

## **CHAPTER V** **DEPARTMENTS**

### **1. Advocate General's Office**

**5.1.1** The Secretary to the Advocate General is the Head of office. The main function of the office of the Advocate General is to assist the counsel engaged to represent the Government in courts and tribunals in which Government is a party. The duties include filing of affidavits, statements, counter-affidavits, appeals and other petitions.

**5.1.2** The Commission held discussion with the representatives of the various Associations with respect to their demands relating to improvement in pay scales of various posts and its promotional prospects. After considering all the demands the Commission recommends as follows:

#### **Under Secretary, Deputy Secretary, Joint Secretary and Secretary to Advocate General**

**5.1.3** The posts of Under Secretary/Deputy Secretary and Joint Secretary/Secretary to Advocate General were in the rank and scale of pay of minor and major Heads of Department respectively from the beginning. But the relativity in the scale of pay of these categories with respect to lower level officers of various Heads of Department was lost in the successive revisions.

**5.1.4** *In view of the above aspects, the Commission is of the view that the existing special pay in lieu of a time scale except in the case of Secretary may be withdrawn and instead the following changes be made:*

<i>Secretary to Advocate General</i>	:	<i>Rs.14300-18300+600sp</i>
<i>Joint Secretary</i>	:	<i>Rs.14000-18000</i>
<i>Deputy Secretary</i>	:	<i>Rs.12600-15600</i>
<i>Under Secretary (HG)</i>	:	<i>Rs.10000-15150</i>
<i>Under Secretary</i>	:	<i>Rs. 7800-12975</i>

*(Ratio of 2:1 Between Under Secretary & Under Secretary (HG))*

**5.1.5** **Assistant** (Scale of pay:  
*Gr II* : *Rs.4000-6090*  
*Gr I* : *Rs.4600-7125*  
*Sn Gr* : *Rs.5500-9075*  
*Sel.Gr* : *Rs.5800-9425*)

*The Commission recommends to reduce the four Grades of Assistant to three by merging the lower two Grades and assign the scale of Rs. 4600-8000 as recommended in the case of Assistants in Secretariat. The ratio may be revised as 1:1:1. Normal revision is recommended for the other two grades.*

## **Telephone Operator (2750-4150)**

**5.1.6** The demand was to revise the scale of pay of Telephone Operator in parity with that of Telephone Operator at High Court.

**5.1.7** It is seen that the post of Telephone Operator in High Court as well as Legislature Secretariat carry a scale of pay of Rs.3350-5275. But in other departments such as Directorate of Medical Education etc, the scale of pay of Telephone Operator is Rs.2650-4150. Also the category, Telephone Attendant is carrying the same scale of pay. As per Special Rules for the post of Telephone Operator, the qualification prescribed is SSLC or its equivalent with six months' experience in PBX system whereas to the post of Telephone Attendant the qualification is 'Minimum general educational qualification of SSLC standard or its equivalent'. According to the details available from Legislature Secretariat, the person appointed to the post of Telephone Operator possesses only the qualification of SSLC with two weeks' experience. Normally, appointment to these posts is by transfer from the Class IV employees possessing the above qualifications. *Since there is disparity between scales of pay of these posts in various departments, Commission recommend to bring these two categories of posts under common category and award the scale of pay corresponding to Rs.3050-5230 to Telephone operator and Rs.2650-4150 to Telephone Attendant with the qualifications prescribed in the Special Rules. All other categories will carry corresponding revised scales of pay.*

**5.1.8** The categories of posts with the existing and proposed scales of pay are given below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Secretary to Advocate General	14000-18000+300sp	25400-33100+600sp
	Joint Secretary	12600-15600+200sp	23200-31150
	Deputy Secretary	10000-15150+200sp	20700-26600
<sup>a</sup>	Under Secretary	7800-12975+200sp	12930-20250
	Section Officer (HG)	7200-11400	11910-19350
<sup>b</sup>	Section Officer	6500-10550	10790-18000
	Librarian	6500-10550	10790-18000
	Office Superintendent	6500-10550	10790-18000
	Assistant (Sel. Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)	5500-9075	9190-15510

<sup>a</sup> The Under Secretary will be allowed higher grade in the proposed scale of pay of Rs.16650-23200) in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

<sup>b</sup> The existing ratio of 1:1 between Section Officer and Section officer (HG) will continue.

c	Assistant Gr I	4600-7125	7990-12930
c	Assistant Gr II	4000-6090	
	Typist (Sel. Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
d	Typist Gr II	3590-5400	5930-9590
	Library Assistant	3050-5230	4990-7990
	Telephone Attendent	2750-4625	As in CC
	Clerical Assistant	2750-4625	4510-7480

## **2.AGRICULTURE**

**5.2.1** Agriculture Department aims at augmenting production of both food crops and cash crops in the State. Its activities are purely technical in nature. The Department is adopting scientific methods of cultivation and implementing various agricultural schemes throughout the State. Besides arranging supply of high yielding seeds, seedlings, insecticides, plant protecting chemicals to farmers, the department is providing credit to farmers, compensation for crop destruction due to natural calamities and marketing facilities to sell out agricultural produce of farmers. After decentralization of power at the grass root level, major part of the department's activities are carried out by the local bodies. Director is the Head of Department.

**5.2.2** The Commission held discussions with various Service Organizations of the Department and heard their grievances in respect of scale of pay of posts and promotional avenues. The Commission recommends as follows:-

### **Agricultural Officer**

**5.2.3** The Agricultural Officers demand parity in scale of pay with Medical Officers and Engineers. In this context it was noted that at present they are enjoying parity not only with Medical officers other than allopathy, but also with Engineering Graduates at entry level. In Government of India the Medical Officers are placed on a higher scale than Agricultural Officers. Considering the qualification, duration of course and nature of duties of both the posts, the question of parity was not given favourable consideration. The Commission has examined the issue of professional parity in the chapter dealing with the approach of the Commission on pay structure. Taking note

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<sup>c</sup> The posts of Assistant Gr II and Gr I will be merged and allowed the corresponding scale of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1.

<sup>d</sup> The existing ratio of 1:1:1:1 among four grades of typists will continue.

of the demands raised by Agricultural Officers, the Commission recommend that there shall be a ratio of 1:4 between Senior Agricultural Officers and Agricultural Officers on condition that the posts of Senior Agricultural Officers and Assistant Directors are interchangeable and also subject to the condition that the total number of posts of Assistant Directors and Senior Agricultural Officers shall not exceed the ratio of 4:1 between Agricultural Officers and Assistant Director/Senior Agricultural Officer.

**Non-Graduate Agriculture Assistant**

**5.2.4** At present 15% of the posts of Agriculture Officers are reserved for Non Graduate Agriculture Assistants on the basis of a suitability test. The Commission recommends to reserve one or two seats for B.Sc. Agriculture course to the above category on the basis of seniority, provided the basic qualification for admission to the course has been acquired.

**Assistant Soil Chemist**

**5.2.5** The Commission recommends to award scale of pay corresponding to Rs.7450-11475 to the post of Assistant Soil Chemist. The Commission reiterates the recommendation of the previous Commission to reserve 50% of the posts of Assistant Soil Chemist to Scientific Assistant.

**Blacksmith/Fitter/Welder/Carpenter**

**5.2.6** The Commission recommends to merge the posts of Blacksmith Gr I and II, Fitter Gr I and II, Welder Gr I and II and award scale of pay corresponding to Rs.3050-5230. The Commission also recommends to award scale of pay corresponding to Rs.3050-5230 to the post of Carpenter.

**5.2.7** Corresponding revision is recommended to all other posts in the department.

**5.2.8** The existing scale of pay and proposed scale of pay of each post is as shown below:

<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
Director	14300-18300	25400-33100
Additional Director	14000-18000	23200-31150
Joint Director/Principal Agricultural Officer/ Principal Information Officer	10000-15150	16650-23200
Deputy Director/Chief Soil Chemist/ Subject Matter Specialist/Plant Protection Officer/ Sub Divisional Agricultural Officer	8250-13650	13610-20700

a	Assistant Director/Senior Agricultural Officer	7450-11475	12250-19800
	Assistant Principal Agricultural Officer/	7450-11475	12250-19800
	Subject Matter Specialist//Banana Development Officer/	7450-11475	12250-19800
	Agronomist/Radio Contact Officer	7450-11475	12250-19800
	Cashew Development Officer/Special Officer	7450-11475	12250-19800
	Research Officer/Farm Superintendent	7450-11475	12250-19800
	Labour Welfare Officer	7200-11400	11910-19350
	Assistant Soil Chemist	7200-11400	12250-19800
b	Agricultural Officer	6675-10550	11070-18450
	Technical Assistant/Farm Assistant/Seed Development Officer	6675-10550	11070-18450
	Personal Assistant to Director of Agriculture	6675-10550	11070-18450
	Senior Scientific Assistant	6500-10550	10790-18000
	Agricultural Field Officer	6500-10550	10790-18000
	Scientific Assistant Gr I	5500-9075	9190-15510
c	Agricultural Assistant Sr. Gr.	5000-8150	8390-13270
e	Agricultural Assistant Gr I	4500-7000	7480-11910
d	Scientific Assistant Gr II	4500-7000	7480-11910
	Offset Operator	4000-6090	6680-10790
c	Agricultural Assistant Gr II	3590-5400	5930-9590
	Assistant Offset Operator	3050-5230	4990-7990
	Film Librarian	3050-5230	4990-7990
	Lab Assistant	3050-5230	4990-7990
	Oil Engine Driver	3050-5230	4990-7990
	Field Supervisor	2650-4150	4400-6680
	Lab Keeper	2650-4150	4400-6680
	<b>Agricultural Engineering Wing</b>		
	State Agricultural Engineer	14000-18000	23200-31150
e	Research Engineer/Executive Engineer	10000-15150	16650-23200
e	Assistant Executive Engineer (Civil)/(Agri)	7450-11475	12250-19800
e	Assistant Engineer/Head Draftsman	6675-10550	11070-18450
	Head Draftsman (Civil)	6675-10550	11070-18450

<sup>a</sup> The posts of 'Assistant Director' and 'Senior Agricultural Officer' are interchangeable posts.

<sup>b</sup> The ratio between 'Senior Agricultural Officer/Assistant Director' and 'Agricultural Officer' will be 1:4.

<sup>c</sup> The ratio among Gr II, Gr I and Senior Grade will be 5:3:2.

<sup>d</sup> The existing ratio among Gr II, Gr I and Senior Grade Scientific Assistants will continue to be 2:1:1.

<sup>e</sup> Grades and Ratios as in PWD will be given.

<sup>f</sup>	Draftsman	4600-7125	7990-12930
	Store-in-charge	4600-7125	7990-12930
	Foreman	4000-6090	6680-10790
<sup>f</sup>	Overseer Gr I	4600-7125	7990-12930
	Overseer Gr II	3590-5400	5930-9590
	Senior Mechanic	3050-5230	4990-7990
	Mechanic	3050-5230	4990-7990
	Skilled Assistant	3050-5230	4990-7990
	Work Superintendent	3350-5275	5510-8590
<sup>g</sup>	Welder Gr I	3050-5230	4990-7990
<sup>g</sup>	Welder Gr II	2750-4625	
<sup>g</sup>	Fitter Gr I	3050-5230	4990-7990
<sup>g</sup>	Fitter Gr II	2750-4625	
<sup>g</sup>	Blacksmith Gr I	3050-5230	4990-7990
<sup>g</sup>	Blacksmith Gr II	2750-4625	
	Carpenter	2750-4625	4990-7990
	Mechanical Engineering Supervisor	4500-7000	7480-11910
	Tractor Driver Gr I	3350-5275	5510-8590
	Tractor Driver Gr II	3050-5230	4990-7990
	Turner	3050-5230	4990-7990
	Electrician	3050-5230	4990-7990
	Machinist	3050-5230	4990-7990
	Skilled Assistant	3050-5230	4990-7990
	Borer	2750-4625	4510-7480
	Workshop Attender	2650-4150	4400-6680
	Lascar	2610-3680	4300-5930
	<b>Farm Information Bureau</b>		
	Principal Information Officer	10000-15150	16650-23200
	Editor cum Press Relations Officer	7450-11475	12250-19800
	Videographer	6500-10550	10790-18000
	Village Level Worker/Demonstrator	5000-8150	8390-13270
	Technical Assistant	4000-6090	6680-10790
	Display Artist	4500-7000	7480-11910
	Darkroom Assistant	2610-3680	4300-5930
	<b>Animal Husbandry</b>		
	Campaign Officer	8250-13650	13610-20700
	Information Officer	8250-13650	13610-20700

<sup>f</sup> 20% of the posts will be in the Higher Grade, with scale of pay of Rs.9190-15510.

<sup>g</sup> Grade I and II posts merged together.

Publicity Officer	7450-11475	12250-19800
Editor Farm News	7450-11475	12250-19800
<b>Posts held by Personnel of other Departments</b>		
Vigilance Officer	As In PD	As In PD
Senior Administration 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	As In PD	As In PD
Research Officer	As In PD	As In PD
Manpower Officer	As In PD	As In PD
Statistical Officer	As In PD	As In PD
Research Assistant	As In PD	As In PD
UD Compiler/Investigator	As In PD	As In PD
LD Compiler/Investigator	As In PD	As In PD

### 3.ANIMAL HUSBANDRY

- 5.3.1** Animal Husbandry Department plays a pivotal role in Kerala's economy. The scope of generating employment opportunities among the rural population of Kerala and thereby enhancing their income based on the activities of this department is enormous. The main objective of this Department comprise promotion of animal wealth, generating employment opportunities in animal protection sector, enhancing the income of weaker sections, accelerating production of animal related products like eggs, milk and meat so as to increase percapita income and also to control contagious diseases among animals.
- 5.3.2** The increased production of high nutrient food stuff like eggs, milk and meat reveals the importance of the Animal Husbandry Department. Sustained efforts to improve the breed of cattle through cross breeding programmes have increased milk production paving the way for the upliftment of the rural economy and also in generating employment opportunities. Animal protection schemes in the State are implemented through veterinary hospitals, polyclinics, dispensaries and their sub centers.
- 5.3.3** Director of Animal Husbandry is the Head of the Department. He is assisted by two Additional Directors, 3 Joint Directors, 6 Deputy Directors and five Assistant Directors.
- 5.3.4** Veterinary Surgeons with their supporting field staff of Livestock Inspectors man the Veterinary hospitals and dispensaries, which are dotted all over the

state. The most important and crucial point made out by the “Veterinary Officers Association” is that there should be total parity with Allopathy Doctors at all levels because, they have to deal with various types of animals and making house visits more often than their counterparts do in the allopathy field. They also quoted what the Vth Central Pay Commission had mentioned regarding the equivalence that needs to be accepted between Allopathy Doctors and the Veterinary Doctors/Surgeons.

### **Lab Technician Grade-II**

**5.3.5** The Commission examined the case of revision of scale of pay of this post and recommends to award the scale corresponding to the scale of pay Rs.3590-5400 to the post of Lab Technician Grade-II.

### **Chick Sexer**

**5.3.6** The Commission considered the case of revision of scale of pay of the post of Chick Sexer and to award scale of pay corresponding to Rs.3350-5275 to the post of Chick Sexer.

**5.3.7** The Commission recommends corresponding revision to all other posts in this Department.

**5.3.8** The existing scale of pay and the proposed scale of pay of each post is as shown below:

<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
Director	14300-18300	25400-33100
Additional Director	14000-18000	23200-31150
Principal Training Officer, Livestock Management Training Centre	12600-15600	20700-26600
Registrar Kerala Veterinary Council	12600-15600	20700-26600
Joint Director/District Animal Husbandry Officer/Principal Training Officer, Livestock Management Training Centre/Chief Disease Investigation Officer/Standardisation Officer	10000-15150	16650-23200
Project Officer, Livestock Disease Control/Senior Research Officer, State Livestock Census Officer	10000-15150	16650-23200
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	8250-13650	13610-20700



	Assistant Director/Senior Veterinary Surgeon/Superintendent, Goat Farm/Supt, District Livestock Farm/Superintendent, Buffalo Breeding Farm/Assistant Project Officer, RAIC/Assistant Director, RPF/Assistant Director, Planning (Upgraded Post)/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	7450-11475	12250-19800
<sup>a</sup>	Plant Engineer/Assistant Executive Engineer	7450-11475	12250-19800
	Assistant Engineer	6675-10550	11070-18450
	Toxicologist	6675-10550	11070-18450
<sup>b</sup>	Veterinary Surgeon	6675-10550	11070-18450
	Scientific Assistant	6675-10550	11070-18450
	Chief Instructor	6675-10550	11070-18450
	Feed Analyst	6675-10550	11070-18450
	Labour Officer	6500-10550	10790-18000
	Senior Instructor	6500-10550	10790-18000
	Field Officer	6500-10550	10790-18000
	Chemist	6500-10550	10790-18000
	Laboratory Supervisor	6500-10550	10790-18000
	Junior Instructor	5000-8150	8390-13270
	Chick Sexing Expert	5000-8150	8390-13270
	Assistant Field Officer	5000-8150	8390-13270
	Livestock Inspector Gr I	4500-7000	7480-11910
<sup>c</sup>	Livestock Inspector Gr II	3590-5400	5930-9590
	Laboratory Technician Gr I	4500-7000	7480-11910
	Laboratory Assistant Gr I	4500-7000	7480-11910
	Laboratory Technician Gr II	3350-5275	5930-9590
	Laboratory Assistant Gr II	3350-5275	5510-8590
	Incubation Technician	4000-6090	6680-10790
	Electrician cum Mechanic	4000-6090	6680-10790
	Refrigeration Mechanic	4000-6090	6680-10790

<sup>a</sup> 1/3 of the posts will be placed in higher grade as in PWD

<sup>b</sup> The ratio 3:1 between Veterinary Surgeons and Assistant Directors will continue

<sup>c</sup> Ratio of 5:3:2 among Grade-II, Grade-I and Senior Grade will continue

Chick Sexer	3050-5230	5510-8590
Despatch Rider	2750-4625	4510-7480
Pump Operator/Plumber	2650-4150	4400-6680
Carpenter cum Mechanic	2650-4150	4400-6680
Pastry Attendant/Servant	2650-4150	4400-6680
Gardener Gr I	2650-4150	4400-6680
Carpenter cum Packer	2650-4150	4400-6680
<b>Posts held by Personnel of other Departments</b>		
Administrative Officer Gr I	As In PD	As In PD
Finance Officer Gr I	As In PD	As In PD
X-ray Technician	As In PD	As In PD

## 4.ARCHAEOLOGY

- 5.4.1** Department of Archeology is a Scientific and Research Oriented Department. The Department is the Government agency for the excavation, renovation and preservation of historical, cultural and archeological monuments. Epigraphy, numismatics, historical and archeological research, publication and Photographic Section are the branches of this Department. Archaeological museums and monuments spreading over the State come under the direct control of this Department and certain of these are declared “protected” under the “Kerala Ancient Monuments and Archaeological Sites and Remains Act 1968”. In recent years, the Department has attained due importance among the Cultural Departments of Kerala.
- 5.4.2** The Department is headed by the Director and is assisted by Conservation Officer, Superintending Archaeologist, Epigraphist and other supporting staff.
- 5.4.3** The Commission held discussion with the representatives of various service organizations relating to the Department and recommends as follows: -

### **Estampage Maker**

- 5.4.4** The Commission recommends to award scale of pay corresponding to Rs.4500-7000 to the post of Estampage Maker.
- 5.4.5** All other posts in this Department will carry corresponding revised scales.
- 5.4.6** The existing scale of pay and the proposed scale of pay of each post is as shown below: -

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	10000-15150	16650-23200
	Conservation Officer	8250-13650	13610-20700
	Superintending Archeologist	8250-13650	13610-20700
	Epigraphist	8250-13650	13610-20700
	Archeological Chemist	7450-11475	12250-19800
	Publication Officer	7450-11475	12250-19800
	Documentation Officer	6675-10550	11070-18450
	Ethnologist	6675-10550	11070-18450
	Artist Superintendent	6675-10550	11070-18450
	Education Officer	6675-10550	11070-18450
	Research Officer	6675-10550	11070-18450
	Assistant Engineer	6675-10550	11070-18450
	Personal Assistant	6500-10550	10790-18000
	Excavation Assistant	6500-10550	10790-18000
	Epigraphy Assistant	6500-10550	10790-18000
	Curator	6500-10550	10790-18000
<sup>a</sup>	Field Assistant	5250-8150	8790-13610
	Technical Assistant	5250-8150	8790-13610
	Assistant Editor	5000-8150	8390-13270
	Preservation Assistant	5000-8150	8390-13270
	Research Assistant	5000-8150	8390-13270
	Manager	5000-8150	8390-13270
	Artist	5000-8150	8390-13270
	Documentation Assistant	5000-8150	8390-13270
	Designer	5000-8150	8390-13270
	Foreman	4600-7125	7990-12930
	Museum Assistant	4500-7000	7480-11910
	Photographer	4500-7000	7480-11910
	Display Technician	4500-7000	7480-11910
	Gallery Supervisor	4500-7000	7480-11910
	Laboratory Assistant	4000-6090	6680-10790
	Estampage Maker	4000-6090	7480-11910
	Draftsman	3590-5400	5930-9590
	Museum Guide	3350-5275	5510-8590
	Dark Room Assistant	3350-5275	5510-8590
	Head Gardener	2750-4625	4510-7480
	Cook	2750-4625	4510-7480
	Ticket Attender	2750-4625	4510-7480

<sup>a</sup> One post of Field Assistant will be redesignated as Superintendent, Padmanabhapuram Palace. The incumbent holding the post with personal scale will be allowed corresponding scale of pay.

	Record Attender	2750-4625	4510-7480
	Moulder/Helper	2650-4150	4400-6680
	Specimen Collector	2650-4150	4400-6680
	Technical Helper	2650-4150	4400-6680
	Gallery Attender	2610-3680	4300-5930
	Duster	2610-3680	4300-5930
	<b>Posts held by Personnel of other Departments</b>		
	Sub Inspector of Police (Security Officer)	As In PD	As In PD
	Police Constable (Security Guard)	As In PD	As In PD

## 5.ASSISTANT PUBLIC PROSECUTORS

- 5.5.1** The Assistant Public Prosecutors perform a very important role in the administration of Criminal Justice of the State. They function under the control of the Directorate of Prosecution, which is under the control of Home Department. This department ensures control over the working of Deputy Directors of Prosecution/Assistant Public Prosecutors, who are engaged in the prosecution side of the cases before various Magistrate Courts in the State. “Director General of Prosecution” is the head of the department and he is entrusted with the duty of assessing quality of work rendered by Deputy Directors of Prosecution/Assistant Public Prosecutors.
- 5.5.2** The Commission held discussions with “Kerala Assistant Public Prosecutors Association”. After considering the demands raised by them, the Commission recommends corresponding revised scale to all posts in the Department.
- 5.5.3** Assistant Public Prosecutors have to undergo a six month training after selection and appointment. The Commission have made a general recommendation that any training before confirmation should be taken into account for all service benefits. The case of Assistant Public Prosecutors will be considered on this basis.
- 5.5.4** The existing scale of pay and the proposed scale of pay of each post is as shown below:-

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Deputy Director of Prosecution and Senior Assistant Public Prosecutor	10000-15150	16650-23200
	Assistant Public Prosecutor Gr I	7450-11475	12250-19800
<sup>a</sup>	Assistant Public Prosecutor Gr II	6675-10550	11070-18450

<sup>a</sup> The existing ratio of 1:1 between APP Gr-I and APP Gr II will continue

## **6.AYURVEDA MEDICAL EDUCATION**

- 5.6.1** After the 1997 Pay Revision Ayurveda Medical Education was brought under a separate Directorate vide G.O. (M.S)288/2000/H&FWD dated 3.11.2000. Before establishing this Directorate the Government Ayurveda Colleges viz. Govt. Ayurveda College, Thiruvananthapuram, Thrissur and Kannur were functioning as three separate departments under the control of the respective Principals. Apart from the Government Colleges two Aided Ayurveda Medical Colleges one at Ollur and the other at Kottakkal are currently functioning under the DAME.
- 5.6.2** AICTE norms of teaching and scales of pay were introduced with effect from 1.11.1997 vide G.O (P) No.915/98(156)/fin dated 11.3.1998. However, those teachers who had not acquired P.G.Degree are continuing in the State Scale. The Commission considered the points raised by the various bodies representing the department and heard them. Since consideration of AICTE scales are outside the purview of the Commission, the case of only those continuing in State Scales and other staff except those coming under the common category under Directorate, were taken up for a review. After examining the various points raised, the Commission recommends only corresponding revision of all posts except the Technician (DSU) and Panchakarma Assistants.

### **Lab Technician, Drug Standardisation Unit**

- 5.6.3** Prior to 1988, Technician (Drug Standardisation Unit) was placed in a higher scale of pay than Technician (Pharmacy). The Commission finds that the qualifications prescribed for these posts are almost the same. The nature of work and job responsibilities of Technician (DSU) are in no way inferior to the Technician (Pharmacy). Therefore, the Commission recommends pay scale equivalent to Technician (Pharmacy) to Technician (DSU) ie.Rs. 5000-8150.

### **Panchakarma Assistants**

- 5.6.4** Panchakarma Assistants are now in the scale of pay Rs.3350-5275. Taking into consideration the nature of duties and qualifications prescribed for the post the Commission feels that they deserve a higher scale of pay than a corresponding revision. The Commission therefore recommends to place this post at a higher scale ie. Rs3590-5400.
- 5.6.5** The existing scale of pay and the proposed scale of pay of each post is as shown below:-

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
a	Director of Ayurveda Medical Education	14300-18300+One Adv.Increment	25400-33100+One Adv.Increment
a	Principal cum Project Officer/Principal	14300-18300	25400-33100
a	Professor/Editor (In the cadre of Professor)	14000-18000	23200-31150
	Superintendent, Maternity Hospital	8250-13650	13610-20700
a	Reader	12000-15325	20700-26600
	Chief Medical Officer	7800-12975	12930-20250
a	Lecturer/Lecturer in Agatatantra/Assistant Editor (In the cadre of Lecturer)	10000-15150	16650-23200
	Senior Medical Officer/Research Officer/Deputy Manager (ISM)	7450-11475	12250-19800
	Scientific Officer	7450-11475	12250-19800
	Demonstrator in Rasatantra/Demonstrator/Tutor/RMO/Medical Officer (Ayurveda)	7800-12975	12930-20250
	Scientific Assistant	6675-10550	11070-18450
	Lay Secretary/Manager	6500-10550	10790-18000
	Nursing Superintending Gr I	6500-10550	10790-18000
	Junior Scientific Officer	6500-10550	10790-18000
	Medical Officer (Store)	5500-9075	9190-15510
	Nursing Superintending Gr II	5000-8150	8390-13270
	Store Officer	5500-9075	9190-15510
	Store Superintendent	5000-8150	8390-13270
	Herpetologist	5000-8150	8390-13270
	Lady Health Inspector	4600-7125	7990-12930
	Head Nurse (Allopathy)	4600-7125	7990-12930
	Lab Technician Gr I	4600-7125	7990-12930
	Nurse Gr I	4500-7000	7480-11910
	Staff Nurse (Allopathy)	4500-7000	7480-11910
	Pharmacist Gr I	4500-7000	7480-11910
	Foreman (Power Laundry)	4000-6090	6680-10790
	Junior Health Inspector	4000-6090	6680-10790
	Junior Public Health Nurse	4000-6090	6680-10790
	Mortuary Technician	4000-6090	6680-10790
	Lab Technician Gr II	4000-6090	6680-10790
	Midwife (Lady Health Worker Gr II)	3590-5400	5930-9590
	Herbarium Keeper	3350-5275	5510-8590
b	Nurse Gr II	3590-5400	5930-9590

<sup>a</sup> These scales are applicable to the Teachers not coming under AICTE Scheme

<sup>b</sup> The ratio between Gr I and Gr II posts will be 1:2

b	Pharmacist Gr II	3590-5400	5930-9590
	Medical Record Librarian	3350-5275	5510-8590
	Medical Record Assistant	3350-5275	5510-8590
	Theatre Assistant	2750-4625	4510-7480
	Library Assistant	3050-5230	4990-7990
	Garden Superintendent	3050-5230	4990-7990
	Record Keeper	3050-5230	4990-7990
	Scribe	3050-5230	4990-7990
	Electrician	3050-5230	4990-7990
	Technician	3050-5230	4990-7990
	Gardener Gr I	3050-5230	4990-7990
	Masseur	3350-5275	5510-8590
	Lab Attender Gr I	2750-4625	4510-7480
c	Pharmacy Attender Gr I	2750-4625	4510-7480
	Nursing Assistant Gr I	2750-4625	4510-7480
	Technician (Nature Cure)	3050-5230	4990-7990
c	Pharmacy Attender Gr II	2650-4150	4400-6680
	Nursing Assistant Gr II / Lab Attender Gr II / Power Lountry Attender	2650-4150	4400-6680
	Hospital Attendant /Specimen Collector/Gardener/Dravya Attender/Head Warder	2650-4150	4400-6680
d	<b>Posts on consolidated pay</b>		
	Hon:Physician (Bala)	1750	2500
	Hon:Lecturer (Marma)	1750	2500
	Hon:Lecturer In Yoga Treatment	1200	2000
	Yoga Instructor	1200	2000
	Part time Masseur	500	1000
	<b>Post Graduate Unit</b>		
a	Professor(PG Unit)	14000-18000+100sp	23200-31150+100sp
a	Reader	12000-15325	20700-26600
	Clinical Registrar	6675-10550	11070-18450
	Technician (Bhasma & Sindhura)	5500-9075	9190-15510
	Technician (Netra)	5000-8150	8390-13270
	Technician (Pharmacy)	5000-8150	8390-13270
	Technician (Lab)	4600-7125	7990-12930
	Technician (X-ray)	4600-7125	7990-12930
	Technician (Electrician)	4500-7000	7480-11910

<sup>c</sup> 20% of the total posts will be in Gr I

<sup>d</sup> Govt. Servants doing this job additionally will be entitled only to an honorarium of Rs.1500/-, Rs.1300/- and Rs.700/- respectively instead of Rs.2500/-, Rs.2000/- and Rs.1000/

<sup>a</sup> These scales are applicable to the Teachers not coming under AICTE Scheme

Technician (Other Category) (Mechanical)	4500-7000	7480-11910
Technician (Dravyaguna)	4500-7000	7480-11910
Technical Assistant (Marma)	4000-6090	6680-10790
Lab Assistant	3590-5400	5930-9590
Panchakarma Assistant	3350-5275	5930-9590
Technical Assistant (Visha)	3350-5275	5510-8590
Technical Assistant (X-Ray)	3350-5275	5510-8590
Technical Assistant (Ayurveda)	3350-5275	5510-8590
<b>Drugs Standardisation Unit</b>		
Senior Research Officer (Chemistry)	10000-15150	16650-23200
Research Officer (Chemistry/Bio Chemistry/Botony)	7800-12975	12930-20250
Research Officer (Ayurveda)	7800-12975	12930-20250
Assistant Research Officer (Pharmacology/Chemistry/Pharmacognosy/ Botony)	7200-11400	11910-19350
Research Assistant (Micro Biology)	6675-10550	11070-18450
Research Assistant (Ayurveda)	6675-10550	11070-18450
Research Assistant (Chemistry)	6675-10550	11070-18450
Lab Technician (DSU)	4600-7125	8390-13270
Lab Attender	2650-4150	4400-6680
<b>Pharmacognosy Unit</b>		
Senior Research Officer (Botany)	10000-15150	16650-23200
Research Officer	7800-12975	12930-20250
Farm Superintendent (HG)	7450-11475	12250-19800
Assistant Research Officer (Ayurveda)	7200-11400	11910-19350
Farm Superintendent	7200-11400	11910-19350
Assistant to Pharmacognosy Officer	6675-10550	11070-18450
<b>Posts held by Personnel of Other Departments</b>		
Professor in Sanskrit Gr I (Non Cadre)	As in PD	As in PD
Professor in Sanskrit Gr II (Non Cadre)	As in PD	As in PD
Professor Gr II (Non Cadre)	As in PD	As in PD
Professor in Physical Education	As in PD	As in PD
Civil Surgeon Gr II	As in PD	As in PD
Administrative Officer Gr II	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



## 7.CHEMICAL EXAMINER'S LABORATORY

**5.7.1** Chemical Examiner's Laboratories were established in India for rendering independent scientific service to the Criminal Justice Administration system. It caters to the needs of the judiciary in the prosecution of crimes. Chemical Examiner's Laboratories which was started as an independent department in 1890 was amalgamated with Public Health Laboratory, later on. With a view to ensuring speedy disposal of Chemicco – legal work in Chemical Examiner's Laboratory, it was separated from Health Services Department in 1969 and constituted as an independent Department under the administrative control of Home Department with headquarters at Thiruvananthapuram. Besides, there are two Regional Chemical Examiner's Laboratories situated at Kozhikode and Ernakulam. The Chief Chemical Examiner is the Head of Department.

**5.7.2** The Commission considered the demands in respect of scale of pay, promotional avenues etc. in respect of this department and recommends as follows:

### **Technical Assistant/Serological Assistant**

**5.7.3** The Commission recommends that 20% of the posts of Technical Assistant/Serological Assistant taken together, may be allowed higher grade with a scale of pay corresponding to Rs.5500-9075.

**5.7.4** The Commission recommends corresponding revision to all other posts in this Department.

**5.7.5** The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Chief Chemical Examiner	14000-18000	23200-31150
	Joint Chemical Examiner	12600-15600	20700-26600
	Assistant Chemical Examiner (HG)	7800-12975	12930-20250
<sup>a</sup>	Assistant Chemical Examiner	7450-11475	12250-19800
	Junior Scientific Officer	6675-10550	11070-18450
<sup>b</sup>	Serological Assistant	4600-7125	7990-12930
<sup>b</sup>	Technical Assistant	4600-7125	7990-12930
	Glass Blower	4000-6090	6680-10790

<sup>a</sup> 1/3 of the posts of Assistant Chemical Examiners will be placed on the higher grade

<sup>b</sup> 20% of the posts of Technical Assistant/Serological Assistant taken together will be in higher grade of Rs.9190-15150

	Laboratory Assistant	3050-5230	4990-7990
	Junior Laboratory Assistant	2650-4150	4400-6680
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD

## 8.CIVIL SUPPLIES

- 5.8.1** Department of Civil Supplies, functioned as a part of the erstwhile Board of Revenue. After its formation as a separate department, it functions under the control of Director, who is drawn from IAS.
- 5.8.2** The Department is concerned with supply of essential commodities through the statutory rationing system and the Civil Supplies Corporation. It enforces various control orders issued under Essential Commodities Act.
- 5.8.3** Discussions were held with representatives of Associations. The Commission considered the arguments in detail and recommends normal revision only to all posts in the Department.
- 5.8.4** The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	IAS	IAS
	Controller of Rationing	12600-15600	20700-26600
	Deputy Controller of Rationing/ Vigilance Officer	10000-15150	16650-23200
	Accounts Officer	7800-12975	12930-20250
	Assistant Secretary/District Supply Officer	7800-12975	12930-20250
	Taluk Supply Officer /City Rationing Officer HG	7200-11400	11910-19350
<sup>a</sup>	Taluk Supply Officer /City Rationing Officer	6500-10550	10790-18000
	Assistant Taluk Supply Officer/Manager	5500-9075	9190-15510
	Rationing Inspector	4600-7125	7990-12930
	<b>Posts held by Personnel of other Departments</b>		
	Finance Officer	As In PD	As In PD

<sup>a</sup> 20% of the posts will be in the Higher Grade

## 9.COMMERCIAL TAXES

**5.9.1** Agricultural Income Tax and Sales Tax Department has been renamed as Commercial Taxes Department. It is the major revenue earning department of the State and administers several Acts, viz The Central Sales Tax Act 1956, Kerala Surcharge on Taxes Act 1957, Kerala Money Lenders Act 1958, Kerala General Sales Tax Act 1963, Kerala Tax on Luxuries Act 1976, Kerala Agricultural Income Tax Act 1991 and Kerala Tax on Entry of goods into Local Areas Act 1994. Registration of dealers, disposal of assessments, demand and collection of tax, recovery of arrears of tax, prevention and detection of offences, disposal of appeals and revision of appeals are the main functions of the Department. The organization of the Commercial Taxes Department comprises 5 wings viz., Assessment wing, Intelligence wing, Appellate wing, Legal wing and Audit wing. Commissioner, who is in the IAS cadre is the administrative head of the Department.

**5.9.2** The Commission held discussions with various Service Organizations of the Department, heard their grievances and demands in respect of pay scales and promotional avenues and recommends the following:-

### Assistant Commissioner

**5.9.3** A demand for allowing ratio based grade promotion to Assistant Commissioners was made from service organizations. The Commission reviewed the position and found that the request is reasonable and recommends to place 20% of the posts of Assistant Commissioner in the higher grade in the scale of pay corresponding to Rs.10000-15150.

**5.9.4** All other posts in this Department will be allowed corresponding revised scale of pay.

**5.9.5** The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Commissioner	IAS	IAS
	Joint Commissioner	14300-18300	25400-33100
	Deputy Commissioner HG	14000-18000	23200-31150
	Deputy Commissioner	12600-15600	20700-26600
<sup>a</sup>	Assistant Commissioner	7800-12975	12930-20250
	Sales Tax Officer/Additional Sales Tax Officer/Intelligence Officer/Superintendent, Taxes, O/o. the Deputy Commissioner etc./Agriculture Income Tax and Sales Tax Officer/Additional Agriculture Income Tax and	7200-11400	11910-19350

<sup>a</sup> 20% of the posts of Assistant Commissioners will be in the Higher Grade on Rs.16650-23200.

	Sales Tax Officer (HG)		
<sup>b</sup>	Sales Tax Officer	6500-10550	10790-18000
	Additional Sales Tax Officer/Intelligence Officer/Superintendent, Taxes, O/o. the Deputy Commissioner etc./Agriculture Income Tax and Sales Tax Officer/Additional Agriculture Income Tax and Sales Tax Officer	6500-10550	10790-18000
	Additional Law Officer/Assistant Secretary (STAT) Manager	6500-10550	10790-18000
	Assistant Sales Tax Officer/Intelligence Inspector/AIT Inspector/ST Inspector/Check post Inspector	5500-9075	9190-15510
	<b>Posts held by personnel of other Departments</b>		
	Finance Officer	As In PD	As In PD

### **AGRICULTURAL INCOME TAX AND SALES TAX APPELLATE TRIBUNAL**

**5.9.6** The Agricultural Income Tax and Sales Tax Appellate Tribunal is a quasi-judicial body concerned with disposing of appeals in connection with Agriculture Income Tax and Sales Tax. Its headquarters is at Thiruvananthapuram with additional benches at Kottayam, Ernakulam, Palakkad and Kozhikode. The Tribunal has 14 members including Chairman. The Chairman (Rs.16300-19900) is of the rank of a District Judge and is selected directly from among Advocates. Besides Chairman, there are six Members drawn from the Department and four Members (Accounts), who are drawn from the open market or on deputation from Central Services. The remaining staff are drawn from the Commercial Taxes Department.

**5.9.7** Corresponding revision is recommended by the Commission for all the posts as applicable in their parent departments.

**5.9.8** The existing scale of pay and the proposed scale of pay of each post is as shown below:-

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Chairman	16300-19900	26600-33750
	Member, Accounts	14000-18000	23200-31150

<sup>b</sup> 20% of the posts will be in the Higher Grade

## 10.COMMISSIONERATE FOR ENTRANCE EXAMINATIONS

**5.10.1** The Commissionerate for Entrance Examinations formed in 1983, functions under the administrative control of Higher Education Department. The main function of the Department is conducting entrance examinations for selection of candidates for admission to professional courses. The staff working in this Department are on deputation from other Departments except that of Data Entry Operator and Part Time Contingent Menial. The Commission recommends normal revision to all posts.

**5.10.2** The existing scale of pay and the proposed scale of each post is as given below:-

<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
Commissioner	16300-18300	26600-33750
Data Entry Operator	4000-6090	6680-10790
<b>Posts held by Personnel of other Departments</b>		
Joint Commissioner	As In PD	As In PD
Finance Officer	As In PD	As In PD
Technical Assistant	As In PD	As In PD
Personal Assistant	As In PD	As In PD
Assistant	As In PD	As In PD
Programming Officer Gr I	As In PD	As In PD
Programming Officer Gr II	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	As In PD	As In PD

## 11.CO-OPERATION

**5.11.1** Co-operation Department is a quasi-judicial Department. After its inception in 1958, the Co-operation Department was reorganized in 1968 and in 1981. This Department controls the activities of all institutions in the co-operative sector except industrial co-operatives, coir co-operatives and fisheries co-operatives. The main functions of this department involve audit, inspection, enquiry, arbitration (quasi-judicial), execution, carrying on administrative duties of co-operative societies and implementation of plan schemes and other developmental activities through co-operative societies.

**5.11.2** The representatives of the various Associations related to this Department appeared before the Commission for discussing their problems on the revision

of pay scales of various posts and promotional avenues. The Commission heard their arguments and recommends as follows:-

**Spl. Gr. Senior Inspectors/Auditors and Senior Inspectors/Auditors**

**5.11.3** The case of revision of scale of pay of Inspector/Auditor was examined in detail. At present, Inspector/Auditor are in three grades, viz. Junior, Senior and Special Grade Senior Auditor/Inspector. The Commission recommends to combine the Special Grade Senior Inspector/Auditor post and Senior Inspector/Auditor post. While combining the above posts, the post of Special Grade Senior Inspector/Auditor will cease to exist and instead, only the post of Senior Inspector/Auditor will remain.

**5.11.4** While combining the two posts, the Commission recommends to award the scale of pay corresponding to Rs.5500-9075 (ie. the scale of pay of Special Grade Senior Inspector) to the post of Senior Grade Inspector/Auditor. The existing ratio of 1:1 between Junior and Senior Inspector/Auditor will continue. The Commission recommends corresponding revision to all other posts in this Department. The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Registrar of Co-operative Societies	IAS	IAS
	Additional Registrar of Co-operative Societies	12600-15600	20700-26600
	Joint Registrar of Co-operative Societies	10000-15150	16650-23200
	Deputy Registrar (HG)	8250-13650	13610-20700
<sup>a</sup>	Deputy Registrar	7450-11475	12250-19800
	Assistant Registrar	6675-10550	11070-18450
	Editor cum Press Relations Officer	6675-10550	11070-18450
	PA to the Registrar of Co-operative Societies	6675-10550	11070-18450
<sup>b</sup>	Senior Inspector/Auditor	5250-8150	9190-15510
<sup>b</sup>	Junior Inspector/Auditor	4600-7125	7990-12930
	<b>Posts held by Personnel of other Departments</b>		
	Finance Officer Gr I	As In PD	As In PD
	Law Officer	As In PD	As In PD
	Research Officer	As In PD	As In PD
	Research Assistant/Statistical	As In PD	As In PD

<sup>a</sup> The ratio between Deputy Registrar and Deputy Registrar (HG) will be 2:1.

<sup>b</sup> The existing ratio of 1:1 between Senior Inspector/Auditor and Junior Inspector/Auditor will continue. Consequent on the merger of Special Grade Senior Auditor/Inspector and Senior Inspector/Auditor, the former post will cease to exist

	Inspector		
	U.D. Compiler	As In PD	As In PD
	L.D. Compiler	As In PD	As In PD

## 12.CULTURAL PUBLICATIONS

**5.12.1** The Department of Cultural Publications was formed in 1983 for the purpose of publications of books of artistic, cultural and historic value. In order to develop co-ordination between the Cultural Institutions of the State with the “Culture Department” of the Secretariat, Government in G.O.(P)77/05/C.D, dated 25.8.2005 issued orders constituting a “Cultural Directorate”, redeploying the staff of the department of Cultural Publications. The functions already carried out by the Cultural Publications Department were entrusted to Kerala Bhasha Institute, Kerala Sahitya Academy and Kerala Book Marketing Society. The post of Director, Cultural Publications was redesignated as Director, Directorate of Culture.

**5.12.2** In the G.O. dated 25.8.05 it was mentioned that orders on creation of posts and re-deployment etc for the functioning of the Directorate shall be issued separately. As such only corresponding revision need be allowed to the existing staff of ‘Cultural Publications’.

Designation	Existing scale of Pay	Proposed scale of Pay
Director	12600-15600	20700-26600

## 13.DAIRY DEVELOPMENT

**5.13.1** The Dairy Development Department, which was formed in 1962, is responsible for implementation of schemes for enhancement of milk production and for rendering dairy extension service to the general public. It is engaged in developing scientific methods of dairying among the farming community encompassing cattle breeding, improved nutrition for cattle, scientific cattle management, organized milk procurement and milk marketing. Besides establishing infrastructural facilities like fodder farms, dairy plants, milk chilling centres etc, the Department is also instrumental in organizing and developing Dairy Co-operatives in the State, with the objective of streamlining milk production, procurement and marketing on Co-operative lines. With this end in view the department renders assistance to milk societies to be financially and technically sound and to set up and run milk chilling plants, milk products manufacturing plants, mini cattle feed plants etc.

- 5.13.2** Being the nodal agency for dairy extension in the State, the department is responsible for conducting demonstrations, house visits, seminars, discussion classes, group meetings, cattle shows, farmers contact programmes and orientation programmes relating to scientific breeding, feeding and management of cattle, production and marketing of milk and other milk products.
- 5.13.3** Quality Control Units of this Department ensure fair price to milk producers and good quality milk to the consumers. These units supervise milk collection by the milk societies, and oversee the functioning of milk products manufacturing units. The functions of Quality Control Units help to increase rural consumption of milk and other milk products.
- 5.13.4** Fodder cultivation, water shed area management of the State under the “National Watershed Development” programmes etc. are implemented by this Department. The Commission heard the representatives of the various Unions and Associations of the department and analysed the various demands made in the memoranda submitted, and in consequence thereof recommend the following

**Dairy Extension Officer**

- 5.13.5** Currently, there are 182 numbers of Dairy Extension Officers in the Department, out of which 14 numbers are designated as Technical Assistants, and their activities are attached to the district level. Since their responsibilities involve supervision and co-ordination at the district level, the Commission recommends to upgrade the post of Technical Assistant to the level of Assistant Director carrying the scale of Rs.7450-11475. For implementation of this recommendation the Commission suggests that the senior most personnel among Dairy Extension Officers may be posted as Technical Assistants. There will not be any claim to assign higher scales of pay to equated posts of Dairy Extension Officer such as Instructors, Store Officer etc.

**Ministerial Wing**

- 5.13.6** The Commission is of the view that Ministerial Staff who acquire JDC/HDC qualification through the training imparted to them by the Department may be assigned with duties involving co-operative functions of the Department. The Commission recommends corresponding revision to all other posts in this Department. The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	Dy. Director/Farm Superintendent	8250-13650	13610-20700



	Senior Dairy Engineer	8250-13650	13610-20700
	QualityControl Officer/Vice Principal/S.M.S. (Dairy)	7450-11475	12250-19800
	S.M.S. (Fodder)/Asst. Director	7450-11475	12250-19800
	Subject Matter Specialist (Co-operation)	7450-11475	12250-19800
	Fodder Development Officer	7450-11475	12250-19800
	Technical Assistant	6675-10550	12250-19800
	Instructor	6675-10550	11070-18450
	Store Keeper	6675-10550	11070-18450
	Dairy Engineer	6675-10550	11070-18450
	Dairy Extension Officer	6675-10550	11070-18450
	Dairy Chemist	5000-8150	8390-13270
	Dairy Extension Assistant	4600-7125	7990-12930
<sup>a</sup>	Dairy Farm Instructor (HG)	4600-7125	7990-12930
	Agricultural Assistant Gr I	4500-7000	7480-11910
<sup>a</sup>	Dairy Farm Instructor	4000-6090	6680-10790
	Lab Technician	4000-6090	6680-10790
	Agricultural Assistant Gr II	3590-5400	5930-9590
	Lab Assistant	3050-5230	4990-7990
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer Grade II	As in PD	As in PD
	Finance Officer Gr II	As in PD	As in PD
	Joint Registrar Of Co-Operative Societies (Dairy)	As in PD	As in PD
	Subject Matter Specialist (Veterinary)	As in PD	As in PD
	Assistant Registrar of Co-Operative Societies	As in PD	As in PD
	Senior Inspector of Co-Operative Societies	As in PD	As in PD
	Junior Inspector of Co-Operative Societies	As in PD	As in PD
	UD Compiler	As in PD	As in PD
	Agricultural Officer/Subject Matter Specialist (Fodder)	As in PD	As in PD

## 14.DRUGS CONTROL

**5.14.1** The Drugs Controller is the head of this Department which, as the title connotes, serves as a 'watch-dog' to ensure not only the quality of drugs that are available in the market but also that there is an effective system of testing

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<sup>a</sup> The existing ratio of 1:3 between higher grade and lower grade will continue

of drugs so that satisfactory standards are maintained at all levels. In order to discharge these dual functions, the Department has two distinct and separate wings, both under the Drugs Controller. The first of this is the Enforcement Wing and the other is the Testing Wing.

- 5.14.2** The Enforcement Wing has the responsibility to ensure that the statutory provisions of the various connected Acts and Rules like the Drugs and Cosmetics Act 1940; the Essential Commodities Act 1955; the Poison Act; the Drugs and Magic Remedies (Objectionable advertisements) Act 1854; etc. are observed scrupulously by all those who come within the purview of the statutes. In order to achieve this end, the wing is manned by personnel comprising the Drugs Inspector at the lowest level followed by the Senior Drugs Inspector, Assistant Drugs Controller, Deputy Drugs Controller and finally the Drugs Controller. Since Ayurveda drugs are also highly popular and widely consumed in Kerala, there are separate functionaries exclusively for Ayurveda discharging the same role as those in Allopathy do in the Department.
- 5.14.3** The existing ratio of 1:3 between higher grade and lower grade will continue The Testing Wing, which is of equal importance in ensuring the standardization of drugs in the market has a staff consisting of Analysts of three grades headed by a Chief Government Analyst, who is answerable to the Drugs Controller.
- 5.14.4** The representatives of the various Associations of this Department who have filed written memoranda appeared before the Commission and argued, rather forcefully, that the current scales of pay do not do justice to personnel of this Department and that their role in making the State virtually free from Maladies like circulation of sub-standard drugs, creating artificial shortage and consequent scarcity and collecting of excess amounts from consumers, are not widely appreciated. According to them, they should be treated on par with Medical Officers particularly because they compliment the work of Medical Officers in maintaining health standards. They also argue that professionally they are next to none. They further state that they have a grouse that although at the entry level, they are equated with certain other professions like Engineering, Agriculture, the promotion posts do not maintain the same parity. They have therefore pleaded for higher pay scales from the Assistant Drugs Controller upwards including that of the Drugs Controller. According to them, the Drugs Controller should be given the status of a major Head of the Department.
- 5.14.5** On the testing side, the Analysts while pointing out the crucial work that they perform in the drugs testing laboratory claim that they are responsible for eliminating sub-standard drugs from the market and that while discharging their duties they take enormous risks since they have to handle carcinogenic reagents, corrosive acids etc in the Laboratory. Further, the qualification of B-Pharmacy which is an essential qualification for the Analyst is, according

to them, as rigorous a course as that of MBBS or BDS. Better pay scales according to them would serve the purpose of attracting and retaining more talent within the Department.

**5.14.6** The Commission gave careful and anxious consideration to these demands and recognize the pivotal role played by the personnel of this Department in safeguarding and maintaining the standards of drugs that reach the public and also by preventing the peddling of sub-standard drugs both of which are achieved by purposeful implementation of the provisions of the various statutes covering this area. However, it is seen that the entry level scales of both the Drugs Inspector and Gr III Analyst is the same as the professionals in Engineering, Agriculture and Ayurveda. There is, therefore no ground to interfere to change this relativity in view of the repercussions this could have with other Departments. There is no doubt that the entry level parity is not maintained throughout while comparing the hierarchy with the PWD and other Engineering Departments. However, it has to be noted that this is a small Department where the ratio between gazetted and non-gazetted officers is around 1:2. Although the nature of work is important, the complexities and the canvas of responsibilities are not comparable with the other professional categories. Hence, the Commission is of the view that the Director cannot be made equivalent to any major Head of the Department and there should be no tampering in the scale from the Assistant Drugs Controller upwards. The Commission is therefore of the considered view that only normal revision need be made in the scales of pay of all the posts in the Department.

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Drugs Controller	12600-15600	20700-26600
	Chief Govt. Analyst	10000-15150	16650-23200
	Dy. Drugs Controller	10000-15150	16650-23200
	Deputy Drugs Controller (Ayurveda)	10000-15150	16650-23200
	Assistant Drugs Controller (Allopathy)	7800-12975	12930-20250
	Analyst Gr I	7800-12975	12930-20250
	Regional Drugs Inspector	7450-11475	12250-19800
	Chief Inspector of Drugs, Intelligence Squad	7450-11475	12250-19800
	Senior Drugs Inspector	7450-11475	12250-19800
	Analyst Gr II	7450-11475	12250-19800
	Drugs Inspector (Allopathy)	6675-10550	11070-18450
	Drugs Inspector, Special Intelligence Branch	6675-10550	11070-18450
	Drugs Inspector (Ayurveda)	6675-10550	11070-18450
	Analyst Gr III	6675-10550	11070-18450
	Technical Assistant to Drugs Controller	6675-10550	11070-18450

Law Officer	6500-10550	10790-18000
Scientific Assistant	5000-8150	8390-13270
Store Superintendent	4600-7125	7990-12930
Legal Assistant	4500-7000	7480-11910
Technical Assistant (Drugs Testing Laboratory)	4500-7000	7480-11910
Media Maker	4500-7000	7480-11910
Sample Warden	4000-6090	6680-10790
Technician (Lower Division)	3350-5275	5510-8590
Technical Store Keeper	3350-5275	5510-8590
Record Attender	2650-4150	4400-6680
Laboratory Attender	2650-4150	4400-6680
Animal Keeper	2610-3680	4300-5930

## **15.ECONOMICS AND STATISTICS**

**5.15.1** The Department of Economics and Statistics is the official data collecting agency and statistical authority of the State. It was formed in 1954 and is engaged in collection, compilation, analysis and publication of all official statistics relating to the State, conducting sample surveys and reviewing the socio-economic aspects of the State. It acts as nodal agency for collection of data and co-ordinates work of various departments in this respect.

**5.15.2** Director is the Head of Department and is assisted by Additional Directors, Joint Directors, Deputy Directors and Assistant Directors. District Offices are controlled and supervised by Deputy Directors.

**5.15.3** The Commission held discussions with various service organizations of the Department, heard their grievances in respect of scales of pay and promotional avenues and recommends as follows:

### **Joint Director (HG)**

**5.15.4** In the State Planning Board, the post equivalent to Joint Director (HG) is designated as Senior Joint Director. As such the Commission recommends to re-designate the post of “Joint Director (HG)” in the Economics and Statistics Department as “Senior Joint Director” so as to maintain parity in designation of posts in these two departments.

### **LD Compilers**

**5.15.5** The Commission recommends to allow higher start of two increments to the post of LD Compilers. The Commission recommends corresponding revision to all other posts in this Department. The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	14300-18300	25400-33100
	Additional Director	14000-18000	23200-31150
<sup>a</sup>	Joint Director (HG)	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	Deputy Director	8250-13650	13610-20700
	Assistant Director	7450-11475	12250-19800
	District Officer	7450-11475	12250-19800
	Regional Statistical Officer	7450-11475	12250-19800
	Research Officer	6675-10550	11070-18450
	Additional District Officer	6675-10550	11070-18450
	Price Supervisory Officer	6675-10550	11070-18450
	Scrutiny Officer	6675-10550	11070-18450
	Documentation Officer	6675-10550	11070-18450
	Taluk Statistical Officer	6500-10550	10790-18000
	Senior Supervisor (MT)	6500-10550	10790-18000
	Deputy Health Officer (Vital Statistics)	5500-9075	9190-15510
	Research Assistant	5000-8150	8390-13270
	Statistical Inspector	5000-8150	8390-13270
	Price Inspector	5000-8150	8390-13270
	Supervisor (MT)	5000-8150	8390-13270
	Draftsman U.D.	4500-7000	7480-11910
	Compiler U.D.	4000-6090	6680-10790
	Investigator U.D.	4000-6090	6680-10790
	Punch Card Operator U.D.	4000-6090	6680-10790
	Price Reporter U.D.	4000-6090	6680-10790
<sup>b</sup>	Junior Statistical Inspector	4000-6090	6680-10790
	Extension Officer (Planning & Monitoring)	4000-6090	6680-10790
	Draftsman L.D.	3350-5275	5510-8590
<sup>c</sup>	Compiler L.D.	3050-5230	4990-7990
	Investigator L.D.	3050-5230	4990-7990
	Punch Card Operator L.D.	3050-5230	4990-7990
	Price Reporter L.D.	3050-5230	4990-7990
<b>Posts held by Personnel of other Departments</b>			
	Administrative Officer	As In PD	As In PD

<sup>a</sup> The post of "Joint Director (HG) is redesignated as "Senior Joint Director"

<sup>b</sup> The existing practice of including the post of Junior Statistical Inspector with the post of "UD Compiler" for determining the ratio of 1:1 between UD and LD Compilers will continue

<sup>c</sup> "L.D. Compilers" will start at Rs.5250/-

## 16. EDUCATION

**5.16.0.1** Education is one of the major departments functioning under Government of Kerala. Two major divisions of Education department are General Education and Higher Education. For the convenience of Administration General Education is further divided into school level (up to SSLC) and higher secondary level (Higher Secondary Education and Vocational Higher Secondary Education). Administration of School level education vests with the Director of Public Instructions (and also Controller of Examinations). Higher Secondary Education and Vocational Higher Secondary Education have separate directorates for administration of related activities, but the respective schools are housed in the same premises along with high schools. The Higher Education division is for the development of Collegiate Education and Technical Education. Both these divisions are functioning under separate directorates. Legal studies are also included under education, but separate directorate is not formed for its functioning. Since medical education is an inseparable part of Health Department, it is not included under education.

**5.16.0.2** In Kerala, development of education is the combined effort of Government, aided and private sectors. In Government institutions, each and every activity related to the institution vests with Government; in the case of aided institutions payment of salary & connected matters are the responsibility of government, but all other activities including appointment of the staff rest with the private agency subject to certain guidelines prescribed by government; and in the case of private institutions all responsibilities rest with the private agency except for curriculum and examinations. Out of the total number of 4,89,866 employees 2,69,000 are working in the education field (the numbers are exclusive of private sector). In the education field majority of the employees are working in the aided sector.

### **Time bound higher grade:-**

**5.16.0.3** In the teaching side, majority of the employees do similar nature of work without any functional difference. Changes in functional work actually start from the post of Headmaster. Time-bound grades for Teachers and Headmasters are included in the respective chapters. The Commission recommends 8, 16 and 23 years as the general tenure for 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> time-bound grades with respect to the entry cadre. Those in the existing pay range up to Rs.4600-7125 are eligible for 3 time-bound grades and those above Rs.4600-8000 up to Rs.7450-11475 are eligible for 2 time-bound grades. The Headmaster posts are not the entry-level posts, but promotion posts of Teachers or High School Assistants in the respective service. However, considering the importance of the education field, the Commission recommends to continue the existing grade structure for the Headmaster posts in UP/LP and High School level. In the case of Headmasters in UP/LP schools, the Commission recommends the higher grade on completion of 8

years as Headmaster or a total of 28 years as Teacher/HM together and the senior grade on completion of 20 years as HM subject to the existing condition. The Commission recommends the higher grade to Headmasters in the High Schools on completion of 7 years as Head Master for a total service of 27 years as H SA/HM /AEO.

- 5.16.0.4** The Commission examined the present system of allowing personal scale to High School Assistants who are promoted from UP/LP teacher posts after giving notional fixations in the grades applicable to UP/LP level as if they were continuing in the respective post. The Commission is of the view that this is an erroneous procedure since when one leaves a post and takes up appointment in another post, he should not be eligible for any benefit in the previous post. The Commission, therefore, recommends to discontinue the practice of notional fixation and allowing personal scales. The UP/LP Teachers promoted to HSA will be eligible for grade promotion are applicable to HSA only. Other general conditions under grades to teacher will continue.

**Unification of the scales of Computer Experts:-**

- 5.16.0.5** One of the issues pointed out by a group of Computer Operators is that posts of Computer Operator are created in various departments with different designations and scale of pay. But their duties are the same. Similar cases were noticed while going through the pay structure existing in various departments. Computer field has now evolved into one of the leading modern technological fields and is termed as 'Information and Communication Technology (ICT)'. ICT is accepted, as a facilitating area in governance and it is the right time to structure the nature of posts in this area with required specialization and specification. It is a dangerous situation that each and every department is fixing their own standards for the creation of posts like System Manager, System Analyst, Computer Programmer, Computer Operator etc.
- 5.16.0.6** The Commission, therefore, recommends that general guidelines for creation of posts under the ICT sector and specific qualifications for each post must be fixed to avoid complication and confusion in posting such experts. Since such guidelines have to be binding on all departments, general guidelines may be issued by the Government in consultation with the experts in this field. While formulating such general guidelines, posts should not be limited to System Analysis and Computer Programming, but should be broad enough to cover areas like Computer networking, Data communication, e-Governance, System design and Co-ordination. Such experts can form a common pool and constituted as a separate group in Government for their promotional avenues.

**16.1.Collegiate Education**

- 5.16.1.1** The Collegiate Education Department started functioning in 1957 as a controlling office in respect of 13 Government Colleges. The administrative

jurisdiction of the department has been widened by the introduction of Direct Payment systems to the colleges managed by various private agencies and the inclusion of Music Colleges, Training Colleges and Physical Education College. Total number of institutions under the control of this department is:

Educational Agency	Arts & Science Colleges	Training colleges	Arabic college	Music colleges	Physical education Colleges	College Hostel	Zonal Offices	Total
Government	38	4		3	1	13	5	64
Private	148	17	11					176
Total	186	21	11	3	1	13	5	240

**5.16.1.2** In addition to the service matters of about 20,000 personnel (teaching and non-teaching), this department maintains P.F. accounts of the private college staff. Majority of the teaching staff (both from government and private colleges) are paid under the University Grants Commission (UGC) pattern and the remaining as per the State Government pattern. Now, the complete expenditure relating to collegiate education is met from state government funds.

**5.16.1.3** The Director is the Head of the Department and Additional Director & Deputy Directors assist him in academic matters. The post of Additional Director and Deputy Directors are filled from the academic side and the scale of pay of the post is as per the UGC scheme. Five zonal offices have been set up under the control of Deputy Directors at Kollam, Kottayam, Ernakulam, Thrissur and Kozhikode.

**5.16.1.4** The Commission held discussion with the representatives of various Associations with respect to changes in the scale of pay of various posts. After taking into consideration their views, the Commission recommends as follows: -

**Implementation of all benefits under UGC Scheme:**

**5.16.1.5** The Commission examined sanctioning of complete benefits of the UGC scheme to the employees coming under that scheme. At the time of introduction of the scheme, Government made a detailed study including the financial implications and decided to implement the UGC scheme with the restriction of certain benefits. Later on, orders were issued in GO (P) No.171/99/H.Edn dated 21-12-1999 regulating rules for implementation of the scheme. The Commission is of the view that such regulations are necessary to have a balance between the pay structure of the employees in the UGC scheme and that of the State scheme and recommend to continue the scheme without any change.



**Music Colleges:**

**5.16.1.6** A detailed examination has been made in respect of various posts in Collegiate Education Department and the Commission make the following recommendations: -

<b>Sl.No</b>	<b>Existing Designation</b>	<b>Existing Scale of Pay</b>	<b>Recommendation</b>
(i)	Senior Art Instructor (Drawing & Painting, Applied Art, Sculpture)	Rs.6675-10550	Redesignate as Lecturer (Drawing & Painting, Applied Art, Sculpture) and award corresponding revision.
(ii)	Art Instructor (Drawing & Painting, Applied Art, Sculpture)	Rs.5250-8150	Redesignate as Junior Lecturer (Drawing & Painting, Applied Art, Sculpture) and award corresponding scale of pay.
(iii)	Teacher in Mohiniyattam	Rs.4500-7000	Redesignate as Junior Lecturer (Mohiniyattam) and award the scale of pay corresponding to Rs.5250-8150
(iv)	Bharathanatyam Instructor	Rs.5250-8150	Redesignate as Lecturer (Bharathanatyam) and award the scale of pay corresponding to Rs.6675-10550
(v)	Additional Bharathanatyam Instructor	Rs.5250-8150	Redesignate as Junior Lecturer (Bharathanatyam)
(vi)	Dance Master (Kathakali)	Rs.5250-8150	Redesignate as Lecturer (Kathakali) and award the scale of pay corresponding to Rs.6675-10550
(vii)	Assistant Dance Master (Kathakali)	Rs.5250-8150	Redesignate as Junior Lecturer (Kathakali)
(viii)	Drawing & Painting Master	Rs.5250-8150	Redesignate as Junior Lecturer (Drawing & Painting)

**Studio Assistant Grade II:**

**5.16.1.7** Post of Studio Assistant Grade II in the Music College is lying vacant for want of qualified hands. The Commission recommends to assign the scale of pay corresponding to Rs.3350-5275 to this post. The Commission recommends to fill up the post after fixing suitable qualification.

**Coaches in Physical Education College:**

- 5.16.1.8** Qualification-wise coaches in Physical Education College are equal to or slightly better than Physical Education Lecturers of Arts & Science Colleges. In the case of Physical Education Lecturers of Arts & Science Colleges there is another channel for obtaining UGC on acquiring the requisite qualifications. But due to the conditions specified in the Special Rules Coaches in Physical Education College are deprived of this facility. After considering the whole aspect in detail, the Commission recommends to include coaches in Physical Education College in the same stream of Lecturers (Physical Education) in Arts & Science Colleges and to make necessary amendments in the Special Rules.

**Copyist:**

- 5.16.1.9** Qualifications prescribed for the post of Copyist are Degree with Sanskrit as main or Vidwan (Sanskrit) or equivalent, ability in reading & writing Malayalam, English & Tamil or Kannada, and proficiency in copying Palmyra writings. It is understood that the post is created for copying the Palmyra writings and its translation. The Commission is of the view that the personnel posted against this post requires some skill and ability and cannot be compared as a simple copying job and recommend to award scale of pay corresponding to Rs.3590-5400. The service of the personnel in this post should be utilized to document our heritage documents in Palmyra writings for the study and research purposes of the student. Storing the documents as scanned images and its translation in various languages in a digitalized environment can also be thought of as a method for preserving the contents of important documents. The Commission also recommends redesignating the post as **Heritage Document Translator**.

**Laboratory Attender:**

- 5.16.1.10** The Commission considered the existing status of posting Attenders in Laboratories of Educational institutions and recommend to separate this category from common Attender posts and designate it as Laboratory Attender simultaneously awarding scale of pay corresponding to Rs.2750-4625. The Commission also recommend to fill up these posts from among the Attenders who pass a screening and aptitude test.

**Sanskrit Pandit:**

- 5.16.1.11** As per GO (MS).106/98/H.Edn dated 26-8-1998 five posts of Sanskrit Language Teachers have been transferred from the General Education Department to the Collegiate Education Department and the personnel posted against these posts are working as Sanskrit Pandit in the Music Colleges. Considering the qualification and the duties & responsibilities entrusted to these posts, the Commission recommend to merge the post of Sanskrit Pandit (Gr.II and Gr.I) and redesignate it as **Lecturer (Sanskrit Language)**. The Commission also recommends to award a scale of pay corresponding to

Rs.6675-10550 to this post. The Commission recommends corresponding revision to all other posts in the department. The existing scale of pay and revised scale of pay of each post is as shown below: -

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed Scale of pay</b>
	<b>Directorate</b>		
	Director	16300-18300	26600-33750
	Additional Director	U G C	UGC
	Deputy Director	U G C	UGC
	U.G.C.Special Officer	U G C	UGC
	Senior Administrative Assistant	7800-12975	12930-20250
	Special Officer for Scholarships	7800-12975	12930-20250
	<b>Arts &amp; Science Colleges</b>		
	Principal Spl.Gr	U G C	UGC
	Principal	U G C	UGC
	Lecturer Sel.Gr	U G C	UGC
	Lecturer Sen.Gr	U G C	UGC
	Lecturer	U G C	UGC
	Lecturer Non U G C	6675-10550	11070-18450
	Lecturer Physical Education	6675-10550	11070-18450
	Principal Non U G C	12600-15600	20700-26600
	Principal Non U G C	10000-15150	16650-23200
	Professor Gr I Non U G C	10000-15150	16650-23200
	Reader	U G C	UGC
	Professor Gr II	7800-12975	12930-20250
	Professor Gr II (Phy.Edn.)	7800-12975	12930-20250
	Librarian Sel.Gr	U G C	UGC
	Librarian Sen.Gr	U G C	UGC
	Librarian	U G C	UGC
	Artist	3350-5275	5510-8590
	Herbarium Keeper	3050-5230	4990-7990
	Taxidermist	3050-5230	4990-7990
	Gasman	2750-4625	4510-7480
	Lab Attender	2650-4150	4510-7480
	Specimen Collector	2650-4150	4400-6680
	Water Pump Mechanic	2610-3680	4300-5930
	Groundsman	2610-3680	4300-5930
	Marker	2610-3680	4300-5930
	Matron	3590-5400	5930-9590
	Part-time Lecturer in Law/ Journalism	3000 Fixed	4000 Fixed

	Part-time Lecturer in Arabic	2450(honorarium)	3500(honorarium)
	<b>Sanskrit Colleges</b>		
	Principal	U G C	UGC
	Professor Gr I Non U G C	10000-15150	16650-23200
	Professor Gr II Non U G C	7800-12975	12930-20250
	Lecturer Sel.Gr	U G C	U G C
	Lecturer Sen.Gr	U G C	U G C
	Lecturer	U G C	U G C
	Lecturer Non U G C	6675-10550	11070-18450
#	Copyist	3050-5230	5930-9590
	<b>Training Colleges</b>		
	Principal Non U G C	12600-15600	20700-26600
	Principal	U G C	U G C
	Lecturer Sel.Gr	U G C	U G C
	Lecturer Sen.Scale	U G C	U G C
	Professor Gr II Non U G C	7800-12975	12930-20250
	Lecturer	U G C	U G C
	Lecturer Non U G C	6675-10550	11070-18450
	Instructor in Arts & Crafts	5000-8150	8390-13270
	Professor	U G C	U G C
	Reader	U G C	U G C
	<b>Physical Education Colleges</b>		
	Principal	U G C	U G C
	Professor Gr II Non U G C	7800-12975	12930-20250
	Lecturer	U G C	U G C
	Lecturer Non U G C	6675-10550	11070-18450
	Coach	6675-10550	11070-18450
	Instructor Selection Grade	5250-8150	8790-13610
	Instructor Senior Scale	5000-8150	8390-13270
	Instructor Gr I	4500-7000	7480-11910
	Instructor Gr II/ Matron	3590-5400	5930-9590
	<b>Arabic Colleges</b>		
	Principal	10000-15150	16650-23200
	Professor Gr I	7800-12975	12930-20250
	Professor Gr II	7800-12975	12930-20250
	Lecturer	6675-10550	11070-18450
	Principal	6675-10550	11070-18450
	Lecturer Sel.Gr	6500-10550	10790-18000

# Will be redesignated as Heritage Document Translator

	Lecturer Sen.Gr	5500-9075	9190-15510
	Lecturer Gr I	5000-8150	8390-13270
	Lecturer Gr II	4500-7000	7480-11910
	<b>Music Colleges</b>		
	Principal	12600-15600	20700-26600
	Professor	10000-15150	16650-23200
	Professor (Vocal, Veena, Mridangam & Violin)	10000-15150	16650-23200
	Additional Professor of Vocal Music	10000-15150	16650-23200
	Assistant Professor	7800-12975	12930-20250
	Lecturer in Musicology	6675-10550	11070-18450
<sup>a</sup>	Senior Art Instructor	6675-10550	11070-18450
<sup>b</sup>	Art Instructor	5250-8150	8790-13610
	Bhagavathar	5250-8150	8790-13610
<sup>c</sup>	Sanskrit Pandit Gr I	5000-8150	11070-18450
<sup>c</sup>	Sanskrit Pandit Gr II	4600-7125	11070-18450
	Instrument Mechanic	4500-7000	7990-12930
	Mridangom Player	5250-8150	8790-13610
<sup>d</sup>	Dance Master (Kathakali)	5250-8150	11070-18450
<sup>e</sup>	Bharathanatyam Instructor	5250-8150	11070-18450
<sup>f</sup>	Drawing and Painting Master	5250-8150	8790-13610
	Drummer (Maddalam Player)	5250-8150	8790-13610
<sup>g</sup>	Bharathanatyam Instructor (Addl)	5250-8150	8790-13610
	Kathakali Bhagavathar	5250-8150	8790-13610
	Bharathanatyam Bhagavathar	5250-8150	8790-13610
<sup>h</sup>	Assistant Dance Master (Kathakali)	5250-8150	8790-13610
	Assistant Art Instructor	5250-8150	8790-13610
	Chenda Player	5250-8150	8790-13610
	Sculpture and Modeling Master	4500-7000	7480-11910
<sup>i</sup>	Teacher in Mohiniyattom	4500-7000	8790-13610
	Studio Assistant		5510-8590
	<b>Posts held by Personnel of Other Departments</b>		
	Senior Administrative Officer	As in PD	As in PD

<sup>a</sup> Will be redesignated as Lecturer (Drawing & Painting, Applied Arts, Sculpture)

<sup>b</sup> Will be redesignated as Junior Lecturer (Drawing & Painting, Applied Arts, Sculpture).

<sup>c</sup> Will be redesignated as Lecturer (Sanskrit Language)

<sup>d</sup> Will be redesignated as Lecturer (Kathakali)

<sup>e</sup> Will be redesignated as Lecturer (Bharathanatyam)

<sup>f</sup> Will be redesignated as Junior Lecturer (Drawing and Painting)

<sup>g</sup> Will be redesignated as Junior Lecturer (Bharathanatyam)

<sup>h</sup> Will be redesignated Junior Lecturer (Kathakali)

<sup>i</sup> Will be redesignated as Junior Lecturer (Mohiniyattom)

Finance Officer Gr I	As in PD	As in PD
Research Officer	As in PD	As in PD
Research Assistant	As in PD	As in PD
Compiler (L.D)	As in PD	As in PD
Compiler (U.D)	As in PD	As in PD
Librarian Gr I	As in PD	As in PD
Librarian Gr II	As in PD	As in PD
Librarian Gr III	As in PD	As in PD
Librarian Gr IV	As in PD	As in PD
Sanitation Worker	As in PD	As in PD
Night Watchman	As in PD	As in PD
Lady Attendant	As in PD	As in PD
Boy Servant	As in PD	As in PD
Sickroom Attendant	As in PD	As in PD
Cook	As in PD	As in PD

## **16.2.General Education**

**5.16.2.1** The General Education Department is the most important department in the Education sector in Kerala. The Director of Public Instruction is the Head of the Department and is also the Commissioner for Govt. Examinations in the State. Additional Directors, Joint Directors, Deputy Directors and Assistant Directors help him in the major functions of the Department such as curriculum designing, scheduling of Education Calendar, controlling of teaching activities, regulating administration of various schools and conduct of examinations. For administrative convenience and improving the efficiency in school education, district offices are functioning in the 14 revenue districts of the state headed by Deputy Directors of Education and further divided into Educational Districts & Sub-Districts. There are 36 Educational Districts and 161 Educational sub-districts in the State. Institutions/ Schools coming under the control of this Department are:

<b>CATEGORY</b>	<b>Government</b>	<b>Aided</b>	<b>Un aided</b>	<b>TOTAL</b>
High Schools	995	1423	363	2781
U.P. Schools	954	1870	218	3042
L.P. Schools	2548	3994	285	6827
Anglo-Indian H.S.	-	5	3	8
Schools for the Handicapped	7	23	13	43
Teachers Training Institute	38	64	82	184
<b>TOTAL</b>	<b>4542</b>	<b>7379</b>	<b>964</b>	<b>12885</b>

**5.16.2.2** Higher Secondary Schools and Vocational Higher Secondary Schools are housed in the same premises of High Schools, but their administrative controls vest with different Directors.

**5.16.2.3** Other Institutions/ projects directly linked with Education and coming under the control of DPI are District Institute of Education and Training (DIETs),

Sarva Siksha Abhiyan (SSA) {erstwhile District Primary Education Programme (DPEP)}, State Council of Educational Research and Training (SCERT) and IT @ School project. The private and public sectors together play a significant role in sustaining the present level of education in Kerala. Both Government and Private aided School employees continue to be paid from the State fund.

- 5.16.2.4** The Commission held discussions with representatives of various Associations with respect to revision of pay scales of the posts in the department as well as promotion prospects. After considering all the demands raised by the associations, the Commission recommend as follows:

**Time-bound higher grade to Teachers:**

- 5.16.2.5** General Education is a vast department with a coalition of government, aided and private set up. Granting of time-bound higher grade has proved to be an apt strategy for promotion in this kind of a set up. The Commission is of the view that the existing structure of time-bound promotion is ideal for continuance with slight modification. The Commission recommend continuing the existing grade structure in the case of UP/LP Teachers and recommend to award corresponding revised pay scale of Rs.4600-7125 to UP/LPSA Grade I and Rs.5500-9075 to Selection Grade UP/LPSA.

- 5.16.2.6** In the case of High School Assistants, the Commission recommends to award the scale of pay corresponding to Rs.5000-8150 to the entry grade by combining H S A Gr.II and H S A Gr.I. H S A Gr. I & II will be re-designated as H S A. The Commission also recommend to award scale of pay corresponding to Rs.5800-9425 to the Senior Grade. After merger of the two grades the H S As will be eligible for two higher grades 1<sup>st</sup> on completion of 8 years and 2<sup>nd</sup> on completion of 16 years. With this arrangement High School Assistants become eligible for selection grade scale 7 years prior to the existing set up.

- 5.16.2.7** Headmasters in UP/LP schools are the promotion posts of Teachers in the UP/LP schools. The Commission recommend continuing the existing grade structure in the case of Headmaster (UP/LP) and recommend to award the scale of pay corresponding to Rs.5800-9425 to Headmaster (UP/LP).

- 5.16.2.8** Headmasters in high schools are the promotion posts of High School Assistants. The Commission recommend to continue the existing grade structure in the case of Headmasters of high schools.

**Specialist Teachers and Physical Education Teachers:**

- 5.16.2.9** Specialist Teachers and Physical Education Teachers working in High Schools and in Primary Schools are allowed the scale of pay equal to that of Teachers in UP/LP schools. Demands have been raised for higher pay in respect of such teachers working in high schools. The Commission have

considered the whole aspect with reference to the qualification, method of appointment, duties and responsibilities of the Specialist Teachers and Physical Education Teachers in both high schools and UP/LP schools and is of the view that no change is warranted in the existing set up.

**Matrons of Special Schools:**

**5.16.2.10** Considering the peculiar nature of work, the Commission recommend to award the scale of pay corresponding to Rs.3590-5400 to the post of Matrons of Special Schools.

**Ensuring quality measures for Grades and Promotions:**

**5.16.2.11** Certain service organizations suggested sanctioning promotions and grades to teachers after ensuring quality measures such as educational qualifications, service seniority, pass in departmental tests, performance of work and in-service courses. The Commission agrees to the suggestions in principle, but are not recommending any modification to the existing setup since foolproof evaluation of all these items is not possible in the present service structure with the available infrastructure facilities. The Commission recommend corresponding revision to all other posts in the department. The existing scale of pay and revised scale of pay of each post is as shown below with sub grouping similar type of posts:

	<b>Designation</b>	<b>Existing Scale</b>	<b>Proposed Scale</b>
	<b>1</b>	<b>2</b>	<b>3</b>
	<b>Directorate</b>		
	Director	IAS	
	Additional Director	14000-18000	23200-31150
	Joint Director	10000-15150	16650-23200
	Statistical Officer	10000-15150	16650-23200
	Deputy Director	8250-13650	13610-20700
	Deputy Director (Sports & Games)	8250-13650	13610-20700
	Chief Planning Officer	8250-13650	13610-20700
	Accounts officer (Provident Fund)	7800-12975	12930-20250
	Secretary-Cum-Treasurer (Housing Society)	7800-12975	12930-20250
	Assistant Director	7450-11475	12250-19800
	Assistant Provident Fund Officer	7200-11400	12250-19800
	Public Relations Officer	7200-11400	12250-19800
	Additional Administrative Assistant	7200-11400	12250-19800
	Accounts officer (Audit)	7200-11400	12250-19800
	PA to Secy, State Edn. Advisory Board/Personal Asst.	6675-10550	11070-18450
	Editor (Vidyarangom)	5500-9075	9190-15510
	<b>(CARE)-Noon Meal Programme</b>		
	Senior Administrative Assistant	7800-12975	12930-20250



	Supervisor (Noon Feeding)	6500-10550	10790-18000
	<b>Examination Wing</b>		
	Joint Commissioner for Government Examinations	10000-15150	16650-23200
	Secretary to the Commissioner for Government Exams	8250-13650	13610-20700
	PA to Secretary to the Commissioner for Govt.Exams	6675-10550	11070-18450
	<b>Text Books</b>		
	Text Book Officer	8250-13650	13610-20700
	Personal Assistant to the Text Book Officer	6675-10550	11070-18450
	Chief Accountant	6500-10550	10790-18000
	Store Keeper, Central Stores	6500-10550	10790-18000
	Store Keeper, District Stores	5500-9075	9190-15510
	<b>Offices of the Deputy Director, Education</b>		
	Deputy Director	8250-13650	13610-20700
	Administrative Assistant	7200-11400	As in CC
	Accounts Officer	7200-11400	As in CC
	<b>District &amp; Sub District Office</b>		
	District Educational Officer	7450-11475	12250-19800
	Personal Assistant to DEO	7200-11400	11910-19350
	Assistant Educational Officer	6675-10550	11070-18450
	Additional Assistant Educational Officer	6675-10550	11070-18450
	Inspector of Muslim Education	6675-10550	11070-18450
	Inspector of Muslim Education	5500-9075	9190-15510
	<b>TTI for In-service Training in Hindi</b>		
	Chief Instructor	6675-10550	11070-18450
	Instructor	6675-10550	11070-18450
	Instructor	5000-8150	8390-13270
	<b>Secondary School (Including Training Schools)</b>		
	Headmaster HG	7200-11400	11910-19350
	Headmaster	6675-10550	11070-18450
	High School Assistant Sel.Gr (Graduate/Language)	6500-10550	10790-18000
	High School Assistant Sen.Gr (Graduate/Language)	5500-9075	9590-16650
<sup>a</sup>	High School Assistant Gr I (Graduate/Language)	5000-8150	8390-13270
<b>a</b>	High School Assistant Gr II	4600-7125	8390-13270

<sup>a</sup> HSAs Gr I and II will be merged and re-designated as H S A

	(Graduate/Language)		
	Instructor (Engineering/ Printing Tech./ Agri.)	5500-9075	9190-15510
	Instructor/ Instructor (Engineering)	4600-7125	7990-12930
	Instructor Sen.Gr (Commerce)	5500-9075	9190-15510
	Instructor Gr.I (Commerce)	5000-8150	8390-13270
	Instructor Gr.II (Commerce)	4500-7000	7990-12930
	Instructor Sel.Gr	As in UP/LP section	
	Instructor Sen.Gr	As in UP/LP section	
	Instructor Gr I	As in UP/LP section	
	Instructor Gr II	As in UP/LP section	
	Physical Training (Bharatanatyam)	4500-7000	7990-12930
	Teacher Sel.Gr (Ratton Works, Music, Craft, Physical Edn/ Veena/ Commercial/ Hindustani-Urdu)	5250-8150	9190-15510
	Teacher Sen.Gr (Ratton Works, Music, Craft, Physical Edn/ Veena/ Commercial/ Hindustani-Urdu)	5000-8150	8390-13270
	Teacher Gr I (Ratton Works, Music, Craft, Physical Edn/ Veena/ Commercial/ Hindustani-Urdu)	4500-7000	7990-12930
	Teacher Gr II (Ratton Works, Music, Craft, Physical Edn/ Veena/ Commercial/ Hindustani-Urdu)	4000-6090	6680-10790
	Domestic Science Assistant	4500-7000	7990-12930
	Secretarial Assistant	4500-7000	7990-12930
	Dance Master (Kathakali)	4500-7000	7990-12930
	Pandit	4500-7000	7990-12930
	Craft/Specialist Teacher Sel. Scale	5500-9075	9190-15510
	Craft/Specialist Teacher Sen. Scale	5250-8150	8790-13610
	Craft/Specialist Teacher Gr I	4600-7125	7990-12930
	Craft/Specialist Teacher Gr II	4000-6090	6680-10790
	Drawing Master/ Dance Master/ Bhagavathar Sel.Gr	5250-8150	9190-15510
	Drawing Master/ Dance Master/ Bhagavathar Sen.Gr	5000-8150	8390-13270
	Drawing Master/ Dance Master/ Bhagavathar Gr I	4500-7000	7990-12930
	Drawing Master/ Dance Master/ Bhagavathar Gr II	4000-6090	6680-10790
	Sewing Mistress Sel.Gr	5250-8150	9190-15510

	Sewing Mistress Sen.Gr	5000-8150	8390-13270
	Sewing Mistress Gr I	4500-7000	7990-12930
	Sewing Mistress Gr II	4000-6090	6680-10790
	Special Teacher/ Specialist Sel.Gr	5250-8150	9190-15510
	Special Teacher/ Specialist Sen.Gr	5000-8150	8390-13270
	Special Teacher/ Specialist Gr I	4500-7000	7990-12930
	Special Teacher/ Specialist Gr II	4000-6090	6680-10790
	<b>Upper Primary &amp; Lower Primary Schools</b>		
	Headmaster Sen.Gr	6675-10550	11070-18450
	Headmaster HG	6500-10550	10790-18000
	Headmaster	5500-9075	9590-16650
#	Teacher Sel.Gr (Specialisation details shown at the end)	5250-8150	9190-15510
#	Teacher Sen.Gr (Specialisation details shown at the end)	5000-8150	8390-13270
#	Teacher Gr.I (Specialisation details shown at the end)	4500-7000	7990-12930
#	Teacher Gr II (Specialisation details shown at the end)	4000-6090	6680-10790
	Primary Education Extension Officer	4500-7000	7480-11910
	Instructor Sel.Gr (Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharatanatyam, Physical Training, Wood Works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering)	5250-8150	9190-15510
	Instructor Sen.Gr (Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharatanatyam, Physical Training, Wood Works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering)	5000-8150	8390-13270
	Instructor Gr I (Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharatanatyam, Physical Training, Wood Works, Fine Arts, Drawing & Painting, Home Science, Fishery	4500-7000	7990-12930

# P.D, 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, Mridangom, Kaikottikali, Weaving, Tailoring, Book Binding, Manual Training, Physical Training, Girls Guide, Technological Fishing

	Technology, Engineering)		
	Instructor Gr II (Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharatanatyam, Physical Training, Wood Works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering)	4000-6090	6680-10790
	Fishing Technology Assistant Sel.Gr	5250-8150	9190-15510
	Fishing Technology Assistant Sen.Gr	5000-8150	8390-13270
	Fishing Technology Assistant Gr I	4500-7000	7990-12930
	Fishing Technology Assistant Gr II	4000-6090	6680-10790
	Matron/ Sewing Mistress Sel.Gr	5250-8150	9190-15510
	Matron/ Sewing Mistress Sen.Gr	5000-8150	8390-13270
	Matron/ Sewing Mistress Gr I	4500-7000	7990-12930
	Matron/ Sewing Mistress Gr II	4000-6090	6680-10790
	Pandit/ Junior Pandit/ Hindi Pandit Sel.Gr	5250-8150	9190-15510
	Pandit/ Junior Pandit/ Hindi Pandit Sen.Gr	5000-8150	8390-13270
	Pandit/ Junior Pandit/ Hindi Pandit Gr I	4500-7000	7990-12930
	Pandit/ Junior Pandit/ Hindi Pandit Gr II	4000-6090	6680-10790
	Drill Master/ Drawing Master Sel.Gr	5250-8150	9190-15510
	Drill Master/ Drawing Master Sen.Gr	5000-8150	8390-13270
	Drill Master/ Drawing Master Gr I	4500-7000	7990-12930
	Drill Master/ Drawing Master Gr II	4000-6090	6680-10790
	Bhagavathar Sel.Gr (Bharathnatyam, Kathakali)	5250-8150	9190-15510
	Bhagavathar Sen.Gr (Bharathnatyam, Kathakali)	5000-8150	8390-13270
	Bhagavathar Gr I (Bharathnatyam, Kathakali)	4500-7000	7990-12930
	Bhagavathar Gr II (Bharathnatyam, Kathakali)	4000-6090	6680-10790
	Chenda player Sel.Gr	5250-8150	9190-15510
	Chenda player Sen.Gr	5000-8150	8390-13270
	Chenda player Gr I	4500-7000	7990-12930
	Chenda player Gr II	4000-6090	6680-10790
	Assistant Teacher (Nursery/ Pre-primary) /Assistant Dance Teacher/ Art Master/ Art Assistant Sel.Gr	5250-8150	9190-15510
	Assistant Teacher (Nursery/ Pre-primary) /Assistant Dance Teacher/ Art Master/ Art Assistant Sen.Gr	5000-8150	8390-13270

	Assistant Teacher (Nursery/ Pre-primary) /Assistant Dance Teacher/ Art Master/ Art Assistant Gr I	4500-7000	7990-12930
	Assistant Teacher (Nursery/ Pre-primary) /Assistant Dance Teacher/ Art Master/ Art Assistant Gr II	4000-6090	6680-10790
	Attender (Kathakali chutti)	4000-6090	6680-10790
	Teacher (Craft)	4000-6090	6680-10790
	Instructor (Work Experience Programme)	4000-6090	6680-10790
	<b>Schools for the Handicapped</b>		
	Headmaster HG	7200-11400	11910-19350
	Headmaster	6675-10550	11070-18480
	Headmaster (Under Graduate)	5500-9075	9190-15510
	Graduate Assistant (Training centre for Handicapped)	5500-9075	9190-15510
	Resource Teacher Gr I	5000-8150	8390-13270
	Resource Teacher Sen.Gr	5500-9075	9190-15510
	Resource Teacher Sel.Gr	6500-10550	10790-18000
	High School Assistant Sel.Gr	6675-10550	11070-18450
	High School Assistant Sen.Gr	6500-10550	10790-18000
	High School Assistant Gr I	5500-9075	9190-15510
	High School Assistant Gr II	5000-8150	8390-13270
	Teacher (Graduate who are handicapped) Sel.Gr	6500-10550	10790-18000
	Teacher (Graduate who are handicapped) Sen.Gr	5500-9075	9590-16650
*	Teacher (Graduate who are handicapped) Gr I	5000-8150	8390-13270
*	Teacher (Graduate who are handicapped) Gr II	4600-7000	
	Assistant Teacher (with special training) Sel.Gr	6500-10550	10790-18000
	Assistant Teacher (with special training) Sen.Gr	5500-9075	9590-16650
<sup>a</sup>	Assistant Teacher (with special training) Gr I	5000-8150	8390-13270
<sup>a</sup>	Assistant Teacher (with special training) Gr II	4600-7000	
	Assistant Teacher (without special training) Sel.Gr	5250-8150	9190-15510
	Assistant Teacher (without special	5000-8150	8390-13270

<sup>a</sup> will be redesignated as Assistant Teacher (with special training)

\* Will be redesignated as Teacher (Graduate who are handicapped)

	training) Sen.Gr		
	Assistant Teacher (without special training) Gr I	4500-7000	7990-12930
	Assistant Teacher (without special training) Gr II	4000-6090	6680-10790
	Teacher ( Under Graduate who are handicapped) Sel.Gr	5250-8150	9190-15510
	Teacher ( Under Graduate who are handicapped) Sen.Gr	5000-8150	8390-13270
	Teacher ( Under Graduate who are handicapped) Gr I	4500-7000	7990-12930
	Teacher ( Under Graduate who are handicapped) Gr II	4000-6090	6680-10790
	Brailist, Craft, Music and Drawing teacher Sel.Gr	5250-8150	9190-15510
	Brailist, Craft, Music and Drawing teacher Sen.Gr	5000-8150	8390-13270
	Brailist, Craft, Music and Drawing teacher Gr I	4500-7000	7990-12930
	Brailist, Craft, Music and Drawing teacher Gr II	4000-6090	6680-10790
	Matron	3350-5275	5930-9590
	Brailist (Part-time)	3050-5230	4990-7990
	Mobility Instructor-cum-physical Edn. Teacher Sel.Gr	5250-8150	9190-15510
	Mobility Instructor-cum-physical Edn. Teacher Sen.Gr	5000-8150	8390-13270
	Mobility Instructor-cum-physical Edn. Teacher Gr I	4500-7000	7990-12930
	Mobility Instructor-cum-physical Edn. Teacher Gr II	4000-6090	6680-10790
	Part-time Instrumental Music Teacher	3050-5230	4990-7990
	Instructor in Plumbing	4500-7000	7480-11910
	Skilled Assistant (Printing & Composing)	3350-5275	5510-8590
	Skilled Assistant (Plumbing)	3350-5275	5510-8590
	Instructor in composing	4500-7000	7480-11910
	Ayah	2610-3680	4300-5930
	<b>Subordinate Staff</b>		
	Accountant CARE	4600-7125	7990-12930
	Manager	4600-7125	7990-12930
	Depot Officer	4600-7125	7990-12930
	Assistant Depot Officer	4000-6090	6680-10790
	Sergeant	4000-6090	6680-10790
	Calculator Operator	3350-5275	5510-8590

	Mechanic	3350-5275	5510-8590
	Assistant Librarian	3050-5230	4990-7990
	Godown Keeper	3050-5230	4990-7990
	Record Keeper	3050-5230	4990-7990
	Tally Clerk	3050-5230	4990-7990
	Computer	3050-5230	4990-7990
	Compositor	3050-5230	4990-7990
	Printer	3050-5230	4990-7990
	Store Assistant	2750-4625	4510-7480
	Packer	2650-4150	4400-6680
	Counter	2650-4150	4400-6680
	<b>Part Time Posts</b>		
	Language Teacher (Primary)	3050-5230	4990-7990
	Language Teacher (High Schools)	3350-5275	5510-8590
	Teacher (Craft)	3050-5230	4990-7990
	Teacher (Physical Education)	3050-5230	4990-7990
	Instructor	3050-5230	4990-7990
	Instructor (Manual Training)	3050-5230	4990-7990
	Pandit	3050-5230	4990-7990
	Teacher (P.D)	3050-5230	4990-7990
	Teacher (Drawing & Drill)	3050-5230	4990-7990
	Teacher (Music)	3050-5230	4990-7990
	Teacher (Needle Work)	3050-5230	4990-7990
	Specialist Teacher	3050-5230	4990-7990
	Drawing Master	3050-5230	4990-7990
	Drill Master	3050-5230	4990-7990
	Braillist	3050-5230	4990-7990
	<b>Directorate</b>		
	Senior Administrative Officer	12600-15600	20700-26600
	Senior Finance Officer	12600-15600	20700-26600
	Law Officer	10000-15150	16650-23200
	Deputy Secretary, Super Check	10000-15150	16650-23200
	Finance Officer Gr II	7800-12975	12930-20250
	Liaison Officer	7200-11400	11910-19350
	Taluk Statistical Officer	6500-10550	10790-18000
	Research Officer (Statistics)	6675-10550	11070-18450
	Research Assistant (Statistics)	5000-8150	8390-13270
	Compiler (U.D)	4000-6090	6680-10790
	Compiler (L.D)	3050-5230	4990-7990
	L.D Typist	3050-5230	4990-7990
	Peon	2610-3680	4300-5930
	<b>Office of the Deputy Director</b>		
	Accounts Officer	7200-11400	11910-19350

	<b>District Institute of Education &amp; Training (DIET)</b>		
	Principal	8250-13650	13610-20700
	Senior Lecturer	7450-11475	12250-19800
	Lecturer	6675-10550	11070-18450
	Technician	4600-7125	7990-12930
	Work Experience Teacher	4600-7125	7990-12930
	Statistical Assistant	4500-7000	7480-11910
	Librarian	3590-5400	5930-9590
	Laboratory Assistant	3050-5230	4990-7990
	<b>Personnel from other Departments</b>		
	Assistant Engineer (PWD Electrical)	As in PD	
	System Manager (Technical Education)	As in PD	

### **16.3.Higher Secondary Education**

**5.16.3.1** The Department of Higher Secondary Education started functioning during 1990-91 consequent on de-linking the pre-degree Course from the Universities. Higher Secondary Courses have so far been introduced in 1656 schools in the State and the corresponding numbers in Government, aided and unaided sectors are 702, 523 and 431 respectively. Director is the Head of the Department and Joint Directors, Deputy Directors & Assistant Directors assist him in academic functions. There are three Regional Directorates at Kozhikode, Ernakulam and Thrissur headed by Deputy Directors.

**5.16.3.2** Discussions were held with the service organizations in respect of various demands raised by them and the Commission arrived at the following conclusions:

#### **Principal:**

**5.16.3.3** As per G.O.(Ms) No.11/2006/GEDN Dated 06-01-2006, posts of Principal on Rs.7200-11400 are created for the Higher Secondary Schools in the State (Government and Aided) by upgrading Higher Secondary School Teacher posts. The Commission considered the case of revision of scale of pay of Principal with reference to the higher grade scales available to teachers and recommend to assign the scale corresponding to Rs.7450-11475 to this post. Consequently the Commission recommends withdrawal of the Special Allowance admissible to the posts of Principal as and when the posts are filled up with regular hands.

#### **Higher Grade to Higher Secondary School Teachers:**

**5.16.3.4** In the academic side, there are Higher Secondary School Teachers and Higher Secondary School Teachers (Junior). Due to the lack of promotion prospects to teachers of Higher Secondary Education, higher grades are allowed to them. The following time-bound higher grades are recommended:



Designation	Revised		
	Time-bound higher grade		
	Entry grade	Higher Grade (8 Years)	Selection Grade (16 Years)
Higher Secondary School Teacher	11070-18450	11910-19350	12250-19800
Higher Secondary School Teacher (Junior)	9190-15510	10790-18000	11070-18450

**5.16.3.5** The service in the Higher Secondary Schools will alone be reckoned for grant of Time-bound grades.

**Higher pay for Laboratory Assistant:**

**5.16.3.6** The nature of work of the Laboratory Assistants is different from that of Attenders/Clerical Assistants. Their work requires some basic knowledge relating to scientific equipments such as its functions, usage, precautions in handling etc. Considering the supportive role of Laboratory Assistants in handling scientific equipments, the Commission recommend enhancement of the scale of pay from Rs.2650-4150 to Rs.2750-4625 to the post (Pre-revised).

**5.16.3.7** The Commission recommend corresponding revision to all other posts in the department. The existing scale of pay and revised scale of pay of each post is as shown below:

Designation	Existing scale	Proposed Scale
1	2	3
Director	16400-22400	26600-33750
Principal	7200-11400	12250-19800
Higher Secondary School Teacher (Sl.Gr)		12250-19800
Higher Secondary School Teacher (HG)		11910-19350
Higher Secondary School Teacher	6675-10550	11070-18450
Higher Secondary School Teacher <i>Junior</i> (Sl.Gr)		11070-18450
Higher Secondary School Teacher <i>Junior</i> (HG)		10790-18000
Higher Secondary School Teacher <i>Junior</i>		9190-15510
Laboratory Assistant	2650-4150	4510-7480
<b>Posts held by Personnel of Other Departments</b>		
Joint Director	As in PD	
Administrative Officer Gr I	As in PD	
Finance Officer Gr I	As in PD	

Deputy Director	As in PD	
Assistant Director	As in PD	
Administrative Assistant	As in PD	
Accounts Officer	As in PD	

#### **16.4. Technical Education**

**5.16.4.1** New technicians in the fields of various modern technologies are assets of any Nation. In order to build such a large force it is necessary to have enough number of Technology teaching institutions and technical courses. In Kerala, there is a great demand for technical courses, not only as a secure lucrative profession but also as a challenging field to compete in the world.

**5.16.4.2** The Department of Technical Education was formed in 1957 and put in charge of various Institutions imparting technical education in the State. Two Regional Directorates at Kozhikode and Kothamangalam are also functioning under the Directorate. At present, the Department of Technical Education has administrative and financial control over 32 engineering colleges and 54 Polytechnics. The Director is the Head of the Department. Three Senior Joint Directors and 6 Joint Directors assist him in academic matters.

**5.16.4.3** The IHRD (Institute of Human Resources Development), Lal Bahadur Sasthri Centre for Science and Technology, Kerala State Audio Visual and Reprographic Centre, Kerala State Science and Technology Museum are major autonomous State Sector Institutes under Technical Education.

**5.16.4.4** The Commission held discussions with representatives of various Associations with respect to revision of pay scales of various posts in the department as well as promotion prospects. Considering all the demands raised by the associations, the Commission recommend as follows:

#### **Instructor in Secretarial Practice & Business Correspondence:**

**5.16.4.5** Taking into account various aspects like qualification, duties and responsibilities, the Commission recommend to award scale of pay corresponding to Rs.5500-9075 to Instructor in Secretarial Practice.

#### **AICTE pay scales for Polytechnic:**

**5.16.4.6** AICTE scheme is part of a World Bank assisted Technical Education Project and Government decided to implement it in the Polytechnics for three categories viz. Principal, Head of Section and Lecturers. Since it is part of a larger framework, a Committee was constituted to frame the pay scales and other service conditions for these three categories. The Commission understand that the committee has finalized the terms and conditions and have included the addition of one more category viz. Librarians, for implementation of the Scheme. The Commission recommend that the scheme may be implemented by Government at the earliest.

**Laboratory Attender:**

- 5.16.4.7 The Commission considered the existing status of posting Attenders in Laboratories of Educational institutions and recommend to separate this category from common Attender posts and designate it as Laboratory Attender and simultaneously award the scale of pay corresponding to Rs.2750-4625. The Commission also recommend to fill up these posts from among the Attenders who pass a screening and aptitude test.

**Trade Instructor:**

- 5.16.4.8 Trade Instructor is one designated to help students in the workshop for handling tools and other machinery in the practical classes. Considering their qualification, duties and responsibilities, the Commission recommend to award corresponding scales of pay noted against each post as detailed below:

Sl.No	Designation	
1	Trade Instructor Gr.II	4000-6090
2	Trade Instructor Gr.I	4600-7125
3	Trade Instructor Sr.Gr	5000-8150

**Computer Operator:**

- 5.16.4.9 Certain Computer Operators pointed out disparities existing in the creation of posts in the ICT field and requested renaming of the post with higher scale of pay. After examining all the aspects connected with the matter, the Commission is of the view that piecemeal hikes of scales or renaming of posts are not the real solution to this problem. The Commission recommend formulating general guidelines for creation of posts in the ICT sector, as detailed in the general section under Education.

**Regrouping of posts:**

- 5.16.4.10 In Technical Education Department certain posts are almost similar in qualifications but they differ slightly on account of the actual number of years required for obtaining the qualification, nature of duties and responsibilities etc. Various demands were raised for equating the posts in respect of scales of pay. The Commission considered the matter and recommend that there should be a rationalization of the posts (other than Principal, HOD and Lecturer) in Technical Education Department at Government level, with reference to the qualification, nature of work and other constraints.

**Inspector of Industrial Schools:**

- 5.16.4.11 Considering the duties and responsibilities of the post of Inspector of Industrial Schools, the Commission recommend to award scale of pay corresponding to Rs.6500-10550 to the post.

**Instrument Mechanic:**

- 5.16.4.12 The Commission recommend to award scale of pay corresponding to Rs.4500-7000 to the post of Instrument Mechanic. The Commission

recommend corresponding revision to all other posts in the department. The existing scale of pay and revised scale of pay of each post is as shown below with sub grouping of similar type posts:

<b>Designation</b>	<b>Existing scale of pay</b>	<b>Revised scale of pay</b>
<b>1</b>	<b>2</b>	<b>3</b>
<b>Directorate</b>		
Director	A I C T E	A I C T E
Senior Joint Director (E.C./P.S.)	A I C T E	A I C T E
Joint Director	A I C T E	A I C T E
Joint Controller	A I C T E	A I C T E
Professor	A I C T E	A I C T E
Deputy Director (Engg. College)	A I C T E	A I C T E
Training Officer	A I C T E	A I C T E
Deputy Director (Polytechnic Stream)	10000-15150	16650-23200
Deputy Director (Dy.Controller of Technical Exams)	10000-15150	16650-23200
Technical Officer	7200-11400	11910-19350
Assistant Controller of Examination	7800-12975	12930-20250
Guidance Officer	6500-10550	10790-18000
Inspector of Industrial Schools	5500-9075	10790-18000
Assistant Training Officer	5500-9075	9190-15510
Development Officer	5000-8150	8390-13270
<b>Regional Directorate</b>		
Joint Director (Engineering Coll Stream/ Polytechnic Stream)	A I C T E	A I C T E
Assistant Director	7200-11400	11910-19350
Inspector of Industrial Schools	5500-9075	10790-18000
<b>Supervisory Development Centre</b>		
Assistant Director	7800-12975	12930-20250
Assistant Training Officer	5500-9075	9190-15510
<b>Curriculum Development Centre, Kalamassery</b>		
Joint Director	A I C T E	A I C T E
Project Officer	7200-11400	11910-19350
<b>World Bank Aided Technical Education Project</b>		
Chief Coordinator	A I C T E	A I C T E
Project Officer	7200-11400	11910-19350
Data Processing Assistant	4000-6090	6680-10790
<b>Industry - Institute Interaction Cell</b>		
Joint Director	A I C T E	A I C T E
<b>Engineering Colleges</b>		
Principal	A I C T E	A I C T E

Dean	AICTE	AICTE
Professor	AICTE	AICTE
Assistant Professor/ Reader	AICTE	AICTE
Lecturer in Engineering/ Technology	AICTE	AICTE
Principal (Non AICTE)	14000-18000	23200-31150
Professor (Non AICTE)	12600-15600	20700-26600
Assistant Professor (Non AICTE)	10000-15150	16650-23200
Workshop Superintendent	10000-15150	16650-23200
Lecturer in Engineering/ Technology	7200-11400	11910-19350
Instructor Gr I	7200-11400	11910-19350
Fine Arts Expert	6675-10550	11070-18450
Chemist	6675-10550	11070-18450
Computer Operator	6675-10550	11070-18450
Chief Accountant	5500-9075	9190-15510
Store Keeper	5500-9075	9190-15510
Instructor Gr II	4600-7125	7990-12930
Trade Instructor Sen.Gr	4600-7125	8390-13270
Trade Instructor Gr I	4500-7000	7990-12930
Boiler Mechanic	4000-6090	6680-10790
Instrument Mechanic Gr I	4500-7000	8390-13270
Instrument Mechanic Gr II	4000-6090	7480-11910
Draftsman	4600-7125	7990-12930
Trade Instructor Gr II	3350-5275	6680-10790
Matron	3050-5230	4990-7990
Boiler Assistant	3050-5230	4990-7990
Tradesman	3050-5230	4990-7990
Laboratory Attender	2650-4150	4510-7480
Ammonia printing Machine Operator	2650-4150	4400-6680
Marker	2650-4150	4400-6680
<b>Polytechnics</b>		
Principal	10000-15150	16650-23200
Head of Section	7800-12975	12930-20250
Lecturer in Engineering/ Technology	7200-11400	11910-19350
Post Diploma Lecturer	7200-11400	11910-19350
Workshop Superintendent	7200-11400	11910-19350
Analyst	6675-10550	11070-18450
Assistant Lecturer	6675-10550	11070-18450
Head Draftsman/ Draftsman Gr I	5500-9075	9190-15510
Foreman	5500-9075	9190-15510
Assistant Foreman	5500-9075	9190-15510
Workshop Instructor	4600-7125	7990-12930
Instructor Gr II (Air Conditioning)	4600-7125	7990-12930
Demonstrator In Engineering	4600-7125	7990-12930
Demonstrator In Science	4600-7125	7990-12930
Draftsman Gr II	4600-7125	7990-12930

Assistant Instructor in Shorthand	4600-7125	7990-12930
Trade Instructor Sen.Gr	4600-7125	8390-13270
Trade Instructor Gr I	4500-7000	7990-12930
Boiler Assistant	3050-5230	4990-7990
Typewriter Mechanic	3050-5230	4990-7990
Tradesman	3050-5230	4990-7990
Laboratory Attender	2650-4150	4510-7480
<b>Textile Wing attached to Polytechnics at Thiruvananthapuram, Kannur &amp; Koratty</b>		
Lecturer	7200-11400	11910-19350
Assistant Lecturer	6675-10550	11070-18450
Demonstrator	4600-7125	7990-12930
Instructor Gr II (Textile Spinning/ Weaving & Textile Chemistry)	4600-7125	7990-12930
Instructor-cum-Mechanic in spinning	4600-7125	7990-12930
Mechanic in Textile Chemistry	4600-7125	7990-12930
Instructor in Textile Chemistry	4600-7125	7990-12930
Spinning Mechanic	4600-7125	7990-12930
Mechanic, Textile Technology	4600-7125	7990-12930
Workshop Mechanic	4600-7125	7990-12930
Trade Instructor Sen.Gr	4600-7125	8390-13270
Trade Instructor Gr I	4500-7000	7990-12930
Trade Instructor Gr II	3350-5275	6680-10790
Tradesman	3050-5230	4990-7990
Boiler Assistant	2750-4625	4510-7480
<b>Women's Polytechnics</b>		
Principal	10000-15150	16650-23200
Head of Section	7800-12975	12930-20250
Lecturer in Instrument Technology	7200-11400	11910-19350
Lecturer in Business Management	7200-11400	11910-19350
Lecturer in Electronics	7200-11400	11910-19350
Lecturer in Commerce	6675-10550	11070-18450
Assistant Lecturer	6675-10550	11070-18450
Instructor in Commerce	5500-9075	9190-15510
Assistant Instructor in Electronics/ Electrical Engg.	5500-9075	9190-15510
Instructor-cum-Head of Section	6675-10550	11070-18450
Instructor (Costume Design/ Dress Making/ Cutting)	5250-8150	8390-13270
Instructor in Secretarial Practice & Business Correspondence	5250-8150	9190-15510
Instructor in Shorthand	5250-8150	8390-13270
Senior Instructor in Shorthand	5500-9075	9190-15510
Draftsman Gr I (Architecture)	5500-9075	9190-15510

Technical Programme Assistant	5500-9075	9190-15510
Technical Programme Assistant Gr II	4600-7125	7990-12930
Demonstrator, Instrument Technology	4600-7125	7990-12930
Workshop Instructor	4600-7125	7990-12930
Assistant Instructor (Shorthand)	4500-7000	7480-11910
Instrument Mechanic Gr I	4500-7000	8390-13270
Instrument Mechanic Gr II	4000-6090	7480-11910
Typewriter Mechanic	3050-5230	4990-7990
Tradesman	3050-5230	4990-7990
<b>Technical High Schools</b>		
Superintendent	7200-11400	11910-19350
Instructor (Engineering)	5500-9075	9190-15510
Workshop Foreman	5500-9075	9190-15510
Draftsman Gr I (Mechanical)	5500-9075	9190-15510
Workshop Instructor	4600-7125	7990-12930
Draftsman Gr II	4600-7125	7990-12930
Trade Instructor Sen.Gr	4600-7125	8390-13270
Trade Instructor Gr I	4500-7000	7990-12930
Trade Instructor Gr II	3350-5275	6680-10790
Tradesman	3050-5230	4990-7990
<b>Tailoring &amp; Garment making Training Centres</b>		
Instructress	4500-7000	7480-11910
Junior Instructor	3050-5230	4990-7990
<b>Industrial Schools</b>		
Instructor	4500-7000	7480-11910
Junior Instructor	3050-5230	4990-7990
<b>College of Fine Arts, Thiruvananthpauram, Thrissur &amp; Mavelikkara</b>		
Principal	12600-15600	20700-26600
Professor Gr I	10000-15150	16650-23200
Professor Gr II	7800-12975	12930-20250
Lecturer	7200-11400	11910-19350
Superintendent	7450-11475	12250-19800
Senior Art Instructor	6500-10550	10790-18000
Art Instructor	5000-8150	8390-13270
Mural Expert	5000-8150	8390-13270
Studio Assistant Gr I	5000-8150	8390-13270
Studio Assistant Gr II	3350-5275	5510-8590
Welder-cum-Blacksmith	2650-4150	4400-6680
Studio Attender	2650-4150	4400-6680
Clay Worker	2610-3680	4300-5930
Potter Gr I	3050-5230	4990-7990
Moulder	2750-4625	4510-7480
Mechanic	2750-4625	4510-7480

Potter Gr II	2650-4150	4400-6680
Pottery Helper	2610-3680	4300-5930
<b>Government Commercial Institutes</b>		
Superintendent	6500-10550	10790-18000
Instructor	5500-9075	9190-15510
Assistant Instructor	4600-7125	7990-12930
<b>Institute of Printing Technology</b>		
Principal	10000-15150	16650-23200
Lecturer in Composing	7200-11400	11910-19350
Lecturer in Process Engraving	7200-11400	11910-19350
Lecturer in Letter Press Printing	7200-11400	11910-19350
Lecturer in Business Management	7200-11400	11910-19350
Assistant Lecturer	6675-10550	11070-18450
Demonstrator	4600-7125	7990-12930
Trade Instructor Sen.Gr	4600-7125	8390-13270
Trade Instructor Gr I	4500-7000	7990-12930
Trade Instructor Gr II	3350-5275	6680-10790
Tradesman	3050-5230	4990-7990
<b>Posts held by Personnel of Other Departments</b>		
Administrative Officer Gr I	As in PD	As in PD
Finance Officer Gr I	As in PD	As in PD
Professor Gr I	As in PD	As in PD
Chief Tech. Librarian	As in PD	As in PD
Professor Gr II	As in PD	As in PD
Scientific Information Officer	As in PD	As in PD
Lecturer, Microbiology/ Sanitary Chemistry/ Economics, Etc.	As in PD	As in PD
Research Officer	As in PD	As in PD
Departmental Man Power Officer	As in PD	As in PD
Lecturer Physical Education	As in PD	As in PD
High School Assistant (Malayalam)	As in PD	As in PD
Physical Instructor	As in PD	As in PD
Instructor in Humanities and Languages	As in PD	As in PD
Instructor in Science and Mathematics	As in PD	As in PD
Compiler (L.D)	As in PD	As in PD

## **16.5.Vocational Higher Secondary Education**

**5.16.5.1** Vocational Higher Secondary Education based on Government of India guidelines started functioning during 1983-84. The department not only imparts vocational training but also prepares the students for higher studies. Both vocational and non-vocational teachers are engaged for teaching. Two-year certificate courses in Higher Secondary level in 45 different disciplines are awarded aiming to produce skilled workforce in different trades after



matriculation. Vocational Higher Secondary Courses have so far been introduced in 375 Schools; out of which 128 are in the aided sector. Director is the Head of the Department and academic sessions are managed with the help of Deputy Directors and supporting staff. Seven Regional Directorates (one each for every two districts) are under the control of Assistant Directors. All Vocational Higher Secondary Schools are attached to high schools and the Head Masters of those schools are assigned the duty of Principal, VHSE. They are designated as Principals and allowed Special Allowance for holding additional charge.

**Higher Grade to the Academic Scales:**

**5.16.5.2** In the academic side, there are Vocational Teachers and Non-Vocational Teachers. Non-Vocational Teachers (Junior) also come under the teaching category with Instructors and Laboratory Assistants constituting the supporting staff. Due to the lack of promotion prospects to teachers of VHSE, higher grades are allowed to them. The following time-bound higher grades are recommended:

Designation	<b><u>Revised</u></b>		
		<b>Time-bound higher grade</b>	
	<b>Entry grade</b>	<b>Higher Grade (8 Years)</b>	<b>Selection Grade (16 Years)</b>
Vocational Teacher/ Non-Vocational Teacher	11070-18450	11910-19350	12250-19800
Non-Vocational Teacher (Junior)	9190-15510	10790-18000	11070-18450

**5.16.5.3** The Service in the Vocational Higher Secondary School will alone be reckoned for grant of Time-Bound Higher Grades of Teachers. Time-bound higher grades for Instructor and Laboratory Assistant should be governed by the general conditions fixed for higher grades. Time-bound higher grades are not proposed for the employees working on consolidated pay.

**Higher scale for Laboratory Assistants:**

**5.16.5.4** The nature of work of the Laboratory Assistants is different from that of Attenders/ Clerical Assistants. Their work requires some basic knowledge relating to scientific equipments such as its functions, usage, precautions in handling scientific equipments etc. Considering the supportive role of Laboratory Assistants in handling scientific equipments and higher qualification required for appointment, the Commission recommend enhancement of the scale of pay from Rs.3050-5230 to Rs.3350-5275 to the post.

**Non-Vocational Teachers working on Consolidated pay:**

**5.16.5.5** In Vocational Higher Secondary Education, teaching posts for which the workload is 12 to 24 hours (+ marginal increase) are treated as Non-Vocational Teacher, those with less than 12 hours are treated as Non-Vocational Teacher (Junior) and in the Non-Vocational Teacher (Junior) category those with workload of less than 6 hours are appointed on consolidated pay. These teachers are handling General Foundation Course. General Foundation Teachers who possess the same qualification as Non-Vocational Teacher (Junior) are paid a consolidated amount of Rs.2100/- p.m. The Commission recommend revised consolidated amount of Rs.3500/- per month.

**5.16.5.6** Variations in the scale of pay of Vocational Higher Secondary Teachers are inherent in the basic structure to maintain a balance between workload and salary. A scale of pay is not proposed in the case of General Foundation Course Teacher since their workload is below six hours per week. However, Commission is of the view that the possibility of increasing the workload of the General Foundation Teachers by temporary combination arrangements for classes at High School level should be explored; otherwise visiting faculties on hourly remuneration might be considered, until the post is regularized on a time scale.

**Workload and Accountability:**

**5.16.5.7** The Commission considered important aspects like performance evaluation and accountability of teachers. Bringing up the children with updated technology and culture are important factors in building the future of any Nation. The Commission opines that it is high time to introduce evaluation norms in the education sector as a whole, so as to have a uniform pattern of performance. Important items for performance evaluation are Teaching, Laboratory, Drawing & Practical, Assignment evaluation, Preparation for class work, library & reading, student counseling, guidance for extra curricular activities etc. Regular evaluation methods should be made mandatory at fixed intervals at the level of Principal/ HM/ appropriate higher authority. In due course it can be shifted to a computerized environment subject to availability of computer network.

**5.16.5.8** The Commission recommend corresponding revision to all other posts in the department. The existing scale of pay and revised scale of pay of each post is as shown below:

<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed Scale of pay</b>
<b>1</b>	<b>2</b>	<b>3</b>
Director	14000-18000	23200-31150
Vocational Teacher/Non Vocational Teacher (Sl.Gr)		12250-19800

Vocational Teacher/Non Vocational Teacher (HG)		11910-19350
Vocational Teacher/Non Vocational Teacher	6675-10550	11070-18450
Non-Vocational Teacher <i>Junior</i> (Sl.Gr)		11070-18450
Non-Vocational Teacher <i>Junior</i> (HG)		10790-18000
Non-Vocational Teacher <i>Junior</i>	5500-9075	9190-15510
Vocational Instructor	4600-7125	7990-12930
Non Vocational Teacher (GFC)	2100Con.Pay	3500 Con.Pay
Laboratory Assistant	3050-5230	5510-8590
<b>Posts held by Personnel of Other Departments</b>		
Deputy Director (Technical)	As in PD	As in PD
Deputy Director (General Education)	As in PD	As in PD
Deputy Director (Curriculum)	As in PD	As in PD
Assistant Director of Fisheries	As in PD	As in PD
Technical Officer	As in PD	As in PD
Research Assistant	As in PD	As in PD
Administrative Officer Gr II	As in PD	As in PD
Finance Officer Gr II	As in PD	As in PD
Accounts Officer	As in PD	As in PD
Workshop Instructor	As in PD	As in PD
Trade Instructor	As in PD	As in PD
Computer Operator		As in PD

## **17.ELECTRICAL INSPECTORATE**

- 5.17.1** The Electrical Inspectorate was formed as a separate Government Department in 1968. The various functions of the Department are envisaged under different Central and State Statutes viz. Indian Electricity Act, 1910, Indian Electricity Rules, 1956, Kerala Cinema (Regulation) Act 1958, Kerala Cinema (Regulation) Rules 1988, Kerala Electricity Duty Act and Rules 1963, Kerala State Electricity Licensing Board Rules etc.
- 5.17.2** Chief Electrical Inspector is the head of this Department. He is assisted by an Additional Chief Electrical Inspector and two Deputy Chief Electrical Inspectors. The representatives of the Electrical Inspectorate Engineers Association appeared before the Commission and presented their demands. Major grievance of the staff of the department was that they are facing stagnation at all levels and therefore the demand was for ratio based higher grades. The Commission have analysed this demand in depth and found that the argument does not merit consideration.

**5.17.3** Another demand is in relation to one year training period which the new entrants had to undergo before being formally absorbed in the Department. The latest special Rules state that this period of training will be reckoned for service benefits. The demand is that this provision be extended to those who were deprived of the same so that equal benefits would be available to those who are still in service. This demand does not come under the purview of the Commission. Government have to take a view on this demand. The Commission recommend corresponding revision to all posts in this Department. The existing scale of pay and revised scale of pay of each post is as shown below:-

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Chief Electrical Inspector (Statutes/Standards)	16300-18300	26600-33750
	Additional Chief Electrical Inspector	14300-18300	25400-33100
	Deputy Chief Electrical Inspector	14000-18000	23200-31150
	Electrical Inspector (HG)	12600-15600	20700-26600
	Electrical Inspector	10000-15150	16650-23200
	Dy. Electrical Inspector (HG)	8250-13650	13610-20700
	Dy. Electrical Inspector	7450-11475	12250-19800
	Assistant Electrical Inspector	6675-10550	11070-18450
	Instrument Mechanic	4000-6090	6680-10790
<sup>a</sup>	Skilled Assistant (HG)	4000-6090	6680-10790
<sup>a</sup>	Skilled Assistant	3050-5230	4990-7990
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer Gr II	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD

## **18.ENQUIRY COMMISSIONER AND SPECIAL JUDGE**

**5.18.1** This Department is engaged in disposal of cases under the Prevention of Corruption Act. At present, there are three Enquiry Commissioner and Special Judges in the State functioning at Thiruvananthapuram, Kozhikode and Thrissur. They are District Judges appointed on deputation from Judiciary Department. Enquiry Commissioner and Special Judge, Thiruvananthapuram is the co-ordinator of the Unit system comprising the offices of Enquiry Commissioner and Special Judges at Thiruvananthapuram,

<sup>a</sup> The existing ratio of 1:1 between skilled Assistant (HG) and skilled Assistant will continue

Kozhikode and Thrissur and Vigilance Tribunals of Thiruvananthapuram and Kozhikode. The Vigilance Tribunals at Thiruvananthapuram and Kozhikode conduct Camp Courts at various places. Besides acting as Enquiry Commissioners, they also try cases referred to by Government for detailed enquiries and submission of reports to Government.

- 5.18.2** All posts except the Enquiry Commissioner belongs to the Common Category. The Commission therefore recommend corresponding revised scales to all posts as applicable to Common Category. The existing scale of pay and proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Enquiry Commissioner and Special Judge		
	Manager	7200-11400	11910-19350
	Assistant (Sl. Gr)	5800-9425	9590-16650
	Assistant (Sr. Gr)	5500-9075	9190-15510
	Assistant	4600-7125	7990-12930
<sup>a</sup>	Assistant Gr II	4000-6090	
	Typist (Sl. Gr)	5800-9425	9590-16650
	Typist Gr I	4600-7125	7990-12930
	Typist Gr II	3590-5400	5930-9590

## **19.EXCISE**

- 5.19.1** The principal functions of Excise Department involve enforcement of Abkari Act and Rules of the State, collection of excise revenue and prevention of distillation and sale of illicit liquor. Since the introduction of Central Narcotic Drugs and Psychotropic Substances Act in 1985, the Department also enforces the NDPS Rules.
- 5.19.2** Excise Commissioner, who is in the IAS Cadre is the head of the Department. The Commission held discussions with various Service organizations of the Department, heard their grievances in respect of scale of pay and promotional avenues and recommends as follows:-

### **Assistant Excise Inspector**

- 5.19.3** The Commission recommends to award scale of pay corresponding to Rs.4600-8000 to the post of Assistant Excise Inspector.

<sup>a</sup> The Grade II and I posts of Assistant are merged into one and redesignated as Assistant allowed the revised scale of pay of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1

### **Excise Inspector**

**5.19.4** The Commission recommends to award scale of pay corresponding to Rs.5000-8150 to the post of Excise Inspector. The Commission recommends corresponding revision to all other posts in this Department. The existing scale of pay and the proposed scale of pay of each post is as shown below: -

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Excise Commissioner	IAS	IAS
	Secretary (Taxes)	IAS	IAS
	Additional Excise Commissioner	IPS	IPS
	Vigilance Officer	IPS	IPS
	Senior Grade Deputy Commissioner	14000-18000	23200-31150
	Deputy Commissioner of Excise	12600-15600	20700-26600
	Assistant Excise Commissioner/Assistant Secretary HG	10000-15150	16650-23200
<sup>a</sup>	Assistant Excise Commissioner/Assistant Secretary	7800-12975	12930-20250
	Manager/Excise Circle-Inspector/Superintendent HG	7200-11400	11910-19350
<b>a</b>	Manager/Excise Circle-Inspector/Superintendent	6500-10550	10790-18000
	Excise Inspector	4600-8000	8390-13270
	Assistant Excise Inspector	4500-7000	7990-12930
	Preventive Officer	4000-6090	6680-10790
	Excise Guard	3050-5230	4990-7990
	<b>Posts held by Personnel of other Departments</b>		
	Law Officer	As In PD	As In PD
	Administrative Officer	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Finance Officer	As In PD	As In PD

## **20.FACTORIES AND BOILERS**

**5.20.1** The Department of Factories and Boilers is concerned with controlling the functioning of factories and other industrial units in the State. It ensures the interest of public and workmen as far as setting up of factories are concerned. The other important objective of this Department is the implementation of labour welfare laws in those units. It administers the Factories Act 1948, Indian Boilers Act 1923, Payment of Wages Act 1936, Maternity Benefit Act 1961, Dangerous machines (Regulation) Act 1983, Environment (Protection) Act 1986, Unregistered Cashewnut Factories (Prohibition) Act 1967, The Labour Laws Act 1988 and other related rules. The Department has a two tier administrative set up, viz., the Enforcement Wing and Health and Safety Advisory Wing.

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<sup>a</sup> 20% of the posts will be in the Higher Grade

**5.20.2** The representatives of the unions of this department appeared before the commission and argued for their demands for better scale of pay and promotion prospects. The Commission considered their arguments with utmost care and recommends as follows:-

**Technical Assistant (Chemical)/Chemical Inspector**

**5.20.3** Graduation/Diploma in Chemical Engineering and 2 years experience is a must for selection to these posts. Considering this aspect, the Commission recommends a higher start i.e., two increments in the scale of pay of these categories. The Commission also recommends to reserve one post of Joint Director for the personnel from the chemical side.

**Draftsman Grade II**

**5.20.4** The Commission considered the revision of scale of pay of Draftsman Gr II and recommends to assign the scale of pay corresponding to Rs.4000-6090 to Draftsman Gr II so as to establish equivalence with their counterparts in PWD, Harbour Engineering Departments etc. For all other posts in this department, corresponding revision is recommended. The existing and proposed scale of pay of the various posts is as shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director of Factories and Boilers	14000-18000	23200-31150
	Senior Joint Director of Factories and Boilers	12600-15600	20700-26600
	Joint Director of Factories and Boilers	10000-15150	16650-23200
	Joint Director of Factories and Boilers (Medical)	10000-15150	16650-23200
	Inspector of Factories and Boilers Gr I	8250-13650	13610-20700
	Technical Officer (Chemical)	8250-13650	13610-20700
<sup>a</sup>	Inspector of Factories and Boilers Gr II	6675-10550	11070-18450
	Additional Inspector of Factories (HG)	6675-10550	11070-18450
<sup>b</sup>	Additional Inspector of Factories	6500-10550	10790-18000
	Head Statistician	6500-10550	10790-18000
<sup>c</sup>	Technical Assistant (Chemical)	6675-10550	11070-18450
	Chemical Inspector	6675-10550	11070-18450
	Medical Officer	6675-10550	11070-18450
	Head Draftsman	6675-10550	11070-18450
<sup>d</sup>	Draftsman Gr I	4600-7125	7990-12930
	Draftsman Gr II	3590-5400	6680-10790

<sup>a</sup> The existing ratio of 2:1 between Gr II and Gr I Inspectors of Factories and Boilers will continue

<sup>b</sup> The existing ratio of 2:1 between lower grade and higher grade posts will continue

<sup>c</sup> Technical Assistant (Chemical) will start at Rs.11630/-.

<sup>d</sup> 20% of the post of Overseer Gr I/Draftsman Gr I will be in the Higher Grade with scale of pay of Rs.9190-15510

	Nursing Assistant Gr II	2650-4150	4400-6680
	Lab Assistant	2650-4150	4400-6680
	Lab Attendant	2650-4150	4400-6680
	<b>Post held by Personnel of other Departments</b>		
	Administrative Officer Gr II	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD

## **21.FIRE & RESCUE SERVICES**

**5.21.1** Since its inception in 1963, Fire and Rescue Services Department plays a vital role in preventing and combating fire accidents. This Department has also spread out its services in co-ordinating rescue operations during natural calamities, riots, major accidents etc.

**5.21.2** The Commandant General, who is drawn from IPS heads the department. He is assisted by the Director (Technical) in technical matters and Deputy Director (Administration) in administrative matters. For administrative convenience the Department is divided into three divisions with divisional headquarters at Thiruvananthapuram, Ernakulam and Kozhikode, each under the charge of a Divisional Officer. At present there are 72 fire stations and a State Fire Service Training School at Fort Kochi.

**5.21.3** The Commission considered the case of revision of pay scales of various posts in this Department, after holding discussion with the service organizations of the Department. Representations received in this regard have been examined in detail and there after, Commission recommend the following modifications:-

### **Assistant Divisional Officer/Divisional Officer**

**5.21.4** The case of revision of scales of pay of these posts were examined with reference to the enhanced workload, consequent on opening more Fire Stations. At present there are 3 Divisional Offices headed by Divisional Officers and 14 District Offices headed by Assistant Divisional Officers. In order to improve the promotional prospects as well as efficiency of the Department, the Commission recommends a reorganization of the set up. The three Divisional Offices may be abolished and simultaneously the 14 District Offices may be upgraded to the level of the existing Divisional Offices. Thus each of the District Offices will be headed by an Officer with the scale of pay of Rs.7800-12975. They may be designated as District Fire and Rescue Service Officers. Out of the 72 Fire Stations, the Department should identify three of the largest groups and in the concerned districts the remaining 3 Officers currently drawing Rs.6500-10550 will be posted as Deputy District Fire and Rescue Service Officers. Accordingly there will be 14 Officers in the scale of Rs.7800-12975 and 3 Officers in the scale of Rs.6500-10550.



5.21.5 With this reorganisation the 20% higher grade admissible to Assistant Divisional Officers will cease to be operational.

**Station Officer**

5.21.6 Having considered the various aspects relating to the nature of duties and responsibilities of the post, Commission recommends to award scale of pay corresponding to Rs.5000-8150 to the post of Station Officer.

5.21.7 Corresponding revision is recommended for all other posts in the Department.

5.21.8 The existing and proposed scales of pay in respect of the posts of the Department are shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Commandant General	IPS	IPS
	Director (Technical)	14000-18000	23200-31150
	Deputy Director (Administration)	12600-15600	20700-26600
	Manager	7800-12975	12930-20250
<sup>a</sup>	District Fire and Rescue Service Officer	7800-12975	12930-20250
<sup>b</sup>	Deputy District Fire and Rescue Service Officer	6500-10550	10790-18000
	Station Officer	4600-8000	8390-13270
	Assistant Station Officer	4500-7000	7480-11910
	Leading Fireman	4000-6090	6680-10790
	Driver Mechanic	4000-6090	6680-10790
	Fireman Driver cum Pump Operator Gr I	4000-6090	6680-10790
	Fireman Driver cum Pump Operator Gr II	3050-5230	4990-7990
	Fireman	3050-5230	4990-7990
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer	As In PD	As In PD

**22.FISHERIES**

5.22.1 The Fisheries Department is concerned with carrying out developmental activities in Fisheries, both inland and marine sectors. The department is responsible for implementing schemes that will increase fish production, for organizing fisher folk, formulating social security and welfare measures and

<sup>a</sup> The post of Divisional Officer will be redesignated as District Fire and Rescue Service Officers and one post will be in the Senior Grade corresponding to Rs.12600-15600

<sup>b</sup> The post of Assistant Divisional Officer will be redesignated as Deputy district Fire and Rescue Service Officer

also preserving marine wealth. It undertakes various schemes for imparting training to fisher folk in modernized fishing techniques and in providing credit facilities through Fishermen's Co-operative Societies. A separate department as Directorate of Fisheries under the Government of Kerala was formed during 1956. There are several Research Centres, Boat manufacturing Units, Fisheries Stations, Fisheries Technical Schools and Fishing ports functioning under this Department.

**5.22.2** The activities of Fisheries Department extends to 3 Regions, viz. Southern, Northern and Central Regions, each under the control of a Joint Director. The District level activities of the department are controlled and supervised by Deputy Directors.

**5.22.3** The Commission held discussions with the representatives of various Associations as well as with the Director. Considering all the points raised in the discussions, the Commission recommends as follows:

**Restructuring of Fisheries Department**

**5.22.4** It has been brought to the notice of the Commission that personnel having specialized qualifications relating to Fisheries are not attracted to this Department. Commission is of the view that Special Rules should be so modified as to attract those with qualification relating to Fisheries Sector, to the department and that there is need to reorganize the set up of the department so that it may function on well established norms, demarcating functional roles clearly.

**Fishery Development Officer Grade-I**

**5.22.5** Fishery Development Officer Grade-I was given scale of pay of Rs.5250-8150, in the 1997 Pay Revision. The demand of the Association is to equate the scale of pay of this post with Junior Superintendent. On the demand of equating the scale of pay of the post with that of Junior Superintendent, the Commission feels that such a comparison is not correct. However, the Commission suggests that the post may be given corresponding scale of Rs.5500-9075. The Commission recommends corresponding revision to all other posts in this Department. The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	IAS	IAS
	Additional Director	14000-18000	23200-31150
	Joint Director	10000-15150	16650-23200
	Deputy Director of Fisheries	8250-13650	13610-20700
	Assistant Director/CEO	7450-11475	12250-19800
	Project Officer	7450-11475	12250-19800
	Deputy Registrar of Co-op. Societies (Fisheries)	7450-11475	12250-19800

	Assistant Registrar of Co-operative Societies (Fisheries)	6675-10550	11070-18450
	Mate	6500-10550	10790-18000
	Superintendent, Fisherman Training Centre	6500-10550	10790-18000
	Propaganda Assistant/Hatchery Assistant/Research Officer	6500-10550	10790-18000
	Fresh Water Biologist/Extension Officer	6500-10550	10790-18000
	Legal Officer (Tech.)	6500-10550	10790-18000
	Foreman/Sr. Mechanical Instructor (HG)	5500-9075	9190-15510
	Fishery Development Officer Gr I	5250-8150	9190-15510
	Senior Co-operative Inspector	5250-8150	8790-13610
	Engine Driver	5250-8150	8790-13610
<sup>a</sup>	Foreman/Sr. Mechanical Instructor	5000-8150	8390-13270
	Fishery Development Officer Gr II	5000-8150	8390-13270
	Research Assistant	5000-8150	8390-13270
	Curator	5000-8150	8390-13270
	Assistant Extension Officer	5000-8150	8390-13270
	Inspector of Fisheries	5000-8150	8390-13270
	Technical Assistant	5000-8150	8390-13270
	Fish Culture Officer	5000-8150	8390-13270
	Manager. Fish Farm	5000-8150	8390-13270
	Mechanical Instructor Gr I	4600-7125	7990-12930
	Boson (Speed Boat)	4600-7125	7990-12930
	Operator	4500-7000	7480-11910
	Mechanical Instructor Gr II	4000-6090	6680-10790
	Sub Inspector of Fisheries	4000-6090	6680-10790
	Instructor in Gear Making	4000-6090	6680-10790
	Instructor in wood Work	4000-6090	6680-10790
	Laboratory Assistant	4000-6090	6680-10790
	Guide Light Mechanic	4000-6090	6680-10790
	Senior Mechanic	4000-6090	6680-10790
	Driver (Speed Boat)	3350-5275	5510-8590
	Mechanic	3050-5230	4990-7990
	Nursery Keeper	3050-5230	4990-7990
	L.D. Investigator	3050-5230	4990-7990
	Assistant Operator	3050-5230	4990-7990
	Cook	2750-4625	4510-7480
	Fieldman	2750-4625	4510-7480

<sup>a</sup> 20% of the posts will be on the Higher Grade

	Tindal-cum-Driver	2750-4625	4510-7480
	Ticket Collector	2750-4625	4510-7480
	Boat Overseer	2750-4625	4510-7480
	Deckman (Speed Boat)	2750-4625	4510-7480
	Fisherman cum Watchman	2650-4150	4400-6680
	Petty Yard Officer	2650-4150	4400-6680
	Iceman	2650-4150	4400-6680
	Laboratory Attender	2650-4150	4400-6680
	Tindal	2650-4150	4400-6680
	Oilman	2650-4150	4400-6680
	Deckman	2610-3680	4300-5930
Staff of Boat Building Yards & Ice Plants transferred from Kerala Fisheries Corporation			
	Plant Manager	8250-13650	13610-20700
	Assistant Fleet Engineer	8250-13650	13610-20700
	Personnel Officer	8250-13650	13610-20700
	Assistant Executive Engineer	7450-11475	12250-19800
	Legal Officer	6500-10550	10790-18000
	Ice Plant Manager	5000-8150	8390-13270
	Cost Assistant	5000-8150	8390-13270
	Senior Assistant	5000-8150	8390-13270
	Operator Gr I	4600-7125	7990-12930
	Foreman	4500-7000	7480-11910
	Junior Operator	4500-7000	7480-11910
	Personal Assistant	4000-6090	6680-10790
	Assistant Foreman	4000-6090	6680-10790
	Senior Clerk	4000-6090	6680-10790
	Senior Freezing Supervisor	4000-6090	6680-10790
	Storekeeper	4000-6090	6680-10790
	Junior Clerk/Typist	3050-5230	4990-7990
	Clerk Typist	3050-5230	4990-7990
	Charge Hand (Mechanical & Carpentry)	3050-5230	4990-7990
	Turner	3050-5230	4990-7990
	Store Assistant	3050-5230	4990-7990
	Mechanic	3050-5230	4990-7990
	Freezing Supervisor	3050-5230	4990-7990
	Boat Body Builder	2750-4625	4510-7480
	Seaman	2750-4625	4510-7480
	Welder	2750-4625	4510-7480
	Fitter-cum-Turner	2750-4625	4510-7480
	Clerical Attender	2650-4150	4400-6680
	Store Attender	2650-4150	4400-6680

	Operator	2650-4150	4400-6680
	Three Wheeler Driver	2650-4150	4400-6680
	Iceman	2610-3680	4300-5930
	Watchman	2610-3680	4300-5930
	Sweeper	2610-3680	4300-5930
	<b>Statistical Wing</b>		
	Joint Director (Statistics)	As In PD	As In PD
	Research Officer (Statistics)	As In PD	As In PD
	Research Assistant (Statistics)	As In PD	As In PD
	Inspector (Statistics)	As In PD	As In PD
	U.D.Compiler (Statistics)	As In PD	As In PD
	U.D.Investigator (Statistics)	As In PD	As In PD
	L.D. Compiler (Statistics)	As In PD	As In PD
	L.D. Investigator (Statistics)	As In PD	As In PD
<b>Regional Fisheries Technical High School</b>			
	Headmaster	6675-10550	11070-18450
	Teacher (Sr. Gr.)	5500-9075	As in General Education Department
	High School Assistant Gr.I	5000-8150	
	Language Teacher Gr.I	5000-8150	
	Language Teacher Gr.II	4600-7125	
	High School Assistant	4600-7125	
	Warden-cum-Tutor	3050-5230	4990-7990
	Mess Boy	2610-3680	4300-5930
	Mess Girl	2610-3680	4300-5930

## **23.FOREST**

**5.23.1** The main tasks of the Kerala Forest Department are forest and wildlife protection, forest development and maintenance, environmental protection, implementation of Forest Act and Rules, and resource mobilization. Principal Chief conservator of Forests is the Head of Department.

**5.23.2** The Commission held discussions with representatives of various service organizations with regard to pay structure and recommends as follows:

### **Senior Grade Wild Life Assistant**

**5.23.3** The Commission recommends to award scale of pay corresponding to Rs.7200-11400 to the post of Senior Grade Wild Life Assistant.

### **Boat Driver**

**5.23.4** The Commission recommends to award scale of pay corresponding to Rs.3050-5230 to the post in order to maintain parity in scales of pay with Motor Driver and Tractor Driver that existed upto 1997 Pay Revision.

**5.23.5** Corresponding revised scale is recommended to all other posts in this Department.

**5.23.6** The existing scale of pay and the proposed scale of pay of each post is as shown below.

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Principal Chief Conservator of Forests	IFS	IFS
	Chief Conservator of Forests	IFS	IFS
	Conservator of Forests	IFS	IFS
	Deputy Conservator of Forests	IFS	IFS
	Deputy Conservator of Forests (Non Cadre)	12600-15600	20700-26600
	Economist	12000-15325	20700-26600
<sup>a</sup>	Assistant Conservator of Forests/	7800-12975	12930-20250
	Divisional Forest Officer/	7800-12975	12930-20250
	Wild Life Warden/	7800-12975	12930-20250
	Divisional Forest Officer and equated categories	7800-12975	12930-20250
	Deputy Director (Wild Life Education)	7800-12975	12930-20250
	Personal Assistant	6675-10550	11070-18450
	Ranger and equated category	6675-10550	11070-18450
<sup>b</sup>	Wild Life Assistant Sr. Gr.	6675-10550	11910-19350
	Assistant Forest Publicity Officer	5500-9075	9190-15510
<sup>b</sup>	Wild Life Assistant Gr I	5500-9075	9190-15510
<sup>b</sup>	Wild Life Assistant Gr II	4600-7125	7990-12930
	Photographer -cum- Artist	4500-7000	7480-11910
	Deputy Ranger	4500-7000	7480-11910
	Curator	4500-7000	7480-11910
	Laboratory Assistant	4000-6090	6680-10790
	Forester	4000-6090	6680-10790
	Wireless Technician	3590-5400	5930-9590
	Forest Guard	3050-5230	4990-7990
	Timber Supervisor	2750-4625	4510-7480
	Documentation Officer	2750-4625	4510-7480
	Elephant Mahouts/Cavadies	2750-4625	4510-7480
	Boat Driver	As In CC	As In CC
	Thope Warder	2650-4150	4400-6680
	Dark Room Attender	2650-4150	4400-6680
	Boat Watcher	2610-3680	4300-5930

<sup>a</sup> The ratio between Deputy Conservator of Forests (Non Cadre) and Assistant Conservator will be 1:3

<sup>b</sup> The existing ratio of 1:1:1 among Senior Grade, Gr I and Gr II Wild Life Assistants will continue

Boat Cleaner	2610-3680	4300-5930
Boat Lascar	2610-3680	4300-5930
Boat Syrang	2610-3680	4300-5930
Tracker cum Gardener	2610-3680	4300-5930
Gardener cum marker	2610-3680	4300-5930
Cook	2610-3680	4300-5930
Assistant Cook	2610-3680	4300-5930
Museum Assistant	2610-3680	4300-5930
Chowkidar	2610-3680	4300-5930
Depot Watcher/Reserve Watcher/	2610-3680	4300-5930
Plantation Watcher cum Cook	2610-3680	4300-5930
Sanitation Worker	2610-3680	4300-5930
<b>Posts held by personnel of other Departments</b>		
<b>Economics and Statistics</b>		
Research Officer	As In PD	As In PD
Statistician	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
UD Compiler	As In PD	As In PD
LD Compiler	As In PD	As In PD
<b>Survey &amp; Land Records</b>		
Assistant Director	As In PD	As In PD
Superintendent of Survey	As In PD	As In PD
Head Draftsman	As In PD	As In PD
Head Surveyor	As In PD	As In PD
Draftsman Gr I	As In PD	As In PD
Draftsman Gr II	As In PD	As In PD
Surveyor Gr I	As In PD	As In PD
Surveyor Gr II	As In PD	As In PD
Survey Lascar	As In PD	As In PD
<b>Judiciary</b>		
Tribunal Judge	As In PD	As In PD
<b>Secretariat</b>		
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
Legal Assistant	As In PD	As In PD

Confidential Assistant	As In PD	As In PD
Peon	As In PD	As In PD
<b>AG's Office</b>		
Finance Manager	As In PD	As In PD
<b>Animal Husbandry</b>		
Forest Veterinary Officer	As In PD	As In PD
Assistant Veterinary Officer	As In PD	As In PD
<b>PWD</b>		
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
Head Draftsman	As In PD	As In PD
Draftsman Gr I	As In PD	As In PD
Draftsman Gr II	As In PD	As In PD
Surveyor Gr I	As In PD	As In PD
Surveyor Gr II	As In PD	As In PD
<b>Police</b>		
Circle Inspector	As In PD	As In PD
Sub Inspector	As In PD	As In PD
Head Constable	As In PD	As In PD
Constable	As In PD	As In PD
P.T Instructor	As In PD	As In PD
<b>Health</b>		
Pharmacist	As In PD	As In PD
Nursing Assistant	As In PD	As In PD
Hospital Attender	As In PD	As In PD
<b>Kerala Water Authority</b>		
Pump Operator	As In PD	As In PD

## 24.GROUND WATER

**5.24.1** The Ground Water Department is the nodal agency for technical and infrastructural support to ensure optimum development of the Ground Water resources of the State. The Department conducts detailed hydrogeological studies to understand the nature and distribution of Ground Water. Also, bacteriological and Industrial pollution studies of river basins, coliform studies of the departmental observation wells etc. are being done by the Department. Drilling of wells is undertaken both for Government Agencies and for private parties on realization of cost fixed for each category. The department is headed by a Director and he is assisted by a Superintending



Hydrogeologist. There are drilling units in all the fourteen Districts and three analytical laboratories in Thiruvananthapuram, Ernakulam and Kozhikode.

- 5.24.2** The representatives of various Unions/Associations of this Department appeared before the Commission to argue their case for improvement in the scale of pay of various posts and promotional prospects. The Commission considered the arguments and make the following recommendations.

**Master Driller/Senior Driller**

- 5.24.3** The Commission considered the qualifications and job responsibilities of the Master Driller and recommends to award the scale of pay corresponding to Rs.5800-9425 to this post.

- 5.24.4** Correspondingly, the Commission recommends to assign the scale of pay of Rs.5500-9075 to the Senior Driller.

**Draftsman Grade II/Surveyor and Tracer**

- 5.24.5** The Commission considered the revision of scale of pay of these posts with reference to their counterparts in the Public Works Department, Harbour Engineering Department etc. and recommends to award the scale of pay corresponding to Rs.4000-6090 to Draftsman Grade II/ Surveyor and the scale of pay corresponding to Rs.3350-5275 to Tracer.

**Electrician**

- 5.24.6** The Commission considered the revision of scale of pay of this post and recommends to award the scale of pay corresponding to Rs.3350-5275 to Electrician.

- 5.24.7** Normal revision is recommended for all other posts in the department. The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	14300-18300	25400-33100
	Superintending Hydrologist	14000-18000	23200-31150
	Superintending Engineer	14000-18000	23200-31150
	Chief Chemist	14000-18000	23200-31150
	Senior Hydrogeologist	10000-15150	16650-23200
	Senior Geophysicist	10000-15150	16650-23200
	Executive Chemist	10000-15150	16650-23200
	Executive Engineer (Design/ Hydrology/SP&W)	10000-15150	16650-23200
	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp&W](HG)	8250-13650	13610-20700

<sup>a</sup>	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp&W]	7450-11475	12250-19800
	Chemist	7450-11475	12250-19800
<sup>b</sup>	Hydrogeologist	7450-11475	12250-19800
	Geophysicist	7450-11475	12250-19800
	Junior Chemist	6675-10550	11070-18450
	Junior Hydrogeologist	6675-10550	11070-18450
	Junior Geophysicist	6675-10550	11070-18450
	Assistant Engineer	6675-10550	11070-18450
	Master Driller	5500-9075	9590-16650
	Senior Driller	5000-8150	9190-15510
	Foreman	4600-7125	7990-12930
	Overseer	4600-7125	7990-12930
	Store-in-charge	4600-7125	7990-12930
	Driller	4600-7125	7990-12930
	Drilling Mechanic	4600-7125	7990-12930
<sup>c</sup>	Draftsman Gr I	4600-7125	7990-12930
	Geological Assistant	4500-7000	7480-11910
	Geophysical Assistant	4500-7000	7480-11910
	Chemical Assistant	4500-7000	7480-11910
	Motor Mechanic	4500-7000	7480-11910
	Store Assistant	4500-7000	7480-11910
<sup>c</sup>	Draftsman Gr II	3590-5400	6680-10790
	Surveyor	3590-5400	6680-10790
	Compressor Driver	3590-5400	5930-9590
	Electrician	3050-5230	5510-8590
	Tracer	3050-5230	5510-8590
	Welder	3050-5230	4990-7990
	Machinist	3050-5230	4990-7990
	Blacksmith	3050-5230	4990-7990
	Tinker	3050-5230	4990-7990
	Turner	3050-5230	4990-7990
	Fitter	3050-5230	4990-7990
	Drilling Assistant	3050-5230	4990-7990
	Pump Operator	3050-5230	4990-7990
	Lab Attender	2650-4150	4400-6680

<sup>a</sup> 1/3 of the posts will be in Higher Grade

<sup>b</sup> The revised scale of pay of Rs.16650-23200 will be allowed to Hydrogeologist posted as District Officer

<sup>c</sup> The existing ratio of 1:1 will continue

<sup>c</sup> The existing ratio of 1:1 will continue

	Workshop Attender	2650-4150	4400-6680
	Worker	2610-3680	4300-5930

## 25 HARBOUR ENGINEERING

**5.25.1** Harbour Engineering Department functions as a Service Department for Fisheries and Ports Department. Works of Coastal Social infrastructure facilities such as Fisheries Roads, Drinking Water facilities, total Sanitation, Housing, Fisheries Schools, Guide lights in the coastal areas are being taken up by the department with Central Assistance or through State plan Schemes. Chief Engineer, Harbour Engineering Department is the head of the Department.

**5.25.2** The Commission have examined the case of revision of scale of pay of various posts in this Department in detail. The request to upgrade the scale of pay of Chief Engineer to that of Chief Engineer in Public Works Department was considered by the Commission. However, there has always been parity in the scale of pay of Chief Engineer (Harbour Engineering) with Director of Ports and Chief Hydrographer. The Commission is of the view that there is no case to upset this parity. The Commission therefore recommends corresponding revision for all posts of the department.

**5.25.3** The existing scale of pay and proposed scale of pay of each post is as follows:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Chief Engineer	14300-18300	25400-33100
	Deputy Chief Engineer/Superintending Engineer	14000-18000	23200-31150
	Executive Engineer HG	12600-15600	20700-26600
<sup>a</sup>	Executive Engineer	10000-15150	16650-23200
	Assistant Executive Engineer (HG)	8250-13650	13610-20700
<sup>a</sup>	Assistant Executive Engineer/Technical Assistant	7450-11475	12250-19800
	Assistant Engineer/Head Draftsman	6675-10550	11070-18450
<sup>a</sup>	Draftsman Gr I/Overseer Gr I	4600-7125	7990-12930
	Mobile Crane Operator/Heavy Machine Operator	4000-6090	6680-10790
	Senior Mechanic	4000-6090	6680-10790
<sup>a</sup>	Draftsman Gr II/Overseer Gr II	4000-6090	6680-10790

<sup>a</sup> The ratio and Grades will be given as applicable to the corresponding posts in Public Works Department

Crane Operator	3350-5275	5510-8590
Tracer	3350-5275	5510-8590
Draftsman Gr III/Overseer Gr III	3350-5275	5510-8590
Master Gr III	2750-4625	4510-7480
Engine Driver Gr III	2750-4625	4510-7480
Light Machine Operator	2750-4625	4510-7480
Lineman	2750-4625	4510-7480
Seaman	2750-4625	4510-7480
Blue Printer	2650-4150	4400-6680
Assistant Crane Operator	2650-4150	4400-6680
Cleaner	2650-4150	4400-6680
<b>Posts held by Personnel of other Departments</b>		
Finance Officer Gr II	As In PD	As In PD
Divisional Accountant	As In PD	As In PD
Operator cum Mechanic	As In PD	As In PD
Lascar/Chainman	As In PD	As In PD

## **26.HEALTH SERVICES**

- 5.26.1** The Health Services Department is engaged in activities designed for preservation, and improvement of Public Health by preventive, promotive, curative and rehabilitative methods. This is achieved through the Government dispensaries, Public Health Centres, Block Primary Health Centres, Government Hospitals and Taluk Headquarters Hospitals etc. Institutions for specialised services for diseases like Leprosy, TB, Mental diseases etc are also functioning under the Department.
- 5.26.2** The Director is the Head of the Department and is assisted by Additional Directors. At the District level there are District Medical Officers for implementation of different schemes/programmes and they are assisted by Deputy District Medical Officers. They exercise control over Hospitals, District Medical Stores and other institutions in the respective Districts.
- 5.26.3** Several Associations/Unions appeared before the Commission to present their grievances and demands for upgradation of pay scales and improvement of promotional prospects. The Commission, after careful analysis of the demands, recommend as follows:

### **Medical Officer**

- 5.26.4** The initial appointment of Doctors in the Health Services is as Assistant Surgeon/Assistant Dental Surgeon in the scale of Rs.7200-11400 with two advance increments from among MBBS and BDS Degree holders

respectively. Civil Surgeon, Deputy Director, Joint Director, Additional Director and Director are their promotion posts. The Commission, which took up their demands for consideration, recommend normal revision of pay scales to all posts. Fresh entrants will start at the minimum of the revised scale without advance increments. The Commission, recommend enhancement of allowances as detailed below subject to the existing conditions which govern payment of these allowances:

Name of allowance	Proposed Rate per month
(a) Post Graduate Diploma Allowance	400
(b) Post Graduate Degree Allowance	550
(c) Charge Allowance	100
(d) Specialist Allowance	550
(e) Senior Specialist Allowance	900

- 5.26.5** The incentive paid to Doctors working at Primary Health Centres at difficult rural areas such as Agali, Sholayar and Parambikulam is recommended for enhancement to Rs.3000/- p.m. without any change to the conditions governing the payment.

#### **Food Inspector**

- 5.26.6** Demands were raised for upgradation of pay scales and improvement of promotional prospects. After examining the demands, the Commission recommend to place 20% of the posts of Food Inspectors in the scale of pay corresponding to Rs.5500-9075.

#### **Hospital Attender Gr I**

- 5.26.7** Hospital Attender Gr II is the feeder category of Hospital Attender Gr I; but both the posts carry the identical scale of Rs.2610-3680. Hence the Commission recommend to award scale of pay corresponding to Rs.2650-4150 to the post "Hospital Attender Gr I"

#### **Graduate Pharmacists**

- 5.26.8** There are Pharmacists having B.Pharm qualification; whereas the basic qualification prescribed for appointment to the post of Pharmacist is two year diploma in Pharmacy. They have demanded earmarking a certain percentage of posts for appointment by promotion from degree holders to the category of District Store Verification Officer. The Commission recommend that the feasibility of making graduate pharmacists a feeder category of District Store Verification Officer and earmarking a certain percentage of posts of District Store Verification Officer for appointment by promotion from among the graduates may be explored by Government.

### **Rehabilitation Technician Gr II**

**5.26.9** The Commission recommend to award scale of pay corresponding to Rs.3350-5275 to Rehabilitation Technician (Prosthetics, Leather Works, Orthotics) Gr II in view of their qualifications for appointment.

### **Social Scientists**

**5.26.10** The qualification for the post of Social Scientists in Health Services, is MA Sociology/MSW or in their absence graduation with Diploma in Social Science or Rural Sociology. But the scale of pay assigned to this post is higher than that of MBBS Doctors, who have only the scale of Rs.7200-11400. Assignment of a higher scale of pay to this category, does not seem to be justified taking note of their qualification, nature of duties and responsibilities etc. The relativity in scale of pay between similarly placed categories in the same Department and their counterparts in Medical Education Service caused some justification in the demands of others for parity. But recommendation of such a higher scale to all these categories will definitely change the relativity in the existing pay structure. Hence the Commission record that scale assigned to this category is on the high side. However corresponding revision is recommended in this case.

### **Refrigeration Mechanic UIP**

**5.26.11** In GO (P) 3000/98/Fin dtd 25.11.1998, the post 'Refrigeration Mechanic UIP' was not included. Later on, this post was added with the scale 3350-5275 as per GO (Ms) 1106/2001(114)/fin dtd 6.10.2001. But in GO (MS) 510/2005/(154)/Fin dtd 30.11.2005, the post was placed on the scale of Rs.4500-7000 with effect from 1.3.1997 in compliance with the judgement dtd 30.9.2005 pronounced by the Honourable Supreme Court in SLP No. 19559/2005. The Association has demanded corresponding replacement scale of Rs.4500-7000. The scale of pay of existing category the, Refrigeration Mechanic' is on Rs.4500-7000. Qualifications of the existing post, "Refrigeration Mechanic" are SSLC+Diploma in Refrigeration and air conditioning+3 years experience in repair and maintenance of refrigeration equipment or national trade certificate or national apprentice certificate issued by Government for the trade of Mechanical Refrigeration and air conditioning and five years experience in repairs and maintenance of refrigeration and air conditioning equipments, whereas the post newly incorporated "Refrigeration Mechanic-UIP" carries national trade certificate in the trade of mechanic in refrigeration and air conditioning plus two months training only. But identical scale has been assigned to the posts having higher and lower qualifications and experience. So the Commission recommend only corresponding revision for the scale of 3350-5275 to the "Refrigeration Mechanic UIP" and personal scale corresponding to Rs.4500-7000 in the case of those who were benefited by the Government Order.Refrigeration Mechanics on Rs.4500-7000 may be redesignated as Refrigeration Mechanic (Senior grade)

### **Technical Assistant**

**5.26.12** Taking into consideration the educational qualification and duties assigned to this post, Commission recommend to allow the scale corresponding to Rs. 4500-7000 and 5500-9075 to the posts of Technical Assistant Grade II and Technical Assistant Grade I respectively.

### **Health Inspectors**

**5.26.13** Health Inspector grade II/ Malaria Inspector Gr II/Filaria Inspector grade II on Rs.4600-7125 and Health Supervisor/Filaria Inspector grade I/Health Inspector Grade I/ Malaria Inspector Grade I on Rs.5000-8150 will be placed in the higher scales corresponding to 5000-8150 and 5500-9075 respectively.

### **Honorary Nursing Sisters**

**5.26.14** The Honorary Nursing Sisters on fixed pay of Rs.2100/- PM have demanded enhancement of their pay to Rs.4000/- Pm. The Commission have considered their demand and recommend enhancing their remuneration to Rs. 3000/-per month.

### **Ophthalmic Assistant**

**5.26.15** It has been brought to the notice of the Commission that Optometry is now a commonly accepted profession and therefore there is case for change of designations in tune with the name of the profession and the all India pattern of posts existing in Optometry. Hence, even though it is a matter to be taken up with Government for decision, the Commission recommend to consider change of designation as given below without change in pay scales and ratio promotions:

<b>Existing Designation</b>	<b>Proposed Designation</b>
Ophthalmic Assistant Gr II	Optometrist
Ophthalmic Assistant Gr I	Senior Optometrist
Ophthalmic Assistant Senior Grade	Ophthalmic Officer

### **Lady Health Inspector /Lady Health Supervisor**

**5.26.16** The commission recommend to award scale of pay corresponding to the scale of Rs.5000-8150 and Rs.5500-9075 respectively to Lady Health Inspector and Lady Health Supervisor respectively.

### **District Lab Technician**

**5.26.17** District Lab Technician and Chief Lab Technician are interchangeable posts on Rs.5000-8150. Appointment to these posts are made from Lab Technician Gr I at Rs.4600-7125. Commission recommend awarding the scale corresponding to the scale of Rs.6500-10550 to the post of District Lab Technician and that this post may be treated as the promotion post of Chief Lab Technician on Rs.5000-8150. Consequently the scale of Junior Scientific Officer stands upgraded to the corresponding revised scale of Rs.6675-10550.

### **Patient Employees**

**5.26.18** The patient employees of Government Leprosy Hospital, who are now on fixed pay of Rs.600/- PM, are recommended for the same treatment as PTC employees instead of fixed pay. Accordingly patient employees will be allowed Rs.2100 per month +DA as admissible to category III of Part Time Contingent Employees.

### **Physiotherapist (Leprosy) and Physiotherapist (General)**

**5.26.19** Physiotherapist (Leprosy) and Physiotherapist (General) may be allowed higher grade on the scale corresponding to Rs.6500-10550 in the ratio 1:3 between higher grade and lower grade.

### **Dental Hygienists/Dental Mechanics**

**5.26.20** Dental Hygienists/Dental Mechanics are allowed higher grade in the ratio 1:1 between Grade I and II posts. The Commission recommend a senior grade in the scale of Rs.5000-8150. The ratio among Grade II, Grade I and senior grade will be 2:2:1

**5.26.21** Corresponding revision is recommended for all other posts details of which are as follows:

**5.26.22** The categories of each post with existing and proposed scales of pay are given below:

	<b>Designation</b>	<b>Existing Scale Of Pay</b>	<b>Proposed Scale Of Pay</b>
	<b>Director of Health Services</b>	16300-19900	26600-33750
	Additional Director of Health Services	14300-18300	25400-33100
	Deputy Director of Health Services	14000-18000	23200-31150
	District Medical Officer	14000-18000	23200-31150
	Deputy DHS (Dental)	14000-18000	23200-31150
	Deputy DMO	10000-15150	16650-23200
	Assistant DHS	10000-15150	16650-23200
	Zonal Malaria Officer	10000-15150	16650-23200
	Principal of Public Health Training School and Family Welfare Training School	10000-15150	16650-23200
<sup>a</sup>	Civil Surgeon	10000-15150	16650-23200
<sup>a</sup>	Dental Civil Surgeon	10000-15150	16650-23200
	Ophthalmic Surgeon	10000-15150	16650-23200
	Research Officer (ORT)	10000-15150	16650-23200
	District Immunisation Officer	10000-15150	16650-23200
	Medical Officer (IUD)	10000-15150	16650-23200
	Assistant Surgeon	7200-11400	11910-19350

<sup>a</sup> The existing ratio of 1:3 between Civil Surgeon/Dental Civil Surgeon and Assistant Surgeon/ and Assistant Dental Surgeon will continue



	Dental Assistant Surgeon	7200-11400	11910-19350
b	Dental Mechanic Gr I	4600-7125	7990-12930
<sup>b</sup>	Dental Hygienist Gr I	4600-7125	7990-12930
b	Dental Mechanic Gr II	4000-6090	6680-10790
b	Dental Hygienist Gr II	4000-6090	6680-10790
	<b>TB Wing</b>		
	Director, TB Centre	10000-15150	16650-23200
	District TB Officer	10000-15150	16650-23200
	Supervising Medical Officer (BCG)	10000-15150	16650-23200
	Bacteriologist	7200 - 11400	11910-19350
	TB Officer	6675 -10550	11070-18450
	Physiological Assistant	6500 - 10550	10790-18000
	Senior Treatment Organizer	6500 - 10550	10790-18000
<sup>c</sup>	Treatment Organizer Gr I	4600 - 7125	7990-12930
<sup>c</sup>	Treatment Organizer Gr II	3350 - 5275	5510-8590
	<b>LEPROSY</b>		
	District Leprosy Officer	10000-15150	16650-23200
	Technical Assistant (Leprosy)	6675 -10550	11070-18450
	Asst Leprosy Officer	6500 -10550	10790-18000
<sup>d</sup>	Physiotherapist (Leprosy)	5800 - 9425	9590-16650
<sup>e</sup>	Non-Medical Supervisor (HG)	5000 - 8150	8390-13270
<sup>e</sup>	Non-Medical Supervisor	4600 - 7125	7990-12930
	Leprosy Inspector Gr I	4500 - 7000	7480-11910
<sup>f</sup>	Leprosy Inspector Gr II	3590 - 5400	5930-9590
<sup>g</sup>	Senior Warder (Fixed Pay)	700	2100+DA
<sup>g</sup>	Patient Employee (Fixed Pay)	600	2100+DA
<sup>g</sup>	Head Warder (Fixed Pay)	600	2100+DA
	<b>OPHTHALMOLOGY</b>		
	Camp Co-ordinator	6675 - 10550	11070-18450
<sup>h</sup>	Ophthalmic Assistant (Senior Gr.)	6500 - 10550	10790-18000
<sup>h</sup>	Ophthalmic Assistant (Gr I)	4600 - 7125	7990-12930
<sup>h</sup>	Ophthalmic Assistant (Gr II)	4000 - 6090	6680-10790
	<b>COMMUNICABLE DISEASE</b>		
	Asst Director (Entomology)	8250 - 13650	13610-20700
	Asst Director (Filariasis)	8250 - 13650	13610-20700
	Senior Biologist	7450 - 11475	12250-19800

<sup>b</sup> They will be allowed a senior grade in the proposed scale of Rs.8390-13270.The ratio among Gr II, Gr I and Senior Grade will be 2:2:1

<sup>c</sup> The existing ratio of 1:1 between Gr I and II posts will continue

<sup>d</sup> Physiotherapists (Leprosy) will be allowed higher grade on the proposed scale of Rs.10790-18000 in the ratio 1:3 between Gr I and Gr II posts

<sup>e</sup> The existing ratio of 1:2 between higher grade and lower grade will Continue

<sup>f</sup> The existing ratio of 1:2 between Gr I and Gr II posts will continue

<sup>g</sup> They will be treated as PTC Employees

<sup>h</sup> The existing ratio of 1:2:2 among Sen.Gr.,GrI and Gr II posts will continue

	Biologist	7200 - 11400	11910-19350
	Entomologist	7200 - 11400	11910-19350
	District Malaria Officer	6500 - 10550	10790-18000
	Asst Entomologist	5000 - 8150	8390-13270
	<b>Nursing Service – Hospital Staff</b>		
	Additional Director (Nursing)	12600-15600	20700-26600
	Deputy Director (Nursing)	10000-15150	16650-23200
	District Nursing Officer	8250-13650	13610-20700
	Nursing Officer	7800-12975	12930-20250
	Asst. Director (Nursing Service)	8250 - 13650	13610-20700
	Nursing Superintendent Gr I	7200 - 11400	11910-19350
	Nursing Superintendent Gr II	6500 - 10550	10790-18000
<sup>i</sup>	Head Nurse	5500 - 9075	9190-15510
	Staff Nurse Gr I	5000 - 8150	8390-13270
<sup>j</sup>	Staff Nurse Gr II	4500 - 7000	7480-11910
	Honorary Nursing Sister(Fixed pay)	2100	3000
	<b>Nursing Service (Education)</b>		
	Nursing Officer (Principal) Jr. Public Health Nursing School	7800 - 12975	12930-20250
	Principal, School of Nursing	7800 - 12975	12930-20250
	Vice Principal	7200 - 11400	11910-19350
	Nursing Tutor	6500 - 10550	10790-18000
	<b>PHARMACY and MEDICAL SUPPLIES</b>		
	Assistant Director (Medical supplies)	7800 - 12975	12930-20250
	Stores Officer, Govt. medical stores	7800 - 12975	12930-20250
	Drugs Inspector	6675 - 10550	11070-18450
	Stores Verification Officer	6500 - 10550	10790-18000
	Stores Superintendent, District Medical Stores	6500 - 10550	10790-18000
	Stores Officer/FW/IPP	6500 - 10550	10790-18000
	Stores Verification Officer (District)	6500 - 10550	10790-18000
	Stores Superintendent, Hospital	5000 - 8150	8390-13270
	Computer Programmer	5000 - 8150	8390-13270
	Pharmacist Store Keeper	4600 - 7125	7990-12930
<sup>k</sup>	Pharmacist Gr I	4500 - 7000	7480-11910
<sup>k</sup>	Pharmacist Gr II	4000 - 6090	6680-10790
	<b>PUBLIC HEALTH LABORATORY</b>		
	Director	14000 – 18000	23200-31150
	Senior Assistant Director	10000 - 15150	16650-23200
	Assistant Director (Medical)	10000 – 15150	16650-23200
	Senior Medical Officer	10000 – 15150	16650-23200
	Scientific Officer (Sterile Solution) HG	7800 - 12975	12930-20250

<sup>i</sup> The existing ratio 1:4 between Head Nurse and Staff Nurse Gr I will continue

<sup>j</sup> The ratio between Staff Nurse Gr II and Gr I will be 1:1

<sup>k</sup> The existing ratio of 1:2 between Gr I and Gr II posts will continue

	Scientific Officer (Biochemistry) HG	7800 - 12975	12930-20250
	Scientific Officer (Microbiology) HG	7800 - 12975	12930-20250
	Research Officer (HG) (Biochemistry)	7800 - 12975	12930-20250
	Medical Officer (Pathology)/Medical Officer	7200-11400	11910-19350
<sup>1</sup>	Scientific Officer (Sterile Solution)	6675 - 10550	11070-18450
1	Scientific Officer (Biochemistry)	6675 - 10550	11070-18450
1	Scientific Officer (Microbiology)	6675 - 10550	11070-18450
1	Research Officer (Biochemistry)	6675 - 10550	11070-18450
	Junior Proto Zoologist/Scientific Officer	6675 - 10550	11070-18450
	<b>Food Administration</b>		
	Deputy Director (PFA)	14000 – 18000	23200-31150
	Chief Govt. Analyst	12600 – 15600	20700-26600
	Govt. Analyst	8250 - 13650	13610-20700
	Deputy Govt. Analyst	7800 - 12975	12930-20250
	Research Officer	6675 - 10550	11070-18450
	Technical Officer (Food)	6675 - 10550	11070-18450
	District Food Inspector	6500 - 10550	10790-18000
	Chief Food Inspector	6500 - 10550	10790-18000
	Technical Assistant (legal)	6500 - 10550	10790-18000
	Technical Assistant	6500 - 10550	10790-18000
<sup>m</sup>	Food Inspector	5000 - 8150	8390-13270
	<b>Common Categories in Laboratories</b>		
	Junior Research Officer	6500 - 10550	10790-18000
	Junior Scientific Officer	6500 - 10550	10790-18000
	Chemist	6500 - 10550	10790-18000
	Bacteriologist	6500 - 10550	10790-18000
	Store Superintendent	5000 - 8150	8390-13270
	Food Analyst	4500 - 7000	7480-11910
	Chemist	4500 - 7000	7480-11910
	Sample Collector	4500 - 7000	7480-11910
	Technical Assistant Gr I	4500 - 7000	9190-15510
	Technical Assistant Gr II	3350 - 5275	7480-11910
	<b>Laboratory Services – General</b>		
	Junior Scientific Officer	6500 - 10550	11070-18450
	District Lab Technician	5000 - 8150	10790-18000
	Chief Lab Technician	5000 - 8150	8390-13270
	Laboratory Technician Gr I	4600 - 7125	7990-12930
<sup>n</sup>	Laboratory Technician Gr II	4000 - 6090	6680-10790
	Junior Laboratory Attender	2750 - 4625	4510-7480
	<b>RADIOLOGY</b>		

<sup>1</sup> The existing ratio of 1:2 between Higher Grade and Lower Grade posts will continue

<sup>m</sup> 20% of the posts of Food Inspector will be on higher grade in the proposed scale of Rs.9190-15510

<sup>n</sup> The ratio between Gr I and Gr II posts will be 1:1

	Chief Radiographer	6500 - 10550	10790-18000
	X-Ray Mechanic	4600 - 7125	7990-12930
°	X-Ray Technician Gr I / Radiographer Gr I	4600 - 8000	7990-12930
o	Radiographer Gr II	4000 - 6090	6680-10790
o	X-Ray Technician Gr II	4000 - 6090	6680-10790
o	Radium Technician Gr I	4500 - 7000	7480-11910
o	Radium Technician Gr II	3350 - 5275	5510-8590
	<b>OTHER SUPPORTING SERVICE</b>		
p	Clinical Psychologist HG	7800 - 12975	12930-20250
	Radiation Physicist	6675 - 10550	11070-18450
p	Clinical Psychologist	6675 - 10550	11070-18450
p	Psychiatric Social Worker HG	6675 - 10550	11070-18450
q	Physiotherapist (General)	5800 - 9425	9590-16650
p	Psychiatric Social Worker	5000 - 8150	8390-13270
	Chief Operator	4500 - 7000	7480-11910
	Occupational Therapist	4000 - 6090	6680-10790
	<b>NUTRITION WING</b>		
	State Nutrition Officer	10000 - 15150	16650-23200
	Chief Scientific Officer (Nutrition)	10000 - 15150	16650-23200
	Technical Officer (Goitre)	6675 - 10550	11070-18450
r	Senior Grade Dietician	6500 - 10550	10790-18000
r	Dietician Gr I	5000 - 8150	8390-13270
r	Dietician Gr II	4600 - 7125	7990-12930
	<b>Other Technical Services</b>		
s	Blood Bank Technician Gr I	4600 - 7125	7990-12930
s	Mortuary Technician Gr I	4600 - 7125	7990-12930
s	Theatre Technician Gr I	4600 - 7125	7990-12930
s	V.D. Technician Gr I	4600 - 7125	7990-12930
t	E N T Technician Gr I	4500 - 7000	7480-11910
t	E C G Technician Gr I	4500 - 7000	7480-11910
t	C S R Technician Gr I / Sterilisation Technician Gr I	4500 - 7000	7480-11910
t	Anaesthetic Technician Gr I	4500 - 7000	7480-11910
	Theatre Mechanic Gr I	4500 - 7000	7480-11910
u	Blood Bank Technician Gr II	4000 - 6090	6680-10790
u	Mortuary Technician Gr II	4000 - 6090	6680-10790

° The ratio between Gr I and Gr II posts will be 1:3

p The existing ratio of 1:1 between Higher Grade and Lower Grade Posts will continue

q Physiotherapist (General) will be allowed higher grade on the proposed scale of Rs.10790-18000 in the ratio 1:3 between Gr I and Gr II posts

r The ratio among Sen. Gr, Gr I and Gr II posts will be 1:2:2

s The existing ratio of 1:1 between Grade I and Gr II posts will continue

t The existing ratio of 1:4 between Gr I and Gr II posts will continue

u The existing ratio of 1:1 between Gr I and Gr II posts will continue

u	Theatre Technician Gr II	4000 - 6090	6680-10790
u	V.D. Technician Gr II	4000 - 6090	6680-10790
v	E N T Technician Gr II	3350 - 5275	5510-8590
v	E C G Technician Gr II	3350 - 5275	5510-8590
v	C S R Technician Gr II / Sterilisation Technician Gr II	3350 - 5275	5510-8590
v	Anesthetic Technician Gr II	3350 - 5275	5510-8590
	Theatre Mechanic Gr II	3350 - 5275	5510-8590
	<b>Family Welfare</b>		
	State Mass Education & Media Officer	10000 – 15150	16650-23200
	Communication Officer	8250 - 13650	13610-20700
	Health Education Instructor	8250 - 13650	13610-20700
	Medical Lecturer cum Demonstrator	7800 - 12975	12930-20250
	Medical Lecturer (MCH)	7800 - 12975	12930-20250
	Chief Health Education Officer	7800 - 12975	12930-20250
	School Health Education Officer	7800 - 12975	12930-20250
	Deputy State Mass Education and Media Officer	7800 - 12975	12930-20250
	Training Co-ordinator	7800 - 12975	12930-20250
	Technical Officer	7800 - 12975	12930-20250
	District Education and Media Officer	7450 - 11475	12250-19800
	Management Instructor	7450 - 11475	12250-19800
	Deputy District Education and Media Officer	7200 - 11400	11910-19350
	Research Officer	6675 - 10550	11070-18450
	Health Education Extension Officer	7450 - 11475	12250-19800
	Social Science Instructor	7450 - 11475	12250-19800
	Production & Distribution Assistant	7450 - 11475	12250-19800
	Social Scientist	7450 - 11475	12250-19800
	Statistical Assistant	5000 - 8150	8390-13270
	Urban Extension Educator	5000 - 8150	8390-13270
	<b>MCH Wing</b>		
	MCH Officer	7200 - 11400	11910-19350
	District Public Health Nurse	6500-10550 +50 sp	10790-18000
	Public Health Nursing Instructor	6500-10550 +50 sp	10790-18000
	Tutor	6500-10550	10790-18000
	PH. Nursing Tutor	6500 - 10550	10790-18000
	Lady Health Supervisor	5000 - 8150	9190-15510
	Lady Health Inspector	4600 - 7125	8390-13270
	Junior PH Nurse Gr I	4500 - 7000	7480-11910
w	Junior PH Nurse Gr II	4000 - 6090	6680-10790

<sup>v</sup> The existing ratio of 1:4 between Gr I and Gr II posts will continue

<sup>w</sup> The existing ratio of 1:2 between Gr I and Gr II posts will continue

	<b>Public Health</b>		
	Technical Assistant Gr I	6675 - 10550	11070-18450
	Technical Assistant Gr II	6500 - 10550	10790-18000
	District Health Education Officer	6500 - 10550	10790-18000
	Senior Sanitarian	6500 - 10550	10790-18000
	Senior Health Inspector	6500 - 10550	10790-18000
	Medical Record Officer	6500 - 10550	10790-18000
	Senior Sanitary Inspector	5250 - 8150	8790-13610
	Health Supervisor	5000 - 8150	9190-15510
	Health Inspector Gr I	5000 - 8150	9190-15510
	Filaria Inspector Gr I	5000 - 8150	9190-15510
	Malaria Inspector Gr I	5000 - 8150	9190-15510
	Health Inspector Gr II	4600 - 7125	8390-13270
	Filaria Inspector Gr II	4600 - 7125	8390-13270
	Malaria Inspector Gr II	4600 - 7125	8390-13270
w	Junior Health Inspector Gr I	4500 - 7000	7480-11910
w	Evaluation Assistant	4500 - 7000	7480-11910
w	Social Worker (Skin & VD)	4500 - 7000	7480-11910
w	Social Worker (FSDTC)	4500 - 7000	7480-11910
x	Medical Record Librarian Gr I	4500 - 7000	7480-11910
	Junior Health Inspector Gr II	4000 - 6090	6680-10790
	Welfare Worker (FW)	3590 - 5400	5930-9590
x	Medical Record Librarian Gr II	3350 - 5275	5510-8590
	Field Assistant/Insect Collector	3050 - 5230	4990-7990
	Social Worker	3050 - 5230	4990-7990
	V.D. Social worker	3050 - 5230	4990-7990
	Field Worker	2650 - 4150	4400-6680
	Mastery	2650 - 4150	4400-6680
	<b>PUBLICATION</b>		
	Senior Editor	7450 - 11475	12250-19800
	Editor	6675 - 10550	11070-18450
	Sub. Editor	5500 - 9075	9190-15510
	Publication Assistant	4600 - 7125	7990-12930
	<b>TRANSPORT ORGANISATION</b>		
	State Health Transport Officer	7800 - 12975	12930-20250
	Assistant Health Transport Officer	6675 - 10550	11070-18450
	Store Superintendent	4600 - 7125	7990-12930
	Charge man	4500 - 7000	7480-11910
	Foreman Mechanic	4000 - 6090	6680-10790
	Purchase Assistant	4000 - 6090	6680-10790
	Tinker	3050 - 5230	4990-7990
	Black smith	3050 - 5230	4990-7990
	Mechanic (Health Transport)	3050 - 5230	4990-7990

<sup>x</sup> The existing ratio of 1:1 between two grades will continue

	Hammer man cum Blacksmith	3050 - 5230	4990-7990
	Carpenter	3050 - 5230	4990-7990
	Assistant Sergeant	3050 - 5230	4990-7990
	Electrician (Health Transport)	3050 - 5230	4990-7990
	Welder	3050 - 5230	4990-7990
	Helper	2750 - 4625	4510-7480
	Van Cleaner	2610 - 3680	4300-5930
	<b>LIMB Fitting Centre</b>		
	Foreman	5250 - 8150	8790-13610
y	Rehabilitation Technician (Orthotics) Gr I	4000 - 6090	6680-10790
y	Rehabilitation Technician (Leather Works) Gr I	4000 - 6090	6680-10790
y	Rehabilitation Technician (Prosthetics) Gr I	4000 - 6090	6680-10790
y	Rehabilitation Technician (Prosthetics) Gr II	3050 - 5230	5510-8590
y	Rehabilitation Technician (Leather Works) Gr II	3050 - 5230	5510-8590
y	Rehabilitation Technician (Orthotics) Gr II	3050 - 5230	5510-8590
	Cobbler	2650 - 4150	4400-6680
	Helper	2610 - 3680	4300-5930
	<b>OTHER MISCELLANEOUS CATEGORIES</b>		
	Cold Chain Officer	10000-15150	16650-23200
	Superintendent (Offset Press)	6675 - 10550	11070-18450
	Helio Operator	5000 - 8150	8390-13270
	Assistant Programmer	5000 - 8150	8390-13270
	Cameraman	4600 - 7125	7990-12930
	Offset Machine Operator	4600 - 7125	7990-12930
	Proof Reader	4500 - 7000	7480-11910
	Refrigeration Mechanic (Senior Grade)	4500 - 7000	7480-11910
	Chemist	4500 - 7000	7480-11910
	Sample Collector	4500 - 7000	7480-11910
	Instructor Gr I	4500 - 7000	7480-11910
	Retouching Artist	4500 - 7000	7480-11910
	Compositor (HG)	4000 - 6090	6680-10790
	Binder UD	4000 - 6090	6680-10790
	Graining Machine Operator	4000 - 6090	6680-10790
	Store keeper	4000 - 6090	6680-10790
	Statistical Assistant	4000 - 6090	6680-10790
	Foreman Power Laundry	4000 - 6090	6680-10790
	Electrical Overseer	3590 - 5400	5930-9590
	Draughtsman	3590 - 5400	5930-9590
	Plate maker	3350 - 5275	5510-8590
	Electrician	3350 - 5275	5510-8590
	Copy Holder	3350 - 5275	5510-8590

<sup>y</sup> The existing ratio of 1:2 between Gr I and Gr II posts will continue

	Instructor Gr II	3350 - 5275	5510-8590
	Bunoi Instructor	3350 - 5275	5510-8590
	Weaving Instructor	3350 - 5275	5510-8590
	Weaving Master	3350 - 5275	5510-8590
<sup>z</sup>	Refrigeration mechanic (UIP)	4500 - 7000	5510-8590
	Assistant Offset Machine Operator	3050 - 5230	4990-7990
	Binder LD	3050 - 5230	4990-7990
	Printer LD	3050 - 5230	4990-7990
	L D Compositor	3050 - 5230	4990-7990
	Data Entry Operator	3050 - 5230	4990-7990
	Computer	3050 - 5230	4990-7990
	Carpenter	3050 - 5230	4990-7990
	Asst Foreman (Power Laundry)	3050 - 5230	4990-7990
	Mechanic Gr I	3050 - 5230	4990-7990
	Dark Room Assistant	3050 - 5230	4990-7990
	Air Condition Mechanic	3050 - 5230	4990-7990
	Research Assistant	3050 - 5230	4990-7990
	Glass Blower	3050 - 5230	4990-7990
	Junior Operator	3050 - 5230	4990-7990
	Boiler Attendant	3050 - 5230	4990-7990
	Tailoring Instructor	3050 - 5230	4990-7990
	Auto Electrician	3050 - 5230	4990-7990
	Fireman	2750 - 4625	4510-7480
	Electric winder	2750 - 4625	4510-7480
	Plumber cum Operator	2750 - 4625	4510-7480
	Theatre Assistant	2750 - 4625	4510-7480
	Audio Visual Operator/Cinema Operator/Projectionist	2750 - 4625	4510-7480
	Mechanic Gr II	2750 - 4625	4510-7480
	Boat Driver	2750 - 4625	4510-7480
	Lift Operator	2750 - 4625	4510-7480
	Head Cook	2750 - 4625	4510-7480
	Nursing Assistant/Attender HG	2750 - 4625	4510-7480
	Blood Bank Attender	2650 - 4150	4400-6680
	Junior Laboratory Assistant	2650 - 4150	4400-6680
	Laboratory Assistant	2650 - 4150	4400-6680
	Boiler Attender	2650 - 4150	4400-6680
	Plaster Technician	2650 - 4150	4400-6680
	Packer	2650 - 4150	4400-6680
	Lab Attender	2650 - 4150	4400-6680
	X Ray Attender	2650 - 4150	4400-6680

<sup>z</sup> Refrigeration Mechanics (UIP) who were benefited by GO(MS)510/2005/(154)Fin.dt.30.11.2005 will be allowed the proposed scale 7480-11910 as personal scale



	Theatre Attender	2650 - 4150	4400-6680
	Library Attender	2650 - 4150	4400-6680
	Record Attender	2650 - 4150	4400-6680
	Power Laundry Attender	2650 - 4150	4400-6680
	Pump House Attender	2650 - 4150	4400-6680
	Hospital Attender	2650 - 4150	4400-6680
	Stable Attender	2650 - 4150	4400-6680
	Nursing Assistant	2650 - 4150	4400-6680
	Telephone Operator	2650 - 4150	4400-6680
	Barber	2650 - 4150	4400-6680
	Silk Screen Printing Cum Duplicating Operator	2650 - 4150	4400-6680
	House Keeper	2650 - 4150	4400-6680
	Engine Driver	2650 - 4150	4400-6680
	Pump House Driver	2650 - 4150	4400-6680
	Work Mistress	2650 - 4150	4400-6680
	Tailor	2650 - 4150	4400-6680
	Painter	2650 - 4150	4400-6680
	Cook Gr I	2650 - 4150	4400-6680
	Hospital Attendent Gr I	2610 - 3680	4400-6680
<sup>a</sup>	Hospital Attendent Gr II	2610 - 3680	4300-5930
<sup>a</sup>	Cook Gr II	2610 - 3680	4300-5930
	Electric Lascar	2610 - 3680	4300-5930
	Bottle Cleaner	2610 - 3680	4300-5930
	Chowkidar Gr II	2610 - 3680	4300-5930
	Lascar and Bottle Cleaner	2610 - 3680	4300-5930
	Dhobi	2610 - 3680	4300-5930
	<b>Ministerial Wing</b>		
	Senior Administrative Assistant	7800 - 12975	12930-20250
	Administrative Assistant	7200 - 11400	11910-19350
	Accounts Officer (FW)	7200 - 11400	11910-19350
	Lay Secretary and Treasurer	6500 - 10550	10790-18000
	Manager, TB Centre	6500 - 10550	10790-18000
	Chief Accountant	6500 - 10550	10790-18000
	Junior Accounts Officer	6500 - 10550	10790-18000
	Accountant (AIDS)	6500 - 10550	10790-18000
	Technical Assistant (Head Clerk)	4600 - 7125	7990-12930
	Posts held by Personnel of other Departments		
	Senior Administrative Officer	As in PD	As in PD
	Finance Officer Gr I	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Liaison Officer (Engineer)	As in PD	As in PD
	Assistant Director (Statistics, IPP)	As in PD	As in PD
	Audit Officer (FW)	As in PD	As in PD

<sup>a</sup> The existing ratio of 1:3 between Grade I and Grade II will continue

	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 Investigator	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant	As in PD	As in PD
	U D Compiler	As in PD	As in PD
	L D Compiler	As in PD	As in PD

**27.HINDU RELIGIOUS AND CHARITABLE ENDOWMENT**  
**(ADMINISTRATION)**

**5.27.1** The Hindu Religious & Charitable Endowment (Admn) Department is exercising control over the administration of Hindu Religious Institutions in the erstwhile Malabar area comprising the present Revenue Districts of Kasargod, Kannur, Wayanad, Kozhikode, Malappuram, Palakkad, Chavakkad Taluk of Thrissur District and Fort Cochin. Commissioner is the head of the Department. He is also the Chairman of the Malabar Temple Employees Welfare Fund. He is assisted by Deputy Commissioner, Assistant Commissioner, and Inspectors. An important function of the department is to inspect all receipts and payments and other registers maintained by the Temples under the control of the Department.

**5.27.2** Several demands have been raised before the Commission for up gradation in pay scales and better avenues of promotion. The Commission examined these demands and recommend only corresponding revision in all cases. Categories of posts with existing and proposed scales of pay are as follows:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Commissioner	12600-15600	20700-26600
	Deputy Commissioner	8250-13650	13610-20700
	Assistant Commissioner	7200-11400	11910-19350
	Inspector Gr I	4600-7125	7990-12930
	Inspector Gr II	4000-6090	6680-10790
	Goldsmith	3050-5230	4990-7990

## 28.HOMOEOPATHY

**5.28.1** The Department of Homoeopathy has been functioning as an independent Department since 1973 and is under the administrative control of Health and Family Welfare Department, Government of Kerala. The Department was formed by bifurcating the then Indigenous System of Medicine Department. The Department is engaged in rendering free medical aid through a net work of Hospitals and Dispensaries to the general public especially those at rural areas. Director of Homoeopathy is the head of the Department.

**5.28.2** The representatives of various Associations relating to this Department appeared before the Commission and presented their demands relating to the revision of pay scales and promotional prospects. After considering their demands, the Commission recommends as follows:

### Medical Officer (Non-Cadre)

**5.28.3** The Pharmacists having BHMS Degree are commonly designated as Medical Officer (non-cadre). It has come to the notice of the Commission that the designation ‘Medical Officer (Non-Cadre)’ gives a false signal that they are Medical Officers causing confusion with regular Medical Officers. Although this is matter to be taken up with Government for suitable modification in designation, the Commission recommends to re-designate the post as “Pharmacist (BHMS)”

### Superintendent

**5.28.4** The Commission considered the case of Superintendents of Hospitals. At present Chief Medical Officers of Hospitals having more than 30 beds are designated as Superintendent. In order to improve the efficiency of Hospital administration the Commission recommends to designate the Chief Medical Officers of hospitals having 25 bed and above as Superintendent.

### Pharmacist Gr I and Pharmacist Gr II

**5.28.5** The Commission examined the case of revision of scale of pay of Pharmacist in this Department and came to the conclusion that equivalence in scale of pay should be established with the Pharmacist of Indian Systems of Medicine. Therefore the Commission recommends to award the scale of pay corresponding to Rs.3590-5400 to Pharmacist Gr II and Rs.4500-7000 to Pharmacist Gr I. Normal revision is recommended for all other posts. Categories of posts with existing and proposed scales of pay are given below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	12600-15600	20700-26600
	Deputy Director	10000-15150	16650-23200
	District Medical Officer	8250-13650	13610-20700
	Superintendent	7800-12975	12930-20250

	Chief Medical Officer	7450-11475	12250-19800
<sup>a</sup>	Medical Officer	6675-10550	11070-18450
	Lay Secretary	6500-10550	10790-18000
	Nursing Superintendent Gr II	5000-8150	8390-13270
<sup>b</sup>	Medical Officer (Non Cadre)	5000-8150	8390-13270
<sup>c</sup>	Laboratory Technician Gr I	4600-7125	7990-12930
<sup>d</sup>	Nurse Gr I	4500-7000	7480-11910
<sup>d</sup>	Pharmacist Gr I	4000-6090	7480-11910
<sup>c</sup>	Laboratory Technician Gr II	4000-6090	6680-10790
<sup>d</sup>	Nurse Gr II	3590-5400	5930-9590
<sup>d</sup>	Pharmacist Gr II	3350-5275	5930-9590
	Nursing Assistant Gr I	2750-4625	4510-7480
	Attender Gr I	2750-4625	4510-7480
	Dispenser Gr I	2750-4625	4510-7480
	Store Attender Gr I	2750-4625	4510-7480
	Record Attender Gr I	2750-4625	4510-7480
	Nursing Assistant Gr II	2650-4150	4400-6680
	Attender Gr II	2650-4150	4400-6680
	Dispenser Gr II	2650-4150	4400-6680
	Store Attender Gr II	2650-4150	4400-6680
	Record Attender Gr II	2650-4150	4400-6680

## **29.HOMOEOPATHY MEDICAL COLLEGES**

**5.29.1** Government of Kerala started Homoeopathic Medical Colleges in the State for imparting Homoeopathic Medical Education. Candidates graduating and post graduating from these colleges contribute to a cost effective system of treatment, which is steadily gaining popularity among the masses. The first institution was started at Kozhikode in 1975-76. This was followed by the establishment of another institution at Thiruvananthapuram in 1983. The collegiate hospitals attached to these colleges render medical relief to the ailing public and provide clinical experience to the students.

**5.29.2** The Principal, Homoeopathic Medical College, Thiruvananthapuram functions as the Controlling Officer of the Homoeopathic Medical Colleges (Government and Aided). The representatives of various associations

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<sup>a</sup> Chief Medical Officer of hospitals having more than 25 beds will be designated as Superintendent instead of the existing 30 beds

<sup>b</sup> Redesignated as Pharmacist (BHMS)

<sup>c</sup> The ratio between Gr I and Gr II Lab Technician will be 1:1

<sup>d</sup> The existing ratio of 1:2 between Gr I and Gr II posts will continue

appeared before the Commission and presented their arguments for higher pay scales and better promotional prospects. The Commission have examined the case in detail and recommends as follows:

**Teaching Staff**

**5.29.3** The case of revision of pay scales of teachers who are coming under the AICTE scheme was not considered by the Commission. But the pertinent issue of awarding career advancement to those who have acquired PG Degree in subjects other than their respective subject of teaching came up for active consideration of the Commission. As far as Homoeopathy is concerned PG can be acquired in a few selected disciplines only. Now scale of pay on career advancement as applicable to qualified hands is denied to the teachers who have acquired PG Degree but not in their respective subject of teaching. In similar cases in the Ayurveda Medical Colleges, career advancement is being granted to the teachers even though their PG is not in the respective subject of teaching. The Commission feels that this benefit has to be extended to teachers of Homoeopathy Medical Colleges also. Accordingly the Commission recommends to award career advancement to teachers who are possessing PG Degree in any discipline as in the case of Ayurveda Medical Colleges to the teachers of Homoeopathy Medical Colleges also.

**Pharmacist**

**5.29.4** The Commission recommends to award scale of pay and grade promotion as admissible to Pharmacists of Homeopathy Department to the Pharmacists of Homoeopathy Medical Colleges. The scales pay of Pharmacists will be the corresponding scales noted below.

Pharmacist Rs.3590-5400  
Pharmacist HG Rs.4500-7000

The ratio between Pharmacists and Pharmacist HG will be 2:1

**X Ray Technicians**

**5.29.5** The Commission recommends to award scales of pay corresponding to Rs.4000-6090 to the X-ray Technician.

**5.29.6** The Commission recommends corresponding revision to all other posts in this Department. The categories of posts with the existing and proposed scales of pay are given below:-

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
<sup>a</sup>	Principal	14300-18300	25400-33100
a	Professor	14000-18000	23200-31150
a	Reader	12000-15325	20700-26600
a	Lecturer	10000-15150	16650-23200

<sup>a</sup> These scales are applicable to those teaching staff who are not eligible for AICTE scales

	Tutor/R.M.O.	7800-12975	12930-20250
	Radiologist	6675-10550	11070-18450
	Lay Secretary	6500-10550	10790-18000
<sup>b</sup>	Lab Technician Gr I	4600-7125	7990-12930
	Nurse Gr I	4500-7000	7480-11910
	Radiographer	4000-6090	6680-10790
	X-Ray Technician	3590-5400	6680-10790
	Mortuary Technician	4000-6090	6680-10790
<sup>b</sup>	Lab Technician Gr II	4000-6090	6680-10790
	ECG Technician	3350-5275	5510-8590
<sup>c</sup>	Nurse Gr II	3590-5400	5930-9590
	Dark Room Assistant	3050-5230	4990-7990
<sup>d</sup>	Pharmacist (Compounder)	3350-5275	5930-9590
	Nursing Assistant Gr I	2750-4625	4510-7480
	Housekeeper	2650-4150	4400-6680
	Attender/Nursing Assistant	2650-4150	4400-6680
	Specimen Collector	2650-4150	4400-6680
	Lab Attender	2650-4150	4400-6680
	Mortuary Attender	2610-3680	4300-5930

### **30.HOUSING (TECHNICAL CELL)**

- 5.30.1** The Technical Cell of the Housing Department was formed as per G.O.(MS) No.8/80/L & HD dated 19.1.1980 under the direct guidance of the Housing Commissioner. Since then, the office of the Housing Commissioner (Housing Technical Cell) is functioning as the Nodal Department in the Housing Sector engaged in the co-ordination of various Housing Schemes in the State.
- 5.30.2** Housing Commissioner heads the Housing Technical Cell. The remaining staff, other than Confidential Assistant, Driver and Peon are drafted from other departments/undertakings of Government of India and State Government on deputation basis.
- 5.30.3** Commission recommends corresponding revision to all posts in the department.
- 5.30.4** The proposed and corresponding scale of pay of each post in the Department is as follows:-

<sup>b</sup> The ratio between Gr I and Gr II Lab Technician will be 1:1

<sup>c</sup> The existing 1:2 ratio between Gr I and Gr II will continue

<sup>d</sup> Pharmacists will be allowed higher grade on the proposed scale of Rs.7480-11910 in the ratio of 1:2 between higher grade and lower grade

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Housing Commissioner	16300-18300	26600-33750
	Chief Planner (Housing)	14300-18300	25400-33100
	Assistant Executive Engineer	7450-11475	As In PD
	Assistant Engineer/Architectural Head Draftsman	6675-10550	As In PD
	Draftsman Gr.I	4600-7125	As In PD
	Draftsman Gr.II	3590-5400	As In PD

### **31.HYDROGRAPHIC SURVEY**

- 5.31.1** Hydrographic Survey Wing is an independent wing under the Ports Department. The department conducts hydrographic survey relating to minor Ports, Anchorages, Rivers, Inland Water ways, Dams, Reservoirs etc, required for Navigation, project-cum-engineering, irrigation, tidal power, tourism, inland water ways, pre-dredging, progressive and post-dredging, siltation, erosion, pollution, flood control etc. The results of the Surveys are supplied to the requisitioning authorities and also to the Chief Hydrographer to Government of India for producing and updating navigational charts and allied publications by the Naval Hydrographic Office, Dehra Dun.
- 5.31.2** The Chief Hydrographer is the Head of the Department. He is assisted by Deputy Hydrographer, Marine Surveyor, Assistant Cartographer, Assistant Marine Surveyor etc.
- 5.31.3** After considering all cases relating to this Department, the Commission recommends the following: -

#### **Draftsman Gr-II**

- 5.31.4** The Commission recommends to grant higher scale corresponding to Rs.4000-6090 to Draftsman Gr-II in Hydrographic Survey Department on par with Draftsman Gr-II in Public Works Department/Irrigation and Harbour Engineering Department. Corresponding revision is recommended for all other posts in the Department. Existing and revised scales in respect of all posts in the Department are shown below:-

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Chief Hydrographer	14300-18300	25400-33100
	Deputy Hydrographer	12600-15600	20700-26600
	Marine Surveyor	10000-15150	16650-23200
	Assistant Cartographer	10000-15150	16650-23200
	Senior Technical Assistan (Electronics)	7450-11475	12250-19800

	Assistant Marine Surveyor	6675-10550	11070-18450
	Chief Draftsman	6675-10550	11070-18450
	Technical Assistant(Electronics)	5500-9075	9190-15510
	Chief Survey Syrang (HG)	5500-9075	9190-15510
	Engine Driver Gr I	5000-8150	8390-13270
	Chief Survey Syrang	5000-8150	8390-13270
	Draftsman Gr I	4600-7125	7990-12930
	Field Assistant	4600-7125	7990-12930
	Engine Driver Gr II	4000-6090	6680-10790
	Survey Syrang Gr I	4000-6090	6680-10790
	Deck Tindal	4000-6090	6680-10790
<sup>a</sup>	Draftsman Gr II	3590-5400	6680-10790
	Tide Watcher	3350-5275	5510-8590
	Engine Driver Gr III	3050-5230	4990-7990
	Survey Syrang Gr II	3050-5230	4990-7990
	Master Gr III	3050-5230	4990-7990
	Cassab	3050-5230	4990-7990
	Leadsman	3050-5230	4990-7990
	Machine Room Attender	2750-4625	4510-7480
	Seaman	2750-4625	4510-7480
	Blue Printer	2650-4150	4400-6680
	Cook cum Steward	2610-3680	4300-5930
	Officers Cook-cum-Bearer	2610-3680	4300-5930
	<b>Posts held by Personnel of Other Departments</b>		
	Finance Officer Gr II	As In PD	As In PD

### **32.INDIAN SYSTEMS OF MEDICINE**

- 5.32.1** The Director, Indian Systems of Medicine, is the head of the Department who is assisted by Administrative Officer, Joint Director (Vigilance), Joint Director (General) and Accounts Officer. The Department renders Medical aid to the people through a net work of Ayurveda Hospitals, Dispensaries and Speciality Hospitals such as Mental Hospital, Nature Cure Hospital, Marma Hospital, Pancha Karma Hosptal, Siddha Hospital and Visha Hospital. Apart from these speciality institutions, specilised units of Visha, Siddha, Murma, Netra and Panchakarma are attached to some other hospitals.

<sup>a</sup> The existing ratio of 1:1 between Draftsman Gr-I and Draftsman Gr-II will continue



**5.32.2** The Commission held discussions with the representatives of the various Associations. After considering all the demands raised, the Commission recommend as follows:

**Specialist Medical Officer**

**5.32.3** The demand is for higher pay scales. In the modified Special Rules, the system of separate recruitment to the category of Specialist Medical Officers was dispensed with and instead specially qualified doctors from a common rank list prepared by KPSC are posted in the cadre of Specialists. Hence it is not appropriate to assign separate pay scales to Specialist Medical Officers. The Commission recommends to place all Medical Officers on the same scale. In the case of Specialist Doctors who are drawing higher scale of pay at present, corresponding revised scale as personal scale may be allowed. Medical Officers posted as Specialist doctors who are not allowed higher scales may be allowed special allowance applicable to P.G doctors. Medical Officers who possess both BAMS and MBBS may be allowed Special Allowance @ applicable to PG Allowance as admissible to Ayurveda Medical Officers. Those Medical Officers having PG qualification when posted in the Specialist posts may be allowed PG allowance as applicable to PG Degree holders in Health Services.

**Specialist (Nature Cure)**

**5.32.4** The Commission examined the case of revision of pay scale of the post with reference to the qualifications needed and recommend to award scale of pay corresponding to Rs.6675-10550 to this category.

**Pharmacist (Siddha)**

**5.32.5** It has been brought to the notice of the Commission that the educational qualifications prescribed for the post of Pharmacist (Ayurveda) and (Siddha) are identical; but their scales are not identical. Hence the Commission recommends to award the scale of pay corresponding to Rs.3590-5400 to the post of Pharmacist (Siddha).

**Store Keeper (Pharmacist)**

**5.32.6** The Post of Store Keeper (Pharmacist) is available in Hospitals having hundred and more beds. The demand for upgradation of the scale attached to the post was examined by the Commission which recommend to award scale of pay corresponding to Rs.5500-9075 to this post and to place one post of Pharmacist Store Keeper in the scale of Rs.6500-10550 which will be redesignated as Pharmacist (Store Keeper) (HG).

**Masseur**

**5.32.7** They have demanded, among others, to change the designation of Masseurs. The Commission examined this demand and found that there is no better alternative than the existing term Masseur as it indicates the duties and responsibilities attached to the post. Hence the Commission does not recommend change of designation. However, taking into consideration the

non-availability of further promotion posts, a higher grade on Rs.3590-5400 in the ratio 1:3 between higher grade and lower grade is recommended.

### **Nursing Superintendent**

**5.32.8** Nursing Staff in Indian Systems of Medicine Department do not enjoy avenues of promotion on the same pattern as that of Nursing Staff in modern medicine obviously due to the entirely different job profile prevailing in the latter system. However, the Commission recommend to award the corresponding revised scale of Rs.5500-9075 to Nursing Superintendent and to place on higher grade one post of Nursing Superintendent in the scale of pay corresponding to Rs.6500-10550 and to redesignate it as Nursing Superintendent (Higher Grade) as a measure to compensate the non-availability of higher promotional avenues to the Nursing Staff. Corresponding revision is recommended for all other posts. The existing scale of pay and the proposed scale of pay of each of the posts are as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	14000-18000	23200-31150
	Joint Director	12600-15600	20700-26600
	District Medical Officer	10000-15150	16650-23200
	Superintendent, Mental Hospital Kottakkal	8250-13650	13610-20700
	Superintendent (Medical)	8250-13650	13610-20700
	Senior Specialist, Mental Hospital, Kottakkal	7800-12975	12930-20250
	Superintendent, Nature Cure Centre	7800-12975	12930-20250
	Chief Medical Officer	8250-13650	13610-20700
<sup>g</sup>	Senior Medical Officer (Specialist)	7800-12975	12930-20250
<sup>a</sup>	Senior Medical Officer	7450-11475	12250-19800
	Specialist, Govt. Ayurveda Mental Hospital, Kottakkal	7450-11475	12250-19800
	Senior Specialist( Nature Cure Centre)	7450-11475	12250-19800
<sup>g</sup>	Medical Officer (Specialist, Visha, Nethra, Marma)	7200-11400	11910-19350
<sup>a</sup>	Medical Officer (Ayurveda & Unani)	6675-10550	11070-18450
<sup>a</sup>	Medical Officer (Siddha)	6675-10550	11070-18450
	Lay Secretary/Treasurer	6500-10550	10790-18000
	Specialist (Nature Cure Centre)	5500-9075	11070-18450
<sup>e</sup>	Store Keeper (Pharmacist)	5000-8150	9190-15510
	Pharmacist (BAM/DAM)	5000-8150	8390-13270
<sup>f</sup>	Nursing Superintendent	5000-8150	9190-15510

<sup>g</sup> Specialist doctors on higher scales will be given corresponding scales as personal

<sup>a</sup> The existing ratio of 1:3 between Senior Medical Officer and Medical Officer will continue

<sup>e</sup> One post of Store Keeper (Pharmacist) will be placed on higher grade in the proposed scale of Rs.10790-18000 and it will be re-designated as Store Keeper (Pharmacist) HG

<sup>f</sup> One post of Nursing Supt will be placed on higher grade in the proposed scale of Rs.10790-18000 and it will be designated as Nursing Superintendent (HG).

	Nurse Gr I	4500-7000	7480-11910
	Pharmacist Gr I	4500-7000	7480-11910
	Lab Technician	4000-6090	6680-10790
	Lab Assistant	3350-5275	5510-8590
<sup>b</sup>	Nurse Gr II	3590-5400	5930-9590
<sup>b</sup>	Pharmacist Gr II	3590-5400	5930-9590
	Pharmacist Gr II (Siddha)	3050-5230	5930-9590
<sup>d</sup>	Masseur	3350-5275	5510-8590
<sup>c</sup>	Pharmacy Attender Gr I	2750-4625	4510-7480
	Attender Gr I	2750-4625	4510-7480
	Nursing Assistant Gr I	2750-4625	4510-7480
	Lab Attender	2650-4150	4400-6680
<sup>c</sup>	Pharmacy Attender Gr II	2650-4150	4400-6680
	Nursing Assistant Gr II	2650-4150	4400-6680
<sup>c</sup>	Attender Gr II	2650-4150	4400-6680
	Skilled Assistant	3350-5275	5510-8590
	Cook Gr I	2650-4150	4400-6680
	Cook Gr II	2610-3680	4300-5930
	Hospital Servant	2610-3680	4300-5930
	<b>Post held by Personnel of other Departments</b>		
	Administrative Officer Gr II	As in PD	As in PD
	Social Studies Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD

### 33.INDUSTRIAL TRIBUNAL

**5.33.1** The Industrial Tribunal was constituted under the Industrial Disputes Act 1947. There are five Industrial Tribunals under Labour Department functioning with Headquarters at Kollam, Idukki, Alappuzha, Palakkad and Kozhikkode. The Industrial Tribunals are not appointed in accordance with Article 234 of the Constitution of India and so the Tribunal is not manned by members of the Judicial Service. All these Tribunals are placed in the same footing and perform the same duties and functions. The Industrial Tribunal is assisted by a Secretary in the cadre of Senior Superintendent and other staff members are drafted from Labour Department.

**5.33.2** The Industrial Tribunals have demanded parity with the District Judges in the matter of pay scales and other benefits.

<sup>b</sup> The existing ratio of 1:2 between Gr I and Gr II posts will continue

<sup>d</sup> Masseurs will be allowed higher grade on the proposed scale of Rs.5930-9590 in the ratio 1:3 between higher grade and lower grade

<sup>c</sup> 20% of the total posts will be in the Higher Grade

**5.33.3** The Commission have analysed the various demands raised by the Tribunals. The Presiding Officers of the Industrial Tribunals in the State are neither ‘District Judges’ nor Members of the Judicial Service as contemplated in Article 236 of the Constitution of India. The Commission recommends only normal revision to the Tribunals.

**5.33.4** The Secretary and other supporting staff are drawn from the Labour Department. The Commission recommends corresponding revised scales at par with the identical cadres in the Labour Department. Categories of each post with existing and proposed scales of pay are given below:

<u>Designation</u>	<u>Existing Scale of pay</u>	<u>Proposed scale of pay</u>
Industrial Tribunal	16300-18300	26600-33750
Secretary (Senior Superintendent)	6500-10550	10790-18000

### **34.INDUSTRIAL TRAINING**

**5.34.1** The Industrial Training Department administers the Craftsman Training and Apprenticeship Training Schemes. The objectives of these schemes are to ensure a steady supply of skilled workers and to facilitate their absorption in occupations including self-employment. This Department is responsible for implementing.

- Craftsman Training Scheme
- Apprenticeship Training Scheme
- Evening class for industrial workers
- Intensive Training Scheme for the ITI trained personnel (Plumbers)
- Labour Welfare Fund Scheme
- Training Scheme for most backward Tribes etc.

**5.34.2** The entire training programme is controlled by National Council for Vocational Training (NCVT), which is an advisory body to the Govt. of India for implementing the schemes.

**5.34.3** The Department functions under the control of the Director of Employment and Training who is an IAS Officer.

**5.34.5** Several Unions/Associations pertaining to the Department appeared before the Commission with various demands. One of the major demands was that the ITI Instructors should be given central scales since they are governed by the directives of DGET. In this regard Kerala Industrial Training Department Technical Staff Organization had filed a Writ Petition in the High Court with Member Secretary, Pay Revision Commission as 3<sup>rd</sup> respondent for obtaining favourable orders on a representation submitted by the organization before the

Pay Revision Commission with regard to revision of their pay scales at central rates. In the W.P., the Hon'ble High Court directed the 3<sup>rd</sup> respondent viz. the Member Secretary, Pay Revision Commission to consider the representation of the organization before taking a final decision regarding the revision of pay scales and other allied matters. The Commission accordingly examined the various demands raised by the various associations in detail and in particular the representation submitted by Kerala Industrial Training Department Technical Staff Organization and the following recommendations are made.

a. **Accounts Officer**

Accounts Officers in the Department are in two different scales of pay.

Accounts Officer Gr I           7450-11475

Accounts Officer Gr II       6675-10550

**5.34.6** The above pattern being different from various other Departments, the Commission is of the view that there should be a uniform pattern and accordingly recommends to unify two grades of Accounts Officers and award the scale of pay as applicable to General Category. Method of appointment to the post of Accounts Officer may also be modified as by promotion from Senior Superintendents and by transfer from Administrative Assistants having Account Test (Higher).

b. **Group Instructor**

**5.34.7** Taking into consideration the higher qualification for direct recruits and supervisory nature of this post, the Commission recommends that 20% of the posts of Group Instructors and its interchangeable posts be placed on Higher Grade corresponding to Rs.6500-10550.

c. **Junior Instructor**

**5.34.8** Commission recommends to grant the scale of pay corresponding to Rs.4600-7125 to Junior Instructors.

**5.34.9** In all other cases, the Commission recommends corresponding revision.

**5.34.10** The existing scales of pay and the proposed scales of pay of cadre posts are as shown below:-

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	IAS	IAS
	Additional Director	14000-18000	23200-31150
	Joint Director of Training	12600-15600	20700-26600
	Deputy State Apprenticeship Advisor	10000-15150	16650-23200
	Deputy Director	10000-15150	16650-23200
	Inspector of Training	8250-13650	13610-20700
	Principal Gr I	8250-13650	13610-20700

	Principal Gr II/Vice Principal	7800-12975	12930-20250
	Training Officer	7800-12975	12930-20250
	Trade Test Officer	7800-12975	12930-20250
<sup>a</sup>	Accounts Officer	7450-11475	12250-19800
	Junior Apprenticeship Advisor (NonTechnical)	5500-9075	9190-15510
<sup>b</sup>	Group Instructor	5500-9075	9190-15510
	Junior Apprenticeship Advisor (Technical)	5500-9075	9190-15510
	Junior Apprenticeship Advisor (Catering)	5500-9075	9190-15510
	Mill Wright Foreman	5500-9075	9190-15510
	AVTS Instructors	5500-9075	9190-15510
	T.V.Technician Instructor	5500-9075	9190-15510
	Technical Assistant	5500-9075	9190-15510
	Store Keeper Special Grade	5000-8150	8390-13270
	Senior Instructor	5000-8150	8390-13270
	Officer in charge Training-cum-Orientation Scheme/Secretary Industrial Co-op Society	5000-8150	8390-13270
	Mill Wright Instructor	5000-8150	8390-13270
	Maintenance Mechanic	5000-8150	8390-13270
	Maintenance Electrician	5000-8150	8390-13270
	Junior Instructor	4500-7000	7990-12930
	Stenography Instructor	4500-7000	7480-11910
	Assistant Hostel Superintendent	4500-7000	7480-11910
	Arithmetic-cum-Drawing Instructor	4500-7000	7480-11910
	Audio Visual Technician	3350-5275	5510-8590
	Workshop Attender	3050-5230	4990-7990
	Trade Assistant	3050-5230	4990-7990
	Dresser	2650-4150	4400-6680
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer	As In PD	As In PD
	Social Studies Instructor	As In PD	As In PD
	Pharmacist	As In PD	As In PD

<sup>a</sup> Gr I and Gr II posts merged

<sup>b</sup> 20% of the post of Group Instructors and its interchangeable posts are placed on Higher Grade on Rs.10790-18000

## 35. INDUSTRIES AND COMMERCE

- 5.35.1.** The Department of Industries and Commerce plays a pivotal role in industrialising the State. This Department is responsible for promoting/Sponsoring, registering, financing and advising industries in the State. It also guides the entrepreneurs in the selection of appropriate industrial ventures in the private, public, joint and Co-operative sectors.
- 5.35.2.** A three-tier administrative set up has been in existence in the Department. The Directorate of Industries and Commerce headed by the Director of Industries and Commerce bears the responsibility of industries, handicrafts and Industrial Co-operatives. The Director of Coir, and the Directorate of Handlooms and Textiles headed by separate Directors are under the overall administrative control of the Director of Industries and Commerce.
- 5.35.3.** The representatives of various Associations relating to this Department appeared before the Commission and demanded for a hike in scales of pay of various posts and for improving their promotional prospects. The Commission had obtained the views of the Director of Industries also. After that the Commission examined the various demands in detail and felt that certain middle level posts deserve some upward changes in their scales of pay. However, it was found that the Special Rules for appointment to various posts prevailing in the Department are framed in such a way that changes if any made to the scale of pay of a post will lead to a more anomalous situation. The case of the Technical Officer is a case in point. The Technical Officer has an Engineering Degree as basic qualification and is drawing the scale equivalent to an Engineer in the Public Works Department at the entry level. However, as at present, the promotion post is that of Assistant District Industries Officer who is also drawing the same scale. The post of Assistant District Industries Officer is filled up by promotion also and those with Co-operative Diploma/Degree can be moved as Assistant Registrar also carrying the same scale of pay. They can be promoted as Deputy Registrar, which carries the same scale as that of Assistant Director. Therefore, the Commission recommends that the Special Rules in the Department may be rationalised and to provide a ratio of 2:1 between Assistant District Industries Officer and Technical Officer for the post of Assistant Director. Normal revision for all other posts in the Department is recommended.

**5.35.4** The categories of posts with the existing and proposed scales of pay are given below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	IAS	IAS
	Additional Director	IAS	IAS
	Director Handloom	14000-18000+200SP	23200-31150
	Director of Coir Development	14000-18000+200SP	23200-31150
	Additional Director	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	General Manager, District Industries Centre	10000-15150	16650-23200
	Functional Manager, DIC	8250-13650	13610-20700
	Deputy Director	8250-13650	13610-20700
	Women's Industries Officer	8250-13650	13610-20700
	Assistant Director	7450-11475	12250-19800
	Special Officer (RBI)	7450-11475	12250-19800
	Project Officer (Coir)	7450-11475	12250-19800
	Technical Assistant	7450-11475	12250-19800
	Superintendent, Foundary Service Centre	7450-11475	12250-19800
	Deputy Registrar of Co-operative Societies	7450-11475	12250-19800
	Assistant Registrar of Co-operative societies	6675-10550	11070-18450
	Technical Officer	6675-10550	11070-18450
	Assistant District Industries Officer	6675-10550	11070-18450
	Foreman	6500-10550	10790-18000
	Foreman (Tool Room)	6500-10550	10790-18000
	Superintendent, Cluster type Training Centre	6500-10550	10790-18000
	Technical Assistant	6500-10550	10790-18000
	Industries Extension Officer	5500-9075	9190-15510



a	Senior Co-operative Inspector/Senior Supervisor (Handloom)/Senior Coir Inspector/Liquidation Inspector-Coir (Spl.Gr)	5500-9075	9190-15510
a	Senior Co-operative Inspector/Senior Supervisor (Handloom)/Senior Coir Inspector/Liquidation Inspector-Coir	5250-8150	8790-13610
	Development Officer (Handicrafts)	5000-8150	8390-13270
	Textile Assistant	5000-8150	8390-13270
	Handicraft Supervisor	5000-8150	8390-13270
	Junior Scientific Officer	4600-8000	7990-12930
	Quality Control Inspector Gr I	5500-9075	9190-15510
	Superintendent, Demo cum Training Centre	5500-9075	9190-15510
	Propaganda Officer	4600-7125	7990-12930
	Store Officer (CFSC)	4600-7125	7990-12930
a	Junior Co-operative Inspector	4600-7125	7990-12930
	Electrician (CFSC)	4500-7000	7480-11910
	Auditor	4600-7125	7990-12930
	Analyst (CFSC)	4000-6090	6680-10790
	Senior Field Officer	4000-6090	6680-10790
	Warper cum Sizer	4000-6090	6680-10790
	Skilled Weaver (DCTC)	4000-6090	6680-10790
	Dye Maker	4000-6090	6680-10790
	Quality Control Inspector Gr II	4000-6090	6680-10790
	Machine Operator (CFSC)	4000-6090	6680-10790
	Junior Field Officer	3050-5230	4990-7990
	Helper (Quality Control)	3050-5230	4990-7990
	Laboratory Assistant	3050-5230	4990-7990
	Machine Operator Gr I	3050-5230	4990-7990
	Machine Operator Gr II	2750-4625	4510-7480
	Winder	2750-4625	4510-7480
	Craftsman	2650-4150	4400-6680
	Helper (DCTC)	2650-4150	4400-6680
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer Gr I	As in PD	As in PD
	Finance Officer Gr I	As in PD	As in PD
	Assistant Director, Statistics	As in PD	As in PD
	Research Officer	As in PD	As in PD

<sup>a</sup> The ratio between Senior Inspector and Junior Inspector will be 1:1 and 10% of the total number of posts in the total grades together will be placed in the Special Grade

	Research Assistant	As in PD	As in PD
	Junior Statistical Inspector	As in PD	As in PD
	Upper Division Compiler	As in PD	As in PD
	Lower Division Statistical Inspector	As in PD	As in PD

### 36. INFORMATION AND PUBLIC RELATIONS

**5.36.1** The Department functions as the nodal agency of Government for disseminating information on various activities of Government to the people through the media and providing feed back to the Government on important issues reflected in the media. The Department also organizes activities to highlight cultural facets of Kerala. The administrative wing of the Department is manned by the staff from the Administrative Secretariat. Director is the Head of the Department.

**5.36.2** Representatives of the Department appeared before the Commission and presented their cases. One of the major demands was to award the scale of pay of Information Officer to Chief Photographer .The last Pay Revision Committee had also examined this case and recommended that “to have a professional orientation to the public relations function in Government Departments, it may be laid down that in future, posts of Public Relations Officers in Government Departments, which are isolated posts with little or no promotion prospects should be additions to the respective cadres in the Public Relations Department”. The Commission would reiterate the recommendation made by the last Pay Revision Committee.

#### Cinema Operators

**5.36.3** The Commission considered the revision of scale of pay of Cinema Operators. The Cinema Operators, are not enjoying any promotional avenues at present. Considering this aspect, the Commission recommends to award higher grade corresponding to Rs.3050-5230 in the ratio 1:3 between the higher grade and lower grade.

#### Assistant Editor and Equated Categories

**5.36.4** The Commission recommends to award the scale of pay corresponding to Rs.5500-9075 to the post of Assistant Editor and its equated posts namely Research Officer, Assistant Cultural Development Officer, Assistant Scrutiny Officer.

**5.36.5** In all other cases, normal revision is recommended. Categories of each post with existing and proposed scales of pay are as follows:

	Designation	Existing scale of pay	Proposed scale of pay
	Director	IAS	IAS

	Director of Cultural Affairs	14000-18000	23200-31150
	Director on Special Duty	14000-18000	23200-31150
	Additional Director	12600-15600	20700-26600
	Deputy Director	10000-15150	16650-23200
	Accounts Officer	7800-12975	12930-20250
	Information Officer and Equated categories	7800-12975	12930-20250
	Chief Photographer	7200-11400	11910-19350
	Assistant Cultural Development Officer	5250-8150	9190-15510
	Assistant Editor	5250-8150	9190-15510
	Research Officer	5250-8150	9190-15510
	Assistant Scrutiny Officer	5250-8150	9190-15510
	Designer	5250-8150	8790-13610
	Photographer	5000-8150	8390-13270
	Manager, Tagore Theatre	5000-8150	8390-13270
	Assistant Information Officer	4600-7125	7990-12930
	Translator	4600-7125	7990-12930
	Artist	4500-7000	7480-11910
	Photo Artist	4500-7000	7480-11910
	Printer	4000-6090	6680-10790
	DTP Operator	3050-5230	4990-7990
	Adrema Machine Operator	2750-4625	4510-7480
	Dark Room Assistant	2650-4150	4400-6680
	Packer	2650-4150	4400-6680
	Attender (Photography)	2650-4150	4400-6680
	<b>Posts held by Personnel of other Department</b>		
	LD Clerk	As in PD	As in PD
	Typist (HG)	As in PD	As in PD
	Typist Clerk	As in PD	As in PD
	Binder	As in PD	As in PD
<sup>a</sup>	Cinema Operator	As in PD	As in PD
	Driver	As in PD	As in PD
	Clerical Attender	As in PD	As in PD
	Attender	As in PD	As in PD
	Roneo Operator	As in PD	As in PD
	Van Cleaner	As in PD	As in PD
	Packer	As in PD	As in PD
	Gardener	As in PD	As in PD
	Peon/Ningt Watcher	As in PD	As in PD
	Sweeper	As in PD	As in PD

<sup>a</sup> Cinema Operators will be allowed higher grade in the proposed scale of Rs.4990-7990 in the ratio 1:3 between higher grade and lower grade posts

## 37. INSURANCE MEDICAL SERVICE

- 5.37.1** The Department of Insurance Medical Service was formed on 1.4.1985, when the then ESI Hospitals and Dispensaries, which were functioning under Health Services, were brought under the new Department. At the time of formation, the Medical Officers, Para Medical and other Staff borne on the cadre of the Health Services were given option to come over to the Insurance Medical Services to constitute an independent cadre for the Department. The Labour Department exercises Administrative control over the Department. The Director of Insurance Medical Services is the Head of the Department which has three Regional Directorates at Kollam, Ernakulam, and Kozhikode each under the control of a Regional Deputy Director.
- 5.37.2** The principal objective of the Department is to render medical assistance to employees and their family members who are insured under the Employees Insurance Act 1958.
- 5.37.3** The representatives of the various associations appeared before the Commission and argued their case for better pay scales and promotional prospects. The Commission considered the various demands and recommends as follows:

### Staff Nurse

- 5.37.4** The Commission examined the case of revision of pay scales of Staff Nurse in this Department in detail. At present, promotion post of Staff Nurse Gr II is Head Nurse whereas the promotion post of Staff Nurse Gr II in the Health Services Department is Staff Nurse Gr I. This scale of pay of Staff Nurse Gr I in the Health Services Department and Head Nurse in the Insurance Medical Service is the same. The Commission feels that equivalence should be established in the scale of pay of Nurse upto the level of Nursing Superintendent Gr I in the Health Services and Insurance Medical Services.
- 5.37.5.** Accordingly Commission recommends for the introduction of the post of Staff Nurse Gr I in between Staff Nurse Gr II and Head Nurse and to award scale of pay corresponding to the scale of pay in DHS as noted below;

Staff Nurse Gr I	Rs.5000-8150
Head Nurse	Rs.5500-9075
Nursing Superintendent Gr II	Rs.6500-10550

The ratio between Staff Nurse Gr I and Gr II will be 1:1

### Dental Hygienist

- 5.37.6** The case of revision of scale of pay of Dental Hygienist was considered by the Commission in detail. The Commission recommends that benefits available to the dental hygienists of Health Services be extended to the dental hygienists of this Department also. Accordingly, the Commission

recommends to introduce higher grades to Dental Hygienist in the ratio of 2:2:1 and to award scale of pay corresponding to the scale noted below;

Dental Hygienist Gr II	Rs 4000-6090
Dental Hygienist Gr I	Rs. 4600-7125
Dental Hygienist Sr.Gr.	Rs.5000-8150

**Pharmacist (Homoeo)**

**5.37.7** The Commission is of the view that there should be equivalence in the scale of pay of Pharmacist (Homoeo) in the Insurance Medical Services with the Pharmacist of Homoeopathy Department. Accordingly, the Commission recommends the scale of pay to Pharmacist as follows;

Pharmacist (Homoeo) Gr II	Rs.3590-5400
Pharmacist (Homoeo) Gr I	Rs.4500-7000

The ratio between the above two posts will be 2:1

**Nurse (Homoeo)**

**5.37.8** The Commission feels that there should be equivalence in the scale of pay of Nurse (Homoeo) with the Nurse of Homoeopathy Department. Accordingly, the Commission recommends the scale of pay of the Nurse(Homoeo) as follows:

Nurse (Homoeo) Gr II	Rs.3590-5400
Nurse (Homoeo) Gr I	Rs.4500-7000

The ratio between the above two posts will be 2:1.

**5.37.9** Normal revision is recommended for all other posts.

**5.37.10** The Categories of posts with existing and proposed scales of pay are given below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director of Insurance Medical Services	14300-18300	25400-33100
	Regional Deputy Director	14000-18000	23200-31150
	Deputy Director (Homoeo)	10000-15150	16650-23200
	Deputy Director (Ayurveda)	10000-15150	16650-23200
<sup>a</sup>	Insurance Medical officer	10000-15150	16650-23200
	Superintendent (Homoeo)	7800-12975	12930-20250
	Nursing Superintendent Gr I	7200-11400	11910-19350
<sup>a</sup>	Assistant Insurance Medical Officer	7200-11400	11910-19350

<sup>a</sup> The ratio between IMO and AIMO will be 1:3

	Assistant Insurance Medical Officer (Ayurveda)	6675-10550	11070-18450
	Assistant Insurance Medical Officer (Homeo)	6675-10550	11070-18450
	Dental Surgeon	7200-11400	11910-19350
	Scientific Assistant	6675-10550	11070-18450
	Lay Secretary and Treasurer	6500-10550	10790-18000
	Store Superintendent	6500-10550	10790-18000
	Nursing Superintendent Gr II	5500-9075	10790-18000
	Cytotechnologist	5000-8150	8390-13270
<sup>b</sup>	Head Nurse	5000-8150	9190-15510
	Radiographer Grade I	4600-8000	7990-12930
	Storekeeper	4600-7125	7990-12930
	Dietician	4600-7125	7990-12930
	Blood Bank Technician Grade I	4600-7125	7990-12930
	Laboratory Technician Grade I	4600-7125	7990-12930
	X-Ray Technician Grade I	4600-7125	7990-12930
<sup>b</sup>	Staff Nurse	4500-7000	7480-11910
<sup>c</sup>	Pharmacist (Ayurveda) Gr I	4500-7000	7480-11910
	Medical Record Librarian Gr I	4500-7000	7480-11910
	Pharmacist Gr I	4500-7000	7480-11910
	Radiographer Grade II	4000-6090	6680-10790
<sup>d</sup>	Pharmacist Gr II	4000-6090	6680-10790
	Auxiliary Nurse Midwife	4000-6090	6680-10790
<sup>e</sup>	X-ray Technician Grade II	4000-6090	6680-10790
<sup>e</sup>	Blood Bank Technician Grade II	4000-6090	6680-10790
<sup>e</sup>	Laboratory Technician Grade II	4000-6090	6680-10790
<sup>c</sup>	Pharmacist (Ayurveda) Gr II	3590-5400	5930-9590
	Operation Theatre Technician	3350-5275	5510-8590
<sup>i</sup>	Nurse (Homoeo) Gr II	3350-5275	5930-9590
<sup>g</sup>	Dental Hygienist	4000-6090	6680-10790

<sup>b</sup> Staff Nurse will be allowed Higher Grade on the proposed scale of Rs.8390-13270. The ratio between Staff Nurse Gr I and Gr II will be 1:1. The cadre strength of Head Nurse will be determined in the ratio 1:4 between Head Nurse and Staff Nurse Gr I.

<sup>c</sup> The existing ratio of 1:3 between Gr I&Gr II posts will continue.

<sup>d</sup> The ratio between Gr I and Gr II posts will be 1:2.

<sup>e</sup> The existing ratio of 1:1 between Gr I and Gr II posts will continue.

<sup>i</sup> Nurse (Homoeo) will be allowed Higher Grade on the proposed scale of Rs.7480-11910 in the ratio 2:1 between Gr II and Gr I posts.

<sup>g</sup> Dental Hygienists will be allowed Higher Grades on the proposed scale of Rs.7990-12930 and Rs.8390-13270 in the ratio of 2:2:1 between Dental Hygienists Gr II and Gr I and Senior Grade.

<sup>h</sup>	Pharmacist (Homoeo) Gr II	3050-5230	5930-9590
	Electrician	3050-5230	4990-7990
	Theatre Attender	2750-4625	4510-7480
	Head Cook	2750-4625	4510-7480
	Plumper cum Operator	2750-4625	4510-7480
	Jr. Laboratory Assistant	2650-4150	4400-6680
	X-Ray Attender	2650-4150	4400-6680
	Laboratory Attendent	2650-4150	4400-6680
	Nursing Assistant	2650-4150	4400-6680
<sup>f</sup>	Cook Gr I	2650-4150	4400-6680
	Nursing Assistant (Homeo)	2650-4150	4400-6680
	Attender (Ayurveda)	2650-4150	4400-6680
	Hospital Attendent	2610-3680	4300-5930
	Dhobi	2610-3680	4300-5930
	Hospital Attendent (Homeo)	2610-3680	4300-5930
<sup>f</sup>	Cook Gr II	2610-3680	4300-5930
	<b>Posts held by Personnel of other Departments</b>		
	Finance Officer Gr I	As In PD	As In PD
	Administrative Officer	As In PD	As In PD

## 38. IRRIGATION

**5.38.1** This Department was formed by bifurcating the erstwhile Public Works Department with effect from 1.4.1990 vide G.O.(P) No. 27/90/PW & I dated 23.9.1990. The Department is implementing major and minor irrigation schemes and executing construction of large irrigation projects and anti-sea erosion works. The Chief Engineer (Irrigation Administration) is the Head of the Department.

**5.38.2** The representatives of various Unions/Associations of this Department appeared before the Commission to argue their case for improvement in the scale of pay of various posts and promotional prospects. The Commission considered the demands and makes the following recommendations.

### **Draftsman/Overseer Grade-I**

**5.38.3** Considering the present stagnation at the level of Draftsman/Overseer Grade-I, Commission has recommended to place 20% of Draftsman/Overseer Grade-

<sup>h</sup> Pharmacist (Homoeo) will be allowed Higher Grade on the proposed scale of Rs.7480-11910 in the ratio 2:1 between Gr II and Gr I Pharmacists.

<sup>f</sup> The existing ratio of 1:3 between Gr I and Gr II posts will continue

I in the Public Works Department in the scale of pay corresponding to Rs.5500-9075. This benefit is extended to Irrigation Department also.

**5.38.4** As per the Special Rules for the Mechanical Branch of the Kerala Engineering Subordinate Service ordered in G.O.(P) No.149/78/PW & E dated 22.11.1978, ratio fixed between direct recruits and promotees in the post of Draftsman Grade-II/Overseer Grade-II, is 3:1. But the ratio fixed for the same in General Branch vide G.O.(MS) No.1390/PD dated 20.11.1958, is 1:1. It is therefore demanded by Unions to fix the ratio in the two branches in a uniform manner.

**5.38.5** Commission finds this reasonable and recommends that ratio between direct recruits and promotees to the post of Overseer Grade-II/Draftsman Grade-II in Mechanical Branch may also be fixed as 1:1.

**5.38.6** Corresponding revision is recommended for all other posts.

**5.38.7** The existing and revised scales of pay in respect of the posts in the Department are shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Chief Engineer	16300-18300	26600-33750
	Deputy Chief Engineer/Superintending Engineer/Director	14000-18000	23200-31150
	Executive Engineer/Joint Director HG	12600-15600	20700-26600
<sup>a</sup>	Executive Engineer/Joint Director	10000-15150	16650-23200
	Assistant Executive Engineer/Deputy Director HG	8250-13650	13610-20700
<sup>b</sup>	Assistant Executive Engineer/Deputy Director	7450-11475	12250-19800
<sup>c</sup>	Chief Inspector of Boats (AEE)	7450-11475	12250-19800
	Assistant Engineer/Assistant Director	6675-10550	11070-18450
<sup>d</sup>	Draftsman Gr I/Overseer Gr I	4600-7125	7990-12930
	Scientific Assistant	4600-7125	7990-12930
	Foreman	4600-7125	7990-12930
	Information Assistant	4000-6090	6680-10790
	Sergeant	4000-6090	6680-10790
	Dredger Driver	4000-6090	6680-10790
	Dredger Operator	4000-6090	6680-10790
	Plumping Inspector	4000-6090	6680-10790
	Senior Mechanic	4000-6090	6680-10790

<sup>a</sup> 25% of the posts of Executive Engineers and equated categories will be placed on Higher Grade

<sup>b</sup> 1/3rd of the posts will be placed on Higher Grade

<sup>c</sup> Incumbents having higher scale will be given the cadre scale

<sup>d</sup> 20% of the posts will be placed in Higher Grade on Rs.9190-15510



	Heavy Machine Operator	4000-6090	6680-10790
	Mechanic	4000-6090	6680-10790
	Canal Officer	4000-6090	6680-10790
<sup>e</sup>	Draftsman Gr II/Overseer Gr II	4000-6090	6680-10790
	Canal Inspector	3590-5400	5930-9590
	Draftsman Gr III/Overseer Gr III	3350-5275	5510-8590
	Pump Operator/Pump Driver	3050-5230	4990-7990
	Turner	3050-5230	4990-7990
	Lab Assistant	3050-5230	4990-7990
	Driver cum Operator	3050-5230	4990-7990
	Boat Registration Officer	3050-5230	4990-7990
	Jetty Superintendent	3050-5230	4990-7990
	Boat Syrang	3050-5230	4990-7990
	Motor Boat Syrang/Syrang	3050-5230	4990-7990
	Light Machine Operator	3050-5230	4990-7990
	Lineman	3050-5230	4990-7990
	Assistant Pump Operator	2750-4625	4510-7480
	Operator Mechanic	2750-4625	4510-7480
	Blacksmith	2750-4625	4510-7480
	Moulder	2750-4625	4510-7480
	Welder	2750-4625	4510-7480
	Mechanic/Fitter	2750-4625	4510-7480
	Turner	2750-4625	4510-7480
	Roller Cleaner	2650-4150	4990-7990
	Lorry Cleaner	2650-4150	4400-6680
	Butler	2650-4150	4400-6680
	Cook cum Watchman	2650-4150	4400-6680
	Gardener	2650-4150	4400-6680
	Pump Cleaner/Canal Watcher	2650-4150	4400-6680
	Telephone Operator	2650-4150	4400-6680
	NMR Worker Gr I	2650-4150	4400-6680
	Lascar/Watcher	2610-3680	4300-5930
	IB Watcher	2610-3680	4300-5930
	Helper	2610-3680	4300-5930
	NMR Worker Gr II	2610-3680	4300-5930

## 39. JUDICIARY

**5.39.1** Criminal Justice Wing and Civil Justice Wing constitute the judicial wings in Kerala. The State Government had been revising the scale of pay of Judicial Officers from Munsiff Magistrate to Selection Grade District and Sessions

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<sup>e</sup> The existing ratio of 1:1 between Draftsman/Overseer Gr II and Gr I will continue

Judges up to 1992 Pay Revision. In the last revision, the pay scales of subordinate Staff of the courts were alone revised leaving the revision of pay scales of Judicial Officers of Subordinate Judiciary, which was done later based on the recommendations of National Judicial Pay Commission. So this time also, the Commission has considered only the scales of pay of the staff of Subordinate Judiciary.

**5.39.2** The representatives of the various Associations appeared before the Commission and several demands for up-gradation of the pay scales and creation of posts were raised before the Commission. The Commission have duly considered the demands.

**5.39.3** One of the major demands was to extend the benefit of one increment at the initial stage of the pay scales admissible to judicial staff as per FNJPC Report to the ministerial staff of the court also. Since the report of the FNJPC is not related to the ministerial staff and it was not a study matter of the Commission, the Commission did not consider this demand.

**5.39.4** The last grade employees of the Criminal Courts have represented that they do not have avenues of promotion as being enjoyed by the Last Grade Employees of the Civil Courts and so have demanded integration of the ministerial staff of these two wings of the Subordinate Judiciary. They have pressed for their demand to equally share the promotional avenues. The Commission endorse the spirit of the demand and recommend that the feasibility of integration of the Ministerial Staff of both the Wings may be explored by government in consultation with the Honourable High Court of Kerala.

**5.39.5** The Commission recommends corresponding revision to all posts in this Department.

**5.39.6** Categories of posts with existing and proposed scales of pay are as follows:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Sheristadar, District Court	7200-11400	11910-19350
	Sheristadar, Additional District Court	7200-11400	11910-19350
	Sheristadar, Chief Judicial Magistrate Court	7200-11400	11910-19350
	Sheristadar, Special Court/MACT	7200-11400	11910-19350
	Sheristadar, Sub Court	6500-10550	10790-18000
	Senior Superintendent, District Court	6500-10550	10790-18000
	Head Clerk, Chief Judicial Magistrate Court	5500-9075	9190-15510
	Head Clerk, MACT	5500-9075	9190-15510
	Head Clerk Munciff Magistrate Court	5500-9075	9190-15510

Bench Clerk, District Court/CJM's Court	4600-7125	7990-12930
Bench Clerk MACT	4600-7125	7990-12930
Head Clerk, Chief Judicial Magistrate Court	4600-7125	7990-12930
Central Nazir	4600-7125	7990-12930
Deputy Nazir	4000-6090	6680-10790
Kannada Translator	4000-6090	6680-10790
Amin	3050-5230	4990-7990
Copyist	3050-5230	4990-7990
Typist-Copyist	3050-5230	4990-7990
Examiner	3050-5230	4990-7990
Court Keeper	2650-4150	4400-6680
Process Server	2650-4150	4400-6680

#### **40. KERALA CO-OPERATIVE TRIBUNAL**

**5.40.1** The Kerala Co-operative Tribunal is an Appellate body appointed by Government as per Section 81 of the Kerala Co-operative Societies Act, 1969. It is an independent authority having statewide jurisdiction. It is also a single member Tribunal. The post is held by an Officer in the cadre of District Judge. The Secretary and other staff members are drafted from the Labour Department.

**5.40.2** As the Tribunal comes under NJPC, the Commission has not considered revising the scale. The Commission recommends corresponding revised scales of pay to the supporting staff at par with identical posts in the Labour Department.

**5.40.3** The existing categories of posts with existing and proposed scales of pay are given below:

Designation	Existing Scale of pay	Proposed scale of pay
District Judge/Tribunal	NJPC	NJPC
Secretary/Deputy Registrar	7450-11475	12250-19800
Special Gr Inspector	5500-9075	9190-15510

#### **41. KERALA STATE TRANSPORT APPELLATE TRIBUNAL**

**5.41.1** The State Transport Appellate Tribunal is a wing of the Judiciary having its jurisdiction all over the State of Kerala. The Court takes cognisance of the

offences under Section 89 and 90 of Motor Vehicles Act, 1988. The District Judge, Ernakulam functions as State Transport Appellate Tribunal.

**5.41.2** The Tribunal comes under NJPC, and hence the revision of scale of pay of the post is not considered. As the ministerial staff are drawn from Judicial Service, corresponding revision as allowed to the Staff of Judicial Service is recommended to all other posts.

**5.41.3** The categories of posts with existing and proposed scale of pay are given below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
<sup>a</sup>	State Transport Appellate Tribunal	NJPC	NJPC
	Sheristadar	7200-11400	11910-19350
	Bench Clerk	4600-7125	7990-12930
	Court Keeper	2650-4150	4400-6680

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

**5.42.1** Kerala Institute for Research Training and Development Studies of Scheduled Caste and Scheduled Tribes (KIRTADS) has been functioning with the status of a State Government Department with Headquarters at Kozhikode since 1979 under the administrative control of the Scheduled Caste and Scheduled Tribe Development Department. It functions as an expert agency in caste determination cases, and conducts research in Anthropology, Linguistics, Sociology and Economics.

**5.42.2** Several demands for upgradation of pay scales and assignment of UGC scale in the place of State Government scale were placed before the Commission. The Commission, after examining of the demands, recommend only corresponding revision in all cases.

**5.42.3** The Commission would suggest that Special Rules be framed at the earliest so that administration in the Department could be toned up and streamlined to produce better results.

**5.42.4** The categories of each post with existing and proposed scales of pay are given below:

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<sup>a</sup> The post comes under NJPC and so not recommended for revision

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	14000-18000	23200-31150
	Deputy Director (Anthropology)	7800-12975	12930-20250
	Deputy Director (Training)	7800-12975	12930-20250
	Deputy Director (Development Studies)	7800-12975	12930-20250
	Research Officer	6675-10550	11070-18450
	Research Officer (Anthropology)	6675-10550	11070-18450
	Research Officer (Statistics)	6675-10550	11070-18450
	Lecturer	6675-10550	11070-18450
	Lecturer (Economics)	6675-10550	11070-18450
	Computer Operator	6675-10550	11070-18450
	Statistician	5250-8150	8790-13610
	Research Assistant	5000-8150	8390-13270
	Research Assistant (Anthropology)	5000-8150	8390-13270
	Research Assistant (Linguistic)	5000-8150	8390-13270
	Cartographer	5000-8150	8390-13270
	Librarian Gr III	5000-8150	8390-13270
	Curator	4500-7000	7480-11910
	Investigator	4000-6090	6680-10790
	Driver-Cum-Operator (Audio-Visual)	3350-5275	5510-8590

## **43. LABOUR**

**5.43.1** The Labour Department is headed by the Labour Commissioner who belongs to IAS cadre. The Department was formed with the objective of achieving and maintaining cordial relationship between employees and employers in Industry, Agriculture and Service Sectors, of ensuring various benefits to employees, contemplated in Labour Laws, and of distributing benefits of welfare schemes to the employees and their family members. The department has an official machinery to resolve disputes between the Labour and the Management through conciliatory talks. In short, the Department is charged with the responsibility of achieving a vibrant industrial atmosphere conducive for faster growth of Investment and Industry.

**5.43.2** During the discussions that the Commission had with the Head of the Department and Associations of employees, several demands for up gradation of pay scales of executive as well as ministerial cadres were raised. The Commission, after careful consideration of the demands, recommends only normal revision to all posts in this Department.

**5.43.3** The existing and proposed scales of pay of various posts are given below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Labour Commissioner	IAS	IAS
	Additional Labour Commissioner	14000-18000	23200-31150
	Joint Labour Commissioner	12600-15600	20700-26600
	Chief Inspector of Plantation	12600-15600	20700-26600
	Deputy Labour Commissioner	8250-13650	13610-20700
	Workmens Compensation Commissioner	8250-13650	13610-20700
	Secretary,State Advisory Contract Labour Board	8250-13650	13610-20700
	District Labour Officer	7450-11475	12250-19800
	Inspector of Newspaper Establishment	7450-11475	12250-19800
	Labour Officer, Idamalayar	7450-11475	12250-19800
	Regional Labour Inspector	7450-11475	12250-19800
	District Labour Officer (spl)	7450-11475	12250-19800
	Deputy Labour Officer	7200-11400	11910-19350
	Personal Assistant to the Labour Commissioner	7200-11400	11910-19350
	Secretary,Minimum Wages Advisory Board	6500-10550	10790-18000
	Secretary, Labour Committee	6500-10550	10790-18000
	Assistant Labour Officer Gr I	6500-10550	10790-18000
	Inspector of Plantation	6500-10550	10790-18000
	Inspector of Agricultural Labour	6500-10550	10790-18000
	Assistant Labour Officer Gr II	5000-8150	8390-13270
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer Gr I	As in PD	As in PD
	Finance Officer Gr II	As in PD	As in PD
	Publicity Officer	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Publicity Assistant	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	UD Compiler	As in PD	As in PD
	LD Compiler	As in PD	As in PD

## 44.LABOUR COURTS

- 5.44.1** There are four Labour Courts in the State functioning under the Labour Department at Kollam, Ernakulam, Kozhikode and Kannur. The Presiding Officers of these Courts are deputed from among the Officers in the cadre of District Judge in the subordinate Judiciary. The supporting Staff including

the Secretary in the cadre of Senior Superintendent are deputed from the Labour Department.

**5.44.2** The Presiding Officers come under NJPC and so the Commission have not considered revising their pay scales. Normal revision is recommended to the Secretary and other Staff as in common category.

**5.44.3** The of existing scale of pay and proposed scales of pay of each post is given below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Presiding Officer	16750-20500	NJPC
	Secretary	6500-10550	10790-18000

## **45.LAND BOARD**

**5.45.1** Land Board, functioned as a part of the erstwhile Board of Revenue. It was formed for the speedy implementation of land reforms in the State. Taluk Land Boards, Appellate Authority and Office of the Special Tahsildar (Land Reforms) are functioning under the direct control of the Board. The Head of Department is in I.A.S cadre.

**5.45.2** All the Staff of the Board are drawn from Revenue Department. The Commission therefore recommends corresponding revised scale of pay to all posts in this Department as applicable to Revenue Department.

**5.45.3** The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Secretary	IAS	IAS
	Deputy Collector (Sr. Gr)	12600-15600	20700-26600
<sup>a</sup>	Deputy Collector/Assistant Secretary	7800-12975	12930-20250
	Tahsildar (HG)	7200-11400	11910-19350
<sup>b</sup>	Tahsildar/Sr. Superintendent	6500-10550	10790-18000
	Deputy Tahsildar/Junior Superintendent	5500-9075	9190-15510
	Revenue Inspector/Head Clerk	4600-7125	7990-12930
	Village Officer/UD Clerk	4000-6090	6680-10790

<sup>a</sup> The existing ratio between Deputy Collector and Sr. Gr. Deputy Collector will be 3:1

<sup>b</sup> 20% of the posts will be in Higher grade. For this the post of Sr. Superintendent will not be reckoned

	Village Assistant/LD Clerk	3050-5230	4990-7990
	Villageman	2650-4150	4400-6680
	<b>Posts held by Personnel of other Departments</b>		
	Finance Officer	As In PD	As In PD

## **46.LAND REVENUE**

**5.46.1** Land Revenue Department is one of the oldest and most well established Departments of the State. It plays a pivotal role in the administration of the State extending over Districts, Revenue Divisions, Taluk and Village level, which are headed by the District Collector, Revenue Divisional Officer, Tahsildar and Village Officer respectively.

**5.46.2** Revenue collection like land tax, plantation tax, irrigation tax, building tax etc. are the main functions of the Department. Besides this, the Department is engaged in implementing several social welfare measures, conservancy of Govt. land, land acquisition, land assignment etc. The Department is the nodal agency for co-ordinating relief measures to victims of natural calamities. Supervision of census work, conducting elections are other major executive functions of the Department. The Department is administering a number of Statutes and Standing Orders. Emergency relief measures are also the responsibility of the Revenue Department.

**5.46.3** Demands raised by various Associations of the Department and the arguments of the Commissioner, Land Revenue have been examined in detail and the Commission recommends as follows:-

### **Tahsildar**

**5.46.4** The Commission considered the revision of scale of pay of this post in detail from different angles and recommend that the existing ratio between Tahsildar and Tahsildar (HG) may be maintained and that Tahsildars posted in charge of Taluks may be given a special allowance of Rs.200 per month.

### **Villageman**

**5.46.5** One of the demands was to delegate the authority to sign the receipts which are issued to individuals, to Village man, when revenue collections are made from them during house visits. Even though it is felt that it is an administrative matter that has to be sorted out at the departmental level, the Commission recommends to Government to consider the case favourably since such a step will streamline the entire revenue administration at the grass root level.



**5.46.6** The Commission recommends corresponding revised scales to all posts in the Department. The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Secretary (LR)	IAS	IAS
	District Collector	IAS	IAS
	Deputy Collector Sr. Gr	12600-15600	20700-26600
<sup>a</sup>	Deputy Collector	7800-12975	12930-20250
	Tahsildar HG	7200-11400	11910-19350
<sup>b</sup>	Tahasildar/Senior Superintendent	6500-10550	10790-18000
	Deputy Tahsildar/Junior Superintendent	5500-9075	9190-15510
	Revenue Inspector/Head Clerk/Sr. Village Officer	4600-7125	7990-12930
	Village Officer/UD Clerk	4000-6090	6680-10790
	Village Assistant/LD Clerk	3050-5230	4990-7990
	Villageman	2650-4150	4400-6680
	Chainman	2610-3680	4300-5930
	<b>Posts held by Personnel of other Departments</b>		
	Finance Officer	As In PD	As In PD

## **47.LAND USE BOARD**

**5.47.1** The Government of Kerala established the State Land Use Board in 1975 with two key objectives in mind; first to collect and process data on land resources to facilitate scientific use of land and secondly to provide necessary technical assistance and advice to Government to formulate realistic policies on the use of land. The Chief Minister chairs the Board and the Vice Chairman, the State Planning Board, acts as the Vice Chairman. The technical personnel of the Board are appointed on deputation from various Departments.

**5.47.2** Several demands were raised before the Commission for upgradation of scales and improvement of promotional prospects. The Commission examined all the demands and recommends only normal revision in all cases. The existing and proposed scales of pay of each post are given below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Land Use Commissioner	IAS	IAS
	Chief (Agricultural Economics)	14000-18000	23200-31150

<sup>a</sup> The existing ratio between Deputy Collector and Sr. Gr. Deputy Collector will be 3:1

<sup>b</sup> 20% of the posts will be in Higher Grade

Assistant Commissioner (Statistics)	14000-18000	23200-31150
Deputy Director of Statistics	8250-13650	13610-20700
Agronomist	7450-11475	12250-19800
Specialist (Soil Conservation )	7450-11475	12250-19800
Specialist (Soil Science)	7450-11475	12250-19800
Specialist (Hydrogeology)	7800-12975	12930-20250
Asst Director (Soil Survey)	7450-11475	12250-19800
Administrative Assistant	7200-11400	11910-19350
Asst.Geologist	6675-10550	11070-18450
Agricultural Officer	6675-10550	11070-18450
Soil Survey Assistant	6675-10550	11070-18450
Cartographer	6675-10550	11070-18450
Forest Officer	5500-9075	9190-15510
Assistant cum Accountant	5500-9075	9190-15510
Statistical Accountant/Investigator	5500-9075	9190-15510
Publication Assistant	5000-8150	8390-13270
Draftsman Gr I	4600-7125	7990-12930
Planning Surveyor Grade II	3590-5400	5930-9590
Laboratory Assistant	3590-5400	5930-9590
Cartographic Assistant	2650-4150	4400-6680

## **48.LAW COLLEGES**

- 5.48.1** There are four Government law Colleges in the State situated at Thiruvananthapuram, Ernakulam, Trichur and Kozhikode. They are under the direct control of the Higher Education department in the Secretariat. However the posting and transfers of ministerial staff is done by the Department of Collegiate Education.
- 5.48.2** The teaching staff come under the UGC scheme. However, there are part-time lecturers in private or aided Arts and Science Colleges where they teach subjects pertaining to Commercial law particularly to Commerce students. These part-time lecturers are getting a consolidated salary of Rs.3250 plus D.A. In Government Colleges such lecturers are engaged on a two year contract basis. In either case it might be considered whether the Commercial Law subjects can be handled by existing hands who are qualified to teach in the commercial line. The demand for granting the scale of pay for part-time lecturers will therefore not arise.
- 5.48.3** The Commission recommends normal revision to the common category posts as detailed elsewhere.

	<b>Designation</b>	<b>Existing Scale of Pay</b>	<b>Proposed Scale of Pay</b>
	Principal	UGC	UGC
	Lecturer	UGC	UGC

## **49.LEGAL METROLOGY**

**5.49.1** This Department, formerly known as “Weights and Measures” was renamed as Legal Metrology in 1992. The Department is headed by the Controller of Legal Metrology and there are three Regional Offices headed by Deputy Controllers. The principal objective of the Department is to ensure protection of consumers’ rights through the implementation of Standards of Weights and Measures (Enforcement) Act 1985 and Rules made there under, Standards of Weights and Measures Act 1976 and Standards of Weights and Measures (Packaged Commodities) Rules 1977.

**5.49.2** The representatives of the various associations appeared before the Commission and argued for their demands for higher pay scales, promotional prospects and re-designation of various posts. The Commission considered the arguments in detail and makes the following recommendations.

### **Re-designation of posts**

**5.49.3** Re-designation of certain posts was demanded citing that the present designation of certain posts leads to administrative difficulty in implementing certain Acts. The Commission is mainly concerned with the revision of pay scales and promotional prospects. The administrative difficulties have to be examined and remedial measures taken by the Government. Hence no recommendation is made in respect of re-designation of posts.

### **Inspecting Assistants**

**5.49.4** The Commission recommends to award a higher grade to Inspecting Assistants in the scale of pay corresponding to Rs.3590-5400. The ratio between Inspecting Assistants and Inspecting Assistants (HG) will be 3:1.

**5.49.5** The Commission recommends corresponding revision to all other posts in this Department.

**5.49.6** The categories of posts with the existing and proposed scales of pay are given below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Controller	12600-15600	20700-26600
	Deputy Controller	8250-13650	13610-20700
	Assistant Controller	7450-11475	12250-19800

	Senior Inspector (HG)	7200-11400	11910-19350
<sup>a</sup>	Senior Inspector	6500-10550	10790-18000
	Technical Assistant	5000-8150	8390-13270
	Inspector	5000-8150	8390-13270
<sup>b</sup>	Inspecting Assistant	3350-5275	5510-8590
	<b>Post held by Personnel of other Departments</b>		
	Law Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD

## 50.LOCAL FUND AUDIT

**5.50.1** The Local Fund Audit Department is under the administrative control of the Finance Department, Government of Kerala. The main functions of the department are the audit of Local Self Government Institutions and Local Funds included in the schedule of the Kerala Local Fund Audit Act 1994 and management of the corpus of various charitable endowments. The Director is the head of the department and also the Treasurer of charitable endowments of the State of Kerala.

**5.50.2** Representatives of service organisations of the department were heard by the Commission. Their various demands were examined by the Commission and the following recommendations are made.

### Auditor

**5.50.3** The Commission recommend to merge the lower two grades viz., Grade II and Grade I and to award the scale of pay corresponding to Rs.4600-8000, i.e., the scale of pay admissible to Grade I. After the merger the post of Grade II and Grade I Auditor will be redesignated as Auditor.

### Typist

**5.50.4** The various Associations demanded to raise the scale of pay of Typist Gr II to that of Auditor Gr II, extension of GO (P) 34/02/P&ARD dated 09.07.02 to the LFAD, reduction of the period for conversion from the post of Typist/Confidential Assistant to Auditor from Ten to five years, extension of G O (Ms) 54/81/P&ARD dated 26.09.81 (One typist for one section) to the LFAD, extension of GO(Ms) 461/78/GAD dated 07.10.78 (Typists & Stenographers- appointment as Section Officers condition regarding training as Assistant) to LFAD and extension of GO (Ms) no.386/72/PD dated 03.10.72 (posting of senior typists of Secretariat in Office section to do clerical job) to LFAD

<sup>a</sup> 20 % of the posts will continue to be in the higher grade

<sup>b</sup> Inspecting Assistants will be allowed higher grade on Rs.5930-9590 in the ratio of 3:1

**5.50.5** Basic qualification of Auditor is Degree whereas Typist needs SSLC and Certificate in Typewriting. Hence these two posts cannot be treated as equal. Duties and responsibilities are also different. *The request for same scale of pay for Auditor and Typist is not justifiable. Hence the Commission recommends corresponding revision only to all the four grades.* .

**5.50.6** The Commission however recommend for extending the provision for conversion of Typist and Confidential Assistant as Auditor as applicable for the conversion to Assistants in Secretariat and Public Service Commission. The Details of Staff with existing and proposed scales of pay are as follows:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	14000-18000	23200-31150
	Joint Director	12600-15600	20700-26600
<sup>a</sup>	Deputy Director (HG)	10000-15150	16650-23200
	Deputy Director	7800-12975	12930-20250
	Audit Officer (HG)	7200-11400	11910-19350
<sup>b</sup>	Audit Officer	6500-10550	10790-18000
	Auditor (Sel.Gr)	5800-9425	9590-16650
	Auditor (Sen.Gr)	5500-9075	9190-15510
<sup>c</sup>	Auditor Gr I	4600-7125	7990-12930
<sup>c</sup>	Auditor Gr II	4000-6090	
	Office Supdt.	6500-10550	10790-18000
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
<sup>d</sup>	Typist Gr II	3590-5400	5930-9590

## **51.KERALA LOK AYUKTA**

**5.51.1** The institution of Kerala Lok Ayukta was constituted in pursuance of the provisions of the Kerala Lok Ayukta Act, Act 8 of 1999. In the absence of

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<sup>a</sup> The posts of Deputy Director (HG) are in the offices of University of Kerala/Cochin/Calicut, Kerala Agricultural University, MG University, KSHB,GCDA,Guruvayoor Devaswom, and in the Directorate of LFA

<sup>b</sup> The existing ratio of 2:1 between Audit Officer and Audit Officer (HG) will continue

<sup>c</sup> The posts of Auditor Gr II and Gr I are merged into one and designated as Auditor and will be in the proposed scale of pay of Rs.7990-12930. The ratio between Auditor, Auditor (Sen.Gr) and Auditor (Sel.Gr) will be 1:1:1

<sup>d</sup> The existing ratio of 1:1:1:1 between the four grades of typists will continue

Special Rules/Government orders on method of appointment and qualifications etc of the officers and staff in the service of the Lok Ayukta, the staff required to assist the Lok Ayukta and the Upa Lok Ayuktas in the discharge of their functions are now drafted on deputation from High Court Service. It was informed from the Office of the Lok Ayukta that 6 employees (Two Court Officers, one Typist, one Duplicator Operator and two Peons) have been absorbed into regular service. The Commission was not in a position to make a detailed study on the pay revision of the employees of Lok Ayukta for want of Special Rules. Hence the Commission recommend only normal revision to the posts filled by regular employees. Those on deputation may be allowed revision as admissible to the respective cadres in their parent department.

**5.51.2** Categories of each post with existing and proposed scales of pay are given below:

	<b>Designation</b>	<b>Existing Scale of Pay</b>	<b>Proposed scale of pay</b>
	Court Officer	6500-10550	10790-18000
	Typist Gr II	3590-5400	5930-9590
	Duplicator Operator	2650-4150	4400-6680
	Peon	2610-3680	4300-5930

## **52.MEDICAL EDUCATION**

**5.52.1** ‘Directorate of Medical Education’ which is an independent Department under Health and Family Welfare Department, was formed on 10.5.1983 to co-ordinate the functions of the Medical, Dental, Nursing and other para Medical institutions in the State. There are at present 5 Medical Colleges, ten major collegiate Hospitals, Two Dental Colleges, Three Nursing Colleges, Priyadarsini Institute of Para Medical Sciences, Thiruvananthapuram, College of Pharmaceutical Sciences, and a Press under the Directorate. Director of Medical Education is the Head of the Department.

**5.52.2** Most of the Teaching Staff, including the Director of Medical Education, are drawing AICTE pattern of pay scales and are outside the Terms of Reference of the Commission. Only the issues of the remaining categories of employees are taken up for revision.

**5.52.3** Representatives of various Associations of Employees appeared before the Commission and presented their grievances and demands for upgradation of pay scales and improvement of promotional prospects. The Commission, after careful analysis of the demands, recommends as follows:

### **Rehabilitation Technician**

**5.52.4** The basic qualification for the entry post of Rehabilitation Technician Gr II is SSLC, ITI and Rehabilitation Technician Course. In consideration of the qualifications prescribed for the post, the Commission recommends to award the scale of pay corresponding to the scale of Rs.3350-5275 to the post.

**Junior Scientific Officer**

**5.52.5** Junior Scientific Officer is the third level promotion post of Lab Technician Gr II carrying the scale of Rs.5500-9075. But the third level promotion post of similar category in Health Services is Junior Scientific Officer carrying the scale of Rs.6500-10550. The Commission therefore recommends awarding the scale of pay corresponding to Rs.6500-10550 to this post.

**Mortuary Technician**

**5.52.6** The Commission recommends to award the scale of pay corresponding to Rs.4000-6090 to this category in view of their qualifications similar to that of Lab Technician, Blood Bank Technician etc.

**Social Scientist**

**5.52.7** The basic qualification prescribed for direct recruitment and for promotion to the post of Social Scientist in Medical Education is MSW/MA Sociology. The Commission recommends a higher grade in the scale of pay of Rs.6675-10550 to the post in the ratio 1:1.

**Instrument Mechanic**

**5.52.8** The post of Instrument Mechanic created in the scale of Rs.5250-8150 may be designated as Senior Instrument Mechanic and this post may be treated as the promotion post of Instrument Mechanic.

**5.52.9** Normal revision is recommended for all other posts.

**5.52.10** .Categories of posts with existing and proposed scales of pay are as follows:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director of Medical Education	AICTE	
	Joint Director of Medical Education	AICTE	
	Colleges: A -Teaching Medical (Clinical and Non-Clinical)		
	Principal	AICTE	
	Vice Principal	AICTE	
	Director & Professor	AICTE	
	Professor	AICTE	
	Associate Professor	AICTE	

	Assistant Professor	AICTE	
	Tutor	AICTE	
	<b>Non Medical</b>		
	Professor	AICTE	
	Associate Professor	AICTE	
	Assistant Professor	AICTE	
	Lecturer	AICTE	
	Professor (Physical Education)	AICTE	
	Lecturer (Physical Education)	AICTE	
	Speech Pathologists & Audiologist	6675-10550	11070-18450
	Health Surveillance Officer	6675-10550	11070-18450
	Tutor (Pharmacy)	6675-10550	11070-18450
	Tutor Pharmaceutical Engineering	6675-10550	11070-18450
	Tutor, School of MLT(Biochemistry/Microbiology)	6675-10550	11070-18450
	Tutor in Dental Mechanics	6500-10550	10790-18000
	Tutor Technician (MLT)	6500-10550	10790-18000
	Orthoptic Technician	6500-10550	10790-18000
	Dialysis technician	6500-10550	10790-18000
	Tutor Technician (Optometry)	6500-10550	10790-18000
	Tutor Dental Hygiene	6500-10550	10790-18000
	Radiographer (Teaching)	6500-10550	10790-18000
	Pharmacist	5500-9075	9190-15150
	Instrument Mechanic (Pharmacy)	5250-8150	8790-13610
	Health Educator	5000-8150	8390-13270
	Entomological Assistant	5000-8150	8390-13270
<sup>a</sup>	Social Scientist	5000-8150	8390-13270
	Statistical Assistant	4000-6090	6680-10790
	<b>College of Pharmaceutical Sciences</b>		
	Director & Professor	AICTE	
	Professor	AICTE	
	Associate Professor	AICTE	
	Assistant Professor	AICTE	
	Tutor	AICTE	
	<b>Dental Colleges</b>		
	Director and Professor	AICTE	
	Professor	AICTE	
	Associate Professor	AICTE	
	Assistant Professor	AICTE	
	Tutor	AICTE	
	<b>College of Nursing</b>		
	Director	AICTE	

<sup>a</sup> Social Scientists may be allowed higher grade in the proposed scale of Rs.11070-18450 in the ratio of 1:1 between higher grade and lower grade posts



	Professor	AICTE	
	Associate Professor	AICTE	
	Assistant Professor	AICTE	
	Tutor	AICTE	
	<b>Non-Teaching Medical</b>		
	Associate Professor of Medicine (Research)	AICTE	
	<b>Non-Teaching –Non-Medical</b>		
	Chief Occupational Therapist	7800-12975	12930-20250
	Electronic Engineer cum Research Superintendent	8250-13650	13610-20700
	Chief Physiotherapist	7800-12975	12930-20250
	Senior Scientific Officer	7450-11475	12250-19800
	Senior Research Officer	7450-11475	12250-19800
	Senior Librarian	7450-11475	12250-19800
	Cytologist	6675-10550	11070-18450
	Biochemist	6675-10550	11070-18450
	Scientific Assistant (Physiotherapy)	6500-10550	10790-18000
	Physiological Assistant	6675-10550	11070-18450
	Accounts Officer	As in CC	As in CC
	Medical Statistician	6675-10550	11070-18450
	Mechanical Engineer	6675-10550	11070-18450
	Security Officer	6500-10550	10790-18000
	Senior Scientific Assistant	6500-10550	10790-18000
	Superintendent of Press	6500-10550	10790-18000
	Medical Records Superintendent	6500-10550	10790-18000
	Rehabilitation Co-Coordinator	6500-10550	10790-18000
	Refractionist/Orthoptist Senior Grade	6500-10550	10790-18000
	Scientific Assistant (Blood Bank)	5500-9075	9190-15510
	Junior Research Officer	5500-9075	9190-15510
	Junior Scientific Officer	5500-9075	10790-18000
	Clinical Psychologist	5500-9075	9190-15510
	Scientific Assistant (Occupational Therapy)	6500-10550	10790-18000
	Technical Assistant (Refrigeration and AC)	5500-9075	9190-15510
	Technical Assistant (Electronics)	5500-9075	9190-15510
	Technical Assistant (Machinist)	5500-9075	9190-15510
	The AC cum Refrigeration Supervisor	5500-9075	9190-15510
	Maxillo Facial Prosthetic Technician	5500-9075	9190-15510
<sup>b</sup>	Pharmacist	6675-10550	11070-18450
	Workshop Foreman/Foreman	5250-8150	8790-13610
	Per fusionist	5250-8150	8790-13610
	Museum-cum-photographic Assistant	5250-8150	8790-13610
	Senior Store Officer (Technical)	5250-8150	8790-13610

<sup>b</sup> B.Pharm Graduates only will be eligible for the revised scale

	Research Assistant	5000-8150	8390-13270
	Security Assistant	5000-8150	8390-13270
	Senior Technician	5000-8150	8390-13270
	Psychiatric Social Worker	5000-8150	8390-13270
	Enquiry Officer	5000-8150	8390-13270
	Health Inspector Gr I	5000-8150	8390-13270
	Radiographer Gr I	4600-8000	7990-12930
	Foreman	4600-7125	7990-12930
	Serological Assistant	4600-7125	7990-12930
c	Dental Mechanic Gr I	4600-7125	7990-12930
	Lab Assistant	4600-7125	7990-12930
	Lab Assistant (Dialysis)	4600-7125	7990-12930
c	Lab Technician Gr I	4600-7125	7990-12930
	Mortuary Technician Gr I	4600-7125	7990-12930
	Blood Bank Technician Gr I	4600-7125	7990-12930
	Lab Technician (Pharmacy) Gr I	4600-7125	7990-12930
	Curator	4600-7125	7990-12930
	Health Inspector GR II	4600-7125	7990-12930
	Cyto Technician	4600-7125	7990-12930
	Refractionist/Orthoptist Gr I	4600-7125	7990-12930
c	Medical Record Librarian Gr I	4500-7000	7480-11910
	Museum Curator	4500-7000	7480-11910
	Artist Curator	4500-7000	7480-11910
	Technician (Media Making) Gr I	4500-7000	7480-11910
c	Dental Hygienist Gr I	4600 -7125	7990-12930
c	Sterilisation Technician Gr I	4500-7000	7480-11910
	Respiratory Technician HG	4600-7125	7990-12930
c	Radium Technician Gr I	4500-7000	7480-11910
c	Nuclear Medicine Technician Gr I	4500-7000	7480-11910
c	E E G Technician Gr I	4500-7000	7480-11910
c	ECG Technician Gr I	4500-7000	7480-11910
c	Clinical Audio Metrician Gr I	4500-7000	7480-11910
	Staff Nurse	4500-7000	7480-11910
	Refrigeration Mechanic	4500-7000	7480-11910
	Air Condition Mechanic	4500-7000	7480-11910
	Junior Store Officer (Technical)	4000-6090	6680-10790
d	Instrument Mechanic	4500-7000	7480-11910
	Electrician Cum Mechanic	4000-6090	6680-10790
	Mechanic	4000-6090	6680-10790
	Supervisor (Gas Plant)	4000-6090	6680-10790
e	Radiographer Gr II	4000-6090	6680-10790

<sup>c</sup> Ratio of 1:1 between Gr I and Gr II will continue

<sup>d</sup> The three incumbents enjoying personal scales as per GO(MS)1332/99/Fin dated 30.4.99 will be in the scale of pay corresponding to Rs.5250-8150

	Rehabilitation Technician Gr I (Prosthetics/Orthotics/Leather)	4000-6090	6680-10790
	Respiratory Technician Gr II	3590-5400	5930-9590
	Haematology Technician	3590-5400	5930-9590
	VD Technician	4000-6090	6680-10790
	Theatre Technician	3590-5400	5930-9590
	Technician Gr II (Radiology)	4000-6090	6680-10790
	X-ray Technician	4000-6090	6680-10790
<sup>f</sup>	Refractionist/Orthoptist Gr II	4000-6090	6680-10790
	Technician Media Making Gr II	3590-5400	5930-9590
<sup>g</sup>	Lab Technician Gr II	4000-6090	6680-10790
	Mortuary Technician Gr II	3590-5400	6680-10790
	Blood Bank Technician Gr II	4000-6090	6680-10790
	Lab Technician (Pharmacy) Gr II	4000-6090	6680-10790
<sup>g</sup>	Dental Mechanic Gr II	4000-6090	6680-10790
	Litho Press Operator	3350-5275	5510-8590
<sup>g</sup>	Medical Records Librarian Gr II	3350-5275	5510-8590
<sup>g</sup>	Dental Hygienist Gr II	4000-6090	6680-10790
<sup>g</sup>	Sterilisation Technician Gr II	3350-5275	5510-8590
<sup>g</sup>	Radium Technician Gr II	3350-5275	5510-8590
<sup>g</sup>	Nuclear Medicine Technician G II	3350-5275	5510-8590
<sup>g</sup>	E.E.G Technician Gr II	3350-5275	5510-8590
<sup>g</sup>	ECG Technician Gr II	3350-5275	5510-8590
<sup>g</sup>	Clinical Audiometrician Gr II	3350-5275	5510-8590
	Scanner Operator	3350-5275	5510-8590
	Lift Mechanic	3350-5275	5510-8590
	Electrician	3350-5275	5510-8590
	Artist/Modeller	4500-7000	7480-11910
	Carpenter	3050-5230	4990-7990
	Machinist	3050-5230	4990-7990
	Pump Operator	3050-5230	4990-7990
	Laboratory Assistant (Jr)	3050-5230	4990-7990
	Dark Room Assistant	3050-5230	4990-7990
	Rehabilitation Technician Gr II (Prosthetics/Orthotics/Leather)	3050-5230	5510-8590
	Compositor	3050-5230	4990-7990
	Gas House Foreman	3050-5230	4990-7990
	Glass Blower	3050-5230	4990-7990
	Works Superintendent	3050-5230	4990-7990
	Land Supervisor	3050-5230	4990-7990
	Receptionist	3350-5275	5510-8590

<sup>e</sup> The existing ratio of 3:1 between Gr II and I post will continue

<sup>f</sup> The ratio of 1:2:2 between Senior Gr, Gr I and Gr II will continue

<sup>g</sup> The ratio of 1:1 between Gr I and Gr II will continue

	Printer	3050-5230	4990-7990
	Steward	3050-5230	4990-7990
	Binder	3050-5230	4990-7990
	Fireman (Gas House)	2750-4625	4510-7480
	Painter	2750-4625	4510-7480
	Helper	2650-4150	4400-6680
	Cobbler	2650-4150	4400-6680
	X-Ray Attender	2650-4150	4400-6680
	Marker	2650-4150	4400-6680
	House keeper	2650-4150	4400-6680
	Telephone Operator	2650-4150	4400-6680
	Theatre Assistant	2650-4150	4400-6680
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer Gr I	As in PD	
	Administration Officer Gr II	As in PD	
	Finance Officer Gr I	As in PD	

## **53. MINING AND GEOLOGY**

**5.53.1** This Department controls the mining activities in the state. It acts as an agency for implementation of the Mines and Minerals (Regulation and Development) Act 1967, Mineral Concession Rules 1960 (Govt. of India), Kerala Mineral Concession Rules, 1967 and carries out functions of a regulatory as well as exploratory nature.

**5.53.2** The Director of Mining and Geology is the Head of the Department. He is assisted by Additional Director and Deputy Directors.

**5.53.3** The Commission, after taking into account the various demands put forth by Service Organizations recommend the following:-

### **Draftsman/Surveyor Gr II**

**5.53.4** The Commission recommends to award scale of pay corresponding to Rs.4000-6090 to Draftsman/Surveyor Gr II as admissible to their counter parts in Public Works Department, Harbour Engineering Department etc.

**5.53.5** For all other posts, the Commission recommends corresponding revised scale.

**5.53.6** The existing scale of pay and proposed scale of pay of each post is shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	14000-18000	23200-31150
	Additional Director	12600-15600	20700-26600
	Deputy Director	10000-15150	16650-23200
	Senior Chemist	7800-12975	12930-20250
<sup>a</sup>	Senior Geologist	7800-12975	12930-20250
<sup>a</sup>	Geologist	7450-11475	12250-19800
	Administrative-cum-Accounts Officer	7450-11475	12250-19800
	Audit Officer	6675-10550	11070-18450
	Junior Chemist	6675-10550	11070-18450
	Assistant Geologist	6675-10550	11070-18450
	Assistant Drilling Engineer	6675-10550	11070-18450
	Senior Auditor	5000-8150	8390-13270
	Mineral Revenue Inspector	5000-8150	8390-13270
<sup>b</sup>	Driller Mechanic/Driller (HG)	5000-8150	8390-13270
	Driller	4500-7000	7480-11910
	Junior Auditor	4000-6090	6680-10790
	Draftsman-cum-Surveyor Grade II	3590-5400	6680-10790
	Drilling Assistant/Technical Assistant	3050-5230	4990-7990
	Laboratory Assistant	3050-5230	4990-7990
	Section Cutter	2750-4625	4510-7480
	Laboratory Attender	2650-4150	4400-6680
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer	As In PD	As In PD

## 54. MOTOR VEHICLES

**5.54.1** Motor Vehicles Department is in charge of administering the Motor Vehicles Act 1988 and the Kerala Motor Vehicles Taxation Act 1976 and the various rules and regulations thereunder. The Transport Commissioner, belonging to the I.P.S cadre, heads the department and he is assisted by an Additional Transport Commissioner drawn from the I.P.S and a Senior Deputy Transport Commissioner.

**5.54.2** The Commission examined the demands put forward by the various Associations in detail and recommends as follows.

<sup>a</sup> The existing ratio of 1:3 between Senior Geologist and Geologist will continue

<sup>b</sup> Higher Grade at 1:1 ratio will continue

### **Assistant Motor Vehicle Inspector**

**5.54.3** The promotion post of Assistant Motor vehicle Inspector is Motor Vehicle Inspector. It has come to the notice of the Commission that there is a wide gap between the scale of pay of these posts. The Commission therefore recommends to place 20% of posts of Assistant Motor Vehicle Inspectors in a higher grade with the scale of pay corresponding to Rs.5500-9075. The Commission recommends corresponding revision for all other posts.

**5.54.4** Being a major revenue collecting department, Associations put forth a suggestion to form an audit wing so as to monitor the revenue collections without any lapse. A decision on this demand has to be taken by Government after conducting a study.

**5.54.5** The existing scale of pay and corresponding scale of pay of each post is shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Transport Commissioner	IPS	IPS
	Additional Transport Commissioner	IPS	IPS
	Senior Deputy Transport Commissioner & Secretary, State Transport Authority	14000-18000	23200-31150
	Senior Deputy Transport Commissioner (Taxes)	12600-15600	20700-26600
	Deputy Transport Commissioner	10000-15150	16650-23200
	Regional Transport Officer/Assistant Transport Commissioner	7800-12975	12930-20250
	Joint Regional Transport Officer/Assistant Secretary STA	7200-11400	11910-19350
	Motor Vehicles Inspector	6500-10550	10790-18000
<sup>a</sup>	Assistant Motor Vehicle Inspector	4600-7125	7990-12930
	<b>Posts held by Personnel of other Departments</b>		
	Technical Adviser	As In PD	As In PD
	Administrative Officer Gr I	As In PD	As In PD
	Finance Officer Gr I	As In PD	As In PD
	Law Officer	As In PD	As In PD
	Statistical Officer	As In PD	As In PD

<sup>a</sup> 20% of posts will be in the higher grade in the scale of pay of Rs.9190-15510

## **55. MUNICIPAL COMMON SERVICE**

**5.55.1** The Municipal Common Service functions as a separate segment under Urban Affairs Department. It has mainly three wings of operation; viz. (a) Ministerial (b) Engineering and Town Planning and (c) Health wing. Various schemes and projects are being carried out in health and developmental spheres in the urban local bodies with the help of these wings.

**5.55.2** Municipal Common Service consists of regular full time employees of Municipalities and Corporations. Their salary is met from the revenue of concerned Municipality/Corporation. The representatives of various Associations presented their demands before the Commission and after having examined all the demands, the Commission recommend the following:-

### **Health Officers**

**5.55.3** Health officers of the Municipal Common Service are mostly concerned with the area of preventive medicine. Commission is of the view that Health Officers in Municipal Common Service could be permitted to practise privately. Accordingly, Non Practising Allowance is not recommended.

### **Overseer Gr I/Draftsman Gr I**

**5.55.4** Considering the present stagnation in this post, Commission recommends to place 20% of the posts of Draftsman Gr I/Overseer Gr I in the scale of pay corresponding to Rs.5500-9075, as awarded to Public Works Department, Harbour Engineering Department etc.

### **Draftsman Gr II/Overseer Gr II/ Tracer/ Driver/Tractor Driver**

**5.55.5** Considering the duties and educational qualifications, the Commission recommends to award the scale of pay corresponding to Rs.4000-6090 to Draftsman Gr II and Rs.3350-5275 to Draftsman Gr III/Overseer Gr III/Tracer and Rs.3050-5230 to Driver/Tractor Driver in the Municipal Common Service also on par with the scales of pay to these posts in other departments.

### **Librarian Gr IV**

**5.55.6** The Commission recommends to award the scale of pay corresponding to Rs.4000-6090 to the post of Librarian Gr IV, as applicable to the post under common category.

**5.55.7** The Commission recommends corresponding revision to all other posts in the department.

**5.55.8** The existing and revised scales of pay of various posts of the department are shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	<b>MCS Office and Revenue</b>		
	Deputy Secretary	8250-13650	13610-20700
	Personal Assistant to the Secretary	6675-10550	11070-18450
	Revenue Officer	6675-10550	11070-18450
	Accounts Officer	6675-10550	11070-18450
	Secretary to Council	5500-9075	9190-15510
	Revenue Officer Gr II	5500-9075	9190-15510
	Superintendent/ Chief Accountant/Assistant Revenue Officer/Manager	5500-9075	9190-15510
	Fair Copy Superintendent	5000-8150	9190-15510
	Confidential Assistant (Sr Gr)	5000-8150	8390-13270
	Confidential Assistant Gr I	4600-8000	7990-12930
	Head Clerk/Revenue Inspector	4600-7125	7990-12930
	Typist (Sr. Gr)	4600-7125	7990-12930
	Legal Assistant	4000-6090	6680-10790
	UD Typist	4000-6090	6680-10790
	UD Clerk/Accountant	4000-6090	6680-10790
	Confidential Assistant Gr II	3350-5275	5510-8590
	LD Typist	3050-5230	4990-7990
	LD Clerk/Bill Collector	3050-5230	4990-7990
	Duffedar	2650-4150	4400-6680
	Mochee	2650-4150	4400-6680
	PBX Operator/Telephone Attender	2650-4150	4400-6680
	Attender (Stores)	2650-4150	4400-6680
	Clerical Attender	2650-4150	4400-6680
	Bill Collector cum Lift Operator	2650-4150	4400-6680
	Peon	2610-3680	4300-5930
	Watchman	2610-3680	4300-5930
	Bradma Operator	2610-3680	4300-5930
	Sweeper	2610-3680	4300-5930
	Caretaker	2610-3680	4300-5930
	Telephone Operator	2610-3680	4300-5930
	X-Ray Attender	2610-3680	4300-5930
	<b>Engg. &amp; Town Planning</b>		



	Superintending Engineer/Corporation Engineer/Municipal Engineer	14000-18000	23200-31150
	Town Planning Officer/Project Officer/Municipal Engineer/Executive Engineer	10000-15150	16650-23200
	Assistant Executive Engineer/Municipal Engineer	7450-11475	12250-19800
	Assistant Engineer/Town Planning Officer Gr II/Assistant Town Planning Officer/Municipal Engineer	6675-10550	11070-18450
<sup>a</sup>	Public Works Overseer Gr I/ Draftsman Gr I	4600-7125	7990-12930
	Plumbing Inspector	4000-6090	6680-10790
	Surveyor	4000-6090	6680-10790
	Road Roller Driver Gr I	4000-6090	6680-10790
	PWD Overseer Gr II/Draftsman Gr II	3590-5400	6680-10790
	Water Works Inspector	3590-5400	5930-9590
	Town Planning Surveyor	3590-5400	5930-9590
	Electrical Overseer	3590-5400	5930-9590
	Night Soil Treatment Plant Operator	3350-5275	5510-8590
	Furnace Operator	3350-5275	5510-8590
	Work Superintendent	3350-5275	5510-8590
	Tracer cum Blue Printer	3050-5230	5510-8590
	Road Roller Driver Gr II	3050-5230	5510-8590
	Chief Mechanic	3050-5230	4990-7990
	Light Superintendent	3050-5230	4990-7990
	Driver/Tractor Driver	2750-4625	4990-7990
	Electrician	2750-4625	4510-7480
	Assistant Road Roller Driver	2750-4625	4990-7990
	Switch Board Attender	2750-4625	4510-7480
	Mechanic	2750-4625	4510-7480
	Lift Operator	2750-4625	4510-7480
	Motor Mechanic	2650-4150	4400-6680
	Syrang	2650-4150	4400-6680
	Fitter Workshop	2650-4150	4400-6680
	Welder	2650-4150	4400-6680
	Blacksmith	2650-4150	4400-6680
	Fitter	2650-4150	4400-6680
	Operator	2650-4150	4400-6680
	Smith Cleaner	2650-4150	4400-6680
	Turn Cock	2650-4150	4400-6680
	Lascar	2650-4150	4400-6680
	Mixer Operator	2650-4150	4400-6680

<sup>a</sup> 20% of the posts will be placed in the higher scale on Rs.9190-15510

	Jetty Master	2650-4150	4400-6680
	Road Roller Cleaner	2650-4150	4990-7990
	Lineman Fitter	2650-4150	4400-6680
	Foreman	2610-3680	4300-5930
	Lineman	2610-3680	4300-5930
	Chainman	2610-3680	4300-5930
	Cook	2610-3680	4300-5930
	Lift Attender	2610-3680	4300-5930
	<b>Health</b>		
	Health Officer Gr I	12000-15325	20700-26600
	Health Officer Gr II	10000-15150	16650-23200
	TB Specialist	7800-12975	12930-20250
	Health Officer Gr III/Assistant Health Officer (Corporation)	7200-11400	11910-19350
	Medical Officer	7200-11400	11910-19350
	Veterinary Surgeon	6675-10550	11070-18450
	Medical Officer (Ayurveda)	6675-10550	11070-18450
	Homeo Medical Officer	6675-10550	11070-18450
	Lady Medical Officer	6675-10550	11070-18450
	Health Supervisor	6500-10550	10790-18000
	Health Inspector Gr I	5000-8150	8390-13270
	Food Inspector	5000-8150	8390-13270
	Health Inspector Gr II	4600-7125	7990-12930
	Junior Health Inspector Gr I	4500-7000	7480-11910
	Staff Nurse	4500-7000	7480-11910
<sup>b</sup>	Junior Public Health Nurse HG	4500-7000	7480-11910
	Sanitary Inspector	4000-6090	6680-10790
	Radiographer	4000-6090	6680-10790
	Lab Technician	4000-6090	6680-10790
	Pharmacist Gr II	4000-6090	6680-10790
	Junior Health Inspector Gr II	4000-6090	6680-10790
<sup>b</sup>	Junior Public Health Nurse Gr II	4000-6090	6680-10790
	Public Health Nurse	3590-5400	5930-9590
	Pharmacist (Ayurveda)	3050-5230	4990-7990
	Compounder	3050-5230	4990-7990
	Maistry	2650-4150	4400-6680
	Nursing Orderly	2650-4150	4400-6680
	Cleaner	2650-4150	4400-6680
	Lab Assistant	2650-4150	4400-6680
	Mazdoor	2650-4150	4400-6680
	Mosquito Control Maistries & Workers	2650-4150	4400-6680

<sup>b</sup> Junior Public Health Nurse Gr II will be allowed a Higher Grade on Rs.7480-11910 in the ratio of 2:1

Sanitary Worker	2610-3680	4300-5930
Female Attendant	2610-3680	4300-5930
Attendant	2610-3680	4300-5930
Lady Assistant	2610-3680	4300-5930
<b>Miscellaneous</b>		
Librarian Grade I	7200-11400	11910-19350
Librarian Grade II	5500-9075	9190-15510
Librarian Grade III	4500-7000	7480-11910
Assistant Curator	4500-7000	7480-11910
Sergeant	4000-6090	6680-10790
Nursery School Teacher	4000-6090	6680-10790
Librarian Gr IV	3590-5400	6680-10790
Park Superintendent	3050-5230	4990-7990
Garden Superintendent	3050-5230	4990-7990
Gardener	2650-4150	4400-6680
Library Attender	2650-4150	4400-6680
Town Hall Sweeper/Gardener	2650-4150	4400-6680

## **56. MUSEUMS AND ZOOS**

**5.56.1** The Department of Museums and Zoos is a scientific and cultural organization as well as a Tourist Centre functioning under the administrative control of the Cultural Affairs Department. It consists of a Directorate at Thiruvananthapuram and two regional offices at Thrissur and Kozhikode. Zoological Garden, Botanical Garden, Museums and Art Galleries are the main branches of this institution.

**5.56.2** Director heads the Department, with Museum Superintendents to assist him in his official duties.

**5.56.3** Commission examined the various demands relating to the revision of pay and allowances of the staff of the Department and recommends the following:-

### **Keeper**

**5.56.4** Considering the duties and risk factors involved, the Commission recommends to award scale of pay corresponding to Rs.2750-4625 to the post of Keeper.

### **Carpenter**

**5.56.5** Commission recommends to award scale of pay corresponding to Rs.3050-5230, which is admissible to the post of Carpenter under common categories, to the post of Carpenter in this Department also.

### **Garden Supervisor**

**5.56.6** Considering the technical nature of work and qualification required for the post, the Commission recommends to award scale of pay corresponding to Rs.3350-5275 to the post of Garden Supervisor.

### **Guide Lecturers**

**5.56.7** Taking into consideration the higher qualification of the post, Commission recommends to award scale of pay corresponding to Rs.4000-6090 to Guide Lecturer.

**5.56.8** Since the nature of duties of both guide and guide lecturer are the same and qualifications are more or less similar, Commission is of the view that the special rules may be modified to combine both the posts, particularly since the number of posts are very few.

**5.56.9** Corresponding revision is recommended for all other posts in the Department.

**5.56.10** The existing and proposed scale of pay of each post is shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	10000-15150	16650-23200
	Superintendent (HG)	7800-12975	12930-20250
<sup>a</sup>	Superintendent	7450-11475	12250-19800
	Educational Officer	7450-11475	12250-19800
	Curator Gr I	6500-10550	10790-18000
	Planning Officer	6500-10550	10790-18000
<sup>b</sup>	Curator Gr II	4600-7125	7990-12930
	Draftsman Gr I	4600-7125	7990-12930
	Guide	4600-7125	7990-12930
	Taxidermist Gr I	4600-7125	7990-12930
	Photographer	4500-7000	7480-11910
	Caretaker Clerk	4500-7000	7480-11910
	Guide Lecturer	3350-5275	6680-10790
	Draftsman Gr II	3590-5400	5930-9590
	Taxidermist	3590-5400	5930-9590

<sup>a</sup> The existing ratio of 1:1 between lower and higher grades will continue

<sup>b</sup> The ratio between Gr I and Gr II posts will be 1:1

	Artist Modeller	3350-5275	5510-8590
	Caretaker	3350-5275	5510-8590
	Garden Supervisor	3050-5230	5510-8590
	Operator	3050-5230	4990-7990
	Supervisor (Zoo)	3050-5230	4990-7990
	Carpenter	2650-4150	4990-7990
	Head Gardener	2750-4625	4510-7480
	Blacksmith	2650-4150	4400-6680
	Mason	2650-4150	4400-6680
	Lab Assistant	2650-4150	4400-6680
	Lab Attendent	2650-4150	4400-6680
	Specimen Collector	2650-4150	4400-6680
	Dark room Assistant	2650-4150	4400-6680
	Gallery Assistant	2650-4150	4400-6680
	Gardener	2650-4150	4400-6680
	Keeper	2650-4150	4510-7480
<sup>c</sup>	Guard	2610-3680	4300-5930
	<b>Posts held by Personnel of other Departments</b>		
	Veterinary Surgeon	As In PD	As In PD
	Agricultural Officer	As In PD	As In PD
	Lineman	As In PD	As In PD
	Veterinary Assistant	As In PD	As In PD
	Head Constable	As In PD	As In PD
	Police Constable	As In PD	As In PD

## 57.NATIONAL CADET CORPS

**5.57.1** This Department started functioning in selected Colleges in the State in the year 1948 and it imparts military as well as other training to students in Schools and Colleges.

**5.57.2** The head of the Department is the Deputy Director General who is a Defence Service Officer of the rank of Brigadier. The Department is manned by defence personnel, defence civilian staff and civil staff of the State. The expenditure of this Department is shared by Central and State Governments.

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<sup>c</sup> Three posts will be in the Higher Grade on Rs.4510-7480

**5.57.3** The Commission held discussions with the Service Organizations of the Department and after having examined their views, recommends corresponding revision to scales of pay of all posts in the Department. The existing and proposed scale of pay and each post is as shown below: -

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Deputy Director General of NCC	Def.Ser	Def.Ser
	Publicity cum Liaison Officer	8250-13650	13610-20700
	Accounts Officer	7200-11400	As In CC
	Aeromodelling Instructor cum Store Keeper	5000-8150	8390-13270
	Ship Modelling Mechanic	4500-7000	7480-11910
	Ship Modelling StoreKeeper	3050-5230	4990-7990
	Aero-Modelling Helper	2650-4150	4400-6680
	Boat Keeper	2650-4150	4400-6680
	<b>Posts held by personnel of other Departments</b>		
	Administrative Officer	As In PD	As In PD

## **58.NATIONAL EMPLOYMENT SERVICE**

**5.58.1.** Since its formation in 1957, the Department of National Employment Service has been functioning as a part of the nation wide network of Employment Exchanges organized under the Union Ministry of Labour. The main objective of the department is to render services to the millions of job seekers and act as a recruitment wing for both Central and State Governments. The Department has spread out its responsibilities in areas like vocational guidance, aptitude testing, placement service to Physically Handicapped and providing labour market information. The other activities undertaken by the Department include assisting the disadvantaged, weaker and deprived sections of the society by providing coaching and guidance, implementation of unemployment allowance scheme, promotion of self employment, occupational research, human relations, man power planning etc. The Head of the Department is the Director of Employment and Training who is an IAS Officer. He is assisted by Joint Director, Deputy Directors and Divisional Employment Officers.

**5.58.2.** Representatives of various Associations relating to this Department appeared before the Commission and presented their claims for assigning higher scales of pay, upgradation and improvement in promotional prospects to certain posts. The Commission gave a patient hearing and since there were no compelling reasons to deviate from the existing pattern and relativities the

Commission recommends normal revision to the various posts in this Department.

**5.58.3.** The categories of posts with the existing and proposed scales of pay are given below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director of Employment	IAS	IAS
	Joint Director of Employment	12600-15600	20700-26600
	Deputy Director of Employment	8250-13650	13610-20700
	Regional Deputy Director of Employment	8250-13650	13610-20700
	State Vocational Guidance Officer	7800-12975	12930-20250
	State Employment Market Information Officer	7800-12975	12930-20250
	Sub Regional Employment Officer	7800-12975	12930-20250
	Divisional Employment Officer	7800-12975	12930-20250
	District Employment Officer	7200-11400	11910-19350
	Employment Officer/Placement Officer	6675-10550	11070-18450
	Deputy Chief, University Employment Information & Guidance Bureau	6675-10550	11070-18450
	Investigator	5500-9075	9190-15510
	Junior Employment Officer	5500-9075	9190-15510
	Head Accountant	5500-9075	9190-15510
	Instructor (Stenography)	5250-8150	8790-13610
	Malayalam Translator	4000-6090	6680-10790

## **59.NATIONAL SAVINGS**

**5.59.1** The Department was constituted in 1972 with the aim of promoting the habit of Savings among people by introducing various Savings Schemes. It functions under the administrative control of the Finance Department. The Department is headed by the Director who is assisted by one Additional Director, twelve Deputy Directors and 18 Assistant Directors. The ministerial staff are on deputation from the Finance and Revenue Departments and out of the 32 Officers (Assistant Directors and upwards) 13 are from the Secretariat and Development Departments, on working arrangement.

**5.59.2** No glaring anomalies have been noticed by the Commission. Hence, only normal revision is recommended.

**5.59.3** The existing and proposed scales of pay of various posts of the Department are shown below:

<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
Director	12600-15600	20700-26600
Additional Director	10000-15150	16650-23200
Deputy Director	7800-12975	12930-20250
Assistant Director	7200-11400	11910-19350
<b>Post held by Personnel of other Departments</b>		
Under Secretary	As In PD	As In PD
Audit Officer	As In PD	As In PD
Section Officer	As In PD	As In PD
Office Superintendent	As In PD	As In PD
Assistant (Sl. Gr)	As In PD	As In PD
Assistant (Sr.Gr)	As In PD	As In PD
Assistant Gr I	As In PD	As In PD
Assistant GrII	As In PD	As In PD
Confidential Assistant	As In PD	As In PD
Typist (Sl. Gr)	As In PD	As In PD
Typist Gr I	As In PD	As In PD
Typist Gr II	As In PD	As In PD

## **60.PANCHAYAT**

**5.60.1** The Department of Panchayats was constituted under the provisions of Kerala Panchayat Act 1960. It is headed by Director of Panchayats having financial, administrative and audit powers over Grama Panchayats of the State. Vide G.O.(MS) No.25/87/LAD dated 3.2.1987, Government declared Panchayat employees as full scale Government Servants. The salaries and allowances of these employees are met by the Local Bodies from their own funds.

**5.60.2** With the enforcement of Kerala Panchayat Raj Act 1994, a new three tier system of administration came into being with effect from 23.4.1994 in the entire State, viz. (1) Grama Panchayat, (2) Block Panchayat, (3) District Panchayat. As per G.O.(P) No. 151/94/LAD dated 16.6.1994, Government constituted Kerala Panchayat Subordinate Service, integrating Panchayat Common Service and Panchayat Department, giving retrospective effect from 1.1.1990.



**5.60.3** Many demands have been raised by various Departmental Unions/Associations. After examining all the demands in detail, the Commission recommends the following:-

**Draftsman Grade-I/Overseer Grade-I**

**5.60.4** Considering the present stagnation in this post, Commission suggests that 20% of the posts of Draftsman Grade-I/Overseer Grade-I will be placed in the higher grade in the scale of pay corresponding to Rs.5500-9075, as in Public Works Department.

**Draftsman Grade-II/Overseer Grade-II**

**5.60.5** As the qualifications, method of appointment, duties and responsibilities of Overseer Grade-II of Panchayat Department and Public Works Department are the same, Commission recommends the scale of pay corresponding to Rs.4000-6090 to this post as applicable to the posts in Public Works Department, Harbour Engineering Department etc.

**Librarians**

**5.60.6** Librarians in Panchayats are given a separate scale of pay. The demand is to allow them the scale of pay of other Librarians under State Government/Municipalities. Considering the various aspects of their demands and duties discharged by them, Commission recommends to award the scale of pay corresponding to Rs.4000-6090 to Librarian Grade-IV. The Commission also recommends to merge Librarian Grade II & III and award to them, scale of pay corresponding to Rs.4500-7000 and to award scale of pay corresponding to Rs.5000-8150 to Librarian Grade-I. After the merger, Librarians will be in 3 grades which will be redesignated as Librarian, Librarian (Sr.Gr) and Librarian (Sl.Gr). A ratio of 2:3:5 may also be introduced among Selection Grade, Senior Grade and Librarian.

**Nursery Teacher**

**5.60.7** The Commission recommends to award the scale of pay corresponding to Rs.4000-6090 to the post of Nursery Teacher as allowed in Municipal Common Service.

**Panchayat Secretary**

**5.60.8** At present Panchayats are classified at two levels; as (a) *Special Grade Panchayats* and (b) *Others*. Considering that the functional responsibilities of Secretaries in these Panchayats are similar, the Commission is of the view that it is desirable to place all the Panchayats on equal footing, so as to avoid the split up between the two types of Panchayat Secretaries in future. However, as matters stand at present, the Panchayat Secretaries are appointed both from the ministerial and executive side. A Panchayat Secretary has to first get promoted as Junior Superintendent before aspiring to get promoted as Secretary Special Grade Panchayat.

**5.60.9** There is thus practical difficulty in equating the two grades of Secretaries. The Commission therefore suggest that the executive posts and ministerial posts may be kept separately and appointment to Executive side should be made by transfer from ministerial line, only after obtaining option from the employees as is now prevailing in Labour/Industries Departments. The Government may take action to modify the special rules in the above lines. Those in the ministerial line may be promoted only to the corresponding posts. Until such a change is made, the Commission recommends corresponding revised scales to the two grades of Secretaries.

**5.60.10** Government reorganised the performance audit system of Panchayats vide G.O.(Ms) 333/2000/LSG dated 30.11.2000 by which separate audit teams were constituted at State, District, Block and Panchayat levels. Government may consider how best interaction can be established among these teams.

**5.60.11** Commission recommends normal revision to all other posts in the Department. The existing and proposed scales of pay of various posts of the Department are given below: -

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director of Panchayats	14000-18000	23200-31150
	Joint Director of Panchayats	12600-15600	20700-26600
	Deputy Director of panchayats/General Manager, KILA	8250-13650	13610-20700
	Deputy Chief Registrar	7450-11475	12250-19800
	Provident Fund Accounts Officer	7450-11475	12250-19800
	Assistant Director of Panchayat	7450-11475	12250-19800
	Special Grade Secretary	6500-10550	10790-18000
	Publicity Officer	5500-9075	9190-15510
	Secretary, Grama Panchayat	5500-9075	9190-15510
	Panchayat Inspector/Provident Fund Examiner	5500-9075	9190-15510
	Bill Collector	2650-4150	4400-6680
	<b>Engineering Wing</b>		
	Assistant Engineer	6675-10550	11070-18450
<sup>a</sup>	Overseer Grade I	4600-7125	7990-12930
	Overseer Grade II	3590-5400	6680-10790
	Overseer Grade III	3350-5275	5510-8590
	<b>Health Wing</b>		
	Sanitary Inspector HG	4500-7000	7480-11910
<sup>b</sup>	Sanitary Inspector	4000-6090	6680-10790

<sup>a</sup> 20% of the posts will be in the higher scale of Rs.9190-15510

<sup>b</sup> A ratio of 2:1 will be allowed between Lower Grade and Higher Grade

	Pharmacist	4000-6090	6680-10790
	Auxiliary Nurse-cum-Midwife	3590-5400	5930-9590
	Nurse	3590-5400	5930-9590
	Midwife	3350-5275	5510-8590
	Nursing Assistant	2650-4150	4400-6680
	Sanitary Maistry	2650-4150	4400-6680
	<b>Miscellaneous</b>		
c	Librarian Grade I	4600-7125	8390-13270
c	Librarian Grade II	4500-7000	7480-11910
c	Librarian Grade III	4000-6090	
	Nursery School Teacher	3350-5275	6680-10790
c	Librarian Grade IV	3050-5230	6680-10790
	Ayah	2650-4150	4400-6680
	<b>Posts held by Personnel of other Departments</b>		
	Law Officer	As In PD	As In PD
	Finance Officer	As In PD	As In PD

## 61.POLICE

- 5.61.1.** Police Department is one of the major Departments in the State which plays a vital role in the maintenance of law and order, prevention, detection and investigation of crimes. The organization, structure and functions of the Police Force was framed based on the Police Central Act in 1861 enacted by the British Government. The Police organization in the State is primarily governed by the Kerala Police Act 1960. The increasing socio-economic and political tensions and the growing sophistication and inventiveness of criminals increases the responsibility of the Department to act as a responsive and highly disciplined, efficient organization.
- 5.61.2.** The Director General of Police who is drawn from IPS Cadre is the Head of the Department and he is assisted by Additional Director General of Police (Crime), Additional Director General of Police (Modernization and State Crimes Bureau), Additional Director General of Police (Planning and Welfare) and Inspector General of Police (HQ) at the Headquarters.
- 5.61.3.** Several Service Organisations/Associations of the Department appeared before the Commission with their demands for revision of scales of pay. The Commission examined the various demands put forward by the Associations

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<sup>c</sup> Post of Librarian Gr I will be re-designated as Librarian (Sl. Gr). The posts of Librarian Gr II and Gr III will be merged and re-designated as Librarian (Sr. Gr) and Librarian Gr IV will be re-designated as Librarian. A ratio of 2:3:5 will be allowed among Librarian (Sl. Gr), Librarian (Sr. Gr) and Librarian.

and taking note of the trying conditions under which the Police forces have to work recommend the following:

#### **Police Constable**

- 5.61.4.** Considering the arduous nature of their work, Commission recommends to award the scale of pay corresponding to Rs.3590-5400 to Police Constable including Police Driver Gr II.
- 5.61.5.** The Commission recommends only corresponding revision of scales to equated categories such as Bugler PC, Tailor PC, Carpenter PC, Fitter PC, PC Electrician, Havildar Mechanic, Havildar (Orchestra) etc.

#### **Head Constable**

- 5.61.6.** Consequently, on award of higher pay to Police Constable the Commission recommends to award the scale of pay corresponding to Rs.4500-7000 to the post of Head Constable including Police Driver Gr I.

#### **Assistant Sub Inspector**

- 5.61.7** Considering the job responsibilities of this post the Commission recommends to award the scale of pay corresponding to Rs.5000-8150 to the post of Assistant Sub Inspector.

#### **Sub Inspector**

- 5.61.8** The Sub Inspector is the 'Kingpin' of the police organization at the cutting edge level. Taking note of the important role that he performs in maintaining the image of the Government, Commission recommend that all Sub Inspectors in charge or working in police stations be given a special monthly allowance of Rs.200/-.

#### **Superintendent of Police (Non IPS)**

- 5.61.9** They are currently in the scale of pay of Rs.12600-15600+100 special pay.
- 5.61.10** Taking into consideration the functional responsibility of the Superintendent of Police, Commission recommend that the Superintendent of Police be placed on a scale corresponding to Rs.14000-18000 without special pay.

#### **Malayalam Translator**

- 5.61.11** Qualification prescribed for this post is degree in Malayalam or Malayalam as second language. Appointment to this post is by selection from qualified UD Clerks of the Police Department.
- 5.61.12** Considering the higher qualification and mode of appointment to the post, Commission recommends to award the scale of pay corresponding to Rs.5250-8150 to the post of Malayalam Translator.

### **Finger Print Searcher**

**5.61.13** Considering the qualification, training required for the post and arduous nature of work, Commission recommends to award the scale of pay corresponding to Rs.5000-8150 to the post of Finger Print Searcher.

### **Photographic Bureau Photographer**

**5.61.14** Taking into consideration the qualification and method of appointment, Commission recommends to award the scale of pay corresponding to Rs.5500-9075 to the post of Photographer.

**5.61.15** The Commission also recommends to place 20% of the posts of Photographers in the scale of pay corresponding to Rs.6500-10550.

**5.61.16.** Corresponding revision is recommended for all other posts.

**5.61.17** The existing and corresponding revised scale of pay of each post in the Department is as follows:-

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	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
	<b>Police (Local)</b>		
	Superintendent of Police(Non IPS)	12600-15600 +100sp	23200-31150
	Deputy Superintendent of Police HG	12600-15600	20700-26600
<sup>a</sup>	Deputy Superintendent of Police/Assistant Commissioner	7800-12975	12930-20250
	Circle Inspector HG	7200-11400	11910-19350
<sup>b</sup>	Circle Inspector	6500-10550	10790-18000
	Sub-Inspector	5500-9075	9190-15510
	Assistant Sub-Inspector	4500-7000	8390-13270
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	<b>Women Police</b>		
	Superintendent of Police (Non IPS)	12600-15600 +100sp	23200-31150
	Deputy Superintendent of Police	7800-12975	12930-20250

<sup>a</sup> 25% of the posts will be in Senior Grade

<sup>b</sup> 20% of the posts will be in Higher Grade

	Woman Inspector HG	7200-11400	11910-19350
b	Woman Inspector	6500-10550	10790-18000
	Woman Sub Inspector	5500-9075	9190-15510
	Woman Assistant Sub Inspector	4500-7000	8390-13270
	Woman Head Constable	4000-6090	7480-11910
	Woman Police Constable	3050-5230	5930-9590
	<b>Armed Reserve Police</b>		
	Deputy Commandant	12600-15600+100sp	20700-26600 +100sp
	Assistant Commandant HG	12600-15600	20700-26600
a	Assistant Commandant	7800-12975	12930-20250
	Reserve Inspector HG	7200-11400	11910-19350
b	Reserve Inspector	6500-10550	10790-18000
	Reserve Sub Inspector	5500-9075	9190-15510
	Reserve Assistant Sub Inspector	4500-7000	8390-13270
	Havildar	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	<b>Armed Police Battallion</b>		
	Commandant (Non IPS)	12600-15600+100sp	20700-26600 +100sp
	Deputy Commandant	12600-15600+100sp	20700-26600 +100sp
	Assistant Commandant HG	12600-15600	20700-26600
a	Assistant Commandant	7800-12975	12930-20250
	Armed Police Inspector HG	7200-11400	11910-19350
b	Armed Police Inspector	6500-10550	10790-18000
	Armed Police Sub Inspector	5500-9075	9190-15510
	Armed Police Assistant Sub Inspector	4500-7000	8390-13270
	Havildar	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	<b>Armour Wing</b>		
a	Armour Deputy Superintendent of Police	7800-12975	12930-20250
	Chief Inspector of Arms HG/Armourer Inspector HG	7200-11400	11910-19350
b	Chief Inspector of Arms /Armourer Inspector	6500-10550	10790-18000
	Armourer Sub Inspector	5500-9075	9190-15510
	Armourer Assistant Sub Inspector	4500-7000	8390-13270

<sup>a</sup> 25% of the posts will be in Senior Grade

<sup>b</sup> 20% of the posts will be in Higher Grade

	Armourer Head Constable	4000-6090	7480-11910
	Armourer Police Constable	3050-5230	5930-9590
	<b>Mounted Police</b>		
	Reserve Inspector HG	7200-11400	11910-19350
b	Reserve Inspector	6500-10550	10790-18000
	Reserve Sub-Inspector	5500-9075	9190-15510
	Reserve Assistant Inspector	4500-7000	8390-13270
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Farrier Police Constable	3050-5230	4990-7990
	<b>Orchestra</b>		
	Honorary Director of Music	3300 Fix Pay	5000 Fix Pay
b	Band Master (Armed Police Inspector)	6500-10550	10790-18000
	Band Master (S.I)	5500-9075	9190-15510
	Havildar	4000-6090	6680-10790
	Police Constable	3050-5230	4990-7990
	Bugler Police Constable	3050-5230	4990-7990
	Drummer Police Constable	3050-5230	4990-7990
	<b>Motor Transport Unit</b>		
	Superintendent of Police (Non-IPS)	12600-15600+100sp	23200-31150
c	Deputy Superintendent of Police/Motor Transport Officer	7800-12975	12930-20250
	Motor Transport Inspector HG	7200-11400	11910-19350
b	Motor Transport Inspector	6500-10550	10790-18000
	Motor Transport Sub Inspector	5500-9075	9190-15510
	Havildar Mechanic	4000-6090	6680-10790
	P C-Mechanic/P.C Fitter	3050-5230	4990-7990
	PC- Electrician	3050-5230	4990-7990
	<b>Police Driver/Motor Cycle Rider</b>		
	Driver Sub Inspector	5500-9075	9190-15510
	Police Driver Gr I	4000-6090	7480-11910
	Police Driver Gr II	3050-5230	5930-9590
	Motor Cycle Rider Gr I	4000-6090	6680-10790
	Motor Cycle Rider Gr II	3050-5230	4990-7990
	Boat Driver Gr I	4000-6090	6680-10790
	Boat Driver Gr II	3050-5230	4990-7990
	Syrang Gr I	4000-6090	6680-10790

<sup>c</sup> One post will be in Senior Grade on Rs.20700-26600

<sup>b</sup> 20% of the posts will be in Higher Grade

	Syrang Gr II	3050-5230	4990-7990
	Boat Lascar	2750-4625	4510-7480
	<b>RW at MSP &amp; CW at SAP</b>		
b	Motor Transport Inspector	6500-10550	10790-18000
	<b>Police Training College</b>		
	Principal	IPS	IPS
	Vice Principal	7800-12975	12930-20250
a	Assistant Commandant	7800-12975	12930-20250
	Criminologist	7800-12975	12930-20250
	Armed Police inspector/Chief Drill Instructor	6500-10550	10790-18000
	Senior Law Instructor	6500-10550	10790-18000
	Drill Instructor/Sub Inspector	5500-9075	9190-15510
	Assistant Sub Inspector	4500-7000	8390-13270
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Librarian	3050-5230	4990-7990
	Part-time- Law Instructor	1750 Fix. Pay	2700 Fix. Pay
	<b>Crime Branch CID</b>		
	Superintendent of Police (Non IPS)	12600-15600 +100sp	23200-31150
	Deputy Superintendent of Police Sen. Gr.	12600-15600	20700-26600
a	Deputy Superintendent of Police	7800-12975	12930-20250
	Detective Inspector HG	7200-11400	11910-19350
b	Detective Inspector	6500-10550	10790-18000
	Detective Sub-Inspector	5500-9075	9190-15510
	Detective Assistant Sub-Inspector	4500-7000	8390-13270
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	<b>Finger Print Bureau</b>		
	Director	12600-15600	20700-26600
	Deputy Director	8250-13650	13610-20700
	Tester Inspector HG	7200-11400	11910-19350
b	Tester Inspector	6675-10550	11070-18450
	Finger Print Expert	5500-9075	9190-15510
	Finger Print Searcher	4500-7000	8390-13270
	<b>Photographic Bureau</b>		
	Chief Photographer	7200-11400	11910-19350

<sup>a</sup> 25% of the posts will be in Senior Grade

<sup>a</sup> 25% of the posts will be in Senior Grade

<sup>b</sup> 20% of the posts will be in Higher Grade



<sup>d</sup>	Photographer	5000-8150	9190-15510
	Attender	2650-4150	4400-6680
	<b>Forensic Science Laboratory</b>		
	Director	14000-18000	23200-31150
	Joint Director	12600-15600	20700-26600
	Assistant Director HG	7800-12975	12930-20250
<sup>e</sup>	Assistant Director	7450-11475	12250-19800
	Scientific Assistant	6675-10550	11070-18450
	Mechanic	4000-6090	6680-10790
	Technical Attender	2650-4150	4400-6680
	<b>Special Branch CID</b>		
	Superintendent of Police (Non IPS)	12600-15600 + 100sp	23200-31150
	Deputy Superintendent of Police Sen. Gr/Assistant Commandant Sen.Gr.	12600-15600	20700-26600
<sup>a</sup>	Deputy Superintendent of Police/Assistant Commandant	7800-12975	12930-20250
	Inspector of Police HG	7200-11400	11910-19350
<sup>b</sup>	Inspector of Police	6500-10550	10790-18000
	Women Circle Inspector	6500-10550	10790-18000
	Sub Inspector Police	5500-9075	9190-15510
	Women Sub Inspector	5500-9075	9190-15510
	Assistant Sub Inspector	4500-7000	8390-13270
	Head Constable	4000-6090	7480-11910
	Woman Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Woman Police Constable	3050-5230	5930-9590
	<b>SBCID (Ministerial)</b>		
	Senior Administrative Assistant	7800-12975	12930-20250
	Administrative Assistant	As in CC	As in CC
	Senior Superintendent/Manager	As in CC	As in CC
<sup>f</sup>	Assistant (Sr.Gr)	5500-9075	9190-15510
f	Assistant Gr I	4600-8000	7990-12930
f	Assistant Gr II	3590-5400	5930-9590
	Typist	As in CC	As in CC

<sup>d</sup> 20% of the post will be in Higher Grade on Rs.10790-18000

<sup>e</sup> One third of the posts will be in Higher Grade

<sup>a</sup> 25% of the posts will be in Senior Grade

<sup>b</sup> 20% of the posts will be in Higher Grade

<sup>f</sup> Ratio among Senior Grade, Gr I and Gr II post will be in 2:3:3

	<b>Shorthand Bureau</b>		
	Director	7200-11400+75sp	11910-19350 +75sp
	Chief Reporter (Inspector) HG	7200-11400	11910-19350
b	Chief Reporter (Inspector)	6500-10550	10790-18000
	Reporter Sen.Gr.(Sub Inspector)	5500-9075	9190-15510
	Reporter Gr I (ASI)	4500-7000	7480-11910
	Reporter Gr II (HC)	4000-6090	6680-10790
	<b>Police Telecommunications</b>		
	Superintendent of Police (Non IPS)	12600-15600 +100sp	23200-31150
	Deputy Superintendent of Police Sen.Gr.	12600-15600	20700-26600
a	Deputy Superintendent of Police	7800-12975	12930-20250
	Inspector (Telecommunications) HG	7200-11400	11910-19350
b	Inspector (Telecommunications)	6500-10550	10790-18000
	Sub Inspector (Telecommunications)	5500-9075	9190-15510
	Assistant Sub Inspector (Telecom)	4500-7000	8390-13270
	Head Constable Operator	4000-6090	7480-11910
	Draftsman	3590-5400	5930-9590
	Police Constable (Telecom)	3050-5230	5930-9590
	<b>Police Computer Centre (SCRB)</b>		
	Inspector General of Police	IPS	IPS
	Superintendent of Police (Non IPS/IPS)	12600-15600 +100sp	23200-31150
	System Analyst	12600-15600	20700-26600
	Deputy Superintendent of Police	7800-12975	12930-20250
	Inspector of Police HG	7200-11400	11910-19350
b	Inspector of Police	6500-10550	10790-18000
	Sub Inspector	5500-9075	9190-15510
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	<b>Railway Police</b>		
	Superintendent of Police	IPS	IPS
	Deputy Superintendent of Police Sen.Gr.	12600-15600	20700-26600
a	Deputy Superintendent of Police	7800-12975	12930-20250
	Circle Inspector HG	7200-11400	11910-19350
b	Circle Inspector	6500-10550	10790-18000
	Sub Inspector	5500-9075	9190-15510
	Head Constable	4000-6090	7480-11910

<sup>b</sup> 20% of the posts will be in Higher Grade

<sup>a</sup> 25% of the posts will be in Senior Grade

Police Constable	3050-5230	5930-9590
<b>Dog Squad</b>		
Sub Inspector	5500-9075	9190-15510
Assistant Sub Inspector	4500-7000	8390-13270
Head Constable/Havildar	4000-6090	7480-11910
Police Constable	3050-5230	5930-9590
Saddler	3050-5230	4990-7990
<b>Ministerial Staff other than in SB</b>		
Senior Administrative Assistant	7800-12975	12930-20250
Manager/Accounts Officer (Police HQ)	7200-11400	12250-19800
Administrative Assistant	7200-11400	12250-19800
Manager/Senior Superintendent/Accounts Officer (DPO/CPO/AP Battalion Office)	6500-10550	10790-18000
Malayalam Translator	4000-6090	8790-13610
<b>Other Miscellaneous categories- Technical Executive Staff</b>		
Blacksmith-cum-Tinker PC	3050-5230	4990-7990
Welder PC	3050-5230	4990-7990
Fitter PC	3050-5230	4990-7990
Painter PC	3050-5230	4990-7990
Lathe Operator PC	3050-5230	4990-7990
Tailor PC	3050-5230	4990-7990
Binder PC	3050-5230	4990-7990
Carpenter PC	3050-5230	4990-7990
Mason PC	3050-5230	4990-7990
Cinema Operator PC	3050-5230	4990-7990
Electrician PC	3050-5230	4990-7990
Blacksmith PC	3050-5230	4990-7990
Mechanic PC	3050-5230	4990-7990
Cleaner PC	3050-5230	4990-7990
<b>Civilian Technical Staff</b>		
Mechanic Gr I	4000-6090	6680-10790
Mechanic Gr II	2750-4625	4510-7480
Electrician	2750-4625	4510-7480
Blacksmith	2750-4625	4510-7480
Upholsterer	2750-4625	4510-7480
Cobbler	2750-4625	4510-7480
Carpenter	2750-4625	4510-7480
Mechinist	3050-5230	4990-7990
Camp Follower	2610-3680	4300-5930

	Canoeman	2610-3680	4300-5930
	<b>Posts held by Personnel of Other Departments</b>		
	Deputy Director of Police Prosecution	As In PD	As In PD
	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
	UD Compiler	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

## 62.PORTS

- 5.62.1** The Department of Ports provides facilities for the berthing, unloading and loading of cargo at the three intermediate and 10 minor Ports of the State. The department provides assistance to seamen and vessels in disaster including display of weather warning signals, and undertakes registration, licensing and annual inspection of harbour Craft and mechanical fishing vessels, issue of Certificate of competency as Master Driver, maintenance of local light house and collection of departmental revenue such as port export and import dues by hire charges, cranages fees, rent on Port lands and other items of rent.
- 5.62.2** The Director of Ports is the head of the Department. He is assisted by Deputy Director and Port Officers.
- 5.62.3** The Commission, after taking into account the various demands put forth by service organizations recommend the following

### **Wharf Supervisor and equated posts**

**5.62.4** Assistant Pier Master/Cargo Supervisor/Assistant Port Conservator are equated posts of Wharf Supervisor. Considering that appointment to these posts are made from the post of Chief Signaler also, Commission recommends to award the scale corresponding to Rs.4000-6090 to the post of Wharf Supervisor/Assistant Pier Master/Cargo Supervisor/Assistant Port Conservator.

### **Draftsman Gr II**

**5.62.5** Scale of pay corresponding to Rs.4000-6090 is recommended for the post of Draftsman Gr II as admissible to their counterparts in Public Works Depart, Harbour Engineering etc.

### **Crane Operator**

**5.62.6** In consideration of similar duties and responsibilities of Crane Operators in Harbour Engineering Department, Commission recommends to award the scale of pay corresponding to Rs.3350-5275 to the post of Crane Operator in this Department also. Corresponding revision is recommended to all other posts in the Department. The existing scale of pay and proposed scale of pay of each post is as follows:

	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
<b>Designation</b>		
Director	14300-18300	25400-33100
Deputy Director	14000-18000	23200-31150
Port Officer	14000-18000	23200-31150
Officer in charge	10000-15150	16650-23200
Engineer in charge	10000-15150	16650-23200
Senior Port Conservator	7200-11400	11910-19350
Assistant Engineer (Marine)	6675-10550	11070-18450
Personal Assistant to the Port Officer/Purser	6500-10550	10790-18000
Port Conservator/Pier Master/Reserve Port Conservator	5000-8150	8390-13270
Master Gr I/Driver Gr I	5000-8150	8390-13270
Draftsman Gr I	4600-7125	7990-12930
Master Gr II/Driver Gr II	4000-6090	6680-10790
Radio Operator	4000-6090	6680-10790
Wharf Supervisor/Assistant Port Conservator/Cargo Supervisor/Assistant Pier Master	3590-5400	6680-10790
Draftsman Gr II	3590-5400	6680-10790
Chief Signaller	3590-5400	5930-9590

Mobile Crane Operator	3350-5275	5510-8590
Crane Operator	3050-5230	5510-8590
Light Keeper and Signaller	3050-5230	4990-7990
Master Gr III/Driver Gr III	3050-5230	4990-7990
Mechanical Carpenter	2750-4625	4510-7480
Oilman	2750-4625	4510-7480
Seaman cum Pump Attender	2750-4625	4510-7480
Seaman	2750-4625	4510-7480
Tug Clerk	2650-4150	4400-6680
Assistant Crane Driver	2650-4150	4400-6680
Watchman cum Cook	2650-4150	4400-6680
Head Watchman	2650-4150	4400-6680
Assistant Crane Operator cum Cleaner	2650-4150	4400-6680
Pier Light Keeper	2610-3680	4300-5930
Topaz	2610-3680	4300-5930
<b>Mechanical Engineering Wing</b>		
Chief Mechanical Engineer	10000-15150	16650-23200
Mechanical Marine Engineer	10000-15150	16650-23200
Shipwright/Naval Architect	10000-15150	16650-23200
Assistant Executive Engineer (Mechanical) HG	8250-13650	13610-20700
<sup>a</sup> Assistant Executive Engineer (Mechanical)	7450-11475	12250-19800
Assistant Engineer	6675-10550	11070-18450
Head Draftsman	6675-10550	11070-18450
Draftsman Gr.I/Chargehand	4600-7125	7990-12930
Overseer (Electrical)	4600-7125	7990-12930
Pier Tindal	2650-4150	4400-6680
Assistant Lineman	2650-4150	4400-6680
<b>Dredging Unit</b>		
Dredging Superintendent	14000-18000	23200-31150
Officer Class I	14000-18000	23200-31150
Officer Class II	10000-15150	16650-23200
Engineer	10000-15150	16650-23200
Deputy Dredging Superintendent	10000-15150	16650-23200
Engineer cum Dredging Master	8250-13650	13610-20700
Officer Class III/Junior Officer	7200-11400	11910-19350
Navigator	6675-10550	11070-18450
Electrical Officer	6675-10550	11070-18450
Senior Cutter Suction Dredger Operator	5500-9075	9190-15510

<sup>a</sup> 1/3 of the post will be placed on Higher Grade

	Engine Driver	5000-8150	8390-13270
	Cutter Section Dredger Operator	5000-8150	8390-13270
	Greaser	5000-8150	8390-13270
	BoatSwain/Syrang/Ouarter Master	5000-8150	8390-13270
	Radio Telephone Operator	4000-6090	6680-10790
	Operator cum Mechanic	3350-5275	5510-8590
	Welder	3050-5230	4990-7990
<sup>b</sup>	Driver Cum Operator	3050-5230	4990-7990
	Cook-cum-Steward	2750-4625	4510-7480
	Asst.cook-cum-steward	2650-4150	4400-6680
	Pier Lascar	2650-4150	4400-6680
	Helper	2610-3680	4300-5930
	Foreshore Sweeper	2610-3680	4300-5930
	Pier Sweeper	2610-3680	4300-5930
	Boatman	2610-3680	4300-5930
	Topaz	2610-3680	4300-5930
	<b>Posts held by personnel of other Departments</b>		
	Administrative Officer	As In PD	As In PD
	Finance Officer	As In PD	As In PD

## 63.PRINTING

**5.63.1** Printing Department attends to the printing works of Government. The Department supplies printed documents, forms and registers required by all Govt. Departments. The publication of Govt. Gazettes, printing of assembly proceedings, budget documents, ballot papers, Govt. Diaries and Calenders are the major works entrusted with the Department. There are 11 Govt. Presses in the State. The Director of Printing is the head of the Department. He is assisted by Superintendent of Presses and other subordinate officers.

**5.63.2** Various demands put forward by the Unions/Associations of the Department were scrutinized carefully. The Commission makes the following recommendations:-

### **General Foreman/Head Reader/Head Computer/Chief Foreman (Electrical)/Chief Foreman (Workshop)**

<sup>b</sup> To be treated on par with Driver Gr II under Common Categories

**5.63.3** All these posts carry the same scale of pay. Considering the duties and responsibilities attached to these posts, Commission recommends to award scale of pay corresponding to Rs.5800-9425 to all the above posts.

**Assistant Foreman/Chief Warehouseman/Junior Foreman and Senior Foreman/Chief Operator**

**5.63.4** The Commission recommends to award the scale of pay corresponding to Rs.5000-8150 to the posts of Assistant Foreman and Chief Warehouseman. Also the post of Junior Foreman will be awarded the scale of pay corresponding to Rs.5250-8150 and Senior Foreman/Chief Operator will be awarded scale of pay corresponding to Rs.5500-9075. For all other posts the Commission recommends corresponding revised scale. The existing and revised scales of pay of various posts are given below:-

<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
Director of Printing	14000-18000	23200-31150
Superintendent of Govt.Presses	10000-15150	16650-23200
Deputy Superintendent of Govt. Press	8250-13650	13610-20700
Controller of Forms	8250-13650	13610-20700
Assistant Superintendent	6675-10550	11070-18450
Assistant Engineer	6675-10550	11070-18450
Manager,PSC Form Store	6500-10550	10790-18000
Office Manager	6500-10550	10790-18000
Publication Assistant	6500-10550	10790-18000
District Forms Officer	6500-10550	10790-18000
General Foreman	5500-9075	9590-16650
Head Reader	5500-9075	9590-16650
Head Computer	5500-9075	9590-16650
Chief Foreman (Electrical)	5500-9075	9590-16650
Supervisor (Offset)	5500-9075	9190-15510
Supervisor (Platemaking)	5500-9075	9190-15510
Chief Foreman (Workshop)	5500-9075	9590-16650
Supervisor	5500-9075	9190-15510
Senior Foreman	5250-8150	9190-15510
Chief Operator	5250-8150	9190-15510
Senior Foundry Foreman	5250-8150	8790-13610
Workshop Foreman	5250-8150	8790-13610
Senior Reader	5250-8150	8790-13610
Computing Supervisor	5250-8150	8790-13610
Type Store Keeper	5250-8150	8790-13610
Electrical Foreman	5250-8150	8790-13610



	Junior Foreman	5000-8150	8790-13610
	Reader Grade I	5000-8150	8390-13270
	Computor Sr. Grade	5000-8150	8390-13270
	Senior Mechanic	5000-8150	8390-13270
	Senior Carpenter	5000-8150	8390-13270
	Senior Electrician	5000-8150	8390-13270
	Assistant Foreman	4600-8000	8390-13270
	Chief Warehouseman	4600-8000	8390-13270
	Reader Grade II	4600-8000	7990-12930
	Computor Grade I	4600-8000	7990-12930
	Chief Time Keeper	4600-8000	7990-12930
	Mechanic	4600-8000	7990-12930
	Forms Inspector/Cashier	4600-7125	7990-12930
	Compositor Senior Grade	4600-7125	7990-12930
	Binder Senior Grade	4600-7125	7990-12930
	Printer Senior Grade	4600-7125	7990-12930
	Mono Super Caster Operator Sr. Gr.	4600-7125	7990-12930
	Mono Type Caster Operator Sr. Gr.	4600-7125	7990-12930
	Linotype Operator Sr. Gr.	4600-7125	7990-12930
	Intertype Operator Sr. Gr.	4600-7125	7990-12930
	Monokey Board Operator Sr. Gr.	4600-7125	7990-12930
	Foundry Worker Senior Grade	4600-7125	7990-12930
	Sterotype Caster Operator Sr. Gr.	4600-7125	7990-12930
	Rotaprint Operator Sr. Gr.	4600-7125	7990-12930
	Rotaprint Typist Senior Grade	4600-7125	7990-12930
	Warehouseman Senior Grade	4600-7125	7990-12930
	Roller Caster Senior Grade	4600-7125	7990-12930
	Electrician Senior Grade	4600-7125	7990-12930
	Technician Sr.Gr.	4600-7125	7990-12930
	Technician Carpenter Sr. Gr.	4600-7125	7990-12930
	Compositor Grade I	4500-7000	7480-11910
	Printer Grade I	4500-7000	7480-11910
	Binder Grade I	4500-7000	7480-11910
	Mono Super Caster Operator Grade I	4500-7000	7480-11910
	Monotype Caster Operator Grade I	4500-7000	7480-11910
	Linotype Operator Grade I	4500-7000	7480-11910
	Intertype Operator Grade I	4500-7000	7480-11910
	Mono Key Board Operator Grade I	4500-7000	7480-11910
	Foundry Worker Grade I	4500-7000	7480-11910

	Rota Print Operator Grade I	4500-7000	7480-11910
	Rota Print Typist Grade I	4500-7000	7480-11910
	Warehouseman Grade I	4500-7000	7480-11910
	Technician Gr-I	4500-7000	7480-11910
	Electrician Grade I	4500-7000	7480-11910
	Senior Time Keeper	4500-7000	7480-11910
	Assistant Type Store Keeper	4500-7000	7480-11910
	Sterotype Caster Operator Grade I	4500-7000	7480-11910
	Roller Caster Grade I	4500-7000	7480-11910
	Mechanic cum Carpenter Gr I	4500-7000	7480-11910
	Linotype Operator Grade II	4000-6090	6680-10790
	Intertype Operator Grade II	4000-6090	6680-10790
	Mono Key Board Operator Grade II	4000-6090	6680-10790
	Time Keeper	4000-6090	6680-10790
	Rota Print Typist Grade II	3590-5400	5930-9590
	Engraver-cum-Punch-Cutter	3590-5400	5930-9590
	Warehouseman Grade II	3590-5400	5930-9590
	Rota Print Operator Gr II	3590-5400	5930-9590
	Electrician Grade II	3590-5400	5930-9590
	Copy Holder	3590-5400	5930-9590
	Computer Grade II	3590-5400	5930-9590
	Compositor Grade II	3350-5275	5510-8590
	Printer Grade II	3350-5275	5510-8590
	Binder Grade II	3350-5275	5510-8590
	Mono Super Caster Operator	3350-5275	5510-8590
	Type Caster Operator Gr II	3350-5275	5510-8590
	Mono type Caster Operator Grade II	3350-5275	5510-8590
	Foundry Worker Grade II	3350-5275	5510-8590
	Sterotype Caster Operator Grade II	3350-5275	5510-8590
	Technician Grade II	3350-5275	5510-8590
	Mono Mechanic	3350-5275	5510-8590
	Roller Caster Grade II	3350-5275	5510-8590
	Assistant Time Keeper	3350-5275	5510-8590
	Mechanic cum Carpenter Gr II	3350-5275	5510-8590
	Galley Pressman Grade I	3050-5230	4990-7990
	Examiner	3050-5230	4990-7990
	Galley Pressman Grade II	2750-4625+20sp	4510-7480+20sp
	Counter Grade I	2750-4625	4510-7480
	Packer Grade I	2750-4625	4510-7480

Helper Grade I	2750-4625	4510-7480
Lascar Gr I/Gatekeeper Gr I/Sweeper Gr I/Sanitary Worker Gr I	2750-4625	4510-7480
Lascar Gr II	2650-4150	4400-6680
Gatekeeper Gr II	2650-4150	4400-6680
Counter Grade II	2650-4150	4400-6680
Packer Grade II	2650-4150	4400-6680
Sweeper Gr II	2650-4150	4400-6680
Helper Grade II	2650-4150	4400-6680
Sanitary Worker Grade II	2650-4150	4400-6680
<b>Govt. Press, Mannanthala &amp; Vazhoor</b>		
Phototype Setter Gr I	4600-7125	7990-12930
Camera Operator Gr I	4600-7125	7990-12930
Offset Printing Machine Operator Gr I	4600-7125	7990-12930
Phototype setter Gr II	4500-7000	7480-11910
Camera Operator cum Film Developer Gr II	4500-7000	7480-11910
Retouching Artist Gr II	4500-7000	7480-11910
Pasteup Artist Gr II	4500-7000	7480-11910
Platemaker Gr II	4500-7000	7480-11910
Offset Printing Machine Operator Gr II	4500-7000	7480-11910
Grainer	4000-6090	6680-10790
A/C Mechanic	3050-5230	4990-7990
<b>Posts held by Personnel of Other Departments</b>		
Administrative Officer Gr II	As In PD	As In PD
Finance Officer Gr II	As In PD	As In PD
Labour Welfare Officer	As In PD	As In PD
Assistant Executive Engineer	As In PD	As In PD
Security Officer (SI of Police)	As In PD	As In PD
Head Constable	As In PD	As In PD
Police Constable	As In PD	As In PD

## 64.PRISONS

**5.64.1** The Prisons Department in the state manages and controls the institutions and establishments introduced under the Prisons Act and Borstal School Act. The Department is concerned with the control and treatment of offenders. The Director General of Prisons is the head of the Department.

**5.64.2.** The Commission considered the case of revision of pay scales of various posts in this Department, after holding discussions with the service organizations of the Department. Representations received in this regard have been examined in detail and thereafter, Commission make the following recommendations:-

**Male Warder and Female Warder**

Considering the arduous nature of work, Commission recommends to award the scale of pay corresponding to Rs.3350-5275 to the post of Male and Female Warders in Prisons Department.

**5.64.4.** Promotional avenues of Male Warders and Female Warders are different. The Male Warders have three levels of promotion from the cadre of Warder where as Female Warder has only two levels. There is no common seniority list. In the judgment in OP No.8299 of 1999, the Hon'ble High Court of Kerala has ordered that discrimination between Male and Female Warders in the matter of wages should be avoided.

**5.64.5** Considering all the above aspects, Commission recommends to place 1/6th of the post of Female Warder in the scale of pay corresponding to Rs.4000-6090. The existing 4:1 ratio between Female Warders (including Female Warder HG) and Matron Gr II and 1:1 ratio between Matron Gr I and Matron Gr II will continue.

**Assistant Jailor Gr I and Matron Gr I**

**5.64.6.** Considering the job responsibilities of the post, the Commission recommends to award the scale of pay corresponding to Rs.5000-8150 to the post of Assistant Jailor Gr I and Matron Gr I.

**5.64.7** As per Special Rules Ministerial staff are eligible for appointment to the post of Assistant Jailor by transfer. Since no other test qualifications are prescribed for this, Commission is othe view that ministerial staff opting to come to the executive line should pass a test conducted by the PSC in which a certain minimum standard of physical fitness should also be an essential criterion.

**5.64.8.** Normal revision is recommended for all other posts.

**5.64.9** The existing and revised scales of pay of various posts of the Department are as shown below:-

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director General of Prisons	IPS	IPS
	Deputy Inspector General of Prisons	12600-15600+100sp	20700-26600 +100sp
	Superintendent of Central Prisons	10000-15150	16650-23200

	Superintendent of Open Prisons	10000-15150	16650-23200
	Assistant Inspector General of Prisons	10000-15150	16650-23200
	Principal, State Institute of Correctional Administration	10000-15150	16650-23200
	Special Officer for Open Prison	10000-15150	16650-23200
	Programme Officer	10000-15150	16650-23200
	Chief Welfare Officer	10000-15150	16650-23200
	Jailor, Central Prison	7800-12975	12930-20250
	Deputy Superintendent, Open Jail	7800-12975	12930-20250
	Superintendent, District Jail	7800-12975	12930-20250
	Senior Lecturer, SICA	7800-12975	12930-20250
	Superintendent, Vanitha Jail	7800-12975	12930-20250
	Chief Audit Officer	7800-12975	12930-20250
<sup>a</sup>	Welfare Officer Gr I	7800-12975	12930-20250
	Personal Assistant to Director General of Prisons	7200-11400	11910-19350
	Accounts Officer	6675-10550	11070-18450
<sup>a</sup>	Welfare Officer Gr II	6500-10550	10790-18000
	Jailor, Special Sub Jail	6500-10550	10790-18000
	Superintendent, Borstal School	6500-10550	10790-18000
	Deputy Jailor, District Jail	6500-10550	10790-18000
	Deputy Superintendent, Vanitha Jail	6500-10550	10790-18000
	Lecturer in Law, SICA	6500-10550	10790-18000
	Deputy Jailor, Central Prison	6500-10550	10790-18000
	Assistant Jailor Gr I	4600-8000	8390-13270
	Superintendent, Sub Jail	4600-8000	7990-12930
	Supervisor, Borstal School	4600-8000	7990-12930
	Supervisor, Open Prison	4600-8000	7990-12930
	Lecturer, SICA	4600-8000	7990-12930
<sup>b</sup>	Matron Gr I	4600-8000	8390-13270
	Statistical Officer	4600-7125	7990-12930
	Chief Accountant	4600-7125	7990-12930
	Stock Verifier	4600-7125	7990-12930
	Manager	4600-7125	7990-12930
	Assistant Jailor Gr II	4500-7000	7480-11910
<sup>b</sup>	Matron Gr II	4500-7000	7480-11910
	Carpentry Instructor	4500-7000	7480-11910
	Carpentry Foreman	4500-7000	7480-11910
	Weaving Instructor	4500-7000	7480-11910

<sup>a</sup> The existing ratio of 1:1 between Gr I and Gr II posts will continue

<sup>b</sup> Existing ratio of 1:1 between Matron Gr II and Gr I and ratio of 4:1 between Female Warder, (including Female Warder HG) and Matron Gr II will continue

	Weaving Assistant	4500-7000	7480-11910
	Agricultural Demonstrator	4500-7000	7480-11910
	Gate Keeper	4000-6090	6680-10790
	Chief Warder	4000-6090	6680-10790
	Chief Petty Officer	4000-6090	6680-10790
	Ministerial Head Warder	4000-6090	6680-10790
	Head Warder	4000-6090	6680-10790
	Craft Teacher	4000-6090	6680-10790
	PD Teacher/Teacher	4000-6090	6680-10790
	Boot Foreman	3350-5275	5510-8590
	Blacksmithy Instructor	3350-5275	5510-8590
	Tailoring Instructor	3350-5275	5510-8590
	Industrial Instructor	3350-5275	5510-8590
	Physical Training Instructor	3350-5275	5510-8590
<sup>c</sup>	Warder	3050-5230	5510-8590
	Petty Officer	3050-5230	4990-7990
	Female Petty Officer	3050-5230	4990-7990
	Wireman	2750-4625	4510-7480
	Shoe Maistry	2750-4625	4510-7480
	Warder Attendent/Clerical Attendent	2750-4625	4510-7480
	Engine Driver	2750-4625	4510-7480
	Packer Clerk	2750-4625	4510-7480
	Sweeper cum Sanitation Worker	2650-4150	4400-6680
	Weaver	2650-4150	4400-6680
	Skilled Worker	2650-4150	4400-6680
	Technical Assistant	2100/- (hon)	3000/- (hon)
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer Gr I	As In PD	As In PD
	Medical Officer	As In PD	As In PD
	Assistant Surgeon	As In PD	As In PD
	Finance Officer Gr II	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
	Motor Transport Officer	As In PD	As In PD
	Motor Mechanic	As In PD	As In PD
	Lab Technician Gr II	As In PD	As In PD
	Nursing Assistant	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

<sup>c</sup> 1/6<sup>th</sup> posts of Female Warders will be placed in HG in the scale of pay of Rs.6680-10790

## 65.PUBLIC SERVICE COMMISSION

**5.65.1** The Public Service Commission is a body created under articles 315 to 323 of Constitution of India. The duties and functions of the Commission are to conduct examinations for appointments to the services of the State, Public Sector Undertakings, Boards, Corporations etc under the State; to advise the appointing authorities in all matters of recruitment, method of appointment, disciplinary action etc. The Secretary in the rank of Additional Secretary is the executive head of the Commission.

**5.65.2** Representatives of service organisations participated in the discussions held by the Commission, which recommend the following:

### **Assistant**

**5.65.3** The Associations have demanded to redesignate the post of Selection Grade Assistant as Section Officer (non-gazetted) with a higher scale of pay, upgradation of the post of Cashier from the rank of Assistant to Section Officer, as in Secretariat, in view of the increase in volume of cash transaction.

*In view of higher qualification prescribed for appointment and the nature of duty, responsibility etc., assigned to the post of Assistant, the Commission recommend to reduce the four Grades of Assistant to three by merging the lower two Grades and assign the scale of pay of Rs. 4600-8000. The ratio may be revised as 1:1:1 among Assistant, Senior Grade Assistant and Selection Grade Assistant.*

### **Enquiry Officer**

**5.65.4** The demand from the service Associations were to allow higher scale of pay to this post since, this being the promotion post of Office Superintendent and creation of the posts of enquiry officer in all District Offices.

**5.65.5** The appointment to the post of Enquiry Officer is by transfer from the post of Office Superintendent, stenographers and typists in the cadre of UD and not a promotion post. *The Commission do not recommend this demand.*

### **Deputy Secretary/District Officer, Joint Secretary/Regional Officer, Additional Secretary and Secretary**

**5.65.6** The major demands from the Associations were to upgrade the post of District Officer and Regional Officer to the rank of Joint Secretary and Additional Secretary since most of the District Officers/Regional Officers of other departments are in the cadre of Joint Director/Additional Director, up gradation of the scale of pay of Additional Secretary and Secretary.

**5.65.7** Under Secretary/Deputy Secretary and Joint Secretary/Additional Secretary in Public Service Commission were in the rank and scale of pay of minor and major Heads of Department respectively from the beginning. But the functional relativity in the scale of pay of these two categories with respect to lower level officers of various departments and Heads of Department began to be lost in the successive pay revisions. It is seen that the scales of pay of lower level officers in the Directorate level administration viz., Additional/Joint/Deputy Directors who were District level officers of the respective departments are at present upgraded up to the level of Additional/Joint/Deputy/Under Secretaries in PSC irrespective of the administrative structure between these establishments. As per the recommendations of the 1983 Pay Commission, the status of District level Officer was upgraded to Deputy Secretary from Under Secretary as a measure to improve the scale degradation. The present request is in the context of assigning higher scales to the posts in various departments, in the successive pay revisions.

*Taking all the above aspects into account, the Commission recommends to award corresponding scale of pay noted against each post mentioned below:*

*Secretary/Additional Secretary : Rs.14300-18300+600sp*

*Joint Secretary/Regional Officer : Rs.14000-18000*

*Deputy Secretary/Dist.Officer : Rs.12600-15600*

*Under Secretary : Rs. 7800-12975. The Under Secretary will be allowed higher grade (in the revised scale of pay of Rs.10000-15150) in the ratio of 2:1 between Under Secretary and Under Secretary (HG). Consequent on the above, except in the case of Additional Secretary/Secretary the special pay allowed in lieu of higher time scale will be with drawn.*

**5.65.8** The existing scale of pay and proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Secretary	14000-18000+360sp	25400-33100+600sp
	Additional Secretary/Controller of Examinations	14000-18000+300sp	25400-33100+600sp
	Joint Secretary/Regional Officer/Controller of Finance	12600-15600+200sp	23200-31150
	Deputy Secretary/District Officer	10000-15150+200sp	20700-26600
<sup>a</sup>	Under Secretary	7800-12975+200sp	12930-20250
	PS to Chairman	7800-12975	12930-20250

<sup>a</sup> The Under Secretaries will be allowed higher grade (in the proposed scale of pay of Rs.16650-23200 in the ratio 2:1 between Under Secretary and Under Secretary (HG)



<sup>b</sup>	Section Officer (HG)	7200-11400	11910-19350
	Personal Assistant	7200-11400	11910-19350
	Section Officer/Public Relations Officer	6500-10550	10790-18000
	Enquiry Officer/Office Superintendent	6500-10550	10790-18000
	Assistant (Sel.Gr)	5800-9425	9590-16650
	Typist (Sel.Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)/Cashier	5500-9075	9190-15510
	Typist (Sen.Gr)	5500-9075	9190-15510
	Sergeant	4600-8000	7990-12930
<sup>c</sup>	Assistant Gr I	4600-7125	7990-12930
<sup>c</sup>	Assistant Gr II/Assistant Cashier	4000-6090	
	Typist Gr I	4600-7125	7990-12930
<sup>d</sup>	Typist Gr II	3590-5400	5930-9590
	Driver cum Peon	3050-5230	4990-7990
	<b>Posts held by personnel of other Departments</b>		
	Vigilance and Security Officer	As In PD	As In PD
	Deputy Superintendent of Police	As In PD	As In PD
	Sub Inspector of Police	As In PD	As In PD
	Police Constable	As In PD	As In PD
	Police Constable Driver	As In PD	As In PD

## 66.PUBLIC WORKS

**5.66.1** The Public Works Department is a Technical Department functioning as the agency for construction and maintenance of Buildings, Roads and Bridges on behalf of the Government.

**5.66.2** The Chief Engineer (Roads & Bridges and Administration) is the Head of the Department.

**5.66.3** Commission held discussions with various Service Organisations of the department and after having examined their demands, recommend the following:

### **Rest House Staff**

**5.66.4** Stewards Gr-I and Gr-II are posted in Rest Houses Gr-I and Gr-II. Gr-III Rest Houses/Tourist Bungalow are under the control of Caretakers.

<sup>b</sup> The existing ratio of 1:1 between Section Officer and Section Officer (HG) will continue

<sup>c</sup> The Grade II and I posts of Assistant are merged in to one and allowed the revised scale of pay of Rs.4600-8000. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1

<sup>d</sup> The existing ratio of 1:1:1:1 between the four grades of Typists will continue

**5.66.5.** Taking into consideration the qualification and nature of duties, the Commission recommend to award scale of pay corresponding to Rs.5000-8125 and Rs.3350-5275 to Steward Gr I and Steward Gr II respectively. Commission is also of the view that qualification for Cooks may be fixed as a pass in Cookery Course.

**Mechanical Division**

**5.66.6** Considering the qualifications of the posts, Commission recommends to award scale of pay corresponding to Rs.3050-5230 to Roller Cleaner/Assistant Roller Driver and scale of pay corresponding to Rs.3350-5275 to Roller Driver Gr-II.

**Lineman (Electrical Wing)**

**5.66.7** Considering the similarity in qualification and promotion prospects of the posts of Lineman and Overseer Gr III/Draftsman Gr III, Commission recommends to award the scale of pay corresponding to Rs.3350-5275 to the post of Lineman, Electrical Wing also.

**Draftsman/Overseer Grade-I**

**5.66.8** The immediate promotion post of Draftsman Grade-I/Overseer Grade-I is Head Draftsman/Assistant Engineer. As direct recruitment is being made to the post of Assistant Engineer, promotion prospects of Draftsman Grade-I is meagre. Considering the present stagnation, Commission suggests that 20% of the posts of Draftsman/Overseer Grade-I will be placed in the higher Grade on Rs.5500-9075.

**5.66.9** This benefit will be extended to posts of Overseer/Draftsman Grade-I of all Departments.

**Rent for hiring Boats**

**5.66.10.** Demand has been made to enhance the rent for hiring of boats for the Ferry wing under PWD Roads Division.

**5.66.11** Commission suggests that rent for hiring boats be enhanced from Rs.450/- to Rs.750/- p.m. Corresponding revision is recommended for all other posts.

**5.66.12** The existing scale of pay and corresponding scale of pay of each post is as shown below:-

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Chief Engineer	16300-18300	26600-33750
	Deputy Chief Engineer/Superintending Engineer/Director	14000-18000	23200-31150

	Executive Engineer/Design Assistant/Joint Director (HG)/Executive Engineer (General) HG	12600-15600	20700-26600
<sup>a</sup>	Executive Engineer/Design Assistant/Joint Director/Executive Engineer (General)	10000-15150	16650-23200
	Assistant Executive Engineer /Design Assistant/Assistant Executive Engineer (Technical)/Deputy Director (HG)	8250-13650	13610-20700
<sup>b</sup>	Assistant Executive Engineer /Design Assistant/Assistant Executive Engineer (Technical)/Deputy Director	7450-11475	12250-19800
	Assistant Engineer/Assistant Engineer (Works)/Assistant Director/Junior Designer	6675-10550	11070-18450
<sup>c</sup>	Draftsman Gr I/Overseer Gr I	4600-7125	7990-12930
	Research Assistant	4600-7125	7990-12930
	Foreman	4600-7125	7990-12930
	Scientific Assistant	4600-7125	7990-12930
	Sergeant	4000-6090	6680-10790
<sup>d</sup>	Draftsman/Overseer Grade II	4000-6090	6680-10790
	Tracer/Overseer Grade III	3350-5275	5510-8590
	Lab Assistant	3050-5230	4990-7990
	Blue Printer	2650-4150	4400-6680
	<b>Architectural Wing</b>		
	Chief Architect	16300-18300	26600-33750
<sup>e</sup>	Deputy Chief Architect	14000-18000	23200-31150
	Architect HG	12600-15600	20700-26600
<sup>f</sup>	Architect	10000-15150	16650-23200
	Assistant Architect /Assistant Architectural Engineer/Quantity Surveyor HG	8250-13650	13610-20700
<sup>g</sup>	Assistant Architect /Assistant Architectural Engineer/Quantity Surveyor	7450-11475	12250-19800
	Architectural Head Draftsman	6675-10550	11070-18450
<sup>c</sup>	Draftsman Gr I	4600-7125	7990-12930
	Draftsman Gr II (Architecture)	4000-6090	6680-10790

<sup>a</sup> 25% of the posts of Executive Engineers and equated categories will be on HG

<sup>b</sup> 1/3rd posts will be placed on HG

<sup>c</sup> 20% of the posts will be on HG on Rs.9190-15510

<sup>d</sup> The existing ratio of 1:1 between Gr-II and Gr-I Draftsman/Overseer will continue

<sup>e</sup> The ratio between Deputy Chief Architect and Architect will be 1:5

<sup>f</sup> 25% of the posts of Architect and equated posts will be placed on HG

<sup>g</sup> 1/3rd of the posts of Assistant Architect and equated posts will be placed on HG

<sup>c</sup> 20% of the posts will be on HG on Rs.9190-15510

	Artist	4500-7000	7480-11910
	Modeller	3050-5230	4990-7990
	<b>Electrical &amp; Electronics Wing</b>		
	Superintending Engineer (Electrical)	14000-18000	23200-31150
	Executive Engineer (HG)	12600-15600	20700-26600
<sup>a</sup>	Executive Engineer (Ele./Electronics)	10000-15150	16650-23200
	Assistant Executive Engineer HG	8250-13650	13610-20700
<sup>h</sup>	Assistant Executive Engineer (Ele./Electronics)	7450-11475	12250-19800
	Assistant Engineer (Ele./Electronics)	6675-10550	11070-18450
<sup>c</sup>	Overseer Gr I/Draftsman Gr I	4600-7125	7990-12930
	Engineering Assistant (Electronics)	4600-7125	7990-12930
	Refrigeration Mechanic/Generator Mechanic	4600-7125	7990-12930
<sup>d</sup>	Overseer Gr II/Draftsman Gr II	4000-6090	6680-10790
	Lineman	3050-5230	5510-8590
	Helper	2610-3680	4300-5930
	<b>Rest House Staff</b>		
	Steward Gr-I	4600-7125	8390-13270
	Steward Gr-II	3050-5230	5510-8590
	Caretaker	2750-4625	4510-7480
	Butler	2650-4150	4400-6680
	Maity	2610-3680	4300-5930
	Dhoby	2610-3680	4300-5930
	Cook	2610-3680	4300-5930
	Rest House Attender	2610-3680	4300-5930
	<b>Mechanical Wing</b>		
	Executive Engineer HG	12600-15600	20700-26600
<sup>a</sup>	Executive Engineer	10000-15150	16650-23200
	Assistant Executive Engineer HG	8250-13650	13610-20700
<sup>b</sup>	Assistant Executive Engineer	7450-11475	12250-19800
	Assistant Engineer	6675-10550	11070-18450
	Plumbing Inspector	4000-6090	6680-10790
	Carpenter	2750-4625	4510-7480
	Roller Driver Gr II	3050-5230	5510-8590
	Roller Cleaner	2650-4150	4990-7990

<sup>a</sup> 25% of the posts of Executive Engineers and equated categories will be on HG

<sup>h</sup> The existing ratio of 1:4 between Executive Engineer and Assistant Executive Engineer (Electrical/Electronics) will be continued

<sup>a</sup> 25% of the posts of Executive Engineers and equated categories will be on HG

<sup>b</sup> 1/3rd posts will be placed on HG

	<b>Miscellaneous Staff</b>		
	Fitter	3050-5230	4990-7990
	Pump Operator	3050-5230	4990-7990
	Ferryman	3050-5230	4990-7990
	Boring Plant Operator	2750-4625	4510-7480
	Skilled Worker	2750-4625	4510-7480
	Assistant Lineman	2750-4625	4510-7480
	Blacksmith	2750-4625	4510-7480
	Garden Supervisor	2650-4150	4400-6680
	Gardener	2650-4150	4400-6680
	Watchman cum cook/Cook cum Watchman	2650-4150	4400-6680
	Worker Gr I	2650-4150	4400-6680
	Store Attender	2650-4150	4400-6680
	Worker Gr-II	2610-3680	4300-5930
	Road Worker	2610-3680	4300-5930
	Lascar	2610-3680	4300-5930
	<b>Staff absorbed from KSEW Ltd.</b>		
	Mechanic	2750-4625	4510-7480
	Unskilled Worker	2610-3680	4300-5930
	<b>Posts held by Personnel of other Departments</b>		
	Senior Administrative Officer	As In PD	As In PD
	Senior Finance Officer	As In PD	As In PD
	Finance Officer Gr I	As In PD	As In PD
	Financial Assistant	As In PD	As In PD

## **67.REGISTRATION**

- 5.67.1** The implementation of Registration Act 1908, Kerala Registration Rules 1967, Stamps Acts and Rules, Society's Registration Act, Kerala Non-Trading Companies Act, Partnership Acts and Rules, Kerala Chitty Acts and Rules etc. is being done by this Department.
- 5.67.2** Inspector General of Registration is the head of the Department. For administrative convenience, the Department is divided into four zones, viz. Thiruvananthapuram, Ernakulam, Thrissur and Kozhikode and each zone is headed by Deputy Inspector General of Registration. The District Registrar's Office and the Sub Registrar's Office function under the supervision of the Deputy Inspector General of Registration.

**5.67.3** The Commission considered the case of revision of pay scales of various posts in this Department and after detailed examination of the representations received in this regard and after obtaining the views of the Inspector General of Registration, Commission recommends corresponding revised pay scales to all posts in this Department.

**5.67.4** The Commission recommends special allowance of Rs.100/- per month to the post of Amalgamated Sub Registrar.

**5.67.5** The existing and proposed scales of pay are as follows:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Inspector General of Registration	14000-18000	23200-31150
	Joint Inspector General of Registration	10000-15150	16650-23200
	Deputy Inspector General of Registration	8250-13650	13610-20700
	Asst.Inspector General of Registration (Admn.)	7450-11475	12250-19800
	Assistant Inspector General of Registration(Chitty)	7450-11475	12250-19800
	District Registrar	7450-11475	12250-19800
	Chitty Prosecuting Inspector	6500-10550	10790-18000
	Sub Registrar	6500-10550	10790-18000
	Chitty Auditor	6500-10550	10790-18000
	Chitty Inspector	6500-10550	10790-18000
	Cashier	6500-10550	10790-18000
	Binding Supervisor	4500-7000	7480-11910
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer	As In PD	As In PD
	Finance Officer	As In PD	As In PD
	Accounts Officer	As In PD	As In PD
	Law Officer	As In PD	As In PD

## **68.RURAL DEVELOPMENT**

**5.68.1** The Rural Development Department headed by Commissioner drawn from the I.A.S cadre is assisted by Additional Development Commissioners, Joint Development Commissioners, Deputy Development Commissioners and Assistant Development Commissioners.

**5.68.2** The main objective of the Rural Development Department is improving the living standards of rural people by utilizing the easily available natural and human resources. To achieve this, the department is implementing job-oriented schemes and infrastructural development schemes to alleviate rural poverty, development of women and socially backward classes. The developmental schemes, both centrally sponsored and state schemes, are implemented by the Department through District, Block and Grama Panchayaths extending over the State.

**5.68.3** Representatives of various associations relating to the Department appeared before the Commission and argued for their demands of assigning higher scale of pay and promotional prospects of various posts in the Department. After due consideration of the various demands, the Commission recommends as follows.

**Village Extension Officer/Lady Village Extension Officer (Gr II)**

**5.68.4** The Commission examined the case of revision of pay scales of these posts in detail. Taking into consideration the duties to be performed by them, the Commission recommends to award scale of pay corresponding to Rs.3350-5275 to the post of Village Extension Officer/Lady Village Extension Officer (Gr II).

**Extension Officer (Women Welfare I.T.D.B., Attappady)**

**5.68.5** The Commission considered the revision of scale of pay of the Tribal Development Block (I.T.D.B.) at Attappady. There is only one post in this category. Much difficulty has been experienced by the department to get a long standing incumbent to this post. Considering the administrative inconvenience caused by frequent turn over, the Commission recommends to upgrade this post to the level of Extension Officer (Housing), Higher grade and to assign scale corresponding to Rs.5500-9075.

**Balawady Teachers**

**5.68.6** Prior to 1992 Pay Revision, both “Nursery Teacher” and “Balawady Teacher” were in the same scale of pay. The educational qualifications prescribed for these posts are similar. In 1997 Pay Revision, Nursery Teacher was assigned a higher scale of pay than Balawady Teacher. The Commission has examined the revision of scale of pay of Balawady teachers and recommends to redesignate this post as “Nursery Teacher” and scale of pay corresponding to Rs.4000-6090 to the post.

**5.68.7** The Commission recommends corresponding revision to all other posts in this Department.

**5.68.8** The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Commissioner for Rural Development	IAS	IAS
	Project Officer, ITDP, Attappady	IAS	IAS
	Additional Development Commissioner	14000-18000	23200-31150
	Joint Development Commissioner/Secretary SIRD	12600-15600	20700-26600
	Deputy Development Commissioner	10000-15150	16650-23200
	Co-ordinator (W&CP/DWCRA)	10000-15150	16650-23200
	Principal, Extension Training Centre	10000-15150	16650-23200
	Assistant Development Commissioner	7800-12975	12930-20250
<sup>a</sup>	District Women's Welfare Officer HG	7800-12975	12930-20250
<sup>a</sup>	District Women's Welfare Officer	7450-11475	12250-19800
<sup>b</sup>	Senior Block Development Officer	7200-11400	11910-19350
	General Foreman	7200-11400	11910-19350
	Senior Lecturer in Rural Development	7200-11400	11910-19350
	Lecturer in Rural Industries	6500-10550	10790-18000
	Campaign Officer (RIB)	6500-10550	10790-18000
<sup>b</sup>	Block Development Officer	6500-10550	10790-18000
	Asst. Project Officer, ITDP, Attappady	6500-10550	10790-18000
	Functional Literacy Project Officer	6500-10550	10790-18000
	Lecturer in Home Science	6500-10550	10790-18000
	Junior Lecturer in Agriculture	6500-10550	10790-18000
	Extension Officer, IRD	5500-9075	9190-15510
	Extension Officer, (Housing) Gr I	5500-9075	9190-15510
	Extension Officer, Women's Welfare (ITDB), Attappady	5250-8150	9190-15510
	Junior Lecturer in Home Science	5250-8150	8790-13610
	Junior Lecturer in Rural Economics	6500-10550	10790-18000
	Junior Lecturer in Social Education	5250-8150	8790-13610
	Assistant Campaign Officer (RIB)	5250-8150	8790-13610
	General Extension Officer	4600-8000	7990-12930
	Extension Officer (Housing) Gr II	4600-8000	7990-12930

<sup>a</sup> 20% of the posts or three posts whichever is less will continue to be in Higher Grade

<sup>b</sup> The existing ratio of 3:1 between lower and Senior Grade will continue

<sup>b</sup> The existing ratio of 3:1 between lower and Senior Grade will continue



	Manager, RIB	4600-7125	7990-12930
	Extension Officer, Women's Welfare	4600-8000	7990-12930
	Training Officer	4600-7125	7990-12930
	Artist cum Photographer cum Cinema Operator Gr I	4500-7000	7480-11910
	Mechanic	4500-7000	7480-11910
	Electrician	4500-7000	7480-11910
<sup>c</sup>	Village Extension Officer Gr I	4000-6090	6680-10790
<sup>c</sup>	Lady Village Extension Officer Gr I	4000-6090	6680-10790
<sup>d</sup>	Balawadi Teacher	3350-5275	6680-10790
	Artist cum Photographer cum Cinema Operator Gr II	3350-5275	5510-8590
<sup>c</sup>	Village Extension Officer Gr II	3050-5230	5510-8590
<sup>c</sup>	Lady Village Extension Officer Gr II	3050-5230	5510-8590
	Carpenter cum Blacksmith	2750-4625	4510-7480
	Mechanic (Extension Training Centre)	2750-4625	4510-7480
	Duplicating Machine Operator	2650-4150	As in CC
	Lab Attender	2650-4150	4400-6680
	Ayah	2610-3680	4300-5930
	<b>Posts held by Personnel of other Departments</b>		
	Superintending Engineer	As In PD	As In PD
	Joint Director (P&M)	As In PD	As In PD
	Senior Administrative Officer	As In PD	As In PD
	Senior Finance Officer	As In PD	As In PD
	Chief Officer (RIB)	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD
	Accounts Officer	As In PD	As In PD
	Internal Audit Officer	As In PD	As In PD
	Assistant Executive Engineer	As In PD	As In PD
	Lecturer in Animal Husbandry	As In PD	As In PD
	Assistant Engineer	As In PD	As In PD
	Junior Lecturer in Rural Engineering	As In PD	As In PD
	Lecturer in Co-operation	As In PD	As In PD
	Junior Lecturer in Animal Husbandry	As In PD	As In PD
	Draftsman	As In PD	As In PD
	Section Officer	As In PD	As In PD

<sup>c</sup> The existing ratio of 1:1 between Gr I and Gr II posts will continue

<sup>d</sup> This post has been redesignated as "Nursery Teacher".

	Farm Supervisor	As In PD	As In PD
	Assistant (Sl. Gr)	As In PD	As In PD
	Typist (Sl. Gr)	As In PD	As In PD
	Assistant (Sr. Gr)	As In PD	As In PD
	Typist (Sr. Gr)	As In PD	As In PD
	Research Assistant	As In PD	As In PD
	Steno Typist	As In PD	As In PD
	Overseer Gr I	As In PD	As In PD
	Assistant Gr I	As In PD	As In PD
	Typist Gr I	As In PD	As In PD
	UD Compiler	As In PD	As In PD
	Extension Officer (Planning & Monitoring)	As In PD	As In PD
	Assistant Gr II	As In PD	As In PD
	Overseer Gr II	As In PD	As In PD
	Typist Gr II	As In PD	As In PD
	Physical Instructor cum Librarian	As In PD	As In PD
	Clerical Assistant	As In PD	As In PD

## **69.SAINIK WELFARE**

- 5.69.1** Department of Sainik Welfare implements various programmes for the welfare of retired defence personnel and is responsible for the resettlement of ex-servicemen, their dependents and war widows. By organizing various forms of orientation training, the department assist the ex-servicemen to get reemployed. It administers two funds for their welfare, viz., “The State Military Benevolent Fund and Flag day Fund” and “The Amalgamated Fund”. Funds for various welfare schemes of ex-servicemen are provided by the State Government through budget allocation.
- 5.69.2** The Head of Department is “Director” and there are fourteen District Offices headed by ‘Zilla Sainik Welfare Officers’. Duty of implementation of welfare schemes is vested with the Director, which includes providing financial assistance, assignment of land, settling pension cases etc. The Director co-ordinates the functions of all the 14 Zilla Sainik Welfare Offices in the State according to the policy of State Government and guidelines issued by Ministry of Defence.

**5.69.3** The Budget of the Department is shared by the Central and State Governments on a 50:50 basis.

**Welfare Organizer**

**5.69.4** The “Welfare Organizer” in the Department is now in the scale of pay of Rs.4000-6090. Higher scale of pay has been demanded for this post. Taking into consideration, the qualification, duties and responsibilities etc, attached to this post, Commission recommends, corresponding revised scale of Rs.4600-8000 to the post.

**Sainik Welfare Officer**

**5.69.5** Personnel who served as “Combatant Clerks” in Military service, when re-employed in State service were allowed one increment for each completed year of Military service while fixing their pay and Military pension above Rs.15/- will be reduced. This amount was fixed in 1987 when Military pension was very low. In the present circumstances, this amount seems to be very low and hence the Commission recommend to Government to revise the amount suitably.

**5.69.6** Corresponding revised scale is recommended to all other posts in the department.

**5.69.7** The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	10000-15150	16650-23200
	Assistant Director/Zilla Sainik Welfare Officer	7450-11475	12250-19800
	Assistant Secretary	6500-10550	10790-18000
	Personal Assistant & Manager	6500-10550	10790-18000
	Welfare Organiser	4000-6090	7990-12930
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer Gr II	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Junior Employment Officer	As In PD	As In PD
	Binder	As In PD	As In PD

## **70.SCHEDULED CASTE DEVELOPMENT**

**5.70.1** Scheduled Caste Development Department stands for the total upliftment of the Scheduled castes in all aspects. It has nodal responsibility of monitoring educational scholarship schemes for eligible communities. It also aims at prevention of atrocities against Scheduled Castes. This Department was formerly known as Harijan Welfare Department and renamed as Scheduled Caste Development Department during 1984. The Director, drawn from IAS is the Head of the Department. The senior most officer of this department is the Additional Director and he is coordinating the activities of field level officers.

**5.70.2** The Unions/Associations representing the department appeared before the Commission. Commission gave a patient hearing and considered various demands raised by them. Consequently, the Commission makes the following recommendations.

### **Assistant District Development Officer**

**5.70.3** The post of Personal Assistant to District Welfare Officer was created during 1980 to assist District Officers. They attend to Scholarship work, sanctioning of educational concession, counter signing of bills etc. This post was later redesignated as Assistant District Development Officer. Considering the job responsibilities of the post, the Commission recommends to award pay corresponding to Rs.7200-11400 to this post, ie, the scale of pay equivalent to Senior Superintendent (HG). Post of Personal Assistant/Assistant Project Officer in Scheduled Tribes Development Department will also be assigned this scale.

**5.70.4** The Commission recommends corresponding revision to all other posts in this Department. The existing and revised scales of pay of the various posts of the Department are given below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	IAS	IAS
	Additional Director	12600-15600	20700-26600
	Joint Director/Vigilance Officer	10000-15150	16650-23200
	Deputy Director	8250-13650	13610-20700
	District Development Officer for Scheduled Caste/Special Officer/Colonisation Administrator	7800-12975	12930-20250
	Scheduled Caste Development Officer Gr I	6500-10550	10790-18000

	Assistant District Development Officer for Scheduled Caste	6500-10550	11910-19350
	Chief Publicity Officer	6500-10550	10790-18000
	Special Taluk Development Officer	6500-10550	10790-18000
	Inspector of Training	6500-10550	10790-18000
	Scheduled Caste Development Officer Gr II	5500-9075	9190-15510
	Assistant Publicity Officer	5500-9075	9190-15510
	Instructor in Stenography	5250-8150	8790-13610
	Training Superintendent/Assistant Inspector of Training	5000-8150	8390-13270
	Training Instructor	4500-7000	7480-11910
	Nursery School Teacher	4000-6090	6680-10790
<sup>a</sup>	Warden HG	}	4000-6090
<sup>a</sup>	Warden		
	<b>Posts held by Personnel of Other Departments</b>		
	Chief Planning Officer	As In PD	As In PD
	Administrative Officer Gr I	As In PD	As In PD
	Finance Officer Gr I	As In PD	As In PD
	Principal, Pre-Examination Training Centre	As In PD	As In PD
	Training Officer	As In PD	As In PD
	Lecturer	As In PD	As In PD
	Research Officer	As In PD	As In PD
	Research Assistant	As In PD	As In PD
	U D Compiler	As In PD	As In PD
	L D Compiler	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

## 71.SCHEDULED TRIBES DEVELOPMENT

**5.71.1** Scheduled Tribes Development Department was separated from the Harijan Welfare Department in 1975. It was given a separate identity primarily for the purpose of overall development of Scheduled Tribes who are lagging behind in social, economic and educational status.

**5.71.2** The department was re-organised in 1989 considering the norms stipulated by Government of India for setting up Integrated Tribal Development Projects and recognising the necessity for District level Officers

<sup>a</sup> Existing ratio of 1:1 between Wardens/Warden HG will continue

for the formulation, implementation and monitoring of Tribal Sub Plans. Head of the Department is the Director, who is an I.A.S Officer.

- 5.71.3** Representatives of Departmental organisations appeared before the Commission with their demands for revision in scales of pay. After examining the various demands, Commission recommends the following:

**Project Officer (TDP Attappady)**

- 5.71.4** At present, an Officer from Rural Development Department is being posted as Project Officer in the Tribal Development Project, Attappady on the ground that activities in Attappady are carried out within a Tribal block and funds are allotted from Rural Development Department also.

- 5.71.5** In order to exercise proper control over the post by the Director of Scheduled Tribes Development Department, it is desirable that an Officer from this Department be posted as Project Officer, Tribal Development Project, Attappady. Hence, Commission recommends that the Project Officer, Tribal Development Project, Attappady be posted from Scheduled Tribes Development Department, even though this is not related to revision of pay and allowances.

**Personal Assistant/Assistant Project Officer**

- 5.71.6** As in the Scheduled Caste Development Department, the Commission recommends to award scale of pay corresponding to Rs.7200-11400 to the post of Personal Assistant/Assistant Project Officer considering the responsibilities attached to the post.

**Special Extension Officer**

- 5.71.7** As per the special rules of the department, the post of Special Extension Officer is treated as promotion post of Junior Superintendent/Tribal Extension Officer. Commission is of the view that the post of Special Extension Officer has to be integrated with Junior Superintendent or converted as Tribal Extension Officer, as all these posts are on the same scale of pay. Hence it is recommended to amend the Special Rules in respect of this post.

**Wardens**

- 5.71.8** Wardens are responsible for all activities of the hostels run by the Department. As experienced personnel are required to be posted in Pre-matric and Post-matric hostels, Commission recommends that U.D. Clerks be posted as Wardens in these hostels.

## **Record Keeper**

**5.71.9** As per Special Rules, the post created in Scheduled Tribes Development Department is of Record Attender. Appointment to this post is made by transfer from Class IV employees. Hence, the designation of Record Keeper may be corrected as Record Attender.

**5.71.10** Corresponding revised scales of pay are recommended for all other posts of the Department.

**5.71.11** The existing and corresponding revised scale of pay in respect of various posts of the Department are given below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	IAS	IAS
	Joint Director	10000-15150	16650-23200
	Deputy Director/Project Officer	8250-13650	13610-20700
	Assistant Director (Education)	7450-11475	12250-19800
	Tribal Development Officer	7450-11475	12250-19800
	Personal Assistant to Tribal Development Officer	6500-10550	11910-19350
	Assistant Project Officer	6500-10550	11910-19350
	Special Extension Officer	5500-9075	9190-15510
	Industrial Supervisor	5500-9075	9190-15510
	Tribal Extension Officer	5500-9075	9190-15510
	Supervisor	4500-7000	7480-11910
	Nursery School Teacher	4000-6090	6680-10790
	Teacher cum Warden	3350-5275	5510-8590
	Data Entry Operator	3350-5275	5510-8590
<sup>a</sup>	Warden/Instructor	3050-5230	4990-7990
	Record Attender	2750-4625	4510-7480
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer Gr I	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD
	Medical Officer	As In PD	As In PD
	Assistant Engineer	As In PD	As In PD
	Medical Officer (ISM)	As In PD	As In PD
	Junior Employment Officer	As In PD	As In PD
	Research Assistant	As In PD	As In PD
	Overseer	As In PD	As In PD
	Pharmacist Gr I	As In PD	As In PD
	Pharmacist Gr II/Midwife (Lady Health Worker Gr II)	As In PD	As In PD
	UD Compiler	As In PD	As In PD

<sup>a</sup> Applicable only to Wardens appointed prior to the issue of Special Rules dated 15.5.1993

	LD Compiler	As In PD	As In PD
	Assistant Director (Sub Plan Cell)	As In PD	As In PD
	Special Officer	As In PD	As In PD
	Headmaster (High School)	As In PD	As In PD
	Headmaster (UP School)	As In PD	As In PD
	Graduate Teacher	As In PD	As In PD
	Language Teacher/Special Teacher	As In PD	As In PD

## **72.SECRETARIAT**

**5.72.1** Secretariat is the apex body of the State Administration established to transact the business of the Government according to the Rules of Business issued by the Governor in exercise of the powers conferred by Clauses (2) and (3) of Article 166 of the Constitution of India. It functions as the pivotal centre in the formulation of economic, financial and other policies of the State administration and co-ordinates all the activities of different branches of subordinate level State administration. It also interfaces with the Central and other State Governments. The unique position of the Secretariat among the various Governmental organisations has long been recognised and the hierarchy, rank and scale of pay etc of each have been designed to meet the functional requirement in accordance with the powers delegated. A high level of efficiency is expected to be maintained, throughout in view of the distinct nature of work.

**5.72.2** The business of administration is transacted through various departments and the chief Secretary is the head of the Secretariat co-ordinating the activities. The official head of each department is the Secretary to Government. Secretariat Service Officers function at different levels from Additional Secretary (Special Secretary in the case of Law Department/Legislature Secretariat) to Assistant. The Additional Secretary, Joint Secretary and Deputy Secretary are conferred with powers of the Secretary, in respect of matters delegated to them by standing orders issued under Rule 22 and 23 of the Rules of Business by the Minister in charge of the Department. There are three distinct entities within the Secretariat viz., Administrative Secretariat, the Finance Secretariat and the Law Secretariat. The Governor's Secretariat and Legislature Secretariat are also dealt with in this chapter. The functions of the Secretariat and non-secretariat departments are distinct and different from several aspects and cannot be equated.

### **Administrative Secretariat**

**5.72.3** The departments in the administrative secretariat exercise administrative control over subordinate offices in the state and co-ordinate all the activities and monitor the execution of schemes. Framing of policies, rules, issuances of orders and directions, evaluation of the achievements etc is initiated in the GAD. At present there are thirty-seven departments.



### **Finance Secretariat**

**5.72.4** This secretariat has administrative control over Local Fund Audit Department, Treasuries Department, National Savings Department and State Insurance Department. It is responsible for all matters relating to financial procedure and the application of the principles of sound finance, framing of rules regulating pay, emoluments and other service conditions of all Government employees, preparation of annual budget and framing of rules to govern financial procedure in general in all departments. As part of better financial control, computerisation of all treasuries and connecting it with Finance Secretariat through networking is carried out by the Wing of Data Processing Centre.

### **Law Secretariat**

**5.72.5** It deals with all matters relating to legislation from the stage of preparing the draft bills till they are enacted into Acts and also advises all departments on legal matters. The Law Secretary is the Head of office appointed from among the District Judges.

### **Governor's Secretariat**

**5.72.6** Governors' Secretariat and the Governor's Household are two separate wings. The Head of office is Secretary to Governor, belonging to IAS cadre.

The representatives of the various Associations appeared before the Commission to argue their demands for improvement in their pay scales and promotional prospects. The major demand of the various associations was to restore the erstwhile superior position of the pay scales of various posts in the Secretariat. They have represented that the scale of pay of certain posts in the non-secretariat departments which were below that of Under Secretary to Additional Secretary were currently equated or have even surpassed the scale of pay of the above posts through the previous pay revisions just because of the similarity in the prefix of the designations of the posts such as 'Deputy', 'Joint' and 'Additional'. This status erosion according to them has caused degradation in scales of pay which is unjustified if responsibilities, duties and functions delegated to these categories as Officers in the apex centre of the State Administration are taken in to account.

The Commission considered these issues in detail. It has to be borne in mind that progressively the field level departmental functionaries are also playing a major role in shaping Government policy. The Secretariat input is no doubt necessary but to say that they discharge an exclusive role is perhaps not reflective of the inter dependence of the Government functionaries. Policy formulation in fact takes place by percolation from the political executive to the various functionaries, which consist of field level officers and the Secretariat. Taking all aspects into account particularly the fact that the Secretariat continues to be the apex body of Government, the Commission is of the view that the existing special pay in lieu of a time scale may be withdrawn except in the case of Additional Secretary and instead the following changes be made:

<b>Additional Secretary</b>	:	<b>Rs.14300-18300 (plus Rs.600/-</b>
	as	<b>Special pay in lieu of time scale of pay)</b>
<b>Joint Secretary</b>	:	<b>Rs.14000-18000</b>
<b>Deputy Secretary</b>	:	<b>Rs.12600-15600</b>
<b>Under Secretary HG)</b>	:	<b>Rs.10000-15150</b>
<b>Under Secretary</b>	:	<b>Rs. 7800-12975</b>
<b>(Ratio of 2:1 Between Under Secretary &amp; Under Secretary (HG)</b>		

**Section Officer, Section Officer (HG)**

**5.72.7** Associations demanded higher scales of pay, creation of a new post between Section Officer (HG) and section Officer similar to FA/AO. *The Commission examined the case. Only normal revision is recommended.*

**Assistant**

**5.72.8** The main demands were to recommend the creation of a post of Junior Section Officer in between Section Officer and Assistant (Sel Gr) and promote 50 % of the Assistant (Sel Gr) to that post, higher scales to Grade II, Grade I, Sen. Grade and Sel. Grade than category of Typist/Confidential Assistant based on their higher qualification and nature of work as the present categorisation in scale of pay is irrational, to recommend that the procedure of reckoning the length of service in respect of typist/Confidential Assistant categories in line of experience as assistant for the purpose of promotion/appointment to the post of Section Officer is irrational and that seniority in the category of assistant alone is the intelligible criteria in as much as typist/Confidential Assistant are allowed to convert as Assistant by transfer.

*The Commission examined the points raised above in detail and recommend to reduce the four grades of Assistant to three by merging the lower two grades and assign the scale of pay of Rs.4600-8000, considering the superior qualification and special nature of work. The ratio may be revised as 1:1:1.*

**Recommendation based on judgement dated 26.06.2003 in OP No.16914/96**

**5.72.9** The Original Petition filed by the Assistants in the Administrative Secretariat with regard to irrational classification of Typist, Confidential Assistant and Assistant in terms of pay and promotion was disposed by the Hon'ble High Court of Kerala with the following orders:

***'It will be open to the petitioners to pursue their grievances before the Pay Commission and the Commission will consider the representation after hearing the representatives of the petitioners as well as the representatives of the party respondents'***

*Accordingly the Commission heard the Petitioners as well as the Respondents on the matters of higher scale of pay, conversion/lateral entry allowed to Typist and Confidential Assistant to the post of Assistant Gr I /Section Officer. The Commission conducted a detailed*

*examination on all matters connected with the issue. The Commission is of the general view that the present scheme of allowing Typist/Confidential Assistant to move over to the rank of Assistant Gr I/Section Officer may be continued but such a conversion/movement should not be at the expense of quality/efficiency. The Typists and Confidential Assistants have the provision for conversion to the post of Assistant Gr I. At present senior/selection Grade Typist/Confidential Assistant are also permitted to be converted to the post of Assistant Gr I, which carry a scale of pay lesser than Senior/Selection Grade Typist/Confidential Assistant. But in their case, pay protection is allowed and they are also enjoying benefit of earning increments over the protected pay. Over and above, they get promotion applicable to Assistant with all fixation benefits i.e., fixation benefit in one scale of pay more than once. As per the existing scheme, conversion is allowed as junior most Assistant Gr I. In the case of Assistant Gr II and Assistant Gr I, the Commission recommend the merger of two grades and for the award of the higher grade scale. In these circumstances the Commission recommend for the continuance of the provision for conversion with a reduced period of eight years subject to the condition that the pay should be fixed as per the general rules only and will be allowed as the junior most Assistant. Also, the conversion to the post of Assistant from any category of posts including Typist/Confidential Assistant should be allowed subject to the specific condition of a pass in an appropriate suitability test conducted by the Kerala Public Service Commission.*

*At present promotion to the post of Section Officer is made in the ratio 1:1:15 among Typist, Confidential Assistant and Assistant. That means the Typist and Confidential Assistant together are getting 11.76% of the posts of Section Officer. The Commission is not in favour of the discontinuance of benefit enjoyed by the category. But as a viable solution to settle the issue and for maintaining the quality/efficiency of service the Commission recommend the continuance of the scheme on the following specific conditions:*

- 1. Promotion to the post of Section Officer from among Typist and Confidential Assistant may be made from a common rank list to be prepared by the Kerala Public Service Commission after conducting a competitive test that suits the grade of the Post.*
- 2. The Typists and Confidential Assistants who possess the basic qualification for appointment to the post of Assistant and who have put in a minimum service of more than fifteen years may be permitted to appear for the competitive test.*
- 3. Promotion to the post of Section Officer may be done according to the seniority in the rank list till the list is fully exhausted. It should be ensured that there should always be live rank list for appointment to the post of Section Officer.*

4. *As a matter of goodwill the percentage of lateral entry may be enhanced to 13% instead of the existing ratio system.*

**Reservation of post of Assistant to low paid employees**

- 5.72.10** The Commission at the fag end of finalisation of its Report came across GO(Ms) 31/06/GAD dated 25.01.2006 ordering reservation of 2 % of the post of Assistant Gr II for appointment by transfer from among low paid employees who possess the prescribed qualification for direct recruitment to the posts of Assistant Gr II and have put in four years of service. *The Commission is of the view that Government could have refrained from issuing such a Government Order when the Pay Revision Commission was in the process of making a recommendation on transfer appointments to the category of Assistants. In fact, the Commission is recommending the merger of the posts of Assistant Grade II and Grade I at a higher scale of pay. While doing so the Commission is also ensuring that highest standards of efficiency be maintained by making transfer appointments to the category of Assistants more rigorous. For conversion of Typist/Confidential Assistants to the post of Assistant, the Commission is recommending that they have to pass a suitability test to be conducted by the Public Service Commission before seeking conversion after putting in a minimum service of eight years. It may not be appreciable to have better prospects for low paid employees for transfer appointment as Assistant than the Typist/Confidential Assistant. But considering the intention of Government the Commission recommend that for the transfer appointment of low paid employees who possess the prescribed qualification for appointment as Assistant after putting in a minimum service of eight years and passing a suitability test to be conducted by the Public Service Commission as in the case of Typists/Confidential Assistant. Incidentally the Commission recommends Government to consider not to recruit over-qualified candidates to low paid posts.*

**Personal Assistant(7200-11400), Personal Assistant HG(7450-11475)**

- 5.72.11** The Associations have demanded to enhance the scale of pay of Personal Assistant and Personal Assistant HG equal to Under Secretary and Deputy Secretary respectively and to designate the post of Personal Assistant and Personal Assistant HG as Personal Secretary and Senior Personal Secretary.
- 5.72.12** They are in two grades; Personal Assistant in 7200-11400 and Personal Assistant HG in 7450-11475. It is noticed that in order to get services of experienced Personal Assistants to Secretaries to Government, sanction was earlier allowed to create the posts of Personal Assistants. Nearly 1/3<sup>rd</sup> posts of PAs were also placed in the higher grade.
- 5.72.13** Method of appointment, qualification etc., have not yet been fixed for these posts. Senior most Confidential Assistants who are not eligible for promotion as Section Officer and Under Secretary are now appointed as PAs. However most of the PAs are unwilling to serve with Secretaries to Government and exert pressure to avoid such posting, even though these

posts are created in the offices of the Secretary to Government. *Commission therefore, suggest to frame special rules for these posts and appointment/promotion may be given as PA after taking willingness from CAs.*

*Normal revision is recommended.*

### **Confidential Assistant**

(Scale of pay: Grade II	3590-5400
Grade I	4600-8000
Sen. Grade	5500-9075
Sel. Grade	6675-10550

- 5.72.14** The demands from this category are to grant parity in entry cadre with Assistant Gr II, exclusive recruitment to the post of Confidential Assistant in Secretariat and designate the existing 4 grades of Confidential assistants as Personal Assistant Gr II/Gr I/Sen.Gr and Senior Personal Assistant, 1:1:1:1 ratio promotion instead of the existing 3:3:3:2, increase the rate of special allowance to the tune of Rs.1000/- pm and extend this to Confidential Assistants attached to Deputy Secretary & Joint Secretary and to revise the ratio promotion to the post of Section Officer as 10:1:1 from the existing 15:1:1.
- 5.72.15** In Central Secretariat the entry cadre of Confidential Assistant is Steno Grade C. The appointment is: 50% by direct recruitment (Academic qualification is Graduation), 25% on seniority from Steno Grade D and 25% from Steno Grade D on limited level Departmental Competitive examination. The scale of pay of Steno Grade D is Rs.4000-6000 and Steno Grade C is 5500-8000 (the higher scale is considering the graduation for the Direct Recruits on a similar pattern as in the case of Assistant (5500-8000) in the Central Secretariat).
- 5.72.16** The educational qualification of the Assistant is Graduation whereas in respect of Confidential Assistant it is SSLC+KGTE-English (L), Malayalam (L), shorthand and word processing.
- 5.72.17** Confidential Assistants of Secretariat will come under the common category Confidential Assistants. But unlike Confidential Assistants in various departments Confidential Assistants in Secretariat have got various promotional avenues (42 posts of PA/PA(HG) and appointment as Section Officers).
- 5.72.18** The Scale of pay now in existence in the case of the 3<sup>rd</sup> higher grade to Confidential Assistant category (6675-10550) is two levels above the corresponding scale of pay of Selection Grade Assistant and it is one level above the promotion post of Section officer (6500-10550). There is the provision to the Selection Grade Confidential Assistant (6675-10550) for by transfer appointment to the post of Section Officer having a lower scale of pay (6500-10550). *Compared with the higher qualification prescribed*

*in the case of Assistant and in view of the nature of duty, responsibility etc, assigned to that post, there is no justification for fixing identical scale to Assistant and Confidential Assistant. Normal revision to all the four grades is recommended.*

- 5.72.19** *The existing ratio of 3:3:3:2 may, however, be improved to 1:1:1:1 among the various grades.*
- 5.72.20** *The present ratio of 15:1:1 prescribed for by transfer appointment from Typist/Confidential Assistant having degree qualification to the post of Section Officer, constitute around 12% quota. This together with lateral entry to the post of Assistant Gr I, constitute a total of about 30 %. Since this demand raises the question of quality/efficiency of Secretariat service, further improvement in the ratio is not recommended. They will be eligible for the scales and ratio as admissible in Common category.*

### **Office Superintendent**

- 5.72.21** Their demands were to allow higher grade in the ratio of 1:1 with higher grade scale in parity with that of Under Secretary, and gazetted status to this post.
- 5.72.22** This is the promotion post of Typists. Previously Office Superintendent was in two grades viz., 5800-9425+60sp and 6500-10550. Taking into consideration, their request for higher scale, Government allowed the scale of Rs.6500-10550 to this post by merging the two grades. Protection of pay was also allowed to them due to the above merger, vide GO (Ms) No.2360/99/Fin dated 25.11.99.
- 5.72.23** Educational qualification is SSLC and KGTE. Departmental test has not been insisted for this post, even though they carry higher scale equivalent to Senior Superintendent and Section Officer. Screening of Departmental Promotion Committee is also not insisted for appointment to this category.
- 5.72.24** Now typists are enjoying promotional avenues to the post of Section Officer/Under Secretary/Deputy Secretary/Joint Secretary and Additional Secretary if they are graduates. *Under these circumstances, the Commission recommend no modification.*

### **Typist**

<u>Scale of pay</u>	
Grade II	3590-5400
Grade I	4600-7125
Senior Grade	5500-9075
Selection Grade	5800-9425

- 5.72.25** The demands from the associations are to grant parity in entry cadre with Assistant Gr II, reduction in the period for by transfer appointment to the post of Assistant Gr I from 10 years to 5 years, ratio of 10:1:1 for promotion to the post of Section Officer from the existing 15:1:1, extend the allowance for attending LA interpellation work as in the case of typists in Law department and Legislature secretariat to the typists in

Administrative secretariat and Finance Secretariat and creation of the post of Enquiry Officer in all departments in secretariat as the promotion post of typist as in Kerala Public Service Commission.

*The qualification for the post is SSLC+KGTE (English-higher & Malayalam-lower) and word processing. The difference in qualification of the typist in Secretariat compared to those in the common category is KGTE-English (higher) instead of lower. Accordingly a higher scale is assigned to the post of Typists in Secretariat.*

- 5.72.26** In Central Secretariat the LD/UD clerk are performing the typing work also where the LD clerk with a similar basic qualification of Matriculation (with typing knowledge) is placed in the scale of pay of Rs.3050-4590 and the UD clerk on Rs.4000-6000, whereas the scale of pay of Assistant in the Central Secretariat is 5500-9000.
- 5.72.27** The 1992 PEC recommended separate scale of pay to Assistant Gr II and Typist Gr II, as there was no justification in giving identical scale to these two posts in view of the higher qualification of graduation prescribed in the case of Assistant for direct recruitment. *The Commission recommend only corresponding revision as in the case of Confidential Assistants.*
- 5.72.28** *The Commission recommend for a reduction in the existing period for conversion to the post of Assistant Gr I to eight years, subject to the specific condition of a pass in suitability test conducted by Public Service Commission as in the past irrespective of whether they possess a degree or not to maintain the quality/efficiency consequent on this.*

#### **Chowkidar/Watchman/Security Guard**

They are in two grades in the ratio 9:1	Grade II	2750-4625
	Grade I	3350-5275.

- 5.72.29** Ex service men having a minimum academic qualification of SSLC are appointed to this category
- 5.72.30** They have demanded to upgrade their scale of pay corresponding to police personnel, earmark the post of Assistant Security Officer/Sergeant/ Security Officer as promotion posts, revise the ratio between Head Guard and Security Guard as 1:4 and 1:1 higher grade ratio for security guard instead of the existing 1: 9
- 5.72.31** The posts of Assistant Security Officer were earlier held by Police personnel. Now security guards are provisionally posted as Assistant Security Officers. Special rules and method of appointment etc are yet to be framed. *Hence normal revision is recommended to the post of Assistant Security Officer.*
- 5.72.32** *As far as security guards are concerned, taking into consideration, the qualification and military service, the Commission recommends to award*

*the scale of pay corresponding to Rs.3050-5230 and 3590-5400 to the posts of security guard/chowkidar grade II and Grade I respectively. The ratio of 9:1 may be modified as 5:1*

### **Clerical Assistant**

- 5.72.33** The demands include corresponding higher scale of pay and revision of the higher grade ratio to 1:1 from 2:1
- 5.72.34** They are eligible for a higher grade in the scale of pay of Rs. 3350-5275. The duties assigned to them are not comparable to that of clerks. But all are having SSLC qualification. Last grade employees are now eligible for four grades up to the scale of Rs.3350-5275. Those promoted as Clerical Assistants, lose the benefit of getting 30 years' grade promotion. *The Commission therefore recommends to award scale of pay corresponding to Rs.3590-5400, to the post of Clerical Assistant Gr I. The ratio between Clerical Assistant Gr I and Gr II will be modified as 1:1.*

### **Class IV Employees, Sweepers/Sanitation Workers**

- 5.72.35** The main demand raised by various organisations was to bring these categories in the Secretariat Subordinate Service, separate recruitment for peons in Secretariat with basic qualification limiting to SSLC (failed); redesignate these category as Peon Gr II with a Higher Grade in the ratio 1:1, higher scale of pay to the post of messenger, quota reservation to the posts of Assistant/Confidential Assistant Gr II in secretariat from qualified peons etc.,
- 5.72.36** *At present 2% posts of Assistants are reserved for lower category included in the Secretariat Subordinate Services. Like wise, the low paid employees of the Secretariat who possess the prescribed qualification for appointment as Typist Gr II are allowed promotion to the post of Typist Gr II in the ratio 10:1 between direct recruitment and promotion from low paid employees.*
- 5.72.37** The Commission recommend reservation to the post of Confidential Assistant also from the low paid employees of the Secretariat as in the case of reservation to the post of typists.

### **Creation of the post of Special Secretary**

- 5.72.38** The representatives of all the Associations have demanded for the creation of the post of a Special Secretary as the promotion post of Additional Secretary.
- 5.72.39** The Commission noted that in consequence of special recruitment, there are cases of stagnation at the level of Additional Secretaries. One way of alleviating this problem is to enhance the promotion quota of Secretariat Officers to the IAS from the present level wherein the major share is with Revenue Department. Government may consider this favourably.



## **Finance Secretariat**

**5.72.40** The scale of pay recommended in the Administrative Secretariat is applicable as such to corresponding posts in the Finance Secretariat also.

## **Law Secretariat**

### **Legal Assistant**

**5.72.41.** The Associations have represented to include legal Assistant in the professional category and allow the scale of pay of that category.

**5.72.42** The Legal Assistants are in three grades. The entry cadre scale is equivalent to that of Assistant Gr I, in Administrative Secretariat i.e., Rs.4600-7125 and other two grades are identical with Senior Grade and Selection Grade Assistant category in Administrative Secretariat. The Assistant in the Law Department starts at higher level in view of the higher qualification of Law degree they possess.

**5.72.43** *The Commission recommends to award the entry scale of Legal Assistant corresponding to Rs.5000-8150. The recommendations made in respect of similar category of posts in Administrative Secretariat are applicable in Law Secretariat also. Normal revision is recommended to all other posts.*

### **Language Expert**

**5.72.44** The incumbent holding this post demands promotion to higher scale/grade consequent on allowing regular promotion to Under secretaries who are promoted to the post of Deputy Secretary on or after he joined the post of Language Expert.

**5.72.45** This post comes in the scale of pay of Rs.7800-12975. This is an isolated post and is also an entry-level post. Method of appointment is by direct recruitment. Duties and responsibilities are entirely different from that of Under Secretary. He is not expected to take part either in the decision-making or implementation of Government decision.

**5.72.46** *The Commission recommend corresponding revised scale to the post. Since the present incumbent is holding the personal scale of Rs.10000-15150, corresponding revision is recommended in his case as personal.*

## **Legislature Secretariat**

### **Librarians**

**5.72.47** The representatives have demanded upgradation of all posts in the Legislature Library. The posts of Librarians in the Legislature Library are as follows:

Librarian	8250-13650
Deputy Librarian	7450-11475

Assistant Librarian Gr I	5800-9425
Assistant Librarian Gr II	5500-9075
Catalogue Assistant	5000-8150

**5.72.48** Catalogue Assistant is the entry post with the qualification of graduation in any subject with degree in Library Science. The qualification is same as that of the Librarian Gr IV (Rs.3590-5400) in Common pool librarians on direct recruitment.

**5.72.49** *Since the Librarians in Legislature Secretariat are already in a higher scale from entry level, normal revision is recommended. The recommendations made in respect of similar category of posts in Administrative Secretariat are applicable to Legislature Secretariat also. Normal revision is recommended to other categories.*

### **Kerala House**

**5.72.50** Kerala House is the liaison office of the State Government in New Delhi. It provides accommodation and transportation facilities to the various dignitaries of the State Government and guests at Delhi. Controller is the head of office. Almost all staff is on deputation from Secretariat whereas the rest are recruited locally, for whom no special rules have been framed so far.

**5.72.51** The representatives of the staff of Kerala House appeared before the Commission and presented their case. After examining the cases, the Commission recommends as follows: -

#### **Reception Assistants (4600-7125)**

**5.72.52** They have demanded higher scale of pay, creation of a supervisory post, 'Front Office Manager' as promotion post and risk/cash allowance for Reception Assistant for handling cash.

**5.72.53** Commission examined the demands. The scale of pay attached to the post at present is on par with the Information Assistant in tourism department. The Reception Assistants in Kerala House are eligible for HRA and CCA at Government of India rate at New Delhi in addition to the New Delhi allowance. No special rules have been framed for the staff of Kerala House so far. A general guideline for cash handling allowance is already in existence. *Hence normal revision is recommended.*

#### **Telephone Operator (3050-5230)**

**5.72.54** They have demanded scale of pay of Rs.4600-7125 as admissible to Reception Assistant. Duties and responsibilities of Telephone operator and Reception Assistant are entirely different. *Therefore corresponding revision is recommended.*

#### **Plumber, Lift Operator etc.**

**5.72.55** It is seen that Mechanic, Plumber, Lift Operator etc. are placed in a lesser scale than that allowed in other State Government departments. *Hence the*

*Commission recommends to award the scale of pay recommended to the post of Plumber, Mechanic and Lift Operator in common category to similar categories in Kerala House. The existing and proposed scales of pay of the posts are as follows:*

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	<b>1. Administrative Secretariat</b>		
	Chief Secretary	IAS	IAS
	Additional Chief Secretary	IAS	IAS
	Principal Secretary	IAS	IAS
	Secretary	IAS	IAS
	Special Secretary	IAS	IAS
#	Additional Secretary	14000-18000+300sp	25400-33100+600sp
	Joint Secretary	12600-15600+200sp	23200-31150
	Deputy Secretary	10000-15150+200sp	20700-26600
a	Under Secretary and Assistant Electoral Officer/Protocol Officer/Additional Protocol Officer	7800-12975+200sp	12930-20250
	Section Officer (HG)	7200-11400	11910-19350
b	Section Officer/Cashier/Chief Reception Officer/Asst.Protocol Officer	6500-10550	10790-18000
	Assistant (Sel.Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)/Assistant Cashier	5500-9075	9190-15510
c	Assistant Gr I/Reception Officer/Accountant	4600-7125	7990-12930
	Assistant Gr II	4000-6090	
d	Language Expert	7800-12975	12930-20250
	Librarian (Sen.Gr).	10000-15150	16650-23200
	Personal Assistant (HG)	7450-11475	12250-19800
	Personal Assistant	7200-11400	11910-19350
	Cypher Assistant	5500-9075	9190-15510
	Office Superintendent	6500-10550	10790-18000
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930

# Special Pay in lieu of time scale of pay

a. The Under Secretary will be allowed higher grade in the proposed scale of pay of Rs.16650-23200 in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

b. The existing ratio of 1:1 between Section Officer and Section Officer (HG) will continue

c. The Grade II and I posts of Assistant are merged in to one and allowed the proposed scale of pay of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1.

d. The present incumbent will be allowed to continue in the proposed scale of Rs.16650-23200 as personal

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
e	Typist Gr II	3590-5400	5930-9590
f	Assistant Security Officer	4600-8000	7990-12930
	Sergeant	4600-8000	7990-12930
	Security Guard, Chowkidar, Watchman (HG)	3350-5275	5930-9590
g	Security Guard, Chowkidar, Watchman	2750-4625	4990-7990
	Health Inspector Gr II	4600-7125	7990-12930
	Health Assistant	3050-5230	4990-7990
	Lift Supervisor	3350-5275	5510-8590
	Supervisor, Duplicator Machine Operator	3050-5230	4990-7990
	Clerical Assistant Gr I	3350-5275	5930-9590
h	Clerical Assistant Gr II	2750-4625	4510-7480
	Attender	2650-4150	4400-6680
	Garden Supervisor	4600-7125	7990-12930
	Head Gardener	2750-4625	4510-7480
	Gardener	2650-4150	4400-6680
	Nottam	2650-4150	4400-6680
	Motor Cycle Orderly	2750-4625	4510-7480
	Messenger	2610-3680	4300-5930
	<i>Post held by Personnel of other Departments</i>		
	Officer on Special Duty	As In PD	As In PD
	Chief Security Officer (DYSP)	As In PD	As In PD
	Director, PPM Cell and Ex-Officio Addl. Secretary	As In PD	As In PD
	Project Economist	As In PD	As In PD
	Credit Specialist	As In PD	As In PD
	Water Management Specialist	As In PD	As In PD
	<i>O/o. the Resident Commissioner, New Delhi</i>		
	Resident Commissioner	IAS	IAS
	Confidential Assistant	6675-10550	11070-18450
	Typist (Sen.Gr)	5500-9075	9190-15510
	Personal Assistant to Resident Commissioner	4600-7125	7990-12930
	Chauffeur Gr II	3050-5230	4990-7990
	Motor Cycle Despatch Rider	2750-4625	4510-7480

e The existing ratio of 1:1:1:1 between the four grades of Typists will continue

f Security Officer promoted from Assistant Security Officer will be placed in the proposed scale of pay of Rs.9190-15510

g The existing higher grade ratio will be modified to 1:5

h The existing ratio between Gr I and II will be modified to 1:1

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Chowkidar	2610-3680	4300-5930
	Part-time Sweeper	Fix.Pay+DA	Fix.Pay+DA
	<i>Post held by Personnel of other Departments</i>		
	Administrative Officer	As In PD	As In PD
	Additional Resident Commissioner/Controller	As In PD	As In PD
	Assistant Engineer	As In PD	As In PD
	Law Officer	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Assistant (Sen.Gr)	As In PD	As In PD
	Assistant Gr II	As In PD	As In PD
	Liaison Officer	As In PD	As In PD
	Assistant Liaison Officer	As In PD	As In PD
	Draftsman Gr II	As In PD	As In PD
	Typist Gr II	As In PD	As In PD
	<i>Science Technology &amp; Environment Department</i>		
	Chairman	16300-18300	26600-33750
	Director	14300-18300	25400-33100
	Principal Scientific Officer	12600-15600	20700-26600
	Scientific Officer	10000-15150	16650-23200
	Research Assistant	6675-10550	11070-18450
	Deputy Secretary	As In PD	As In PD
	Under Secretary	As In PD	As In PD
	Financial Assistant	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Assistant Gr II	As In PD	As In PD
	Typist Gr II	As In PD	As In PD
	Confidential Assistant	As In PD	As In PD
	<i>Bureau of Public Enterprises</i>		
	Director	As In PD	As In PD
	Under Secretary	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Assistant Gr II	As In PD	As In PD
	Typist Gr II	As In PD	As In PD
	Confidential Assistant	As In PD	As In PD
	<b>2. Finance Department</b>		
	Principal Secretary	IAS	IAS
	Secretary	IAS	IAS
#	Additional Secretary	14000-18000+300sp	25400-33100+600sp
	Joint Secretary	12600-15600+200sp	23200-31150

# Special Pay in lieu of time scale of pay

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Deputy Secretary	10000-15150+200sp	20700-26600
<sup>i</sup>	Under Secretary	7800-12975+200sp	12930-20250
	Accounts Officer	7200-11400	As in CC
	Section Officer (HG)	7200-11400	11910-19350
<sup>j</sup>	Section Officer	6500-10550	10790-18000
	Assistant (Sel.Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)	5500-9075	9190-15510
<sup>k</sup>	Assistant Gr I	4600-7125	7990-12930
<sup>k</sup>	Assistant Gr II	4000-6090	
	Personal Assistant	6675-10550	11070-18450
	Office Superintendent	6500-10550	10790-18000
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
<sup>l</sup>	Typist Gr II	3590-5400	5930-9590
	Clerical Assistant Gr I	3350-5275	5930-9590
<sup>m</sup>	Clerical Assistant Gr II	2750-4625	4510-7480
	Attender	2650-4150	4400-6680
	<i>Data Processing Centre (DPC)</i>		
	Director, Information Systems	As In PD	As In PD
	Assistant Director (Information Systems)	7200-11400	11910-19350
	<i>Post held by Personnel of other Departments</i>		
	Chief Technical Examiner	16300-18300	26600-33750
	Technical Officer	10000-15150	16650-23200
	Executive Engineer	10000-15150	16650-23200
	Assistant Executive Engineer	7450-11475	12250-19800
	Technical Assistant	7450-11475	12250-19800
	Assistant Technical Officer	7450-11475	12250-19800
	Assistant Engineer	6675-10550	11070-18450
	Divisional Accountant	6500-10550	10790-18000
	<b>3. Law Secretariat</b>		
	Law Secretary	As In PD	As In PD
	Special Secretary (Law)	16300-18300	26600-33750

<sup>i</sup> . The Under Secretary will be allowed higher grade (in the proposed scale of pay of Rs.16650-23200) in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

<sup>j</sup> . The existing ratio of 1:1 between Section Officer and Section Officer (HG) will continue

<sup>k</sup> . The Grade II and I posts of Assistant are merged in to one and allowed the proposed scale of pay of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1

<sup>l</sup> . The existing ratio of 1:1:1:1 between the four grades of Typists will continue

<sup>m</sup> . The existing ratio between Gr I and II will be modified to 1:1

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
#	Additional Secretary	14000-18000+300sp	25400-33100+600sp
	Joint Secretary	12600-15600+200sp	23200-31150
	Deputy Secretary	10000-15150+200sp	20700-26600
°	Under Secretary	7800-12975+200sp	12930-20250
	Section Officer (HG)	7200-11400	11910-19350
p	Section Officer	6500-10550	10790-18000
	Legal Assistant (Sen.Gr)	5800-9425	9590-16650
	Legal Assistant Gr I	5500-9075	9190-15510
	Legal Assistant Gr II	4600-7125	8390-13270
	Librarian	6500-10550	10790-18000
	Librarian Gr III	4500-7000	7480-11910
	Personal Assistant	6675-10550	11070-18450
	Senior Tamil Translator (HG)	7800-12975	12930-20250
	Senior Tamil Translator	6500-10550	10790-18000
	Tamil Translator (HG)	5500-9075	9190-15510
	Assistant Tamil Translator	4500-7000	7480-11910
	Senior Kannada Translator (HG)	7800-12975	12930-20250
	Senior Kannada Translator	6500-10550	10790-18000
	Kannada Translator (HG)	5500-9075	9190-15510
	Assistant Kannada Translator	4500-7000	7480-11910
	Office Superintendent	6500-10550	10790-18000
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
q	Typist Gr II	3590-5400	5930-9590
	Clerical Assistant Gr I	3350-5275	5930-9590
r	Clerical Assistant Gr II	2750-4625	4510-7480
	Attender	2650-4150	4400-6680
	<i>Post held by Personnel of other Departments</i>		
	Joint Secretary (Suits)	As In PD	As In PD
	Chauffeur Gr II	As In PD	As In PD
	<b>4. Legislature Secretariat</b>		
	Secretary	As In PD	As In PD
	Special Secretary	16300-18300	26600-33750
#	Additional Secretary	14000-18000+300sp	25400-33100+600sp
	Joint Secretary	12600-15600+200sp	23200-31150

# Special Pay in lieu of time scale of pay

° The Under Secretary will be allowed higher grade in the proposed scale of pay of Rs.16650-23200 in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

p The existing ratio of 2:1 between Section Officer and Section Officer (HG) will continue

q The existing ratio of 1:1:1:1 between the four grades of Typists will continue.

r The existing ratio between Gr I and II will be modified to 1:1

# Special Pay in lieu of time scale of pay

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Deputy Secretary/Estate Officer/Research Officer	10000-15150+200sp	20700-26600
<sup>s</sup>	Under Secretary/Protocol Officer	7800-12975+200sp	12930-20250
<sup>t</sup>	Section Officer (HG)	7200-11400	11910-19350
	Section Officer/Manager cum Superintendent/Cashier	6500-10550	10790-18000
	Assistant (Sel. Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)/Assistant Manager	5500-9075	9190-15510
<sup>u</sup>	Assistant Gr I/Assistant Manager	4600-7125	7990-12930
<sup>u</sup>	Assistant Gr II/Assistant Manager	4000-6090	
	Chief Editor	12600-15600+200sp	20700-26600+200sp
	Deputy Chief Editor	8250-13650+200sp	13610-20700+200sp
	Editor of Debates	7800-12975	12930-20250
	Sel. Gr. Reporter (HG)	7200-11400	11910-19350
<sup>v</sup>	Selection Grade Reporter	6500-10550	10790-18000
	Senior Grade Reporter	5800-9425	9590-16650
	Reporter Gr I	5500-9075	9190-15510
<sup>w</sup>	Reporter Gr II	4600-7125	7990-12930
	Personal Assistant	7200-11400	11910-19350
	Librarian	8250-13650	13610-20700
	Deputy Librarian	7450-11475	12250-19800
	Assistant Librarian Gr I	5800-9425	9590-16650
	Assistant Librarian Gr II	5500-9075	9190-15510
	Catalogue Assistant	5000-8150	8390-13270
	Office Superintendent	6500-10550	10790-18000
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
<sup>x</sup>	Typist Gr II	3590-5400	5930-9590
	Clerical Assistant Gr I	3350-5275	5930-9590
<sup>y</sup>	Clerical Assistant Gr II	2750-4625	4510-7480
	Attender	2650-4150	4400-6680
	Photocopier Operator	3050-5230	4990-7990
	Chief Hostel Attendant	3050-5230	4990-7990

<sup>s</sup> The Under Secretary will be allowed higher grade (in the proposed scale of pay of Rs.10000-15150) in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

<sup>t</sup> The existing ratio of 2:1 between Section Officer and Section Officer (HG) will continue

<sup>u</sup> The Grade II and I posts of Assistant are merged in to one and allowed the revised scale of pay of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1.

<sup>v</sup> The existing ration of 7:2:5:7 among selection, senior, Gr. I and Gr. II Reporters will continue

<sup>w</sup> 1/3rd posts of Reporter (Sel.Gr) are placed in the higher grade

<sup>x</sup> The existing ratio of 1:1:1:1 between the four grades of Typists will continue

<sup>y</sup> The existing ratio between Gr I and II will be modified to 1:1



	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Assembly Attendant	2750-4625	4510-7480
	Hostel Attendant	2650-4150	4400-6680
	Lady Attendant	2650-4150	4400-6680
	Head Telephone Operator	4600-7125	7990-12930
	Telephone Operator	3350-5275	As in CC
	Gardener	2650-4150	4400-6680
	Library Boy	2610-3680	4300-5930
	<i>Post held by Personnel of other Departments</i>		
	Chief Marshal (DySP/Asst. Commissioner)	As In PD	As In PD
	Deputy Chief Marshal	As In PD	As In PD
	Marshal Gr I (SI of Police)	As In PD	As In PD
	Sergeant (In the grade of Head Constable)	As In PD	As In PD
	Sergeant Assistant (In the grade of Police Constable)	As In PD	As In PD
	Personal Assistant to MLA	As In PD	As In PD
	<b>5. Governor's Secretariat</b>		
	Secretary to Governor	IAS	IAS
	Deputy Secretary	10000-15150+200sp	20700-26600
<sup>z</sup>	Under Secretary	7800-12975+200sp	12930-20250
	Section Officer	6500-10550	10790-18000
	Assistant (Sel.Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)	5500-9075	9190-15510
<sup>a</sup>	Assistant Gr I	4600-7125	7990-12930
<sup>a</sup>	Assistant Gr II	4000-6090	
	Private Secretary to Governor	7800-12975	12930-20250
	Addl.Private Secretary to Governor	7800-12975	12930-20250
	Public Relations Officer	7800-12975	12930-20250
	Personal Assistant	7200-11400	11910-19350
	Tour Superintendent	6500-10550	10790-18000
	Cypher Superintendent	6500-10550	10790-18000
	Cypher Assistant	5500-9075	9190-15510
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930

<sup>z</sup> The Under Secretary will be allowed higher grade (in the proposed scale of pay of Rs.16650-23200) in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

<sup>a</sup> The Grade I and II posts of Assistant are merged to Assistant and allowed the revised scale of pay of Rs.7990-12930. The ratio between Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr) will be 1:1:1

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
b	Typist Gr II	3590-5400	5930-9590
	Telephone Operator	3350-5275	As in CC
	Motor Cycle Despatch Rider	2750-4625	4510-7480
	Governor's Household		
	ADC to Governor	IPS	IPS
	ADC to Governor	As In PD	As In PD
	Comptroller	10000-15150	16650-23200
	Medical Officer	7200-11400	11910-19350
	Staff Nurse	4500-7000	7480-11910
	Pharmacist Gr II	4000-6090	6680-10790
	Furniture Clerk	3350-5275	5510-8590
	Motor Section Clerk	3350-5275	5510-8590
	Garden Supervisor	3350-5275	5510-8590
	Housekeeping Assistant	3350-5275	5510-8590
	Head Butler	2750-4625	4510-7480
	Head Cook	2750-4625	4510-7480
	Head Gardener	2750-4625	4510-7480
	Personal Attendant	2650-4150	4400-6680
	Caretaker	2650-4150	4400-6680
	Tailor	2650-4150	4400-6680
	Cook	2650-4150	4400-6680
	Laundry Superintendent	2650-4150	4400-6680
	Head Dhobi	2650-4150	4400-6680
	Nursing Assistant	2610-3680	4300-5930
	Hospital Attendant	2610-3680	4300-5930
	Female Attendant	2650-4150	4400-6680

### **Kerala House<sup>1</sup>**

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Controller	7200-11400	11910-19350
	Manager (Catering/Housekeeping)	6500-10550	10790-1800
	Reception Assistant	4600-7125	7990-12930
	Catering Supervisor	4000-6090	6680-10790
	Overseer	3590-5400	5930-9590
	Steno-Typist	3590-5400	5930-9590
	Telephone Operator	3050-5230	4990-7990
	House Keeping Supervisor	3050-5230	4990-7990

b The existing ratio of 1:1:1:1 between the four grades will continue

<sup>1</sup> Dept.Staff/Staff working in Kerala House, New Delhi will be allowed HRA/CCA at the same rate as in Governemnt of India. Department Staff working in the Tourism Information Office at Chennai, Mumbai, Jaipur, Agra, Goa and Guest House in Kanyakumari will be given HRA/CCA at the prescribed rates of respective State Government.

Assistant House Keeper	3050-5230	4990-7990
Store keeper	4000-6090	6680-10790
Assistant Store keeper	3050-5230	4990-7990
Chauffeur	3050-5230	4990-7990
Butler/Steward	3050-5230	4990-7990
Waiter/Bearer	2650-4150	4400-6680
Room Boy/Room Attender	2650-4150	4400-6680
Cook	2650-4150	4400-6680
Peon	2610-3680	4300-5930
Electrician	2750-4625	As in CC
Plumber	2750-4625	As in CC
Helper to Electrician	2610-3680	4300-5930
Helper to Plumber	2610-3680	4300-5930
Chowkidar	2610-3680	4300-5930
Sweeper	2610-3680	4300-5930
Lascar/Gardner/Scavenger/Kitchen helper	2610-3680	4300-5930
Lift Operator	2750-4625	As in CC
Head Mechanic	2610-3680	4300-5930
A/C mechanic	2610-3680	4300-5930
Post held by Personnel of other Departments		
Protocol Officer	As In PD	As In PD
Under Secretary	As In PD	As In PD
Assistant Protocol Officer	As In PD	As In PD
Section Officer	As In PD	As In PD
Assistant (Sr. Gr)	As In PD	As In PD
Typist	As In PD	As In PD
Assistant Gr I	As In PD	As In PD
Assistant Gr II	As In PD	As In PD

### 73.SOCIAL WELFARE

- 5.73.1** Social Welfare Department was formed in 1975 mainly for the co-ordination of the schemes under Special Nutrition Programme from Harijan Welfare Department and Probation and After Care service from Prisons Department. This department is intended to provide needed care and protection to the weaker sections of the society like women, children, physically handicapped, mentally retarded, destitutes, orphans and the social deviants.
- 5.73.2** The head of the department is the Director who is an I.A.S Officer. He is assisted by an Additional Director at the Head quarters. There are three Regional Offices at Thiruvananthapuram, Ernakulam and Kozhikode under the jurisdiction of Regional Directors. District Social Welfare Office is the unit of administration at the District level and is managed by a

District Officer. He functions as the nodal officer at the District level in respect of implementation of all the programmes except the Integrated Child Development Scheme, which is looked after by the Child Development Project Officer. District Probation Officers attend the cases referred to them by the Judicial Magistrate and the Prisons Department.

**5.73.3** The Commission heard the representatives of the various unions and Associations of the Department and scrutinized the points made out in the various memoranda. After careful consideration, the Commission recommends the following.

**(a) Assistant Director and Regional Assistant Directors**

**5.73.4** The post of Assistant Director (Rs.7450-11475) is the promotion post of District Social Welfare Officer, who is also drawing the same scale of pay. Considering this aspect and the duties and responsibilities attached to the posts, the Commission recommends to award scale of pay corresponding to Rs.7800-12975 to the post of Assistant Director as well as Regional Assistant Director. Consequent on assigning the higher scale of pay, the Commission recommends withdrawal of the Special Pay attached to the post.

**(b) District Probation Officer Grade-II**

**5.73.5** The Commission reviewed the scale of pay of this post with reference to the promotional prospects and felt that a hike in scale of pay is deserved. The Commission therefore recommends to award the scale of pay corresponding to Rs.5500-9075 to the District Probation Officer Grade-II.

**(c) Supervisor, I.C.D.S.**

**5.73.6** The Commission examined the case of revising the scale of pay awarded to I.C.D.S. Supervisors with reference to the duties entrusted with them and felt that they deserve an enhancement in their pay scale. Therefore, the Commission recommends to award the scale of pay corresponding to Rs.4600-7125 to the post of Supervisor, ICDS.

**5.73.7** As a sequel to the hike in the scale of pay recommended for Supervisor, ICDS, the Commission recommends to award the scale of pay corresponding to Rs.5000-8150 to the posts of Superintendent, Welfare Institution Grade-III and Inspector, (Child Welfare).

**5.73.8** For all other posts, the Commission recommends corresponding revised scale.

**5.73.9** The existing scale of pay and revised scale of pay of various posts are as recommended below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director of Social Welfare	IAS	IAS
	Additional Director	10000-15150	16650-23200
	Project Co-ordinator/Additional Director	10000-15150	16650-23200

	Joint Director and Project Manager, WFP	8250-13650	13610-20700
	Joint Project Co-ordinator/Joint Director	8250-13650	13610-20700
	Regional Assistant Director	7450-11475+ 100 sp	12930-20250
	Assistant Director	7450-11475+ 100 sp	12930-20250
	District Social Welfare Officer	7450-11475	12250-19800
	District Probation Officer Gr I	7200-11400	11910-19350
	Programme Officer	6500-10550	10790-18000
	Superintendent, Welfare Institution Gr I	6500-10550	10790-18000
	Child Development Project Officer	6500-10550	10790-18000
	Project Officer, Upgraded Special Nutrition Programme/Regional Dowry Prohibition Officer	6500-10550	10790-18000
	Superintendent, Government Juvenile Home/Special Home	6500-10550	10790-18000
	Deputy Superintendent cum Headmaster Gr I	6500-10550	10790-18000
	Deputy Superintendent cum Headmaster Gr II	5500-9075	9190-15510
	Literacy Teacher Sl Gr	5250-8150	8790-13610
	Inspector Special Nutrition Programme	5000-8150	8390-13270
	Inspector WFP	5000-8150	8390-13270
	Store-keeper-cum-Logistics Officer	5000-8150	8390-13270
	Superintendent, Welfare institution Gr II	5000-8150	8390-13270
	Assistant Child Development Project Officer	5000-8150	8390-13270
	District Probation Officer Gr II	5000-8150	9190-15510
	Supervisor, Vocational Training Centre	5000-8150	8390-13270
	Social Scientist, Vocational Training Centre	5000-8150	8390-13270
	Nutritionist	5000-8150	8390-13270
	Pre School Educationist	5000-8150	8390-13270
	Health Educationist	5000-8150	8390-13270
	Sociologist	5000-8150	8390-13270
	Printing Supervisor	5000-8150	8390-13270
	Literacy Teacher Sr. Gr	5000-8150	8390-13270
	Superintendent, Welfare Institution Gr III	4600-7125	8390-13270
	Inspector (Child Welfare)	4600-7125	8390-13270
	Special Teacher HMDC	4600-7125	7990-12930
	Carpentry Foreman	4500-7000	7480-11910
	Supervisor, ICDS	4500-7000	7990-12930
	Social Education Assistant	4500-7000	7480-11910
	Literacy Teacher Gr I	4500-7000	7480-11910
	Warden, Hostel for Working Men	4000-6090	6680-10790
	Warden, Hostel for Working Women	4000-6090	6680-10790
	Literacy Teacher Gr II	4000-6090	6680-10790

Nursury Teacher	4000-6090	6680-10790
Senior Instructor, Vocational Training Centre	3350-5275	5510-8590
Care Mother	3350-5275	5510-8590
Craft Instructor	3350-5275	5510-8590
Music Teacher	3350-5275	5510-8590
Tailoring Instructor	3350-5275	5510-8590
Agricultural Instructor	3350-5275	5510-8590
Agricultural Demonstrator	3350-5275	5510-8590
Carpentry Instructor	3350-5275	5510-8590
Weaving Instructor	3350-5275	5510-8590
Drill Instructor	3350-5275	5510-8590
Physical Training Instructor	3350-5275	5510-8590
Dance Master	3350-5275	5510-8590
Matron Gr I	3050-5230	4990-7990
Needle Work Teacher	3050-5230	4990-7990
Craft Teacher	3050-5230	4990-7990
Craft Instructor	3050-5230	4990-7990
House Master	3050-5230	4990-7990
Instructor Book Binding	3050-5230	4990-7990
Instructor (Tailoring and Embroidery)	3050-5230	4990-7990
Tailoring Instructor	3050-5230	4990-7990
Instructor (Leather Works)	3050-5230	4990-7990
Instructor (Plastic Works)	3050-5230	4990-7990
Instructor (Pottery)	3050-5230	4990-7990
Care Taker	3050-5230	4990-7990
Teacher (Industry)	3050-5230	4990-7990
Part time Hindi Teacher	3050-5230	4990-7990
Part time Music Teacher	3050-5230	4990-7990
Part Time Bhagavathar	3050-5230	4990-7990
Part Time Tailoring Instructor	3050-5230	4990-7990
Electrician Pump Driver	2750-4625	4510-7480
Supervisor,Balamandir	2750-4625	4510-7480
Ayah	2650-4150	4400-6680
Matron Gr II	2650-4150	4400-6680
Male Attendent/Male Warden	2650-4150	4400-6680
Head Cook	2650-4150	4400-6680
Nurse	2650-4150	4400-6680
Female Nursing Orderly	2650-4150	4400-6680
Consultant in Psychiatry	800 Fix.Pay	1400 Fix.Pay
Consultant in Paediatrics	800 Fix.Pay	1400 Fix.Pay
Consultant in Psychology	800 Fix.Pay	1400 Fix.Pay
Honorary Psychiatrist	800 Fix.Pay	1400 Fix.Pay

	Part-Time Medical Officer	800 Fix.Pay	1400 Fix.Pay
	<b>Posts held by Personnel of other Departments</b>		
	Joint Project Co-ordinator (Finance and Procurement)/Deputy Secretary	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD
	Administrative Officer Gr II	As In PD	As In PD
	Assistant Surgeon	As In PD	As In PD
	Lady Health Inspector	As In PD	As In PD
	Staff Nurse	As In PD	As In PD
	Junior Statistical Inspector	As In PD	As In PD
	Lady Health Worker Gr II	As In PD	As In PD

## **74.SOIL CONSERVATION**

**5.74.1** The Department of Soil Conservation undertakes various soil conservation activities of the State. It functions as an independent unit under the control of Agriculture Department. The Department has two wings viz., Soil Conservation and Soil Survey and each function under separate Additional Directors. The Director of Agriculture is the Head of the Department.

**5.74.2** The Commission held discussions with various service organizations of the department with regard to pay structure and promotion prospects. After considering the various demands, the Commission recommends as follows:

### **Assistant Director (Soil Survey)**

**5.74.3** The Assistant Directors (Soil Survey) have requested to designate the district level functionary in the department as “District Soil Survey Officer”. The Commission recommends the proposal accordingly.

### **Field Officer**

**5.74.4** The Commission recommends to award the scale of pay corresponding to Rs.6500-10550 to this post on par with Agricultural Field Officers subject to the same condition of pass in Account Test (Lower).

### **Draftsman Gr II/Overseer Gr II**

**5.74.5** The Commission recommends to award scale of pay corresponding to Rs.4000-6090 to this post.

### **Formation of Separate Department**

**5.74.6** The Soil Conservation Officers have made a strong plea to form a separate Department for Soil Conservation. Even though the Director of Agriculture is not in favour of formation of a Separate Department, the Commission recommends Government to consider the formation of a full-fledged separate department for Soil Conservation working in close co-ordination with the Department of Agriculture.

5.74.7 The Commission recommends corresponding revision to all other posts in the department.

5.74.8 The existing and proposed scale of pay of each post is as shown below: -

	Designation	Existing Scale of pay	Proposed scale of pay
	Additional Director of Soil Conservation	14000-18000	23200-31150
	Joint Director of Soil Conservation	10000-15150	16650-23200
	Deputy Director of Soil Conservation	8250-13650	13610-20700
	Assistant Director	7450-11475	12250-19800
	District Soil Conservation Officer	7450-11475	12250-19800
	Research Officer	7450-11475	12250-19800
	Assistant Engineer	6675-10550	11070-18450
	Soil Conservation Officer	6675-10550	11070-18450
<sup>a</sup>	Field Assistant (Senior Grade)	5000-8150	8390-13270
<sup>a</sup>	Field Assistant Gr I	4500-7000	7480-11910
<sup>a</sup>	Field Assistant Gr II	3590-5400	5930-9590
<sup>b</sup>	Overseer Gr I	4600-7125	7990-12930
<sup>b</sup>	Draftsman Gr I	4600-7125	7990-12930
	Surveyor	3590-5400	5930-9590
	Draftsman Gr II	3590-5400	6680-10790
	Tracer	3350-5275	5510-8590
	Work Superintendent	3350-5275	5510-8590
	Soil Survey		
	Additional Director	14000-18000	23200-31150
	Deputy Director	8250-13650	13610-20700
	Assistant Director	7450-11475	12250-19800
	Senior Chemist	7450-11475	12250-19800
	Soil Survey Officer	6675-10550	11070-18450
	Research Assistant	6675-10550	11070-18450
	Cartographer	6675-10550	11070-18450
	Technical Assistant	6675-10550	11070-18450
	Field Officer	5500-9075	10790-18000
	Laboratory Assistant	4000-6090	6680-10790
	Blue Printer	2650-4150	4400-6680
	Laboratory Attender	2650-4150	4400-6680

<sup>a</sup> The ratio among Gr I, Gr II and Senior Grade Field Assistants will be 5:3:2.

<sup>b</sup> 20% of the post of Overseer Gr I/Draftsman Gr I will be in the Higher Grade with scale of pay of Rs.9190-15510



## 75.SPORTS AND YOUTH AFFAIRS

- 5.75.1** The Directorate of Sports and Youth Affairs has been set up in 1987 for effective co-ordination of sports activities under a single umbrella. The Department has total control in the field of sports and games promoted by Government of India, Sports Authority of India, State Sports Council and Universities. Most of the staff in this Department is from other Departments. The Director is the head of the Department.
- 5.75.2** The Commission have considered the representations received from the various Departmental Associations in detail and recommends normal revision to all posts in this Department.
- 5.75.3** The existing scale of pay and the proposed scale of pay of each post is as shown below:-

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	12600-15600	20700-26600
	Sports Demonstrator	4600-7125	7990-12930
	Staff Nurse	4500-7000	7480-11910
	Martial Art Instructor	4500-7000	7480-11910
	Electrician	2750-4625	4510-7480
	Hospital Attendant Gr II	2610-3680	4300-5930
	Ambulance Assistant	2610-3680	4300-5930
	<b>Posts held by Personnel of other Departments</b>		
<sup>d</sup>	Additional Director	As In PD	As In PD
	Deputy 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

## 76.STATE ARCHIVES

- 5.76.1** State Archives Department was formed in 1962. It functions as the custodian of all non-current records of permanent value of the State Government and its departments. Major responsibilities include custody, care and management of records and make the records available for administrative purpose and historical research.
- 5.76.2** The Headquarters of the department is at Thiruvananthapuram and Director is the head of the department. There is an Administrative Officer, Assistant Director, Editorial Archivist, Archivist and Conservation Officer to assist the Director in discharging his duties. There are three Regional

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<sup>d</sup> Deputation from Sports Authority of India

Offices functioning under the Directorate, one each at Thiruvananthapuram, Ernakulam and Kozhikode.

- 5.76.3** The representatives of the Associations relating to this Department appeared before the Commission and argued for their demands. The Commission after considering their arguments in detail, make the following recommendations:

**Editorial Archivist, Archivist, Conservation Officer**

- 5.76.4** The posts of Editorial Archivist, Archivist and Conservation Officer carry the same scale of pay. The next higher post in the Department is that of Assistant Director. The Commission recommends to include the posts of Editorial Archivist, Archivist and Conservation Officer as feeder posts for promotion to the post of Assistant Director.

**Binders**

- 5.76.5** The Binders of this Department have to handle very old records, which are almost in a crumbled state. In order to preserve these records, binding has to be done with much precision. Considering the delicate nature of work of the Binders of this Department, the Commission recommends the scale of pay corresponding to Rs.3050-5230 to this category.

- 5.76.6** For all other posts of the Department, the Commission recommends normal revision of scales of pay.

- 5.76.7** Existing and revised scales of pay of various posts are noted below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	10000-15150	16650-23200
	Assistant Director	7450-11475	12250-19800
	Conservation Officer	6500-10550	10790-18000
	Editorial Archivist	6500-10550	10790-18000
	Archivist	6500-10550	10790-18000
	Superintendent	6500-10550	10790-18000
	Junior Editor	5500-9075	9190-15510
	Assistant Archivist Gr I	5500-9075	9190-15510
	Assistant Conservation Officer	5500-9075	9190-15510
	Preservation Supervisor	5000-8150	8390-13270
	Photographer	4500-7000	7480-11910
	Assistant Archivist Gr II	4000-6090	6680-10790
	Editorial Assistant	4000-6090	6680-10790
	Mender	3590-5400	5930-9590
	Binder	2750-4625	4990-7990

## 77.STATE CENTRAL LIBRARY

**5.77.1** The State Central Library is the apex body of the library system in the State. It originated as a registered society in 1825. In 1898, the Govt. of Travancore took over the Library. While establishing the Travancore University, this library was brought under the control of the University. In 1948, it was brought under the administrative control of the Govt. of Travancore-Cochin. In 1959, it was upgraded as the State Central Library and from 1988 the Public Library has the status of a separate department in the Govt. Its main responsibility is the proper development and efficient functioning of the Library System.

**5.77.2** State Librarian is the head of the State Central Library. Representatives of State Central Library Employees Association appeared before the Commission with their demand for higher scales of pay. After examining the various demands raised by the Association, Commission makes the following recommendations:-

### **Librarian Grade IV**

**5.77.3** Under the common category, the Commission has recommended to award the scale of pay corresponding to Rs.4000-6090 to Librarian Gr IV. Accordingly, the Commission recommends to award the same scale of pay to Librarian Gr IV of State Central Library also ie, the scale of pay corresponding to Rs.4000-6090. Commission recommends normal revision to all other posts in the department.

**5.77.4** The existing and proposed scales of pay of various posts of State Central Library are as shown below: -

<b><u>Designation</u></b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
State Librarian	10000-15150	16650-23200
Deputy Librarian	7450-11475	12250-19800
Librarian Gr I	7200-11400	11910-19350
Librarian Gr II	5500-9075	9190-15510
Conservator	5500-9075	9190-15510
Camera Operator cum Section in charge	5000-8150	8390-13270
Librarian Gr III	5000-8150	8390-13270
Technical Assistant	4600-8000	7990-12930
Book Preservation Assistant	4000-6090	6680-10790
Librarian Gr IV	3590-5400	6680-10790
Xerox Operator	3050-5230	4990-7990
Dark Room Assistant	3050-5230	4990-7990
Janitor	2650-4150	4400-6680

## 78.STATE INSURANCE

- 5.78.1** State Insurance Department came into existence in 1898 in the erstwhile Travancore State. This Department is empowered to transact life insurance business of Government Employees and General Insurance business of assets in which Government have substantial financial interests. In 1979, Government declared this department as a commercial one, treating it as a business concern. Director is the head of the Department.
- 5.78.2** Director of the department had requested to revise the entry qualification as Degree instead of the present qualification of SSLC. Consequent higher scales to all posts are sought. Commission considered all the proposals in detail and is of the view that the case of modifications to qualifications has to taken up with Government by the Department.

### Assistant Director/District Insurance Officer

- 5.78.3** The Commission recommends to award the scale of pay corresponding to Rs.7450-11475 to the post of Assistant Director/District Insurance Officer.
- 5.78.4** Corresponding revised scales to all other categories are recommended. The existing and revised scales of pay of various posts of the Department are shown below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director of Insurance	12600-15600	20700-26600
	Deputy Director of Insurance	7800-12975	12930-20250
	Assistant Director/District Insurance Officer	7200-11400	12250-19800
	Development Officer/ Inspector/Accounts Officer	6500-10550	10790-18000
	<b>Posts held by Personnel of other Departments</b>		
	Accounts Officer	As In PD	As In PD
	Law Officer	As In PD	As In PD

## 79.STATE LOTTERIES

- 5.79.1** The State Lotteries Department plays a significant role in augmenting the revenues of the State.
- 5.79.2** Kerala Government has been conducting Lotteries from 1967 onwards. The department is functioning under the administrative control of the Taxes Department. Director is the Head of the Department and a Joint Director and three Deputy Directors are appointed to assist the Director in his official duties.

**5.79.3** The Commission considered the case of revision of scale of pay of various posts in this Department and recommends as follows:

**District Lottery Officer/Accounts Officer**

**5.79.4** The Commission recommends to award the scale of pay corresponding to Rs.7450-11475 to the post of District Lottery Officer/Accounts Officer. Normal revision is recommended for all other posts.

**5.79.5** The existing and revised scale of pay of each post in this Department are as shown below:

<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
Director	12600-15600	20700-26600
Joint Director	10000-15150	16650-23200
Deputy Director	7800-12975	12930-20250
District Lottery Officer	7200-11400	12250-19800
Accounts Officer	7200-11400	12250-19800
Personal Assistant	6675-10550	11070-18450
Assistant District Lottery Officer	6500-10550	10790-18000
Attender cum Packer	2650-4150	4400-6680
<b>Posts held by Personnel of other Departments</b>		
Finance Officer Gr II	As In PD	As In PD
Publicity Officer	As In PD	As In PD
Accountant	7200-11400	11910-19350
Senior Auditor	6500-10550	10790-18000

## **80.STATE PLANNING BOARD**

**5.80.1** State Planning Board and the Directorate of Economics and Statistics were functioning as a single Department prior to its bifurcation in 1974. State Planning Board has been set up to assist the Government in the formulation of plans and in monitoring and evaluating plan performance. The main functions of the Board are to formulate broad objectives for the development plans, perspective plans, Five year plans and Annual Plans, advise Government on economic policy and other technical matters, prepare Annual Economic Review of the State, appraise projects including those to be funded by external funding agencies, assess material, natural and human resources etc.

**5.80.2** Representatives of various Associations relating to the State Planning Board appeared before the Commission. They presented their arguments for assigning higher scale of pay to various posts in the Planning Board. The Commission considered the arguments with reference to the improvement in scale of pay admitted to the posts in the Planning Board

by the previous Pay Commission and the scale of pay admitted to various posts in other Departments. The Commission arrived at the conclusion that there are no compelling arguments that warrant hike in scale of pay other than corresponding revision to any post in the Planning Board. The Commission therefore recommends corresponding revised scale of pay to all posts in the State Planning Board.

**5.80.3** The existing scale of pay and the proposed scale of pay are listed below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Member Secretary	IAS	IAS
	Chief (Plan Co-ordination Division)	14300-18300	25400-33100
	Chief (Agriculture Division)	14300-18300	25400-33100
	Chief (Industry & Infrastructure Division)	14300-18300	25400-33100
	Chief (Social Service Division)	14300-18300	25400-33100
	Chief (Evaluation Division)	14300-18300	25400-33100
	Chief (Perspective Planning Division)	14300-18300	25400-33100
	Chief (Decentralised Planning Division)	14300-18300	25400-33100
	Joint Director Sel. Gr.	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	District Planning Officer	10000-15150	16650-23200
	Cost Analyst	10000-15150	16650-23200
	System Analyst	10000-15150	16650-23200
	Agronomist	10000-15150	16650-23200
	Deputy Director/Deputy District Planning Officer	8250-13650	13610-20700
	Plan Publicity Officer	8250-13650	13610-20700
	Programmer	8250-13650	13610-20700
	Librarian Sr. Gr	7800-12975	12930-20250
	Assistant Programmer	7450-11475	12250-19800
	Assistant Director/Assistant District Planning Officer	7450-11475	12250-19800
	Publication Officer	7450-11475	12250-19800
	Research Officer	6675-10550	11070-18450
	Personal Assistant	6675-10550	11070-18450
	Research Assistant	6500-10550	10790-18000
	Draftsman	4500-7000	7480-11910
	Telephone Operator	3050-5230	4990-7990
	<b>Personal Staff of Vice Chairman</b>		
	Special Private Secretary	12600-15600	20700-26600
	Private Secretary	7800-12975	12930-20250
	Personal Assistant	6675-10550	11070-18450
	Driver	3050-5230	4990-7990

	Security Staff	2610-3680	4300-5930
	Peon	2610-3680	4300-5930
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer Gr I	As In PD	As In PD
	Librarian Gr IV	As In PD	As In PD

## **81.STATE WATER TRANSPORT**

**5.81.1** The State Water Transport Department was formed in 1968. Its headquarters is at Alappuzha. This Department is conducting service in seven districts of the State. It started Tourism services also. The department has three main wings; viz. Management, Operation and Repair and Maintenance. Director is the Head of the Department.

**5.81.2** Many service organizations of the Department submitted their representations for revision of pay scales before the Commission. After detailed examination of their demands, Commission makes the following recommendations.

### **Carpenter, Electrician, Turner, Welder and Machinist**

**5.81.3** Commission recommends to award the scale of pay corresponding to Rs.3050-5230 to the posts of Carpenter, Electrician, Turner, Welder and Machinist, considering the technical qualification of the post.

### **Checkers and Checking Inspector**

**5.81.4** As both the posts of Checker and Station Master Gr-II are the promotion posts of Boat Master, Commission recommends to assign the scale of pay corresponding to Rs.4000-6090 to the post of Checker also. Consequently, Checking Inspector Gr II will be awarded the scale of pay corresponding to Rs.4500-7000.

**5.81.5** For all other posts, corresponding revised scale will be allowed.

**5.81.6** The existing and proposed scales of pay in respect of each post of the department are given below: -

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	10000-15150	16650-23200
	<b>Operating Wing</b>		
	Traffic Superintendent	6500-10550	10790-18000
<sup>a</sup>	Station Master Gr I	4600-7125	7990-12930
	Checking Inspector Gr I	4600-7125	7990-12930
<sup>a</sup>	Station Master Gr II	4000-6090	6680-10790

<sup>a</sup> Ratio between Gr I and Gr II posts will be 1:4

<sup>b</sup>	Checking Inspector Gr II	4000-6090	7480-11910
	UD Cashier	4000-6090	6680-10790
	Checker	3590-5400	6680-10790
	Boat Master	3350-5275	5510-8590
	Syrang	3350-5275	5510-8590
	Boat Driver	3350-5275	5510-8590
	LD Cashier	3050-5230	4990-7990
	Lascar Grade I	3050-5230	4990-7990
	Lascar Grade II	2750-4625	4510-7480
	<b>Repair &amp; Maintenance Wing</b>		
	Mechanical Engineer	8250-13650	13610-20700
	Works Manager	7450-11475	12250-19800
	Assistant Works Manager	6500-10550	10790-18000
	Foreman	5000-8150	8390-13270
	Chargeman	4600-7125	7990-12930
	Smithy Chargeman	4600-7125	7990-12930
	Store Keeper	4600-7125	7990-12930
	Mechanic	4500-7000	7480-11910
	Time-keeper	4000-6090	6680-10790
	Chargeman (Carpenter)	4000-6090	6680-10790
	Fitter Gr I	4000-6090	6680-10790
	Blacksmith Gr I	4000-6090	6680-10790
	Armature Winder	3350-5275	5510-8590
	Moulder	3350-5275	5510-8590
	Pattern Maker	3350-5275	5510-8590
	Assistant Carpentry Maistry	3050-5230	4990-7990
	Chargeman (Caulker)	3050-5230	4990-7990
	Fitter Gr II	3050-5230	4990-7990
	Pump Operator	3050-5230	4990-7990
	Assistant Storekeeper	3050-5230	4990-7990
	Blacksmith Gr II	3050-5230	4990-7990
	Battery Charger	3050-5230	4990-7990
	Upholsterer	3050-5230	4990-7990
	Carpenter	2750-4625	4990-7990
	Caulker	2750-4625	4510-7480
	Painter	2750-4625	4510-7480
	Machinist	2750-4625	4990-7990
	Electrician/Welder/Turner	2750-4625	4990-7990
	Cooly Worker	2610-3680	4300-5930
	Oil Supplier	1400+DA	2300+DA
	<b>Posts held by Personnel of other Departments</b>		
	Finance Officer Gr II	As In PD	As In PD

<sup>b</sup> Two posts will be placed in the Gr I scale of pay of Rs.7990-12930



## 82.STATIONERY

- 5.82.1** Stationery Department was bifurcated from Printing and Stationery Department in 1992. This Department procures and supplies stationery articles and office machinery to all Govt. Offices and is also entrusted with maintenance of office machinery. Controller is the head of the Department.
- 5.82.2** The Commission, after examining the demands raised by the Service Associations, recommends the following: -

### **District Stationery Officer/Chief Store Keeper/Inspector of Stationery/Senior Superintendent**

- 5.82.3** District Stationery Officer/Senior Superintendent/Chief Store Keeper and Inspector of Stationery are interchangeable posts. The Commission recommends to place 20% of the posts of District Stationery Officer/Senior Superintendent/Chief Store Keeper/Inspector of Stationery (all taken together) in the scale of pay corresponding to Rs.7200-11400.
- 5.82.4** Consequently the Assistant Controller of Stationery will be awarded the next higher scale corresponding to Rs.7450-11475.
- 5.82.5** Normal revision is recommended to all other posts in the Department.
- 5.82.6** The existing and proposed scales of pay of each post in the Department are as follows: -

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Controller	12600-15600	20700-26600
	Deputy Controller	7800-12975	12930-20250
	Assistant Controller	7200-11400	12250-19800
<sup>d</sup>	Inspector of Stationery	6500-10550	10790-18000
<sup>d</sup>	Chief Store Keeper/District Stationery Officer	6500-10550	10790-18000
	Chief Foreman	6500-10550	10790-18000
	Mechanical Foreman	5500-9075	9190-15510
	Assistant Foreman	5250-8150	8790-13610
	Mechanic HG	4600-7125	7990-12930
	Assistant Store Keeper UD	4000-6090	6680-10790
	Mechanic Gr I	4000-6090	6680-10790
	Assistant Store Keeper LD	3050-5230	4990-7990
	Mechanic Gr II	3050-5230	4990-7990
	Packer	2650-4150	4400-6680
	Store Assistant	2650-4150	4400-6680
	Store Attender	2650-4150	4400-6680

<sup>d</sup> 20% of these posts taken together will be placed in the higher grade on Rs.11910-19350

## 83.SURVEY AND LAND RECORDS

**5.83.1** The Department of Survey and Land Records is engaged in conducting survey of the entire State and preparing survey records. Director, who is in the IAS cadre, heads the Department. The Department is under the administrative control of the Land Revenue Commissioner.

**5.83.2** The Commission held discussions with representatives of various service organizations, heard their grievances in respect of scale of pay and promotional avenues and recommends as follows:

### **Head Draftsman/Head Surveyor**

**5.83.3** The Commission recommends to award scale of pay corresponding to Rs.5800-9425 to the post of Head Draftsman/Head Surveyor in the Department of Survey and Land Records.

### **Draftsman Grade-II/Surveyor Grade-II**

**5.83.4** Considering the qualification and method of appointment for the post of Draftsman Grade-II, both in Public Works Department and Survey Department, the Commission recommends to award scale of pay corresponding to Rs.4000-6090 to the post of Draftsman Gr-II/Surveyor Gr-II.

### **Tracer**

**5.83.5** By taking into consideration, the fact that the qualification for the post of Tracer, both in Public Works Department and Survey Departments are the same, the Commission recommends to award scale of pay corresponding to Rs.3350-5275 to the post of Tracer.

**5.83.6** The Commission recommends corresponding revision to all other posts in this Department.

**5.83.7** The existing scale of pay and the proposed scale of pay of each post is as shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	IAS	IAS
	Additional Director (Technical)	12600-15600+240SP	20700-26600+240SP
	Joint Director	10000-15150+120SP	16650-23200+120SP
	Deputy Director (Sr.Gr)	10000-15150	16650-23200
	Assistant Secretary	7800-12975	12930-20250
<sup>a</sup>	Deputy Director	7800-12975	12930-20250
	Assistant Director	7450-11475	12250-19800
	Superintendent,S&LR HG	7200-11400	11910-19350
	Technical Assistant (HG)	7200-11400	11910-19350
<sup>a</sup>	Superintendent,S&LR	6500-10550	10790-18000

<sup>a</sup> 20% of the posts will be in the Senior Grade/Higher Grade

a	Technical Assistant	6500-10550	10790-18000
	Printing Supervisor	6500-10550	10790-18000
b	Head Draftsman/Head Computer	5500-9075	9590-16650
c	Head Surveyor	5500-9075	9590-16650
	Printing Expert	5000-8150	8390-13270
d	Draftsman Gr-I	4600-7125	7990-12930
d	Surveyor Gr-I	4600-7125	7990-12930
d	Heliozincographer Gr-I	4600-7125	7990-12930
	Feeder	4500-7000	7480-11910
d	Draftsman Gr-II	3590-5400	6680-10790
d	Surveyor Gr-II	3590-5400	6680-10790
d	Heliozincographer Gr-II	3590-5400	5930-9590
	Cutter	3590-5400	5930-9590
	Dark Room Assistant	3350-5275	5510-8590
	Tracer	3050-5230	5510-8590
	Deliverer	3050-5230	4990-7990
	Printer	2750-4625	4510-7480
e	Map Mounter/Binder	2750-4625	4510-7480
	Attender (Graining Plate/Plate Cleaning)	2750-4625	4510-7480
	Pressman	2650-4150	4400-6680
	Map Operative (Photo Sec.Mounting/Binding Section)	2650-4150	4400-6680
	Blue Printer	2650-4150	4400-6680
	Chainman	2610-3680	4300-5930
	<b>Posts held by Personnel of other Departments</b>		
	Finance Officer	As In PD	As In PD

## 84.TOURISM

**5.84.1** Department of Tourism is the government agency responsible for looking after the comfort of guests of the Government. It is also the agency for promotion of Tourism in Kerala. Tourism is declared as an industry in 1986; as such the Government of Kerala is extending various subsidies and assistance to the institutions coming under the Tourism Sector.

**5.84.2** The department promotes Tourism by organizing publicity, celebrating festivals, by organizing special events and by developing and maintaining related infrastructure. 23 guest houses and other allied establishments are being maintained by the department. Director is the head of the

<sup>b</sup> The ratio between Head Draftsman/Head Computer & Draftsman will be 1:8

<sup>c</sup> The ratio between Head Surveyor and Surveyor will be 1:8

<sup>d</sup> The ratio between Gr-I & Gr-II post will be 1:1

<sup>e</sup> Grouped among Binder under Common category posts

department who is drawn from I.A.S. and there is a Director (Eco Tourism) drawn from I.F.S. cadre also.

- 5.84.3** The representatives of various Unions appeared before the Commission to present their demands. Major demands raised by them are upgradation and creation of posts. After examining all the demands in detail, Commission recommends the following:

**Head Chauffeur**

- 5.84.4** At present Senior Chauffeurs are functioning as Head Chauffeurs. They are not having separate scale of pay; instead they are in receipt of Special Allowance of Rs.205/- The Commission recommends to award the scale of pay corresponding to Rs.4500-7000 to Head Chauffeurs. This post will be the promotion post of Chauffeur Gr I. Special allowance will continue.

- 5.84.5** For all other posts, the Commission recommends corresponding revised scale.

- 5.84.6** The existing scale of pay and corresponding scale of pay of each post is as shown below: -

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Director	IAS	IAS
	Director (Eco Tourism)	IFS	IFS
	Additional Director (General)	IAS	IAS
	Additional Director (Hospitality)	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	Deputy Director	7800-12975	12930-20250
<sup>a</sup>	Manager Gr I (HG)	7200-11400	11910-19350
<sup>a</sup>	Manager Gr I	6500-10550	10790-18000
	Assistant Planning Officer	6500-10550	10790-18000
	Tourist Information Officer	6500-10550	10790-18000
	Personal Assistant to the Director	6500-10550	10790-18000
	Inspecting Officer	6500-10550	10790-18000
	Superintendent, Kanakakkunnu Palace	6500-10550	10790-18000
	Curator	5000-8150	8390-13270
	Chief Accountant	4600-7125	7990-12930
	Manager Gr II	4600-7125	7990-12930
	Information Assistant	4600-7125	7990-12930
	Head Chauffeur	----	7480-11910
	House Keeper	4000-6090	6680-10790
	Projectionist	4000-6090	6680-10790
<sup>b</sup>	Telephone Operator HG	4000-6090	6680-10790
	Manager Gr III	4000-6090	6680-10790
	Head Mechanic	4000-6090	6680-10790

<sup>a</sup> The existing ratio of 1:1 between Manager Gr I and Manager HG will continue

<sup>b</sup> The ratio between Higher Grade and Lower Grade will be 1:1

c	Chauffeur Gr I	4000-6090	6680-10790
b	Telephone Operator	3050-5230	4990-7990
	Steward	3050-5230	4990-7990
	Electrician	3050-5230	4990-7990
	Mechanic	3050-5230	4990-7990
	Auto Electrician	3050-5230	4990-7990
	Garden Supervisor	3050-5230	4990-7990
	AC Mechanic cum Electrician	3050-5230	4990-7990
c	Chauffeur Gr II	3050-5230	4990-7990
	Boat Driver	2750-4625	4510-7480
	Boat Syrang	2750-4625	4510-7480
	Caretaker	2750-4625	4510-7480
	Butler	2750-4625	4510-7480
	Plumber	2750-4625	4510-7480
	Cook Gr I	2750-4625	4510-7480
	Cook Gr II	2650-4150	4400-6680
	Gardener	2650-4150	4400-6680
	Waiter	2650-4150	4400-6680
	Room Attendant	2650-4150	4400-6680
	Bungalow Matey	2650-4150	4400-6680
	Room Boy	2650-4150	4400-6680
	<b>Posts held by Personnel of other Departments</b>		
	Administrative Officer Gr I	As In PD	As In PD
	Finance Officer Gr I	As In PD	As In PD
	Planning Officer	As In PD	As In PD
	Executive Engineer (Mechanical)	As In PD	As In PD
	Assistant Executive Engineer (Civil)	As In PD	As In PD
	Research Officer	As In PD	As In PD
	Overseer (Civil) Gr I	As In PD	As In PD
	UD Compiler	As In PD	As In PD
	LD Compiler	As In PD	As In PD
	Lineman	As In PD	As In PD
	Plumber	As In PD	As In PD

## 85.TOWN PLANNING

**5.85.1** The Department of Town and Country Planning functions under the administrative control of the Local Self Government Department. Main functions of the Department includes preparation of master plan for the development of various regions in Urban and Rural areas, places of Special interest, advising Govt. on developmental work of Urban and Rural areas, preparation of District Development Plan etc in the State. The

<sup>c</sup> The ratio between Gr I and Gr II posts will be 1:1

Department also prepares detailed Town Planning Schemes for the areas selected on a priority basis within the frame work of master plan and gives necessary guidance to the Local Bodies, Development Authorities etc. in the matter of implementation of development plans for controlled areas.

**5.85.2** The Chief Town Planner is the head of the Department. He is assisted by Senior Town Planners, Town Planners, Deputy Town Planners and Assistant Town Planners in his technical tasks and an Administrative Officer in charge of General Administration of the Department.

#### **Higher Technical Officers**

**5.85.3** As per S.R.O. No.105/2001, Govt. modified the special rules relating to qualification of Town Planner. Through this Government Order, Govt. also recognized Social Scientists with post graduation qualifications in Town and Country Planning, for the posts, along with Architects and Engineers. Similarly, along with degree in Civil Engineering and Architecture, Degree in Physical Planning is also recognized as sufficient qualification for appointment to the post of Assistant Town Planner.

**5.85.4** A strong representation has been placed before the Commission to enhance the scale of pay of higher Technical posts in view of the modified rules ie. Post Graduate Degree in Town and Country Planning being made an essential qualification of the post in this Department whereas qualification of Technical Staff in equated posts in Public Works Department remained as Degree in Engineering. Commission found that Post Graduation in Engineering has however, not been made an essential qualification. Hence normal revision is recommended.

#### **Draftsman/Surveyor Gr II and Tracer**

**5.85.5** The Commission recommends to award the scale of pay corresponding to Rs.4000-6090 to the post of Draftsman Gr II/Surveyor Gr II and Rs.3350-5275 to the post of Tracer.

**5.85.6** The Commission recommends normal revision to all posts in the Department. The existing and proposed scales of pay of posts are shown below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Chief Town Planner	16300-18300	26600-33750
	Senior Town Planner	14000-18000	23200-31150
	Town Planner (HG)	12600-15600	20700-26600
<sup>a</sup>	Town Planner	10000-15150	16650-23200
	Regional Geographer	10000-15150	16650-23200
	Econometrician	10000-15150	16650-23200
	Deputy Town Planner HG	8250-13650	13610-20700
<sup>b</sup>	Deputy Town Planner	7450-11475	12250-19800

<sup>a</sup> 25% of the posts will be on Higher Grade

<sup>b</sup> 1/3rd of the total posts will be placed in the Higher Grade

	Assistant Town Planner	6675-10550	11070-18450
	Research Associate	6675-10550	11070-18450
	Head Draftsman	6675-10550	11070-18450
	Photographer cum Commercial Artist	5250-8150	8790-13610
<sup>c</sup>	Draftsman Gr I	4600-7125	7990-12930
	Town Planning Surveyor Gr I	4600-7125	7990-12930
<sup>d</sup>	Draftsman Gr II	3590-5400	6680-10790
(d)	Town Planning Surveyor Gr II	3590-5400	6680-10790
	Tracer	3050-5230	5510-8590
	Blue Printer	2650-4150	4400-6680
<b>Posts held by Personnel of Other Departments</b>			
	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	As In PD	As In PD
	UD Compiler	As In PD	As In PD
	Investigator HG	As In PD	As In PD
	LD Investigator	As In PD	As In PD
	LD Compiler	As In PD	As In PD

## **86. TREASURIES**

**5.86.1** The Department of Treasuries was formed in 1963 under the overall control of the Director of Treasuries. Besides the Directorate at Thiruvananthapuram, there are three regional offices headed by Deputy Directors at Kottayam, Thrissur and Kozhikode. Also there are 14 District Treasuries, 6 Rural District Treasuries and 151 Sub-Treasuries. This Department has, over the years, stabilized its operations and has kept pace with the expansion in financial activities of Government. At present almost all the treasuries have been computerized.

**5.86.2** Commission have examined the representations submitted by the Associations and recommends as follows: -

### **Sub Treasury Officers and Assistant District Treasury Officers**

**5.86.3** At present Sub Treasury Officer, Assistant Treasury Officer, Senior Superintendent and Stamp Depot Officer are in the same scale of pay of Rs.6500-10550. Considering the fact that the posts of Sub Treasury Officer/Assistant Treasury Officer/Stamp Depot Officer/Senior Superintendent are interchangeable, the Commission recommends that the total number of all these posts be taken into account for granting 20% higher grade on Rs.7200-11400. Consequently, the scale of pay of

<sup>c</sup> 20% of the posts will be placed in the Higher Grade on Rs.9190-15510

<sup>d</sup> Existing ratio of 1:1 between Gr I and Gr II posts will be continued

Assistant District Treasury Officer will be enhanced to the next higher scale corresponding to Rs.7450-11475.

### **Treasurer**

**5.86.4** The post of Treasurer is now being filled up by transfer from Senior Accountant or on promotion of qualified Junior Accountant/LD Typist after obtaining their options. The Commission recommends that only Selection Grade or Senior Grade Accountants be posted as Treasurers before being promoted to higher post of Sub Treasury Officer. In future, separate scale of pay will not be assigned to the post of Treasurers. They will draw their cadre pay alone and usual allowances.

**5.86.5** For all other posts the Commission recommends corresponding revised scale of pay. The existing and revised scales of pay of various posts of the Department are shown below:-

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	14000-18000	23200-31150
	Joint Director	10000-15150	16650-23200
	Deputy Director	8250-13650	13610-20700
	Assistant Director	7800-12975	12930-20250
	District Treasury Officer	7800-12975	12930-20250
	Assistant District Treasury Officer	7200-11400	12250-19800
	Personal Assistant	6675-10550	11070-18450
<sup>a</sup>	Sub Treasury Officer	6500-10550	10790-18000
<sup>a</sup>	Assistant Treasury Officer	6500-10550	10790-18000
<sup>a</sup>	Officer in charge of Stamp Depot	6500-10550	10790-18000
	Passing Officer (Savings Bank)	5500-9075	9190-15510
	Bradma Supervisor	5500-9075	9190-15510
<sup>b</sup>	Accountant (Sl. Gr)	4600-7125	7990-12930
<sup>b</sup>	Senior Accountant	4000-6090	6680-10790
<sup>c</sup>	Treasurer	4000-6090	--
<sup>b</sup>	Junior Accountant	3050-5230	4990-7990
	Stamp Examiner	2750-4625	4510-7480

## **87.UNIVERSITY APPELLATE TRIBUNAL**

**5.87.1** The University Appellate Tribunal was constituted in 1971 with headquarters at Thiruvananthapuram under the provisions of the Kerala

<sup>a</sup> 20% of the posts of Sub Treasury Officer/Assistant Treasury Officer/Stamp Depot Officer and Senior Superintendent (all taken together) will be placed on the higher scale of Rs.11910-19350

<sup>b</sup> The existing ratio of 5:5:1 among Junior Accountant, Senior Accountant and Accountant (Sl.Gr) will continue

<sup>c</sup> The Selection Grade Accountant/Senior Grade Accountant, posted as Treasurer will draw cadre pay and usual allowance

<sup>b</sup> The existing ratio of 5:5:1 among Junior Accountant, Senior Accountant and Accountant (Sl.Gr) will continue



University Act 1969, as amended by Act 17 of 1974. The Tribunal is a Judicial Officer in the rank of a District Judge appointed in consultation with the High Court for a term of Office of three years from the date of nomination. The Tribunal is assisted by the Secretary who is appointed by the Government from among the Section Officers of the Administrative Secretariat, preferably a graduate in Law. Other Staff are drawn from State Government Departments by inter departmental transfer/deputation.

**5.87.2** The Tribunal comes under NJPC and so the Commission has not considered revision of scale of pay of this post.

**5.87.3** The scale of the Secretary is recommended for revision at par with the scale of pay attached to the post of Section Officer in Administrative Secretariat. Normal revision is recommended to other Staff as in common category.

**5.87.4** The Existing scale of pay and proposed scale of pay of each post is as given below:

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	University Appellate Tribunal	NJPC	NJPC
	Secretary	6500-10550	10790-18000

## **88.URBAN AFFAIRS**

**5.88.1** Urban Affairs Department is concerned with the administration of Municipalities and Corporations of the State. This Department is the agency for chalking out plan schemes and is entrusted with the work of co-ordination and implementation of various Governmental programmes intended for the urban local bodies.

**5.88.2** Director, drawn from IAS, is the head of the department. He is assisted by Regional Joint Director, Joint Director and Secretary in Municipality/Corporation for the efficient discharge of official duties.

**5.88.3** Many associations have submitted their representations before the Commission for revision of pay scales. The main demands were examined by the Commission and following recommendations are made: -

### **Warden**

**5.88.4** The Commission recommends to award the scale of pay corresponding to Rs.2750-4625 to the post of Female Warden, Municipal Working Womens' Hostel, Cherthala considering that it is an isolated post in the Department.

**5.88.5** Commission recommends normal revision for all other posts in the Department.

**5.88.6** The existing and revised scales of pay of various posts in the Department are given below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director	14000-18000	23200-31150
	Regional Joint Director	12600-15600	20700-26600
	Joint Director	12600-15600	20700-26600
	Joint Director (Health)	12600-15600	20700-26600
	Corporation Secretary	10000-15150	16650-23200
	Municipal Secretary Gr I	8250-13650	13610-20700
	Law Officer	7800-12975	12930-20250
	Municipal Secretary Gr II	7450-11475	12250-19800
	Provident Fund Officer/Pension Officer	7200-11400	11910-19350
	Municipal Secretary Gr III	6675-10550	11070-18450
	Assistant Municipal Secretary	6675-10550	11070-18450
	Warden	2650-4150	4510-7480
	<b>Posts held by Personnel of Other Departments</b>		
	Finance Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	UD Compiler	As in PD	As in PD
	LD Compiler	As in PD	As in PD

## **89.VIGILANCE**

**5.89.1** The Vigilance Department is the main anti-corruption agency of the State and is functioning as a separate Department since 1964. The Department conducts enquiries and investigations on complaints relating to offences of corruption or criminal misconduct involving Government servants and public servants and employees of Public Sector Undertakings.

**5.89.2** The Director of Vigilance and Anti-corruption Bureau is the Head of the Department. The post is held by an I.P.S. Officer. The Executive Officers who are in charge of the work of enquiry and investigation are personnel drafted from the Police Department. The Officers have the same designation and scales of pay as in Police Department.

**5.89.3** The Commission examined the various memoranda received from Officers of the Department and recommends corresponding revision for all posts in the Department. The existing and proposed scales of pay are given below:

	<b>Designation</b>	<b>Existing Scale of pay</b>	<b>Proposed scale of pay</b>
	Director of Vigilance Investigation	IPS	IPS
	Legal Advisor	14000-18000	23200-31150
	Additional Legal Advisor	10000-15150	16650-23200

Manager	7450-11475	12250-19800
Accounts Officer	7200-11400	As In CC
<b>Personnel of Police Department</b>		
Inspector General of Police	As In PD	As In PD
Deputy Inspector General of Police	As In PD	As In PD
Superintendent of Police	As In PD	As In PD
Superintendent of Police (Non-IPS)	As In PD	As In PD
Deputy Superintendent of Police	As In PD	As In PD
Inspector of Police	As In PD	As In PD
Sub Inspector of Police	As In PD	As In PD
Head Constable	As In PD	As In PD
Police Constable	As In PD	As In PD
Poice Driver	As In PD	As In PD
<b>Posts held by Personnel of other Departments</b>		
Accounts Officer	As In PD	As In PD
Executive Engineer	As In PD	As In PD
Assistant Executive Engineer	As In PD	As In PD

## **90.VIGILANCE TRIBUNAL**

- 5.90.1** The Vigilance Tribunal is constituted under Rule 3 of the Kerala Civil Services (Vigilance Tribunal Rules) 1960 for the purpose of conducting enquiries in major disciplinary cases against Government servants and employees of Public Sector Undertakings. The Tribunal is empowered to exercise the powers of a civil court in certain matters under Section 9(2) of the Kerala Enquires and Summons Act 1960. There are two vigilance Tribunals with Headquarters at Thiruvananthapuram and Kozhikode, exercising jurisdiction over seven Districts each. The existing two-incumbents are persons recruited by Government from open market from among those who fulfilled the qualifications prescribed for the post.
- 5.90.2** The ministerial Staff attached to the Tribunal are treated as one unit for purposes of establishment matters like transfer, promotion etc. The Enquiry Commissioner and Special Judge, Thiruvananthapuram is functioning as the Co-ordinator of the unit system.
- 5.90.3** Several demands were raised before the Commission for equivalence in the matter of scale of pay and other matters with those of District Judge. Regarding the Tribunals it is observed that one of them is drawing a personal scale while the other is drawing state scale. In the absence of clear conditions of appointment and service conditions, the Commission is not able to suggest a suitable scale to the Tribunals. The Commission recommend only normal revision to the ministerial Staff. Considering the scarce opportunity of Managers for further promotion due to the meagre number of posts, Commission recommends to place the senior most of them on the higher scale of Rs.7800-12975.

**5.90.4** The categories of each post with existing and proposed scales of pay are given below;

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
1	Manager	7200-11400	11910-19350
	Assistant (Sl. Gr)	5800-9425	9590-16650
	Assistant (Sr. Gr)	5500-9075	9190-15510
	Assistant Gr I	4600-7125	7990-12930
2	Assistant Gr II	4000-6090	
	Typist Gr I	4600-7125	7990-12930
	Typist Gr II	3590-5400	5930-9590

## **91.WATER APPELLATE AUTHORITY**

**5.91.1** Water Appellate Authority, a quasi-judicial body was constituted in 1979. The main functions of the Authority are hearing and disposing of appeals preferred by aggrieved persons, Companies and Firms against orders passed by the “State Pollution Control Board” in the prevention and control of Water Pollution. Eventhough the Authority has jurisdiction Statewide, it has no regional offices in any of the District Headquarters.

**5.91.2** The Authority is headed by the Chairman. The Secretary and other supporting staff are on deputation from other departments. Hence the Commission recommends corresponding revised scales to all the posts as applicable in the parent Department.

**5.91.3** The existing scale of pay and proposed scale of pay of each post is as shown below:-

	<b>Designation</b>	<b>Existing scale of pay</b>	<b>Proposed scale of pay</b>
	Secretary	As In PD	As In PD
	Bench Clerk	As In PD	As In PD
	Confidential Assistant Gr I	As applicable to General Category	As applicable to General Category
	Peon	As applicable to General Category	As applicable to General Category
	Part Time Sweeper/Night Watchman	As applicable to General Category	As applicable to General Category

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<sup>1</sup> The senior most Manager will be placed in the proposed scale of Rs.12930-20250.

<sup>2</sup> The Grade II and I posts of Assistant are merged into one and redesignated as Assistant and allowed the revised scale of pay of Rs.7990-

12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will

be 1:1:1.