry & Infrastructure Division)	25400-33100	44640-58640
	Chief (Social Service Division)	25400-33100	44640-58640
	Chief (Evaluation Division)	25400-33100	44640-58640
	Chief (Perspective Planning Division)	25400-33100	44640-58640
	Chief (Decentralized Planning Division)	25400-33100	44640-58640
	Joint Director Sel. Gr.	20700-26600	40640-58640
	Joint Director/ District Planning Officer	16650-23200	36140-49740
	Agronomist	16650-23200	32110-44640
	Deputy Director/Deputy District Planning Officer	13610-20700	24040-38840
	Plan Publicity Officer	13610-20700	24040-38840
	Programmer	13610-20700	24040-38840
	Librarian Sr. Gr.	12930-20250	22360-37940
	Assistant Programmer	12250-19800	21240-37040
	Assistant Director/Assistant District Planning Officer	12250-19800	21240-37040
	Publication Officer	12250-19800	21240-37040
	Research Officer	11070-18450	20740-36140
	Personal Assistant	11070-18450	19240-34500
	Research Assistant	10790-18000	18740-33680
	Draftsman	7480-11910	13210-22360
	Telephone Operator	5250-8390	9190-15780
	Personal Staff of Vice Chairman		
	Special Private Secretary	20700-26600	40640-57440
	Private Secretary	12930-20250	22360-37940
	Additional Private Secretary	11910-19350	20740-36140
	Personal Assistant	11070-18450	19240-34500
	Technical Assistant	10790-18000	18740-33680
	Driver	5250-8390	9190-15780
	Cook	4510-6230	8500-13210
	Class IV Employee Gr. II	4510-6230	8500-13210
	Security Staff	4510-6230	8500-13210
Post held by personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Librarian Gr. IV	As in PD	As in PD

82. STATE WATER TRANSPORT

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	16650-23200	36140-49740
	Operating Wing		

	Designation	Existing Scale of pay	Revised Scale of pay
	Traffic Superintendent	10790-18000	18740-33680
	Assistant Traffic Superintendent	9190-15510	16180-29180
	Station Master Grade I	7990-12930	13900-24040
	Checking Inspector Grade I	7990-12930	13900-24040
a	Checking Inspector Grade II	7480-11910	13210-22360
b	Station Master Grade II	6680-10790	11620-20240
	Upper Division Cashier	6680-10790	13210-22360
	Checker	6680-10790	11620-20240
	Boat Master	5650-8790	10480-18300
	Syrang	5650-8790	9940-16580
	Boat Driver	5650-8790	9940-16580
	L.D Cashier	5250-8390	9940-16580
	Lascar Grade I	5250-8390	9190-15780
	Lascar Grade II	4750-7820	8960-14260
	Repair & Maintenance Wing		
	Mechanical Engineer	13610-20700	24040-38840
	Works Manager	12250-19800	21240-37040
	Assistant Works Manager	10790-18000	18740-33680
	Foreman	8390-13270	14620-25280
	Chargeman	7990-12930	13900-24040
	Smithy Chargeman	7990-12930	13900-24040
	Store Keeper	7990-12930	14620-25280
	Mechanic	7480-11910	13210-22360
	Time Keeper	6680-10790	11620-20240
	Chargeman(Carpenter)	6680-10790	11620-20240
	Fitter Grade I	6680-10790	11620-20240
	Blacksmith Grade I	6680-10790	11620-20240
	Armature Winder	5650-8790	9940-16580
	Moulder	5650-8790	9940-16580
	Pattern Maker	5650-8790	9940-16580
	Assistant Carpentry Maistry	5250-8390	9940-16580
	Chargeman (Caulker)	5250-8390	9190-15780
	Fitter Grade II	5250-8390	9190-15780
	Pump Operator	5250-8390	9190-15780
	Assistant Store Keeper	5250-8390	9190-15780
	Blacksmith Grade II	5250-8390	9190-15780
	Battery Charger	5250-8390	9190-15780
	Upholsterer	5250-8390	9190-15780
	Carpenter	5250-8390	9190-15780
	Electrician	5250-8390	9190-15780
	Welder	5250-8390	9190-15780
	Turner	5250-8390	9190-15780
	Machinist	5250-8390	9190-15780
	Caulker	4750-7820	8960-14260

	Designation	Existing Scale of pay	Revised Scale of pay
	Painter	4750-7820	8960-14260
	Cooly Worker	4510-6230	8500-13210
	Oil Supplier	2300 + DA	4000 + DA
	Posts held by personnel of other Departments		
	Finance Officer	As in PD	As in PD

- a. Two posts will be placed in the Grade I
b. Ratio between Grade I and Grade II post will be 1:4.

83. STATIONERY

	Designation	Existing Scale of pay	Revised Scale of pay
	Controller	20700-26600	40640-57440
	Deputy Controller	12930-20250	24040-38840
	Assistant Controller	12250-19800	22360-37940
a	Inspector of Stationery	10790-18000	18740-33680
b	Chief Store Keeper/District Stationery Officer	10790-18000	18740-33680
	Chief Foreman	10790-18000	18740-33680
	Mechanical Foreman	9190-15510	16180-29180
	Assistant Foreman	8790-13610	15380-25900
	Mechanic HG	7990-12930	13900-24040
	Mechanic Gr. I	6680-10790	11620-20240
	Assistant Store Keeper UD	6680-10790	11620-20240
	Assistant Store Keeper LD	5250-8390	9190-15780
	Packer/Store Assistant/Store Attender	4630-7000	8730-13540

- a. & b. 25% of the post will be placed in Higher Grade on Rs.20740-36140.

84. SURVEY & LAND RECORDS

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	IAS	IAS
	Additional Director	20700-26600 + 240 SP	40640-57440
	Joint Director	16650-23200 + 120 SP	36140-49740
	Deputy Director (Sr. Grade)	16650-23200	29180-43640
a	Deputy Director	12930-20250	22360-37940
	Assistant Director	12250-19800	21240-37040
	Technical Asst. (HG)	11910-19350	20740-36140
b	Technical Assistant	10790-18000	18740-33680
	Superintendent Survey & Land Records (HG)	11910-19350	20740-36140
b	Superintendent Survey & Land Records	10790-18000	18740-33680
c	Head Surveyor	9590-16650	16980-31360
c	Head Draftsman	9590-16650	16980-31360
	Printing Expert	8390-13270	14620-25280

	Designation	Existing Scale of pay	Revised Scale of pay
	Photographer	8390-13270	14620-25280
	First Grade Draftsman	7990-12930	13900-24040
	First Grade Surveyor	7990-12930	13900-24040
	Second Grade Draftsman	6680-10790	11620-20240
	Second Grade Surveyor	6680-10790	11620-20240
	Cutter	6080-9830	10480-18300
	Tracer	5650-8790	9940-16580
	Binder	4750-7820	8960-14260
	Printer	4750-7820	8960-14260
	Attender (Plate Cleaning)	4750-7820	8960-14260
	Attender (Plate Graining)	4750-7820	8960-14260
	Pressman	4630-7000	8730-13540
	Chainman	4510-6230	8500-13210
	Posts held by personnel of other Departments		
	Finance Officer	As in PD	As in PD
	Assistant Secretary (Deputy Collector)	As in PD	As in PD
	Senior Superintendent	As in PD	As in PD
	Manager (Junior Superintendent)	As in PD	As in PD
	Junior Superintendent	As in PD	As in PD
	Fair Copy Superintendent	As in PD	As in PD
	Senior Grade Typist	As in PD	As in PD
	Confidential Assistant Gr. I	As in PD	As in PD
	Head Accountant	As in PD	As in PD
	Head Clerk	As in PD	As in PD
	U D Clerk	As in PD	As in PD
	U D Typist	As in PD	As in PD
	Confidential Assistant Gr. II	As in PD	As in PD
	L D Clerk	As in PD	As in PD
	L D Typist	As in PD	As in PD
	Attender	As in PD	As in PD
	Class IV Employee Gr. II	As in PD	As in PD

- a. 20% of the post will continue as Sr. Grade
- b. 20% of the post will be in Higher Grade.
- c. Ratio between Head Surveyor & Surveyor / Head Draftsman & Draftsman will be 1:6.

85. TOURISM

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	IAS	IAS
	Director (Eco Tourism)	IFS	IAS
	Additional Director (General)	IAS	IAS
	Additional Director(Hospitality)	20700-26600	40640-57440
	Joint Director	16650-23200	36140-49740
	Deputy Director	12930-20250	24040-38840
a	Manager Gr. I	10790-18000	18740-33680
	Assistant Planning Officer	10790-18000	18740-33680

	Designation	Existing Scale of pay	Revised Scale of pay
	Tourist Information Officer	10790-18000	18740-33680
	Personal Assistant to the Director	10790-18000	18740-33680
	Inspecting Officer	10790-18000	18740-33680
	Superintendent, Kanakakkunnu Palace	10790-18000	18740-33680
	Manager Gr. II	7990-12930	13900-24040
	Information Assistant	7990-12930	14620-25280
	Head Chauffeur	7480-11910	13210-22360
	Manager Gr. III	6680-10790	11620-20240
	Telephone Operator HG	6680-10790	11620-20240
	Chauffeur Gr. I	6680-10790	11620-20240
b	Telephone Operator	5250-8390	9190-15780
	Steward	5250-8390	9190-15780
	Electrician	5250-8390	9190-15780
	Mechanic	5250-8390	9190-15780
	Garden Supervisor	5250-8390	9190-15780
	AC Mechanic	5250-8390	9190-15780
c	Chauffeur Gr. II	5250-8390	9190-15780
	Caretaker	4750-7820	8960-14260
	Butler	4750-7820	8960-14260
	Plumber	4750-7820	8960-14260
	Cook	4630-7000	8730-13540
	Gardener	4630-7000	8730-13540
	Hospitality Assistant	4630-7000	8730-13540
Posts held by the personnel of other Departments			
	Sr. Administrative Officer	As in PD	As in PD
	Sr. Finance Officer	As in PD	As in PD
	Assistant Executive Engineer (Mechanical)	As in PD	As in PD
	Planning Officer	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

- a. 50% of the post will be in HG on Rs.20740-36140
b. Ratio between HG and Lower Grade will be 1:1
c. Ratio between Gr.I and Gr.II post will be 1:1.

86. TOWN AND COUNTRY PLANNING

	Designation	Existing Scale of pay	Revised Scale of pay
	Chief Town Planner	26600-33750	48640-59840
	Senior Town Planner	23200-31150	44640-58640
	Town Planner(HG)	20700-26600	40640-57440
a	Town Planner	16650-23200	36140-49740
	Deputy Town Planner (HG)	13610-20700	24040-38840
b	Deputy Town Planner	12250-19800	21240-37040
	Assistant Town Planner	11070-18450	20740-36140

	Designation	Existing Scale of pay	Revised Scale of pay
	Photographer-cum-Commercial Artist	8790-13610	16180-29180
	Artist	7480-11910	13210-22360
c	Draftsman Gr. I/ Town Planning Surveyor Gr. I	7990-12930	13900-24040
d	Draftsman Gr. II/ Town Planning Surveyor Gr. II	6680-10790	11620-20240
	Tracer	5650-8790	9940-16580
	Blue Printer	4630-7000	8730-13540
Posts held by personnel of the other Departments			
	Deputy Director (Statistics)	As in PD	As in PD
	Administrative Officer	As in PD	As in PD
	Assistant Director	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Statistical Inspector/Research Assistant (HG)	As in PD	As in PD
	Statistical Inspector/Research Assistant	As in PD	As in PD
	Investigator (HG)	As in PD	As in PD
	Statistical Assistant Gr. I	As in PD	As in PD
	LD Investigator/Statistical Assistant Gr. II	As in PD	As in PD

- a. 25% of the post will be in Higher Grade
- b. 1/3rd of the post will be in the Higher Grade.
- c. Existing 20% higher grade discontinued
- d. Existing Ratio as 1:1 will be continued.

87. TREASURIES

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	23200-31150	44640-58640
	Joint Director	16650-23200	36140-49740
	Deputy Director	13610-20700	29180-43640
	Assistant Director	12930-20250	22360-37940
	District Treasury Officer	12930-20250	22360-37940
	Assistant District Treasury Officer	12250-19800	21240-37040
	Stamp Depot Officer	10790-18000	20740-36140
	Sub Treasury Officer	10790-18000	18740-33680
a	Assistant Treasury Officer	10790-18000	18740-33680
	SB Passing Officer	9190-15510	16180-29180
b	Accountant Sel. Gr.	8390-13270	14620-25280
	Senior Accountant	6680-10790	13210-22360
	Junior Accountant	5250-8390	9940-16580
c	Treasurer		
	Stamp Examiner	4750-7820	8960-14260

- a. 25% of the post of Sub Treasury Officer/Assistant Treasury Officer will be placed on higher scale of Rs.20740-36140
- b. The existing ratio of 5:5:1 among Junior Accountant, Senior Accountant and Accountant Selection Grade will continue.
- c. The Selection Grade Accountant/Senior Grade Accountant posted in future as Treasurer will draw cadre pay and usual allowances. Present incumbents holding the post of Treasurer will be eligible for the scale of Rs.13210-22360.

88. UNIVERSITY APPELLATE TRIBUNAL

	Designation	Existing Scale of pay	Revised Scale of pay
	UAT	22850-24850	NJPC
	Secretary	12930-20250	22360-37940

89. URBAN AFFAIRS

	Designation	Existing Scale of pay	Revised Scale of pay
	Director	23200-31150	42640-58640
	Joint Director (Administration)	20700-26600	40640-57440
	Regional Joint Director	20700-26600	40640-57440
	Joint Director (Health)	20700-26600	40640-57440
	Corporation Secretary	16650-23200	36140-49740
	Corporation Additional Secretary	16650-23200	36140-49740
	Municipal Secretary Grade I	13610-20700	29180-43640
	Municipal Secretary Grade II	12250-19800	24040-38840
	Provident Fund Officer/Pension Officer	12250-19800	21240-37040
	Administrative Assistant	12250-19800	21240-37040
	Municipal Secretary Grade III	11070-18450	20740-36140
	Assistant Municipal Secretary	11070-18450	19240-34500
	Administrative Assistant	12250-19800	21240-37040
	Posts held by personnel of other Departments		
	Senior Finance Officer	20700-26600	36140-49740
	Law Officer	12930-20250	22360-37940
	Research Assistant	8390-13270	14620-25280
	Statistical Assistant Gr. I	6680-10790	13900-24040
	Statistical Assistant Gr. II	5250-8390	11620-20240

90. VIGILANCE AND ANTI CORRUPTION BUREAU

	Designation	Existing Scale of pay	Revised Scale of Pay
	Director of Vigilance Investigation	IPS	IPS
	Legal Advisor	23200-31150	42640-58640
	Additional Legal Advisor	16650-23200	36140-49740
	Manager	12250-19800	22360-37940
	Personnel of Police Department		
	ADGP	IPS	IPS
	Inspector General of Police	IPS	IPS
	Deputy Inspector General of Police	IPS	IPS
	Superintendent 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

	Designation	Existing Scale of pay	Revised Scale of Pay
	Sub Inspector of Police	As in PD	As in PD
	Assistant Sub Inspector	As in PD	As in PD
	Head Constable	As in PD	As in PD
	Police Constable	As in PD	As in PD
	Police Driver Head Constable/ Police Constable	As in PD	As in PD
Posts held by the Personnel of other Departments			
	Audit Officer /Accounts Officer	As in PD	As in PD
	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

91. VIGILANCE TRIBUNAL

	Designation	Existing Scale of pay	Revised Scale of pay
	Vigilance Tribunal	26600-33750	NJPC
	Manager	11910-19350	20740-36140
a	Assistant (Sel. Gr.)	9590-16650	16980-31360
	Assistant (Sr. Gr.)	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040
	Senior Grade Typist	9190-15510	16180-29180
	Typist Gr. II	6080-9830	10480-18300

- a. Existing ratio 1:1:1 will continue

92. WATER APPELLATE AUTHORITY

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Secretary	20700-26600	36140-49740
	Bench Clerk	6680-10790	11620-20240
	Confidential Assistant Gr. II	6080-9830	10480-18300
	Class IV Employee Gr. II'	4510-6230	8500-13210

93. MUNICIPAL COMMON SERVICE

	Designation	Existing scale of pay	Revised scale of pay
MCS Office and Revenue			
	Deputy Secretary	13610-20700	24040-38840
a	Personal Assistant to Secretary / Revenue Officer/Accounts Officer / Secretary to Council	11070-18450	19240-34500
	Revenue Officer Gr. II	9190-15510	18740-33680

	PABX Operator/Telephone Attender	4630-7000	8730-13540
	Attender (Stores)	4630-7000	8730-13540
	Bradma Operator	4510-6230	8500-13210
	Caretaker	4510-6230	8500-13210
	Health		
	Health Officer Grade I	20700-26600	40640-57440
	Health Officer Grade II	16650-23200	36140-49740
	T.B. Specialist	12930-20250	22360-37940
	Veterinary Surgeon	11070-18450	20740-36140
	Health Officer Grade III/Assistant Health Officer (Corporation)/ Medical Officer	11910-19350	20740-36140
	Lady Medical Officer	11910-19350	20740-36140
	Homoeo Medical Officer	11070-18450	20740-36140
	Medical Officer (Ayurveda)	11070-18450	20740-36140
	Health Supervisor	10790-18000	18740-33680
	Health Inspector Grade I	8390-13270	16180-29180
b	Food Inspector	8390-13270	14620-25280
	Health Inspector Grade II	7990-12930	14620-25280
	Junior Health Inspector Gr. I	7480-11910	13210-22360
	Junior Public Health Nurse (HG)	7480-11910	13210-22360
	Staff Nurse	7480-11910	13210-22360
	Sanitary Inspector	6680-10790	11620-20240
	Radiographer	6680-10790	11620-20240
	Lab Technician	6680-10790	11620-20240
	Pharmacist Gr. II (Allopathy)	6680-10790	11620-20240
	Junior Health Inspector Gr. II	6680-10790	11620-20240
c	Junior Public Health Nurse Gr. II	6680-10790	11620-20240
	Pharmacist (Homoeo)	6080-9830	10480-18300
	Pharmacist (Ayurveda)	6080-9830	10480-18300
	Public Health Nurse	6080-9830	10480-18300
	Compounder	5250-8390	9190-15780
	Maistry	4630-7000	8730-13540
	Nursing orderly	4630-7000	8730-13540
	Cleaner	4630-7000	8730-13540
	Lab Assistant	4630-7000	8730-13540
	Mazdoor	4630-7000	8730-13540
	Mosquito control Maistries & Workers	4630-7000	8730-13540
	X Ray Attender	4510-6230	8500-13210
	Female Attendant	4510-6230	8500-13210
	Attendant	4510-6230	8500-13210
	Lady Assistant	4510-6230	8500-13210
	Sanitary Worker	4510-6230	8500-13210
	Miscellaneous		
	Librarian Grade I	11910-19350	20740-36140
	Librarian Grade II	9190-15510	16180-29180
	Librarian Grade III	7480-11910	14620-25280

	Assistant Curator	7480-11910	13210-22360
	Sergeant	6680-10790	11620-20240
	Nursery School Teacher	6680-10790	11620-20240
	Librarian Grade IV	6680-10790	11620-20240
	Park Superintendent	5250-8390	9190-15780
	Garden Superintendent	5250-8390	9190-15780
	Gardener	4630-7000	8730-13540
	Library Attender	4630-7000	8730-13540
	Lift Operator	4750-7820	9190-15780
	Town Hall Sweeper/ Gardener	4630-7000	8730-13540
	Carpenter	4630-7000	8730-13540
	Community Organizer/ Social Worker	6680-10790	11620-20240
	Data Entry Operator	5250-8390	9190-15780

- a) 10% posts will be in HG on Rs.21240-37040.
b) 20% will be in HG on Rs.16180-29180.
c) 1/3rd of the posts will be in HG on Rs.13210-22360.

94. TRIBUNAL FOR LOCAL SELF GOVERNMENT INSTITUTIONS

	Designation	Existing Scale of pay	Revised Scale of pay
	Tribunal	NJPC	NJPC
	Tribunal Secretary	12930-20250	22360-37940
	Bench Clerk	8390-13270	14620-25280



GOVERNMENT OF KERALA
Abstract

Revision of Pay and Allowances of State Government Employees - Staff of Educational Institutions etc. - Recommendations of the 9th Pay Revision Commission –Implementation Erratum- Orders issued.

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FINANCE (PRC-C) DEPARTMENT

G.O/(P) No.143 /2011/Fin

Dated, Thiruvananthapuram,

30/03/2011

Read:- 1. G.O. (P) No. 85/2011/Fin. Dated 26-02-2011

ORDER

As per Government order read as 1st paper above, Government have issued orders revising the pay and allowances of Government employees, staff of educational institutions etc. The above G.O. was also uploaded in the Website of Finance Department, Government of Kerala.

2. On scrutiny, it was found that certain minor omissions and typographical errors had inadvertently occurred in the above Government Order. Government are now pleased to make the following corrections/ additions to the above G.O. uploaded in the website.

This has concurrence of the Election Commission of India which was requested for because model code of conduct has come into effect from 01.03.2011 for the ensuing General Election of the Kerala Legislative Assembly.

3. Under the title **part-time contingent employees** (Para 9 of the G.O.) the following part sentence is prefixed to the existing second sentence (i.e, after the first sentence).

“In the case of those who have completed 8/ 16/ 23 years of service and have been drawing the basic remuneration and in addition, at an increase of Rs. 150/-, Rs. 150/-, Rs. 100/- respectively.”

In the last part of the fourth sentence the existing 8,15,and 22 is replaced as 8,15,22 and 27years.

The following is added as last sentence of para 9. “ The existing rate of CCA to those who are working in designated cities is enhanced to Rs 50 per month.

4. Under Para 48 of the G.O., the following will be added as **sub clause “c)”** “

“c) Certain amendments to Kerala Service Rules are required as a result of this Pay Revision Orders. Such amendments will be made in KSRs wherever necessary.”

5. **In Annex II, Rules for fixation of pay in the revised scale** under the title Principles of option Para 26 (a) will be substituted as follows:

“An employee can exercise option to come over to the revised scale of pay with effect from 01-07-2009 or with effect from any subsequent date that he opts, provided that such date shall not be beyond the date of his next promotion or one year from the date of this Government Order, whichever is earlier.”

6. In the **Annex XII, Schedule of Posts and revised Scales** there have been certain typographical errors/ omissions. Those typographical errors/ omissions have been rectified and the schedule has been corrected. Accordingly these corrected version of the schedule of post, revised scale and allowances shall replace the schedule of posts, revised scales and allowances

published in the G.O.(P) 85/2011/Fin. dated 26-02-2011. The corrected version of the schedule will also be published on the website with immediate effect

7. The printed version of the G. O. (P) No. 85/2011/fin. dated 26-02-2011 shall be inclusive of the errata mentioned above and the corrected version of schedule of post , scales of pay and allowances.

(By Order of the Governor)

Dr. A.K. Dubey
Principal Secretary (Finance)

To

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

The Principal Accountant General (Audit) Kerala, Thiruvananthapuram.

All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government

All Heads of Departments and Offices.

All Departments (All sections) of the Secretariat.

The Secretary, Kerala Public Service Commission (with C.L.)

The Registrar, University of Kerala/ Kochin/ Calicut/M.G./ Kannur / Sanskrit (with C.L.)

The Registrar, Kerala Agricultural University Trissur (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, Eranakulam (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.