



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

Revision of pay of Government employees, staff of educational institutions, local bodies, etc. Constitution of Pay Revision Commissioner – Terms of Reference – Orders issued

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**FINANCE (SS) DEPARTMENT**

G.O (MS) No. 115/2005/F in

Dated, Thiruvananthapuram 14/03/2004

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**ORDER**

1. Government hereby appoint a Pay Revision-Commission consisting of the following members to study and make recommendations on revising the pay and allowances and other benefits of the State Government employees including teaching and non-teaching staff of aided educational institutions, local bodies etc:

1. Sri. R. Narayanan IAS (Rtd)  
(Chairman)
2. Sri. C.M. Radhakrishan Nair IPS (Rtd)  
(Member)
3. Sri. A.K. Thomas  
Formerly Director of Panchayats  
(Member)
4. Smt. P. Chandramathy Amma  
Additional Secretary, Finance Department  
(Member Secretary)

2. The Terms of Reference of the Committee shall be as follows: -

- (i) To examine and suggest necessary modifications of pay and allowances of:
  - (a) posts under Kerala Government Service, including part-time contingent service;
  - (b) posts, including part-time posts, under educational institutions of the Government, aided schools and colleges, institutions covered by direct payment scheme and autonomous institutions under the State Government (excluding those covered by U.G.C/AICTE etc scheme of scales of pay and also posts for which Central scales of pay have already been allowed, such as teaching staff in Medical College, etc) and
  - (c) posts under local bodies.

- (ii) To examine the present structure of pay and allowances, other emoluments and service conditions including promotion avenues and fringe benefits, available to the above categories of employees and recommend necessary changes on these items, indicating the dates from which each such change shall be applicable. Also to consider the extension of fringe benefits which are available to Central Government employees at present and not available to State Government employees. Further to examine whether other service benefits enjoyed by State Government employees but which are not available to the Central Government employees, shall be canonned and if so to what extent and to what period.
  - (iii) To examine the present Civil service set up as a whole and make suggestions to increase its efficiency and social accountability.
  - (iv) To examine the need to give interim relief to employees and submit the Commission's views in this regard within 3 (three) months.
3. The Commission shall submit its report before 31.12.2005.
  4. While formulating the commendations the Commission shall consider the finance capacity of the State Government and the observations and recommendations of the 12<sup>th</sup> Finance Commission as well as the State Finance Commissions.

By Order of the Governor,

**K. JOSE CYRIAC**  
Principal Secretary (Finance)

To

Sri. R.Narayanan IAS (Retd)  
Sri. C.M.Radhakrishnan Nair IPS (Retd)  
Sri. A.K. Thomas, Formerly Director of Panchayats  
Smt. P. Chandramathy Amma, Additional Secretary, Finance Department  
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram  
The Accountant General (Accounts & Entitlements), Kerala, Thiruvananthapuram  
All Heads of Department and Offices  
All Departments (all Sections) of the Secretariat including Law Department  
The Director of Treasuries, Thiruvananthapuram  
The Secretary, Kerala Public Service Commission, Thiruvananthapuram (with CL)  
The Secretary, Kerala State Electricity Board, Thiruvananthapuram (with CL)  
The Managing Director, KSRTC, Thiruvananthapuram (with CL)  
The Registrar, High Court of Kerala, Ernakulam (with CL)  
The Registrar, University of Kerala / Cochin/Calicut/Mahatma Gandhi/Kannur/  
Kerala Agricultural University/Sree Sankaracharya Sanskrit University (with CL)  
The Advocate General Kerala, Ernakulam (with CL)  
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and

Under Secretaries to Government  
The Secretary to Governor  
The Private Secretary to Speaker/Deputy Speaker  
The Director of Public Relations, Thiruvananthapuram  
The Additional Secretary to Chief Secretary  
The Managing Directors/General Managers of all Government  
Compames/Boards/Corporations/Autonomous Bodies  
The Stock File/Office Copy.

Forwarded by Order

Section Officer