

CHAPTER VII

ALLOWANCES

I Introduction

- 7.1.1.** Different kinds of allowances sanctioned in Government service have been examined. The Commission is of the view that rationalization of the allowances and fixation of measurable criteria should be introduced for sanctioning various types of allowances. With this view in mind certain modifications have been suggested to the existing rates of allowances and deviations have been recommended from existing pattern.
- 7.1.2.** The Commission's recommendations on each of the allowances are as follows:-

II Dearness Allowance

- 7.2.1.** The Dearness Allowance paid to the employees is in the nature of compensation for erosion in the real value of their salaries resulting from price rise. The State Government is following the practice of paying Dearness Allowance at the same rate to their employees as is being paid by Government of India. Central Pay Scales were related to the All India Consumer Price Index.
- 7.2.2.** Following Government of India pattern, existing scales are fixed by merging DA on the date as per AICP Index at 1510 points irrespective of salary levels. The Commission recommends following a similar pattern further. Government of India have recently segregated 50% of the DA portion from the salary of the Central Government employees, kept it separately and used it for calculation of DA and other benefits along with basic pay. The Commission have merged DA at 59% with the basic pay for arriving at new scales.
- 7.2.3.** So far Government of India have sanctioned 71% of the basic pay as DA. Kerala Government allowed 64% of the basic pay to the employees. 3% from 01/01/2005 and 4% from 01/07/2005 are remaining to be sanctioned. After the merger of the DA at 59% with the basic pay, the Commission recommends the following rates of revised DA structure:

Sl No	Date of effect	Rate of DA
1	01-01-2004	2% of Pay
2	01-07-2004	3% of Pay

III House Rent Allowance

- 7.3.1.** Most of the employee representatives pleaded for granting House Rent Allowance (HRA) as a percentage of basic pay as is prevalent in the Central Government. The Commission gave anxious consideration to this demand; particularly because HRA is the single largest element in the emolument structure which causes a gap between the take home emoluments of a Central Government employee and his counterpart in the State. The Unions argued that it is a case of gross discrimination between the two sets of employees when rates of HRA are so very divergent when both of them face the same kind of housing problem in the same city/town. They also argued that cost of living being on the increase, house rents are getting to a stage when they are beyond the reach of the low paid employee.
- 7.3.2.** All aspects were looked into and discussed by the Commission. The previous Pay Revision Committee had also considered the matter and had abandoned the concept of granting HRA on the basis of percentages of basic pay because the rates would fluctuate with each increment and it was not as if rentals were also increasing annually. For the same reason this Commission felt that only a slab system need be considered, for it is not only administratively convenient but also equalizes HRA of employees in different pay scales but belonging to sub groups. The Commission, however, recommend that the existing rates be enhanced and for determining the rates the Commission took note of several factors, many of which are perhaps unique to the Kerala situation.
- 7.3.3.** Once again the Commission was influenced by the reasoning of the previous Pay Revision Commission which took note of the reality that in Kerala the housing problem is not so acute since a large number of employees reside in their own houses or in the houses of their immediate relatives or even in their ancestral homes. The Central Government employee, in contrast, is at least theoretically liable for transfer anywhere in the country. It can be argued that there are a lot many Keralites, particularly at lower levels, who work within the State and drawing higher rates of HRA. However even they can be transferred out of the State and since Central Government establishments are located only in a few places, a number of them would be working away from their homes.
- 7.3.4.** Taking note of the fact that there could however be a large number of employees who will have to pay rent for houses and the fact that even those who are residing in their own houses have to service institutional loans, pay property taxes and keep aside some money for maintenance, the Commission recommend rates of HRA as follows:

PayRange	B2 class city	C Class city	Cities not in B & C class	Other Places
4300-4589	250	190	190	150
4590-7299	400	280	280	
7300-13699	600	390	340	
13700-17099	750	500	380	
17100-20199	1000	680	380	
20200 & above	1200	790	380	

While recommending such enhancement the Commission would like to point out that HRA, as the words themselves signify, is only an allowance and is not expected to reimburse the total amount of rent paid. Accordingly, larger increases, in percentage terms, have been given for lower slabs.

- 7.3.5.** The Commission also recommend Government of India rate of HRA for the State Government employees working in New Delhi and in other States.

IV Recovery of Rent for occupying Government Quarters

- 7.4.1.** Government employees in occupation of Government accommodation are required to pay rent at the prescribed rate. They are not eligible for House Rent Allowance admissible to Government employees. The Commission recommend to follow the same procedure with the revised rate mentioned below:

Sl.No	Range	Rate
1	Those who draw the Scale of Pay between Rs.4300-5930 and Rs.10790-18000	Nil
2	Those who draw the Scale of Pay from Rs.11070-18450 but below Rs.16650-23200	2% of basic pay
3	Those of and above the Scale of Pay of Rs.16650-23200	4% of basic pay

V City Compensatory Allowance

- 7.5.1.** City Compensatory Allowance (CCA) is intended to cover up the high cost of living in the cities. After considering various aspects, no change in the existing rate is recommended as furnished below:-

Sl.No	Pay Range	Rate per Month
1	Below Rs.4990	Rs.30/-
2	Rs.4990 and above but below Rs.7480	Rs.40/-
3	Rs.7480 and above but below Rs.9590	Rs.65/-
4	Rs.9590 and above	Rs.120/-

VI Medical Benefits

- 7.6.1.** Kerala Government Servant's Medical Attendance Rules 1960 govern the entitlement of Government Employees and their families for medical benefits.

Many representations, both oral and written were received by the Commission for streamlining the implementation of the Medical reimbursement rules and making them more user friendly. There were also requests that the provisions should be made more liberal so as to cover genuine medical expenses incurred by an employee and his family members.

7.6.2. Taking care of the health of a Government employee and his immediate family members is an inescapable responsibility of any employer in a welfare State. The present scheme with all its drawbacks has proved to be of great use to many Government Employees. The medical reimbursement expenditure incurred by Government on an average is around Rs.12 crores per annum as can be seen from the following table: -

2002-03	Rs..11.20 crores
2003-04	Rs.13.16 crores
2004-05	Rs.14.90 crores
2005-06	Rs.13.02 crores

These figures are an index to the usefulness of the scheme. However there are genuine problems encountered by many an employee on account of lack of budgetary provisions for the concerned department under the head of Medical reimbursement, cumbersome procedures to be followed for claiming the amounts, misinterpretation of the rules leading to audit queries, misuse of the facilities and the growing preference of seeking medical treatment from Private hospitals which are not covered under the existing scheme.

7.6.3. The Commission was unanimous in their view that if the medical benefit scheme should be streamlined it should be insurance linked covering treatment both in OP and IP sectors irrespective of the hospitals concerned. This can only be achieved if the scheme is insurance linked. If the average annual amount spent for the scheme or even a lesser amount is provided as Government contribution for paying premium to Insurance Companies then a scheme by which there is a contribution from the employees also can be worked out with insurance companies which would cover both OP and IP treatment. In fact such a scheme can be further supplemented by the employees taking out, on a personal basis, mediclaim policies also.

7.6.4. The Commission, unfortunately, did not get the time to interact with insurance companies and suggest the contours of a workable scheme. The Commission recommend that Government set up a group of senior officers to evolve such a scheme conjointly with insurance Companies pending which the existing scheme may continue.

7.6.5. Cost of Spectacles: The Commission recommend to increase cost of Spectacles reimbursement limit from Rs.300/- to Rs.500/-.

VII Special Pay

- 7.7.1. Earlier Special Pay was sanctioned for extra-work attached to any post, special nature of work, expertise required for performing in certain posts and in lieu of higher time scale. Government discontinued the practice except for those sanctioned in lieu of higher time scale.

VIII Special Allowance

- 7.8.1. Special Allowance was sanctioned based on the recommendations of the 1998 Pay Revision in lieu of certain items included in the Special Pay category. This allowance is intended to cover up the extra effort the employees are putting in their normal work due to the peculiar nature of the work. The Commission recommends continuing the existing structure with increase only in limited cases. A few categories have also been included in the list with appropriate rates.

Designation	Existing Rate (Rs)	Corresponding rate to the Proposed Revision (Rs)
Common Categories		
Administrative Officer/Finance Officer (Sr Gr and Gr I)	145	170
Administrative Officer/Finance Officer (Gr II)	110	130
Law Officer/Legal Advisor in the Cadre of Joint/Deputy Secretary to Govt.	145	170
Law Officer in the Cadre of Under Secretary to Govt.	110	130
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Chief Secretary, Additional Chief Secretary, Chairman KPSC, Advocate General, Principal Secretaries to Secretaries to Govt. and Special Secretaries to Govt., Commissioners, Commercial Taxes, Land Revenue, Civil Supplies and Excise, DPI, Director of Agriculture, Principal CCF, Enquiry Commissioner and Spl. Judges, DHS, DME, Transport Commissioner, DGP, Chief Engineer (PWD/Irrigation Admn.), District Collectors and District Judges	350	350
Driver attached to the above Officers	250	250
Peon, Duffedar attached to the above Officers	200	200
Personal Assistant/Confidential Assistant of Members, KPSC and of Additional Director General of Police		250
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Additional Secretaries to Govt., Secretary Legislature, Additional Secretary Legislature, Addl Advocate General, Other Heads of Departments, SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police, Members of KPSC, DIG(Vig), Legal Advisor (Vig), Addl. Legal Advisor (Vig) and Presiding Officers of other subordinate Courts	60	70
Peons/Duffedars attached to the above Officers	30	40

Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver	90	110
Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs.	140	140
Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists	30	40
Peon doing work as Night Watcher	30	40
Secret Sections		
Superintendent	40	50
Clerk/Typist	30	40
Peon	20	30
Advocate General's Office		
<i>Officers attending work in the Office of the Director of Public Prosecution</i>		
Section Officer	75	90
Confidential Assistant	50	60
Confidential Assistant to the Advocate General attending Secret Section Work	50	60
Driver	160	160
Agricultural Department Spl Vigilance Cell		
Superintendent (Junior & Senior)	40	50
Clerk (LD & UD)	30	40
Typist	30	40
Peon	20	30
Kerala Agriculture Income Tax and Sales Tax Appellate Tribunal		
Member (Departmental)	100	100
Animal Husbandry		
Veterinary Surgeon and Sr Instructor qualified in Chick Sexing, working in Regional/Dist. Poultry Farms/Chick-sexing schools	60	70
Junior Instructor, Chick-sexing Schools	40	50
Poultry Assistant of Regional/Dist. Poultry Farms	30	40
Veterinary Surgeon, Veterinary Dispensary, Thrissur	40	50
Veterinary Surgeon, Regional Poultry Farm, Malampuzha	40	50
Veterinary Surgeon, Dist. Veterinary Centre, S.P.C.A. Hospital, Thiruvananthapuram	40	50
Ayurveda Medical Education		
Deputy Manager, Ayurveda Pharmacy, Thiruvananthapuram	75	90
Store Superintendent, Ayurveda College, Thiruvananthapuram	40	50
Lift Operator, Ayurveda College, Thiruvananthapuram	30	40
Commercial Taxes Department		
Law Officer	145	170
Additional Law Officer	75	90
Excise		
Assistant Excise Commissioner, Inspection and Training	85	100
Circle Inspector of Excise-in-charge of Training	60	70
Land Revenue		
Senior Finance Officer	110	130
Superintendent, Board of Revenue/Sheristadar, Collectorate	45	60
Senior Superintendent (HG)/Tahsildar (HG) working in Taluks	45	60

other than Tahsildar in charge of Taluks.		
Tahsildar in charge of Taluks		200
District Loan Reconciliation Officer	45	60
Assistant/Clerk in the District Loan Reconciliation Squad in the Collectorate and Typist attending to the Typing work of the Squad	30	40
Assistant Settlement Officer, Cardamom, Idukki	110	130
Deputy Tahsildar, Cardamom, Idukki	40	50
Village Officer, Cardamom, Idukki	20	30
Villageman, Cardamom, Idukki	15	30
Survey and Land Records		
Instructor in Higher Survey/Instructor for Computer Draftsman Course (in the grade of Head Surveyor)	40	50
Instructor in Chain Survey in the grade of Surveyor Gr I	30	40
General Education		
Headmaster, Govt. HS & Technical for Deaf, Thiruvananthapuram	250	250
Special Officer (Work Experience)	145	170
Research Officer, Primary Education	110	130
Graduate Headmasters in Special Schools	200	200
Instructor in Science/Research-Assistant/Education Extension Officer of the Institute of Primary Education	75	90
Assistant Teacher (Without Training) and Special Teacher, School for Handicapped	25	60
Teachers in Special Schools	25	60
Teacher in charge of Incomplete High School	75	90
Headmaster of High School not eligible for Headmaster's scale	75	90
Graduate Headmasters of UP School	40	50
Headmaster of Aided UP Schools not eligible for Headmaster's scale of pay	40	50
Headmaster of Aided LP Schools not eligible for Headmaster's scale of pay	25	40
Headmaster of Incomplete LP School	25	40
Teacher in charge of Incomplete UP School	25	40
Education Extension Officer and Instructor (Training School)	75	90
UD Clerk, Vigilance Section, D.P.I.'s Office	25	40
Confidential Assistant to the Additional DPI	60	70
Peon to the Additional D.P.I.	30	40
Deputy Secretary to Govt. (Super Check Cell)	145	170
A.E.O. (HM), Super Check Cell	75	90
<i>Staff of the Commissioner for Govt. Examinations</i>		
Pay Range of Rs.5900/- and above	110	130
Pay Range between Rs.4800/- and Rs.5899/-	85	100
Pay Range between Rs.4500/- and Rs4799/-	60	70
Pay Range below Rs4500/-	45	60
<i>Hindi Teachers Training Institute</i>		
Chief Instructor and Instructors		200
Collegiate Education		
Deputy Director, Zonal Offices, (Non U.G.C.)	290	350
Principal of Govt./Private Colleges having shift system (Non U.G.C.)	290	350

Principal holding charge of evening College (Non U.G.C.)	290	350
Principal, Junior Arts & Science Colleges and Principal, Physical Education College, (Non U.G.C.)	220	260
Principals in Colleges having over 2000students (Non U.G.C.)	240	290
Technical Education		
Principal, Engineering Colleges	240	290
Principal of Engineering Colleges where Part-time Courses are conducted	360	430
Principal of Polytechnics where Part-Time Diploma Courses are conducted at night	145	170
Graduate Teachers of General Education Department, working as Instructor in Science, Mathematics, Humanities and language in Junior Technical Schools and as General Instructor in Pre-Vocational Training Centre	25	40
Faculty Member functioning as Librarian in the Institute of Fine Arts, Thrissur and Mavelikkara	50	60
Driver-Mechanic, Govt. Polytechnic, Kalamasserry	45	60
Engineering Colleges/Polytechnics		
Senior Superintendent	60	70
Librarian Gr I/Gr II	60	70
Librarian Gr III/Gr IV	30	40
Junior Superintendent/Head Clerk/Typist/Clerk	30	40
Store Keeper	30	40
Peon, Store man, Library Attender	20	30
<i>Staff in the Examination wing of the Directorate</i>		
Pay Range of Rs.6350/- and above	110	130
Pay Range of Rs.5210/- and above but below Rs.6350/-	85	100
Pay Range of Rs.4500/- and above but below Rs.5210/-	60	70
Pay Range below Rs.4500/-	45	60
Higher Secondary Education		
Clerk attending the work of Higher Secondary Section in Higher Secondary Schools	75	90
Peon attending the work of Higher Secondary section in Higher Secondary Schools	25	30
Deputy Director of Education	150	150
Superintendent attending the work of Plus 2 in the office of DDE	100	100
Clerk attending the work of Plus 2 in the office of DDE	75	80
Peon attending the work of Plus 2 in the office of DDE	25	40
Vocational Higher Secondary Education		
<i>a) High School</i>		
Principal	300	360
Physical Education Teacher	75	80
Science Teacher (in charge of laboratories)	75	80
<i>b) Technical High Schools</i>		
Person in charge of Library	75	80
Superintendent	220	260
Science Teacher (in charge of laboratories)	75	90
Head Clerk	75	90
Clerk/Typist/Storekeeper	60	70
Peon	30	40

Fire & Rescue Service		
Driver –cum-Pump Operator	140	170
Staff Car Driver of the Commandant General	110	130
Station Officer, Fire Service – Training School, Fort Kochi	40	50
Leading Fireman, Fire Service – Training School, Fort Kochi	25	40
Fisheries		
Headmaster, Regional Fisheries Technical High Schools	110	130
Forest		
Principal, Forest School, Arippa	70	80
Instructor (Ranger), Forest School, Arippa	70	80
Instructor, Forest School, Walayar	70	80
(i) Vigilance and Evaluation Wing		
Assistant Conservator of Forest/Divisional Forest Officer	85	100
Ranger	70	80
Forester	25	40
Forest Guard	20	30
(ii) Wild Life Wing		
Ranger/Wild Life Assistant	70	80
Deputy Ranger	50	60
Forester	25	40
Guard/Warder	20	30
(iii) Special Wing of Law Department		
Joint Secretary	180	220
Section Officer	110	130
Legal Assistant/Confidential Assistant/Typist	75	90
Peon	40	50
(iv) Flying Squad		
Assistant Conservator of Forest/Divisional Forest Officer	85	100
Ranger	70	80
Deputy Ranger	40	50
Forester	25	40
Guard	20	30
Health Services		
Specialist working in Radiology, T.B., Pathology, Leprosy and Anesthesia	750	750
Thoracic Surgeon in Thoracic Surgery unit of District Hospitals and T.B. Hospitals	750	750
Postmortem Allowance	250	250
Exhumation Allowance	500	500
Pharmacist attending clerical work	30	40
Lift Operator	30	40
Pharmacist, Ayurveda Hospital doing clerical work	25	40
Indian Systems of Medicines		
Superintendent (Medical)	200	200
Superintendent, Mental Hospital, Kottakkal	200	200
Industries and Commerce		
Designer and Craftsman who is recipient of State Awards	60	70
Designer and Craftsman who is recipient of National Awards	90	110
Industrial Training		
Principals, I.T.I. (Kalamasserry, Kozhikode and Thiruvananthapuram)	60	70

<i>Staff attached to the examination wing of the Directorate</i>		
Pay Range of Rs.5530/- and above	110	130
Pay Range between Rs.4510/- and Rs.5529/-	85	100
Pay Range between Rs.4400/- and Rs.4509/-	60	70
Pay Range below Rs.4400/-	45	60
Irrigation		
Law Officer	180	180
Irrigation, Design and Research Board		
Chief Engineer	480	580
Superintending Engineer (Director)	360	430
Executive Engineer (Joint Director)	360	430
Assistant Executive Engineer (Deputy Director)	300	360
All Technical Staff other than Engineers	180	220
Judiciary		
Bench Clerk (Civil/Criminal Court)	30	40
Land Use Board		
Typist operating Offset Printing Machine	50	60
Law Colleges		
Principals in charge of Evening College	145	170
Librarian	60	70
Library Attender	20	30
Local Fund Audit		
Inspector, Charitable Endowment Section in the Directorate	50	60
Auditor, Charitable endowment Section in the Directorate	30	40
Medical Education		
Superintendent of Collegiate Hospitals	145	170
Additional Superintendent, Medical College, Kozhikkode/Superintendent, SAT Hospital, Thiruvananthapuram/Superintendent, Mental Hospital, Thiruvananthapuram and Kozhikkode/Superintendent, T.B. Hospitals, Pulayanarkotta/Superintendent, Ophthalmic Hospital, Thiruvananthapuram	145	170
Deputy Superintendent, Collegiate Hospitals and SAT Hospital, Thiruvananthapuram	110	130
Officer in charge of Gas House, Medical College, Thiruvananthapuram and Kozhikkode	40	50
Lift Operator	30	40
Motor Vehicles		
Senior Deputy Transport Commissioner	360	360
Assistant Transport Commissioner	220	220
Assistant Secretary, State Transport Authority	180	180
Senior Superintendent, State Transport Authority	180	180
Confidential Assistant, State Transport Authority	145	150
Urban Affairs Department		
Typist attending the work of Malayalam Confidential Assistant	75	90
National Cadet Corps		
Administrative Officer	145	170
National Employment Service		
Sub Regional Employment Officer, Special Employment Exchange for Physically Handicapped, Thiruvananthapuram	75	90

Panchayats

Principal, Training Institute for Local Administration, Thiruvananthapuram and Kozhikode	110	130
Instructor, Training Institute for Local Administration, Thiruvananthapuram and Kozhikode	75	90
U.D. Clerk operating Bradma Printing and Embossing Machine	40	50
L.D. Clerk operating Bradma Printing and Embossing Machine	30	40

Police

Sub Inspector in-charge of Police Station		200
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(i) Special Branch and Crime Branch

Deputy Superintendent of Police	85	100
Inspector	70	80
Sub Inspector	45	60
Assistant Sub Inspector	40	50
Ministerial Staff (All Categories) working in Special Branch		50

(ii) Finger Print Bureau

Director/Tester Inspector	75	90
Finger Print Expert	45	60
Finger Print Searcher	25	40

(iii) Telecommunication Unit

Deputy Superintendent of Police	85	100
Inspector	70	80
Sub Inspector	45	60
Assistant Sub Inspector	40	50
Head Constable	25	40
Police Constable/Station Writer	20	30

(iv) Dog Squad

Sub Inspector	70	80
Head Constable	40	50
Police Constable	25	40

(v) Armourer

Armourer Inspector (Chief Inspector of Arms)	60	70
Armourer Sub Inspector	45	60
Armourer Assistant Sub Inspector	40	50
Armourer Head Constable	40	50
Armourer Police Constable	25	40

(vi) Shorthand Bureau

Chief Reporter	70	80
Reporter Sr Gr	45	60
Reporter Gr I	45	60
Reporter Gr II	25	40

(vii) District Crime Intelligence Bureau

Sub Inspector	45	60
Head Constable	30	40
Police Constable (D.C.I.B. of Thiruvananthapuram City)	20	30

(viii) Personal Guard

Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	145	170
Assistant Sub Inspector	135	160
Head Constable	125	150

Police Constable	110	130
(ix) Miscellaneous		
Liaison Officer (Assistant Engineer)	145	170
Veterinary Surgeon of the Mounted Police	60	70
Staff Car Driver	110	130
Band Master (Sub Inspector/Armed Police Sub Inspector)	45	60
Superintendent Confidential Section	45	60
Confidential Assistant/Clerk(Confidential Section)	30	40
Brass Band Man/Orchestra Man/Bugler Man	20	30
Tailor (P.C.)/Cinema Operator (Police Constable)	20	30
Station Writer (P.C)/Circle Writer (P.C.)/ Co-Clerk/Carpenter (P.C.)/Motor Cleaner	20	30
(x) Executive Staff		
Mechanic (M.T. Check)/Mason/Binder/Rattan Weaver/Lathe Operator/Boat Crew	20	30
(xi) Civil Staff		
Electrician/Fitter/Welder/Blacksmith/Mechanic/Binder/Upholsterer/Packer/Store Attender/Lascar	20	30
(xii) Motor Transport Unit		
Motor Transport Officer	85	100
Motor Transport Inspector	70	80
Motor Transport Sub Inspector	45	60
Havildar Mechanic	25	40
Police Constable Mechanic/Fitter/Electrician	20	30
Ports		
Director	250	250
Port Officer/Deputy Director	250	250
Chief Mechanical Engineer/Engineer in charge	200	200
Cutter-Suction Dredger Operator in CSD 'Meena'	75	90
Driver-cum-operator	90	110
Printing		
Superintendent of Govt. Presses	120	140
General Foreman	25	40
Worker with LPT Diploma in Printing Technology	20	30
Cleaner	45	60
Imposer (Composing Section)	40	50
Mono/Lino Type Operators attending the work of Mono/Lino Mechanic (3 Nos.)	30	40
Staff of Confidential Section		
Pay Range between Rs 10790-18000 to 13610-20700	110	130
Pay Range between Rs 7990-12930 to 9190-15510	70	80
Pay Range between Rs 7480-11910 to 7990-12930	60	70
Pay Range between Rs 5930-9590 to 6680-10790	50	60
Pay Range between Rs 4510-7480 to 4990-7990	45	60
Pay Range between Rs 4400-6680 and below	40	50
Prisons		
Deputy Inspector General of Prisons	120	140
Medical Officer, Central Prisons, Thiruvananthapuram, Viyyur and Kannur	75	90
Medical Officer, Ayurveda, Central Prison, Thiruvananthapuram and Kannur	75	90

Lady Medical Officer, Central Prison, Thiruvananthapuram	75	90
Compounder/Pharmacist, Central Prison, Thiruvananthapuram and Viyyur	30	40
Compounder/Pharmacist, Central Prison, Kannur	40	50
Compounder, District Jail, Kozhikode	20	30
Gate Keeper, Central Prison, Thiruvananthapuram, Viyyur and Kannur	100	100
Chief Warder, Central Prison, Thiruvananthapuram, Viyyur and Kannur	100	100
<i>Open Prison, Nettukaltheri</i>		
Superintendent	45	60
Agricultural Officer	45	60
Supervisor	30	40
Welfare Officer	40	50
Chief Accountant	30	40
Assistant Jailor Gr I	45	60
Clerk	25	40
Head Warder	25	40
Warder	20	30
Pharmacist	20	30
Part Time Medical Officer	110	130
Information & Public Relations Department		
Staff Car Driver	145	170
Public Service Commission		
Sub Inspector of Police	45	60
Police Constable Driver	110	130
Guard	25	40
Staff Car Driver	110	130
Secret Section		
Section Officer (Part Time)	85	100
Assistant	60	70
Typist/Confidential Assistant	60	70
Peon	25	40
Public Works Department		
Clerk-cum-Cashier, V.J.T. Hall, Thiruvananthapuram	30	40
Lift Operator	30	40
Technical Assistant (in charge of Radio and Electrical Stores)	75	90
<i>Design, Research, Investigation and Quality Control Board</i>		
Chief Engineer	480	580
Superintending Engineer (Director)	360	430
Executive Engineer (Joint Director)	360	430
Assistant Executive Engineer(Deputy Director)	300	360
Assistant Engineer (Assistant Director)	300	360
All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.)	180	220
Rural Development		
Chief Instructor, Work shop wing	145	170
Physical Instructor-cum-Librarian	30	40
Sainik Welfare		
Director	435	520

Secretariat

Governor's Secretariat

Deputy Secretary/Joint Secretary	255	510
Private Secretary to Governor/Additional Private Secretary to Governor	255	510
Under Secretary (Tours)/Under Secretary	255	510
Comptroller, Governor's Household	255	510
Personal Assistant to Governor/Section Officer/Section Officer (Accounts)/Tours Superintendent	180	360
Assistant	145	350
Typist	145	170
Cypher Assistant	145	350
Confidential Assistant	145	350
Head Chauffeur/Chauffeur	160	320
Motor Section Clerk/Furniture Clerk	110	130
Duffedar	80	100
Personal Attendant/Motor Cycle Despatch Rider/Peons working with Governor, Secretary to Governor and other Officers and posted for duty in the V.I.P. Room	75	90
Head Butler/Head Cook	80	100
Cook/Waiter/Cleaner	75	90
Matey/Lascar	75	90
Garden Supervisor/Caretaker	80	100
Telephone Operator	110	130
Medical Officer	210	250
Staff Nurse	110	140
Pharmacist	75	90
Nursing Assistant/Hospital Attendant	60	80
Clerical Assistant/Attender	85	100
Police Driver	110	130

Administrative Secretariat

Additional Secretary/Joint Secretary in the O/o. the Chief Secretary	490	490
Deputy Secretary/Under Secretary, General Administration (SC) Department	360	360
Section Officer/Confidential Assistant, General Administration (SC) Department	350	350
Assistant, General Administration (SC) Department	350	350
Typist, General Administration (SC) Department	350	350
Cypher Assistant, O/o. the Chief Secretary	100	120
Section Officer, General Administration (SS), Home (SS) and General Administration (C.R. Cell) Department	105	130
Assistant/Typist, General Administration (SS) and Home (SS) Department	60	70
Peon/Attender, General Administration (SS) and Home (SS) Department	25	40
Office Superintendent, General Administration (Office Section)	75	90
Assistant, General Administration (Office Section) Department	45	60
Peon, General Administration (Office Section) Department	30	40
Office Superintendent, Teleprinter Section	100	100
Assistant, Central Agency	200	200

Peon/Messenger, Central Agency	100	100
Assistant, General Administration (Official Language Translation) Department	40	50
Assistant, Labour Department (Working in the office of the Director of Rehabilitation)	40	50
Supervisor, Duplicator Machine Operator	100	100
<i>(i) Office of the Special Advisor to Government</i>		
Deputy Secretary	180	220
Confidential Assistant	105	130
Peon	60	70
<i>(ii) General Administration (Accounts) Department</i>		
<i>Cash Branch</i>		
Cashier	300	300
Assistant Cashier/Accounts Officer	300	300
Nottam	75	80
<i>(iii) General Administration (Political-A) Department</i>		
Additional Secretary to Govt.	290	350
Under Secretary and State Protocol Officer/Additional State Protocol Officer	220	260
Assistant Protocol Officer/Section Officer	145	170
Assistant	85	100
Typist	75	90
Confidential Assistant	60	70
Duplicating Operator/Peon	40	50
<i>(iv) Personal Staff of Ministers/Leader of Opposition/Govt. Chief Whip</i>		
Private Secretary/Additional Private Secretary/Special Private Secretary/Assistant Private Secretary	510	510
Personal Assistant/Additional Personal Assistant/Special Personal Assistant/Section Officer	360	360
Clerk/Assistant/Confidential Assistant/Typist	350	350
Chauffeur	320	320
Head Peon/Duffedar	200	200
Peon/Contingent Employees	200	200
<i>(v) Personnel in the Computer Cell attached to the O/o. the Chief Minister</i>		
Section Officer	360	360
Assistant	360	360
Typist	360	360
Peon	360	360
<i>(vi) Office of the Principal Secretary to the Chief Minister</i>		
Joint Secretary	490	490
Deputy Secretary	360	360
Section Officer	350	350
<i>(vii) Office of the Principal Secretary (Finance)</i>		
Under Secretary	350	350
<i>(viii) Election Department</i>		
Section Officer handling cash	75	90
<i>(ix) Other Categories</i>		
Drivers (including Drivers in the Finance and Law Departments)	160	190

Chief Security Officer	110	130
Security Officer	85	100
Assistant Security Officer/Station Officer (Fire Force)	70	80
Sergeant	75	90
Motor Cycle Orderly	75	90
Garden Supervisor	45	60
Lift Supervisor	200	200
Chowkidar/Watchman/Lift Operator	30	40
Peon, General Administration (English Records) Department	20	30

Finance Department

System Analyst-cum-programming Officer (Data Processing Centre)	210	250
Section Officer, Secret Section(Part time)	135	160
Section Officer attending the work relating to Secretaries Committee	110	130
Cashier	110	130
Assistant attending the work relating to Secretaries Committee	75	90
Typist attending the work relating to Secretaries Committee	60	70
Peon attending the work relating to Secretaries Committee	30	40
Assistant/Typist, Secret Section	60	70
Peon/Typist, Secret Section	25	40
Chief Technical Examiner	220	260
Executive Engineer/Technical Officer	180	220
Assistant Executive Engineer/Technical Assistant	110	130
Assistant Engineer/Assistant Technical Officer	75	90
Personal Assistant to Finance Secretary	105	130
Additional Secretary attending the work relating to Secretaries Committee	175	210

Law Department

Special Secretary	360	430
Joint Secretary to Government (Suits)	255	260
Personal Assistant to Law Secretary	105	130

Legislature Secretariat

Special Secretary	360	360
Protocol Officer (Cadre of Under Secretary)	80	80
Assistant Posted to Protocol Wing	40	40
Peon Posted to Protocol Wing	30	30
Head Driver	205	210
Assistant Manager	145	150
Personal Assistant to Secretary	105	130
Driver	160	190
Lift Operator	30	40
Telephone Operator	40	40
Office Superintendent	100	100
Cashier	110	110
Assistant (Cash)	75	80

***Personal Staff of Speaker/Deputy Speaker/Chairman
Financial Committee***

Private Secretary/Additional Private Secretary/Assistant Private Secretary	510	510
Section Officer/Personal Assistant/Additional Personal Assistant	360	360
Typist/Assistant/Confidential Assistant	350	350
Chauffeur	320	320
Duffedars	200	200
Peon	200	200
Gardener	200	200
Chief Marshal	200	200
Deputy Chief Marshal	175	180
Marshal	150	150
Sergeant	120	120
Sergeant Assistant	80	80
New Delhi Allowance		
<i>Office of the Resident Commissioner, New Delhi</i>		
Administrative Officer	1175	1180
Law Officer	1175	1180
Assistant Engineer	1050	1050
Liaison Officer	950	950
Section Officer	750	750
Personal Assistant to Resident Commissioner for Parliamentary Work	775	780
Assistant Liaison Officer	600	600
Assistant	500	500
Typist	500	500
Confidential Assistant	650	650
Typist (Teleprinter Operator)	600	600
Draftsman Grade II	500	500
Chauffeur	625	630
Driver/Motor Cycle despatch rider	350	350
Peon	400	400
Chowkidar/Peon/Watcher	325	330
Part Time Sweeper	50	50
<i>Kerala House, New Delhi:</i>		
Protocol Officer	1175	1180
Under Secretary	1175	1180
Section Officer	750	750
Assistant Protocol Officer	750	750
Manager (House Keeping)	750	750
Assistant	500	500
Steno-Typist	500	500
Overseer (Electrical)	500	500
Assistant House Keeper	500	500
Typist	425	430
Reception Assistant	425	430
Catering Supervisor	425	430
Supervisor (House Keeping)	425	430
Telephone Operator	425	430

Store Keeper	425	430
Assistant Store Keeper	425	430
Steward	425	430
Cook	375	380
Chauffeur	625	630
Waiter/Bearer	325	330
Room Boy/Room Attendant	325	330
Electrician	325	330
Helper to Electrician	325	330
Plumber	325	330
Helper to Plumber	325	330
Peon	325	330
Chowkidar	325	330
Gardener	325	330
Kitchen Helper	325	330
Sweeper	325	330
<i>Information Officer, New Delhi (Information & Public Relations Department)</i>		
Information Officer	925	930
Deputy Director	925	930
Assistant Editor	600	600
Section Officer	500	500
Assistant	500	500
Confidential Assistant	500	500
Driver	400	400
Clerical Attender	325	330
Cinema Operator	275	280
Part Time Sweeper	25	30
Tourist Information Office, New Delhi		
Tourist Information Officer	750	750
Information Assistant	500	500
Peon	325	330
Out State Allowance		
<i>Tourist Information Office, Chennai/Mumbai/Jaipur/Goa and Agra</i>		
Tourist Information Officer	750	750
Information Assistant	500	500
Peon	325	330
Social Welfare		
Superintendents of Homes for the Mentally Retarded, Thiruvananthapuram and Kozhikode and Custodial Care Home, Manjeri	180	220
Ayahs of the above Homes	120	140
Superintendent, Government Children's Home and Special School, Thiruvananthapuram, Kollam, Kottayam, Thrissur and Kozhikode	45	60
Part Time Medical Officer, Government Children's Home and Special Schools	75	90
Caretaker	25	30
State Insurance		
Director	220	260

State Planning Board		
Chowkidar	25	40
Stationery Department		
Mechanic attending to the duty of winding the secretariat Tower Clock	45	60
S.T. Development Department		
Teacher-cum-Warden	40	50
Treasuries		
Director	220	260
Sub Treasury Officer attending to the additional work relating to the sale of Lottery tickets	75	90
Bradma Supervisor	40	50
Accountant working in the Bradma Cells	40	50
Treasurer	75	90
Senior Accountant-cum-Treasurer (Those who are posted to do the work previously done by the Treasurer)	75	90
Comptometer Operator	30	40
Junior Accountant (Data Entry)	30	40
Tourism		
Head Chauffeur	205	210
Chauffeur	155	190
Cleaner attached to File Van	45	60
Lascar attached to Central Stores, Thiruvananthapuram	25	40
University Appellate Tribunal		
Secretary	60	70
Vigilance & Anti-Corruption Bureau		
Legal Adviser	220	260
Additional Legal Adviser	145	170
Superintendent of Police (Non-I.P.S)	145	170
Deputy Superintendent of Police	85	100
Inspector of Police	70	80
Sub Inspector	45	60
Havildar Driver (Staff Car)	110	130
Head Constable	25	40
Police Constable	20	30
Ministerial Staff (All Categories)		50
Water Transport		
Boat Master		100
Special allowance sanctioned to the staff of the O/o. the Controller of Entrance Examinations		
Pay Range Rs.9190 and above	550	550
Pay Range Rs.8390 to Rs.9189	500	500
Pay Range Rs.6680 to Rs.8389	450	450
Pay Range below Rs.6680	400	400
Special allowance admissible to employees handling cash		
<i>Amount of average monthly cash disbursed</i>		
Over Rs.1,00,000/- and up to Rs.2,00,000/-	150	150
Over Rs.2,00,000 and up to Rs.5,00,000/-	200	200
Over Rs.5,00,000/- and up to Rs.10,00,000/-	250	250
Over Rs.10,00,000/-	300	300

IX Compensatory Allowance

7.9.1. Compensatory Allowance is an allowance to meet personal expenditure necessitated by the special circumstances in which the duty is performed. This is similar to Risk Allowance sanctioned by Government. The specifiable difference between the two is that **Risk Allowance** is mainly connected with factors that affect health, but **Compensatory Allowance** can be a compensation for any extra effort while discharging official duties (like extra office hours, carrying valuable things etc).

7.9.2. The Commission is of the view that the scope and necessity of this allowance need to be comprehensively reviewed. The Commission, however, could not do so or could it make an indepth study in this case due to paucity of time. Therefore, Commission recommends to continue the existing rates as detailed below. Revision on the scope of the scheme may be undertaken by the Government.

Designation	Existing Rate (Rs)
Common Categories	
Cook	40
Peon/Attender/Typist/Confidential Assistant(doing cyclostyling or duplicating work)	20
Peon/Attender/Typist/Confidential Assistant(Operating Photocopiers)	20
Advocate General's Office	
Under Secretary(only for those attending case list work)	200
Section Officer (only for those attending case list work)	200
Assistant/Typist/Confidential Assistant (only for those attending case list work)	200
Office Superintendent (only for those attending case list work)	200
Librarian	65
Assistant officiating as Assistant Librarian	50
Library Attender	40
Last Grade Employee in the Library	25
Last Grade Employee operating Duplicating Machine	50
Library Assistant (Catalog work)	100
Agriculture Department	
Agricultural Demonstrator working in Farms and Research Stations, ICDP Blocks and Nurseries	40
Head Mazdoors	15
Animal Husbandry Department	
Livestock Inspector, Cross Breeding Scheme, Artificial Insemination Centre and Key Village Block	40

Poultry Assistant in Poultry Farms, District Poultry Farms and IPD Blocks	40
Livestock Inspector in Livestock Farms Jersey Farms, Pig Farm Units and Livestock Farms	40
Livestock Inspectors, Regional A.I. Centres	40
Archaeology	
<i>Padmanabhapuram Palace</i>	
Ethnologist in charge of Curator/Museum Assistant	75
Museum Guide/LD Clerk	50
Gardener/Peon/Watcher/Mechanic	40
Ticket Attender	40
Ayurveda Medical Education	
Deputy Warden (Hostels)	50
Resident Medical Officer, Ayurveda College Hospital/Ayurveda Maternity Hospital	50
Van Cleaner-cum-Conductor	20
Nethra Technician	65
Commercial Taxes Department	
Inspecting Assistant Commissioner, Intelligence	75
Intelligence Officer	50
Intelligence Inspector	40
Peon (Intelligence Squad)	20
Peon (Serving Summons/Notices)	35
Land Board	
Confidential Assistant to Appellate Authorities, Deputy Collectors (Land Tribunals), Special Deputy Collectors (Land Tribunals)	40
Peons (Personnel attached to the above Officers)	20
General Education	
Deputy Headmasters, Govt. High Schools and Aided Schools	200
Headmaster, Tagore Vidyanikethan	125
High School Assistant, Tagore Vidyanikethan	65
Music Teacher, Tagore Vidyanikethan	40
Primary Education Extension Officer	125
Resident Tutor, Tagore Vidyanikethan	65
Physical Education Teacher/Drawing Master/Instructor (Work experience programme)	40
Collegiate Education	
Warden, College Hostels (Above 200 inmates)	125
Warden, College Hostels (up to 200 inmates)	95
Resident Tutor in College Hostels	65
Technical Education	
Skilled Assistant/Attender in the Central Polytechnic, Thiruvananthapuram and Govt. Polytechnics, Kannur, Perinthalmanna and Kottayam	35
Workshop Attender, Junior Technical School, Adoor	20
N.C.C. Officer	95
Engineering College, Thiruvananthapuram	
Librarian	50
Assistant Librarian	40
Library Attender	25

Polytechnics	
Boiler Attender, Central Polytechnic, Thiruvananthapuram	25
Boiler Assistant, Govt. Polytechnic, Kalamasserry	20
<i>(a) Staff whose services are utilized for the conduct of Part-Time Classes in Engineering Colleges</i>	
<i>(i) Degree and Diploma Courses</i>	
Professor/Assistant Professor/Reader, Lecturer, Workshop Superintendent, First Grade Instructor (Engineering Colleges), Head of Section, Workshop Superintendent (Polytechnics)	40/hr. subject to a maximum of Rs.500/- per month
Professor, Lecturer, Assistant Lecturer, Technical Instructor (Non Engineering Subject)	35/hr. subject to a maximum of Rs.500/- per month
Boiler Assistant/Workshop Attender	15/hr. subject to a maximum of Rs.500/- per month
<i>(ii) M.Tech Course (Engineering College, Thiruvananthapuram)</i>	
Teaching Staff	65/hr.
Co-ordinator of the course	375
Clerk-cum-Typist Accountant	160
Class IV Employee	95
<i>(b) Hostels and Engineering Colleges and Polytechnics</i>	
Warden (Above 200 inmates)	125
Warden (up to 200 inmates)	95
Resident Tutor	65
Part Time Medical Officer (Above 100 inmates)	125
Part Time Medical Officer (upto 100 inmates)	95
<i>(c) Pre Vocational Training Centre</i>	
Senior Craft Instructor	50
<i>(d) Part Time Staff engaged for teaching in both High Schools and Junior Technical Schools</i>	
(I) For Technical Subjects	40/hr
(ii) For English and Non Technical Subjects	35/hr
Fire & Rescue Service	
Fireman Driver cum Pump Operator/Driver Mechanic	40
Forest	
Van Driver (Publicity Unit)	50
Health Services	
Medical Officer, Primary Health Centre	160
Health Inspector, Public Health Training School, Thiruvananthapuram	50
Higher Secondary Education	
Physical Education Teacher attending the Higher Secondary School Section	50
Homoeopathic Medical College, Kozhikode	
Warden, Men's Hostel	50

Industrial Training

Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)

	150
Part Time Medical Officer, I.T.I.	125
Assistant Hostel Superintendent (PT), ITI, Kozhikode	40
Group Instructor (Foreman ITI, Kalamasserry)	40
Clerk, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	35
Peon, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	20

Insurance Medical Services

Director/ Joint Director /Regional Deputy Director	250
Nursing Superintendent	40
Head Nurse/Radiographer	35
Staff Nurse/laboratory Technician/X-Ray Technician	25
Pharmacist/Auxiliary Nurse & Midwife	20
Laboratory Attender/X-Ray Attender/Nursing Assistant	15
Scientific Assistant (Physiotherapy), ESI Hospital, Peroorkada	50
Dietician	35

Irrigation

Overseer Grade II and I (only during the period they are actually engaged in the work of gauging)	300
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Labour

Roneo Operator	50
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Land Use Board

Peon	20
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Legal Metrology

Inspecting Assistant	20
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Medical Education

Resident Medical Officer	125
Assistant Resident Medical Officer	95
Warden	95 or rent free quarters
Assistant Warden	65 or rent free quarters
Resident Warden, College of Nursing	65 or rent free quarters

Medical Officers working in the Health Centres attached to the Medical Colleges	160
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(I) Department of Tuberculosis and Respiratory Diseases, Medical College, Thiruvananthapuram

Non Medical Staff

Social Worker	65
Senior Scientific Officer, Antigen Manufacturing	125
Scientific Assistant	95
Pharmacist/Pharmaceutical Chemist	95
Clerk	65

(ii) College of Pharmaceutical Sciences

Professor (who inspects and supervises manufacturing in addition to routine work)	250
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Associate Professor (who looks after quality control and quality assurance in addition to routine work)	190
Museum and Zoo	
Veterinary Surgeon, Thiruvananthapuram Zoo	95
Watcher	25
Gardener (For operating Radio in Public Park in addition to normal duties)	20
Gardener (For attending duties in the Children's Park in addition to normal duties)	20
Gardener (For operating the pump attached to the Kanakakkunnu Palace)	20
Gardener (For assisting the Engine Driver)	20
Employees who are allowed only half day off on holidays	20
Persons operating Television	20
Employees working on holidays	Equal to 1 D.A.
Police	
Assistants (2)/Typists (1) of Special Branch	50
Police Constable doing additional work as Cinema Operator in Thiruvananthapuram and Thrissur	20
Typist doing typing work on metal sheet	40
Medical Officer (Attending to autopsy work)	35 for each autopsy work
Mortuary Attender/Cleaner	15 for each autopsy work
Prisons	
Psychiatrist, Central Prison	125
District Medical Officer visiting Central Prison	25 for each visit subject to a maximum of 125
Homoeo Medical Officer attending the Homoeo Clinic in the Central Prison, Thiruvananthapuram	125
Warder Attendant, Leprosy Sanatorium Noornad	50
Information & Public Relations	
<i>(a) Information Office, New Delhi</i>	
Information Officer	375
Assistant/Confidential Assistant	375
<i>(b) Directorate</i>	
Assistant working in the Cellar	60
Clerical Assistant working in the Cellar	40
Peon working in the Cellar	25
Public Service Commission	
<i>Staff working in the Cellar</i>	
Assistant	60
Attender/Clerical Assistant/Binder	40
Peon	25
Public Works Department	
Ferry Man	65
Watchman in the P.W.D. Rest House	20
Secretariat	
<i>Governor's Secretariat (Household)</i>	
A.D.C.	190

Physician to Governor	190
Head Gardener	35
Gardener	25
Sweeper	20
Pharmacist	25
Hospital Attender/Nursing Assistant	20
Administrative Secretariat	
Lift Operator	35
Security Guard/Watchman/Chowkidars	20
Sergeant	20
<i>(I) P&AR Department</i>	
Additional Secretary/Joint Secretary/Deputy Secretary	95
Under Secretary	90
Section Officer	75
Assistant	40
<i>(ii) Staff working in the Cellar</i>	
Clerical Assistant	40
Peon	25
<i>(iii) Central Library</i>	
Librarian (Senior Grade)	65
Librarian (Grade II)/Assistant	50
Clerical Assistant	40
Peon	25
<i>(iv) Allopathic Clinic attached to Secretariat</i>	
Chief Medical Officer	375
Medical Officer	375
Gynecologist	375
Dental Surgeon/Pediatrician	250
Pharmacist/Nurse	125
Dental Hygienist	95
Clerical Assistant	65
Scavenger	65
<i>(v) Homoeo Clinic attached to Secretariat</i>	
Medical Officer	375
Pharmacist	190
Sweeper/Peon	65
<i>(vi) Other Establishments</i>	
Head Gardener	35
Gardener	25
Sweeper of Secretariat Garden	20
<i>(vii) Chauffeurs in Kerala House and Office of the Resident Commissioner, New Delhi</i>	500
Law Department	
Librarian	65
Legal Assistant attached to the Library	50
Clerical Assistant attached to the Library	40
Peon attached to the Library	25
Binder attached to the Library	50
Legislature Secretariat	
Lift Operator	35

Telephone Operator	50
Peon (attending chamber duty)	25
Sweeper (including higher grade)/Scavenger/Gardener/Waiter	30
Duffedar	25
Senior Assembly Attendants (2 persons)	25
State Archives	
Junior Superintendent posted in the Secretariat Cellar	65
Assistant/Clerk posted in the Secretariat Cellar	50
Peon posted in the Secretariat Cellar	35
<i>Preservation Section</i>	
Preservation Supervisor/Mender	35
Binder/Lascar	20
Soil Conservation	
Field Assistants in the Research Station, Konni	40
State Lotteries	
District Lottery Officer	190
Personal Assistant	190
Senior Superintendent/Assistant District Lottery Officer	190
Class III Officers	150
Stationery	
Packer/Store Assistant/Store Attendant	15
Tourism	
Waiter and Room Boy of Guest House, Thiruvananthapuram, Ernakulam and Kozhikode	35
Waiter and Room Boy in other Guest Houses	25
<i>Kerala House, Kanyakumari</i>	
Manager	95
Steward/Clerk	65
Cook/Kitchen Mate/Room Boy/ Waiter/ Gardener/ Lascar/ Sweeper/ Scavenger/Watcher	50
Vigilance and Anticorruption Bureau	
Superintendent of Police	125
Deputy Superintendent of Police	115
Inspector of Police	100
Sub Inspector of Police	95
Head Constable/Hawildar Driver	65
Police Constable/Police Driver	50

X Risk Allowance

- 7.10.1.** Risk allowance is sanctioned to cover risks likely to be encountered by employees while they discharge their duties. It has been invogue for quite some time. Most of the employee organizations asked for enhancement of existing rates and extension of the allowance to new categories on the some what specious plea that they stand a riks to themselves while on duty.
- 7.10.2.** A perusal of the scheme and the rates of risk allowance sanctioned to the various categories of employees indicates that the allowance is granted

because of (a) risk to the health of an employee who has to handle toxic material like in laboratories or encounter radiation hazards as in the case of X-ray technicians and (b) risk of bodily injury like in the case of personnel of the Police and Fire Force and those who come into contact with animals like in Animal husbandry department, Zoo etc.

7.10.3. The Commission noted that what is currently doled out in the form of risk allowance is a paltry amount and it hardly ever compensates the damage to either health or body injury. What is needed is an insurance linked scheme which would effectively compensate an employee from all expenses that he might have to incur on account of treating and nursing his health either due to bodily injury or due to deterioration in health because of continuous exposure to dangerous material. The same core group suggested to be formed for formulating an insurance linked medical benefit scheme may be given this responsibility also.

7.10.4. Pending formulation of such a scheme, the Commission recommend that the existing rates as detailed below be retained.

7.10.5. The Commission would urge the Government to finalise both Medical Benefits and Risk Allowance Scheme within a period of six months.

Designation	Existing Rate (Rs)
Agriculture	
<i>Pesticides Testing Laboratory</i>	
Deputy Director cum Senior Chemist	60
Research Officer	60
Junior Agricultural Officer	60
Laboratory Assistant/Agricultural Demonstrator	30
L.D. Clerk/U.D. Clerk/Confidential Assistant	25
Peon/Watcher	20
Animal Husbandry	
X-Ray Technician	30
<i>Institute of Animal Health and Veterinary Biological & Chief Disease Investigation Office, Palode</i>	
Director	90
Chief Disease Investigation Officer	90
Standardization Officer	90
Research Officer/Quality Control Officer	60
Assistant Director/Disease Investigation Officer	60
Assistant Research Officer	60
Research Asst./Toxicologist/Veterinary Surgeon in Laboratory	60
Chemist/Laboratory Supervisor	30
Laboratory Technician/Laboratory Assistant	30
Laboratory Attender	20

<i>Rabies Eradication</i>	
Assistant Director/Disease Investigation Officer	60
Veterinary Surgeon	60
Livestock Inspector	30
Ayurveda College, Thiruvananthapuram, Thripunithura and Kannur	
Herpetologist	100
Technician (Visha)	100
Laboratory Technician/Laboratory Assistant	30
Laboratory Attender	20
Theatre Assistant, Anatomy Department	30
Scavenger, Anatomy Department	20
Dravya Attender	20
X-Ray Technician (Post Graduate Centre)	30
Laboratory Assistant (Post Graduate Centre)	30
<i>Drugs Standardization Unit, Poojappura</i>	
Research Assistant (Chemistry)	60
Laboratory Technician	30
Laboratory Attender	20
Chemical Examiner's Laboratory	
Chief Chemical Examiner	90
Junior Chemical Examiner	60
Assistant Chemical Examiner	60
Joint Scientific Examiner	60
Senior Superintendent	60
Serological Assistant	30
Technical Assistant	30
Junior Superintendent	30
Head Clerk/Head Accountant	30
Confidential Assistant/Clerk Typist/Store Keeper	25
Laboratory Assistant/Junior Laboratory Assistant	20
Packer/Bottle Cleaner/Peon/Lascar	20
Glass Blower	25
Drugs Control	
<i>Drugs Testing Laboratory</i>	
Analyst Gr I/Gr II/Gr III	60
Pharmacologist/Bacteriologist	60
Bio-Chemist	60
Drug Inspector (Special Intelligence Branch)	60
Scientific Assistant/Junior Superintendent	50
Technical Assistant/Store Superintendent	30
Store Keeper/Technician/Clerk/Typist	25
Laboratory Attender/Watcher/Peon	20
Fire & Rescue Service	
Leading Fireman/Fireman	30
Fireman Driver/Driver Mechanic	30

Forest	
Mahouts and Cavadies	25
Ground Water	
	<i>Drilling Staff</i>
Senior Driller	50
Drilling Mechanic/Driller	50
Compressor Driver	30
Welder	30
Drilling Assistant	30
Health Services	
	<i>(I) X-Ray Sections of Hospitals</i>
Medical Officer	90
Head Nurse/Staff Nurse	30
Mechanic/Radiographer/Technician/Dark Room Assistant	30
Other Full Time Employees like Attender/Attendant/Cleaner/Warder etc.	20
	<i>(ii) Radium Sections of Hospitals</i>
Medical Officer	90
Technician/Radiographer/Staff Nurse	30
Attender/Cleaner/Warder/Lascar	20
	<i>(iii) Sanatorium for Chest Diseases, Pulayanarkotta/Chest Hospital, Mulamkunnathukave, Pariyaram/T.B. Clinics/T.B. Wards/T.B. Centres</i>
Medical Officer	90
Bacteriologist/Nursing Superintendent	60
Manager/ Lay Secretary and Treasurer	60
Head Nurse/Staff Nurse	30
Treatment Organizer Gr.I and Gr.II	30
Pharmacist/Pharmacist Storekeeper	30
Laboratory Technician Grade I & II/Health Welfare Worker/Medical Records Librarian	30
Statistician/Statistical Assistant/Steward/Head Clerk/Clerk/Store Keeper/Typist/Instructor (Tailoring)/Driver/L.D. Compiler	25
Social Worker	30
Dietician	30
Physiological Assistant	30
Blood Bank Technician	30
Mechanic	25
House Keeper	25
All other Class-III (except Ministerial) & Class-IV Officers	20
	<i>(iv) Leprosy Sanatorium, Nooranad/Leprosy Hospital, Koratti and Chevayoor/Leprosy Clinics/S.E.T. Centres/Leprosy Control Unit/Leprosy Subsidiary Centres</i>
Civil Surgeon Gr.II, Leprosy Training Centre, Nooranad	210
Medical Officer/Assistant Surgeon, Leprosy Training Centre, Nooranad	210
Lay Secretary and Treasurer	60
Nursing Superintendent/Physiotherapist	80
Matron/Head Nurse/Nursing Sister/Staff Nurse	45

Pharmacist/Pharmacist Storekeeper	30
Leprosy Health Visitor/Non-Medical Supervisor/Circle Supervisor/Health Educator	45
Laboratory Technician	45
Midwife	30
Steward/Health Welfare Worker/Assistant Steward/Head Clerk/ Clerk/ Typist/Driver	25
All other Class-III and Class-IV Officers in the above Centres	20
Specialist Medical Officer, Govt. Hospital, Mavelikkara, visiting the leprosy Hospital (One Eye Specialist, One Dental Surgeon and One Surgeon)	80
<i>(v) V.D. Section of Hospitals/V.D. Clinics</i>	
Medical Officer	90
Nursing Superintendent (V.D.), Medical Colleges	60
Head Nurse/Staff Nurse	30
Serological Assistant/Social Worker	30
Technician	30
Cleaner/Warder/Sweeper/Attender	20
<i>(vi) Mental Health Centres</i>	
Medical Officer	90
Nursing Superintendent	60
Psychiatric Social Worker (Non-Gazetted)	60
Head Nurse/Staff Nurse	30
Deputy Overseer	30
Laboratory Technician	30
Weaving Instructor/Bunoy Instructor	25
Nursing Assistant/Laboratory Attender/Work Mistress	20
All other Class-III & Class-IV Officers	20
<i>(vii) Laboratory Section of Hospitals</i>	
Medical Officer	60
Chemist	30
Laboratory Technician	30
Laboratory Technicians working in Public Health Centres	30
Attender/Attendant/Cleaner/Lascar	20
<i>(viii) Contagious Disease Hospital</i>	
Medical Officer	90
Head Nurse/Pharmacist/Midwife	30
Clerk/Typist	30
All other Last Grade Employees	20
(ix) Psychiatric Clinic attached to the Medical College Hospital, Kottayam	
Staff Nurse	30
Nursing Assistant	20
<i>(x) Public Health Laboratory</i>	
Director	90
Senior Assistant Director/Assistant Director	60

Medical Officer	60
Micro Biologist/Scientific Officer/Junior Protozoologist	60
Store Keeper/Junior Superintendent/Junior Statistical Officer/Food Analyst/Technical Assistant Grade-I & II/Health Inspector/Chemist/Dietician	30
Glass Blower/Audio Visual Trailer Operator/Carpenter/Driver/Cashier/Clerk/Typist	25
Laboratory Assistant/Attender	25
Packer/Peon/Barber/Gardener/Stable Attender/Butcher/Lascar/Bottle Cleaner	20
<i>(xi) Regional/District Public Health Laboratories</i>	
Medical Officer (Pathology)	60
Chief Scientific Officer	60
Research Officer/Scientific Officer/Junior Scientific Officer	60
Technical Assistant/Laboratory Technician	30
Clerk/Typist/Clerk-Typist	25
Laboratory Assistant/Laboratory Attender/Last Grade Employees	20
<i>(xii) Government Analyst Laboratory, Thiruvananthapuram, the Regional Analytical Laboratories, Ernakulam & Kozhikode</i>	
Chief Govt. Analyst	90
Govt. Analyst/Deputy govt. Analyst	60
Research officer/Junior Research Officer	60
Junior Stastician/Statistical Assistant	30
Technical Assistant	30
Sample Collector	30
Junior Superintendent	30
Compiler/Clerk/Typist/Clerk-Typist-Confidential Assistant/Accountant	25
Laboratory Assistant/Laboratory Attender/Packer/Peon/Night Watcher	20
Insurance Medical Services	
<i>Staff working in Laboratories, X-Ray Unit and Sanatorium for Chest Disease, Mulamkunnathukavu</i>	
Insurance Medical Officer	90
Nursing Superintendent	60
Radiographer/X-Ray Technician/Laboratory Technician/Head Nurse/Staff Nurse/Pharmacist	30
Junior laboratory Attender/Nursing Assistant/Hospital Attendant/Peon	20
Indian Systems of Medicine	
<i>Ayurveda Mental Hospital, Kottakkal</i>	
Superintendent/Senior Specialist/Specialist Physician	90
Nursing Superintendent/Laboratory Assistant	30
Nurse/Pharmacist	25
Laboratory Attender	20
<i>Administration</i>	
Head Clerk	25
Clerk/Typist	20

Peon/Watcher/Gardener	20
Medical Education	
Scientific Officer, Nuclear Medicine/Assistant Professor, Nuclear Medicine	90
Scavenger-cum-Sewage Cleaner	30
<i>(I) Radiology Department</i>	
X-Ray Machanic/X-Ray Technician/Radiographer	30
X-Ray Attender/Receptionist	20
<i>(ii) Deralology and Venerology</i>	
Serological/Scientific Assistant	60
<i>(iii) Reconstructive Unit of Leprosy Sanatorium, Nooranad</i>	
Staff Nurse	45
Nursing Assistant	30
<i>(iv) Anatomy Department</i>	
Curator	30
Laboratory Technician	35
Junior Laboratory Assistant/Mortuary Man/Theatre Assistant/Sweeper/Cleaner	20
<i>(v) Forensic Medicine</i>	
Mortuary Technician/Laboratory Technician	30
Junior Laboratory Assistant/Mortuary Attender/ Sweeper/ Cleaner	20
<i>(vi) Gas House Employees of Medical Colleges</i>	
Foreman	20
Fitter/Fireman/Lascar	15
<i>(vii) Other Categories</i>	
Bio-Chemist/Scientific Assistant (Pathology)	60
Laboratory Technician/Laboratory Assistant	30
Junior Laboratory Assistant/Laboratory Attender/Photographic Attender	20
Technician (Media making)	25
<i>(viii) Staff working in T.B. Unit of Kozhikode Medical College</i>	
Staff Nurse/Pharmacist/Health Visitor	30
Clerk	25
Hospital Attender/Nursing Assistant	20
Homeopathic Medical Colleges	
Radiographers and X-Ray Technicians	30
Laboratory Technicians	30
Museums and Zoo	
Zoo Keeper	30
Police	
<i>(I) Police Forensic Science Laboratory</i>	
Director	90
Joint Director/Assistant Director	60
Ballistic Expert/Scientific Assistant/Photographer	60
Head Accountant/Junior Superintendent	30
Laboratory Technician	30
Confidential Assistant/Clerk/Typist	25

Mechanic	25
Police Driver/Technical Attender/Peon	20
<i>(ii) Police Personnel</i>	
Circle Inspector/Armed Police Inspector/Reserve Inspector	40
Sub Inspector/Armed Police Sub Inspector/Reserve Police Sub Inspector	30
Assistant Sub Inspector/Armed Police Assistant Sub Inspector/Reserve Police Assistant Sub Inspector	25
Head Constable/Havildar of Armed Police Battalion, Armed Reserve and Local police	25
Police Constable of Armed Police Battalion, Armed Reserve and Local Police	25
Driver (Head Constable/Police Constable)	25
Port	
Captain/Dredger master	90
Chief Engineer/officer I	90
Engineer/Officer II	60
Engineer-cum-Dredger master	60
Officer III/Junior Officer	50
Electrical Officer/Assistant Engineer	50
Navigator	50
Electrician	30
Syrang-cum-Quarter Master/Greaser	30
Operator cum Mechanic/Engine Driver	30
Master Gr I, II and III	30
Driver Gr I and II	30
C.S.D. Operator/Radio Telephone Operator	30
Driver-cum-Operator	30
Welder	30
Seaman/Cook/Steward	25
Assistant Cook/Topaz/Part Time Cook	20
Prisons	
Sub Jail Superintendent/Assistant Jailor Gr I and II/Supervisor, Borstal School and Open prison	30
Warder/Petty Officer/Head Warder/Ministerial Head Warder/Gate Keeper/Chief Petty Officer/Matron	25
State Archives	
Menders	30

XI Non-practising Allowance

- 7.11.1.** Non-Practising Allowance is allowed to certain categories of medical officers for devoting extra time for other Governmental responsibilities without concentrating on private practice. The Commission recommends corresponding revision to the prevailing rates with minimum additions. The Commission is of the view that Government should undertake a study to disentitle certain categories from Non-practising allowance. The existing rates

and revised rates with modifications are shown below with sub grouping under the respective department:

Designation	Existing Rate (Rs)	Corresponding rate to the Proposed Revision (Rs)
Factories and Boilers		
Joint Director (Medical)	460	550
Health Services		
Director	1000	1200
Additional Director	875	1000
Deputy Director	750	900
Principal, Public Health Training School	750	900
Assistant Director (HE)	750	900
Assistant Director (CD)	750	900
Assistant Director(MCH)	750	900
Deputy Director (TB)	750	900
Assistant Director (Leprosy)	750	900
Assistant Director (FW)	750	900
Assistant Director(Ophthalmology)	750	900
Assistant Director (Physical Medicine Rehabilitation)	750	900
Zonal Malaria Officer	750	900
District Medical Officer(Health) / Deputy District Medical Officer (Health)	750	900
Principal, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode	750	900
Civil Surgeon, Leprosy Training Centre, Noornad	345	410
Medical Lecturer-cum-Demonstrator, Family Welfare Training Centre, Thiruvananthapuram/ Kozhikode	345	410
Supervisory Medical Officer, BCG Campaign (Civil Surgeon)	345	410
District Immunisation Officer	345	410
Medical Officer in charge (I.U.C.D) (Civil Surgeon)	345	410
Civil Surgeon (Non Cadre) (Family Welfare Programme)	345	410
District Leprosy Officer	345	410
Medical Officer, Pilot Survey Unit	230	280
Assistant Surgeon-in-charge, Mobile Medical Unit (Attapady, Kalpetta, Thaliparamba & Floating Dispensary, Chambakulam)	230	280
Assistant Surgeon (Family Welfare Programme)	230	280
Medical Officer, School Health Programme	230	280
Medical Officer, Raj Bhavan Dispensary	230	280

Insurance Medical Services		
Director	800	960
Joint Director	575	690
Regional Deputy Director	460	550
RMO (In the cadre of Civil Surgeon Gr. I)	460	550
RMO (In the cadre of Civil Surgeon Gr. II)	345	410
RMO (In the cadre of Civil Surgeon)	230	280
Public Health Laboratory		
Director	460	550
Senior Assistant Director	460	550
Assistant Director and Senior Medical Officer	345	410
Assistant Director (Nutrition) (Civil Surgeon Gr.II)	345	410
Medical Officer	230	280
<i>Regional Laboratories</i>		
Medical Officer (Civil Surgeon Gr.II)	345	410
Medical Officer (Assistant Surgeon)	230	280
<i>District Laboratories</i>		
Medical Officer	230	280
Medical Officer (Pathology)	230	280
Medical Officer (Microbiology)	230	280
Medical Education		
Director	690	830
Joint Director	575	690
Principal	575	690
Director and Professor/Professor	575	690
Associate Professor	575	690
Assistant Professor	460	550
Lecturer	345	410
Prison		
Medical Officer Central Prisons	230	280
Indian Systems of Medicine		
District Medical Officer	290	350
Superintendent Ayurvedic Mental Hospital, Kottakkal	290	350
Superintendent District Ayurveda Hospital, Kannur	290	350
Ayurveda College (Non-Clinical)		
Principal	345	410
Professor	290	350
Reader	290	350
Lecturer/Tutor	230	280
Homoeopathy		
Director	345	410

Deputy Director	345	410
District Medical Officer	290	350
Homoeopathic Medical College (Non-Technical)		
Principal	345	410
Professor	290	350
Assistant Professor/Tutor	230	280

XII Uniform Allowance

- 7.12.1.** As per the existing rules, certain categories of employees are required to wear uniforms while on duty. The primary factor for using uniform is to distinctly identify the officials when they come into contact with public as part of their duty; secondly identifying their position and hierarchy within the department and lastly to show authority & power for smooth discharge of duties. In certain cases uniforms are supplied as protective clothing. Pattern of uniform, quantum and rate of supply are prescribed in the manuals of the respective department.
- 7.12.2.** An extensive study has been made in respect of the existing system of uniform allotment. It is found that the following general items are taken into account for sanctioning uniform allowances:-
- (i) Uniform cloth (either as an allowance or supply of cloth)
 - (ii) Stitching charges
 - (iii) Washing Allowance
 - (iv) Foot wear Allowance
 - (v) Duration for sanctioning Uniform Allowance (ie. 1, 2 or 3 years)
- Administrative procedure and logistics involved in procurement and supply are cumbersome processes connected with disbursement of this allowance. With a view to reduce the administrative formalities and to simplify procedures involved, the Commission recommend to sanction Uniform Allowance combining three items viz. uniform cloth allowance, stitching charges and washing allowance. Durations for sanctioning allowance remain unaltered.
- 7.12.3.** In the case of those who are in receipt of uniform material, the Commission recommend to discontinue the practice of procurement and supply of uniform and in its place recommend Uniform Allowance (including stitching charge and washing allowance) at the rate of Rs.700/- per annum or its multiples in the case of two or three years. Same rate is proposed for men and women.
- 7.12.4.** The Commission further make the following recommendation with regard to sanctioning uniforms:
- (i) Separate payment for Stitching charges and Washing Allowance should be discontinued.

- (ii) Uniform specifications (colour, type, items, size etc) have to be published by the department concerned in respect of different categories of employees under their control.
- (iii) Controlling Officers are free to discontinue sanctioning of Uniform Allowance/ recover the allowance sanctioned, if the employees do not wear uniform during duty time.
- (iv) Duration fixed for sanctioning Uniform Allowance remains unaltered.
- (v) Existing method of sanctioning Footwear Allowance should continue without alteration and the rate enhanced from Rs.100/- per annum to Rs.130/- per annum.

7.12.5. The Commission recommend revised Uniform Allowance at the rates shown below:-

Designation	Existing uniform rate (Rs.)	Period in years	Revised rate including Stitching charge & Washing Allowance (Rs.)
Assistant Public Prosecutor	1500	2	2800
Excise			
Deputy Commissioner	1620	3	4000
Assistant Excise Commissioner	1300	3	3600
Circle Inspector	810	3	3500
Excise Inspector	480	2	3000
Assistant Excise Inspector	405	2	3000
Preventive Officer/Excise Guard/ Driver	1000	1	1600
Fire Force			
Director (T), Deputy Director (Administration), Divisional Officer/Assistant Divisional Officer	675	3	2400
Station Officer	405	2	1600
Assistant Station Officer	340	2	1500
Leading Fireman, Driver Mechanic, Fireman, Driver-cum-Pump Operator and Fireman	645	1	1500
Forest			
Ranger/ Dy.Ranger/ Wild Life Assistant	650	1	1600
Forester	1020	1	1600
Forest Guard	770	1	1300
Forest Watcher	670	1	1200
Driver			1200
Boat Driver			1200
Govt. Ayurveda Colleges			
Lady Health Worker (Allopathic Midwife)	250	1	800
Nursing Superintendent	570	1	1200
Nurse	445	1	1200
Govt. Homeo Medical Colleges			
Nurse	445	1	1200

Health Services

Nursing Superintendent/Nursing Sister (European and Indian Sisters including Matron and Head Nurse)/Nursing Tutor/Head Nurse/Lady Health Inspector/Lady Health Supervisor/Public Health Nurse/Public Health Nurses Instructor/M.C.H. Officer/Nursing Officer (Principal)	570	1	1400
Nurse (Male & Female)	445	1	1200
Food Inspector (Male & Female)/District Food Inspector/Chief Food Inspector (Mobile Vigilance Squad)	465	2	1500
Junior Public Health Nurse	250	1	900
Pupil Nurse	135	1	700

Homoeopathy

Nurse	445	1	1200
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Insurance Medical Services

Nursing Superintendent/Head Nurse	570	1	1400
Staff Nurse	445	1	1200
Lady Health Worker,	250	1	800

Indian Systems of Medicine

Nurse	445	1	1200
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Judiciary

Security Officer	1410	3	3100
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Legal Metrology

Inspector/Assistant Collector	205	1	900
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Motor Vehicles

Regional Transport Officer	650	2	1800
Joint Transport Officer	600	2	1700
Motor Vehicle Inspector/Assistant Motor Vehicle Inspector	490	2	1600

Panchayat Common Service

Midwife	250	1	800
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Police

Superintendent of Police (Non IPS)/Deputy Commandant	1400	1	2700
Dy. Superintendent of Police and Officers of corresponding rank	1300	1	2700
Circle Inspector/Inspector of Police	1200	1	2500
Sub Inspector of Police/Assistant Sub Inspector of Police (Local)	1100	1	2500
Head Constable/Police Constable (Local/Armed Reserve/Armed Police Battalians)	1000	1	2400
Camp follower	450	1	1500

Port

Port Conservator/Asst. Port Conservator	205	1	900
Cargo Supervisor/Asst. Pier Master/Wharf Supervisor	135	1	800

Printing

Technical Employees - Male	260	1	1000
Technical Employees - Female	290	1	1000

Prisons

Inspector General of Prisons (Non IPS)	2250	3	4100
Deputy Inspector General of Prisons	1800	3	3500
Superintendent Central Prisons, Assistant Inspector General of Prisons, Superintendent Open Prison, Principal SICA, Special Officer Open Prison	1620	3	3300
Jailor, Deputy Superintendent Open Prison, Superintendent District Jail, Senior Lecturer SICA	1350	3	3000
Deputy Jailor, Jailor Special Sub Jail Viyyur, Law Lecturer SICA, Superintendent Borstal School	945	3	2500
Sub Jail Superintendents, Assistant Jailor Grade I & II and equivalent categories	675	2	1800
Chief Warder, Head Warder, Warder, Chief Petty Officer, Petty Officer, Gate Keeper	675	1	1500

Secretariat

Governor's Secretariat-Staff Nurse	570	1	1300
Legislature Secretariat-Chief Marshal	1620	3	3300

Social Welfare

Ayaths in the Home for Mentally Retarded Children	360	1	900
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Vigilance & Anti Corruption Bureau

Superintendent of Police	565	1	1300
Deputy Superintendent of Police	490	1	1200
Circle Inspector of Police	450	1	1200
Sub Inspector of Police	415	1	1100
Assistant Sub Inspector of Police	415	1	1100
Head Constable/Police Constable	375	1	1100

XIII Project Allowance

7.13.1. Project Allowance is classified as compensatory allowance paid to the staff engaged in the execution of projects or other specified work located within the area specially demarcated for project purposes.

7.13.2. The very basis of providing a Project Allowance is to motivate an employee to take up an assignment in a project area which is generally inhospitable and not having the usual comforts or facilities of a town. Further the nature of work could be arduous. Last Pay Revision Commission had made a detailed study in this regard and recommended to continue the allowance subject to the condition that a review should be conducted at the earliest. But the review is not yet conducted. In the present scenario many departments have programmes to be executed in a project mode/ mission mode, where completion of the programmes is to be done within a specified time frame. With the advancement in technology, transport facilities and other amenities

available everywhere in Kerala, the requirement of such an allowance does not arise. Hence the Commission recommends discontinuing Project Allowance subject to the condition that, if Government feels that Project Allowance in any particular case is justified the same should be sanctioned separately on merits.

XIV Ex-gratia Payment

7.14.1. It is understood that Government is in the process of introducing a new Insurance Scheme for the Employees / Teachers in the place of the ex-gratia payment scheme. Since implementation of such a scheme is in progress, the Commission have not gone deep into the details of the ex-gratia payment system. Till the implementation of new scheme, existing system will continue.

XV Hill Tract/ Warm Clothing Allowance

7.15.1. Hill Tract or Warm Clothing Allowance is paid as a compensatory Allowance to the employees working in Hilly areas specified in Appendix IV of KSR Vol.I. This allowance is uniform to all Government employees and is differentiated based on the scale of pay. The only exceptional case is the Telecommunication unit of the Police Department where the amount is twice the normal rate.

7.15.2. The Commission recommend to continue the scheme with normal revision as detailed below:-

Sl.No.	Categorization of officials	Rate per month Rs.
1	Officers whose pay is Rs.9190/- and above	140
2	Officers whose pay is above Rs.5780/- but below Rs.9190/-	130
3	Officers whose pay is up to and including Rs.3780/-	100
4	Part-time Contingent Employees	100

XVI *Special Allowance to Police, Prison, Fire Force

7.16.1. This Allowance is sanctioned in 1998 considering the special nature of work in Police, Prisons, Social Welfare, Fire Force and Forest Departments. The Commission recommend to continue the allowance with normal increase and rename it as “Additional Special Allowance”.

7.16.2. One of the facts that came out recently is that Health Department is not getting enough Doctors for rendering service in rural areas and in difficult rural areas. Since the services of Doctors are essential in those areas it is quite reasonable to extend the incentive now given to difficult Rural areas to Rural areas also. The Commission recommend to fix allowances of Rs.1500/- for Rural areas

* Special Allowance to Police, Prison etc. is renamed as Additional Special Allowance.

and Rs.3000/- for difficult Rural areas to the Doctors of all systems of medicine.

Designation	Existing Rate (Rs)	Proposed Rate (Rs)
Police		
<i>1. Smartness Allowance</i>		
Armed Police Inspector		
Reserve Inspector		
Armed Police Sub Inspector		
Reserve Sub Inspector, Assistant Sub Inspector		
Head Constable		
Havildar		
Police Constable		
P.C. Driver (Except in Special Units)	20	30
Camp Follower	10	20
<i>2. Battalion Allowance</i>		
Armed Police Inspector/Reserve Inspector	45	60
Armed Police Sub Inspector/Reserve Sub Inspector	40	50
Assistant Sub Inspector/Head Constable/havildar/Havildar Driver	15	30
Police Constable/P.C. Driver/Technical Categories in Armed Police and in Armed Reserve Battalion	10	20
<i>3. Day Off Allowance (Per day)</i>		
Sub Inspector	100	200
Assistant Sub Inspector	98	200
Head Constable	90	180
Police Constable	70	150
Camp Follower	60	100
<i>4. Traffic Point Duty Allowance</i>		
Head Constable/Police Constable	15	50
<i>5. Cycle Allowance</i>		
Head Constable/Police constable	15	30
<i>6. Allowance towards Electricity & Water Charges</i>		
Head Constable	10	20
Police Constable	10	20
<i>7. Police Special Allowance</i>		
Deputy Superintendent of Police and equivalent rank	110	130
Inspector of Police and equivalent rank	100	120
Sub Inspector and equivalent rank	90	110
Assistant Sub Inspector and equivalent rank	75	90
Head Constable and equivalent rank	65	80
Police Constable and equivalent rank	60	70
<i>8. Feeding Charges</i>		
Circle Inspector	20	50
Sub Inspector/Assistant Sub Inspector	15	50
Head Constable/Police Constable	15	50
<i>9. Camp Follower's Allowance</i>		
Cook/Water	40	50

Carrier/Barber/Dhobi/Sweeper/Cobbler/Gardener		
<i>10. Special allowance Canoeman and others</i>		
Canoeman/Boat Iascar/Syce	40	50
<i>11. Camp Office Allowance</i>		
Deputy supt of Police and Assistant Commissioners posted as Subdivisional Police Officers	110	130
<i>12. Ration money to Police Personnel in the rank of Sub Inspector/Reserve Sub Inspector/Armed Police Sub Inspector/Assistant Sub Inspector/head Constable/Police Constable/Driver/Camp Follower/Motor Cycle Driver etc.</i>	75	90
Prison		
<i>1. Day of Allowance per day</i>		
Assistant Jailor Gr I	70	80
Assistant Jailor Gr II	60	70
Warder/Head Warder/Gate Keeper/Chief Petty Officer/Petty Officer/Ministerial Head Warder/Chief Warder	50	60
<i>2. Prison Special Allowance</i>		
Superintendent of Central Prison/Open Prison/Assistant Inspector General of Prisons	95	110
Principal, State Institute of correctional Administration	95	110
Jailor	90	110
Superintendent, Womens Prison, Neyyattinkara	90	110
Deputy Superintendent -do-	85	100
Deputy Jailor/Jailor, Special Sub Jail/Superintendent, Borstal School	85	100
Assistant jailor Gr I/Superintendent, Sub Jail/Supervisor, Open Prison/Supervisor, Bortal School	80	100
Assistant Jailor Gr II	75	90
Head Warder/Chief Warder/Gate Keeper/Chief Petty Officer	65	80
Ministerial Head Warder/Boat Foreman/Industrial Instructor/Weaving Instructor/Assistant Weaving Foreman	65	80
Warder/Petty Officer/Agricultural Demonstrator/Weaving Assistant/Pharmacist/Teacher	60	70
Weaver/Skilled Worker/Engineer Driver etc.	50	60
Electrician Cum Pump Operator	45	60
<i>2(a) Staff of Central Prison Press, Thiruvananthapuram</i>		
Assistant Superintendent	60	70
General Foreman	48	60
Class III Employees	36	50
Class IV Employees	30	40
<i>3. Smartness Allowance</i>		
Head Warder/Warder	20	30
<i>4. Allowance towards Electricity & Water Charges</i>		
Head Warder/Gate Keeper	10	20

Warder	10	20
Fire Force		
<i>1. Smartness Allowance (p.m.)</i>		
Leading Fireman/Fireman/Driver-Mechanic/Fireman cum Pump Operator	20	30
<i>2. Allowance towards Electricity and Water Charges (p.m.)</i>		
Leading Fireman/Driver-Mechanic/Fireman Driver cum Pump Operator	10	20
Fireman Gr I & Gr II	10	20
<i>3. Day Off Allowance (Per day)</i>		
Station Officer	50	60
Assistant Station Officer	40	50
Leading Fireman/Fireman/Driver-Mechanic/Fireman Driver cum Pump Operator	40	50
<i>4. Feeding Charges (per day)</i>		
Assistant Divisional Officer	40	50
Assistant Station officer/Station Officer	20	30
Fireman/leading Fireman and equated ranks	15	30
<i>5. Fire Force Special Allowance</i>		
Divisional Officer/P.A. to Director of Fire Force	85	100
Assistant Divisional Officer	75	90
Station Officer	65	80
Assistant Station Officer	60	70
Fireman Driver cum Pump Operatoor Gr I/Leading Fireman/Driver Mechanic	50	60
Fireman/Fireman Driver cum Pump Operator Gr II	45	60
<i>6. Ration Money to Fire Force personnel in the rank of Fireman Driver cum Pump Operaot Driver mechanic, Leading Fireman, Assistant Station Officer and Station Officer</i>		
	50	60
Excise		
<i>1. Excise Special Allowance</i>		
Assistant Excise Commissioner	60	70
Circle Inspector of Excise	50	60
Excise Inspector	45	60
Assistant Excise Inspector	40	50
Preventive Office	35	50
Excise Guard	30	40
Forest		
<i>1. Forest Special Allowance</i>		
Senior Grade Ranger	50	60
Ranger	45	60
Wild Life Assistant	40	50
Deputy Ranger	75	90
Forester	65	80
Guard	60	70
Driver (attached to Forest Stations)	30	40

Watcher	25	40
<i>2. Day Off allowance (per day)</i>		
Ranger	20	30
Deputy Ranger	98	120
Forester	90	110
Guard/Watcher	70	80
Social Welfare		
<i>1. Day Off Allowance (per day)</i>		
Guard/Supervisor/Chief Guard etc./Scavenger/ Cook/Assistant Cook	15	30
<i>2. Special Allowance</i>		
Superintendent, Government Children's Home and Special Schools	75	90
Deputy Superintendent/Assistant Superintendent	60	70
Industrial Instructor	50	60
Head Guard/Agricultural Instructor/Physical Training Instructor/Teachers	45	60
Guard/Female Guard	40	50
Head Cook/Gardener/Ayah/Watchman/Electrician cum Pump Operator/Driver etc.	30	40
Special Allowance granted to the Personal Assistant's of MLA's from 1.11.1998		
Pay Range of Rs.9190 and above	550	550
Pay Range of Rs.8390 to Rs.9189	500	500
Pay Range of Rs.6680 to Rs.8389	450	450
Pay Range below Rs.6680	400	400
Special Allowance granted to the Staff in the Kerala State Election Commission during the election period		
Pay Range of Rs.9190 and above	550	550
Pay Range of Rs.8390 to Rs.9189	500	500
Pay Range of Rs.6680 to Rs.8389	450	450
Pay Range below Rs.6680	400	400
Only those employees drawing pay in the scales of pay below Rs.16650-23200 shall be eligible for the special allowance		
Health Department		
Doctors working in rural areas		1500
Doctors working in difficult rural areas		3000

XVII Commando Allowance

7.17.1. The Government sanctioned the formation of Commando Platoons vide G.O.62/2003/Home dated 14.3.2003. Though the original sanction was for one platoon-strength of 35 each in 8 Battalions, it was found that the number of willing personnel who could be sent for training was only around 60 and only less than that number could be trained and formed into Commando groups at different locations. Since no allowances were sanctioned,

Department attached them to the SRAF, (the State Rapid Action Force), an Armed Police Battalion where, as per GO (MS) No.267/95/Home dated 25.8.1995, some Special Allowances are payable. Since members of the SRAF can draw special allowances, it was believed that the Commandos also could draw this from SRAF..

7.17.2. But a person can be in the SRAF only if he is continuing in one of the Armed Police Battalions. Almost all Battalion personnel want to go from Battalions to the District Police for reasons of posting convenience and the chance of working near their homes. So, when Commando personnel, who were originally in the Battalions, get transferred to Districts, they cannot get any allowance.

7.17.3. The Commission, therefore recommend that 'Special Commando Allowance' @ 15% of the basic pay be granted to all Commandos irrespective of Rank or Branch or Police unit to which they belong, subject to the following conditions.

- Not more than 60 persons will be treated as eligible for this allowance now.
- Annually a competent Board will test them in physical and commando efficiency.
- Their standards and training will be continuously monitored.
- The allowances will be stopped if they are not of the required standard.
- Fresh personnel who pass the test and undergo competent training will be taken into the commando platoon to replace those who cease to be Commandos.

XVIII Travelling Allowance

7.18.1. Travelling Allowance is an allowance granted to an officer for the maintenance of a conveyance (Rule 12 (37) Part I KSR). This allowance is modified in the last Pay Revision and subsequently modified in G.O (P) 4/2004/Fin Dated 3-1-2004 by considering increase in Railway/Bus charges. Transportation charges have increased after the issue of the above-mentioned order. Considering all these aspects, the Commission is of the view that the rates for various components coming under Travelling Allowance need modification.

7.18.2. Categorisation of Officers for the purpose of TA:- The Commission recommends to continue the existing structure of classification of officers for the purpose of Travelling Allowance with modification only to the Pay limit, consequent on the revision of the pay scales, as detailed below:

Grade I All officers who draw an actual pay of Rs.14900/- and above and Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the Pay drawn by them.

- Grade II (a) Officers with actual pay of Rs.12400/- and above, but below Rs.14900/-
- Grade II (b) Officers with actual pay of Rs.8000/- and above, but below Rs.12400/-. N.G.Os, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Gr.II (b).
- Grade III Officers with actual pay of Rs.5000/- and above, but below Rs. 8000/- and Last Grade Servants on Grade promotion.
- Grade IV Officers with actual pay below Rs.5000/-.

7.18.3. Class of travel:- The Commission recommends to continue the existing structure of class as furnished below:-

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

The commission recommends that Officers posted in the pay scale of Rs.16650-23200 should be made eligible for air journeys.

7.18.4. Mileage Allowance:- Mileage Allowances are rates inclusive of incidental expenses and are applicable for journeys irrespective of whether the places are connected by rail or not. Consequent on this hike in transportation charges at different times, there is actual increase in per kilometre charge for road journeys. Considering these aspects, the Commission recommend Rs.0.80 per kilometere for all categories of employees.

7.18.5. Incidental Expenses (road/rail):- Officers who perform travel, using mode of conveyance other than Air are eligible for incidental expenses in addition to the actual fare (vide Rule 20 (b) Part II KSR), except in the case of those who claim Mileage Allowance. Incidental expenses are sanctioned to meet petty expenses while the Officer is on tour. The commission recommends the following revised rates of incidental expenses:

Grades	Rate per K.M	
	Existing (Rs.)	Revised (Rs.)
Grade I:	0.18	0.25
Grade II: (a)	0.15	0.20
Grade II: (b)	0.15	0.18
Grade III:	0.09	0.15

Grade IV: 0.08 0.15

7.18.6. The Commission recommends to discontinue incidentals for air journeys.

7.18.7. Daily Allowance:- Daily allowance is a fixed allowance for each day of absence from headquarters, which is intended to cover the ordinary daily charge incurred by an Officer while on tour subject to the condition that the tour is part of his duties. Considering increase in the cost of food materials and other things the Commission recommend increase at the following rates:

Grades	Existing rate		Revised rate	
	Inside State (Rs.)	Outside State (Rs.)	Inside State (Rs.)	Outside State (Rs.)
Grade I:	125	200	150	220
Grade II: (a)	100	150	120	170
Grade II: (b)	90	125	120	140
Grade III:	75	100	100	110
Grade IV:	75	100	100	110

7.18.8. Classification of Officers for Carrying Personal Effects:- On transfer Government Officials are permitted to carry personal effects by Train, Steamer or Other Crafts. The Commission recommend to continue the existing categorization as detailed below:

Sl.No.	Category of Officers	Weight
1	Officers whose actual pay is Rs.14900/- and above	2240 Kgs
2	Officers whose actual pay is Rs.8000/- and above but below Rs.14900/-	1120 Kgs
3	All other Officers with basic pay below Rs. 8000/-	560 Kgs

7.18.9. Loading and Unloading charges for Journeys of Transfer:- In addition to the freight charges, loading and unloading charges of personal effects are allowed to the Officers transferred on public interest. The commission recommend enhancement at the following rates:

Grades	Eligibility	
	(Existing Rate)	(Revised Rate)
Grade I:	Rs.300/- at each end	Rs.330/- at each end
Grade II: (a)	Rs.150/- at each end	Rs.170/- at each end
Grade II: (b)	Rs.150/- at each end	Rs.170/- at each end
Grade III:	Rs.125/- at each end	Rs.140/- at each end
Grade IV:	Rs.125/- at each end	Rs.140/- at each end

7.18.10. Reimbursement of Room Rent:- The Commission recommend following revised rates for reimbursement of room rent as detailed below:

Grades	New Delhi, Mumbai, Kolkotha, Chennai		Other Cities/ Towns outside State	
	(Existing)	(Revised)	(Existing)	(Revised)
	Rs.	Rs.	Rs.	Rs.
Grade I:	750	1000	500	650
Grade II: (a)	750	1000	500	650

Grade II: (b)	500	750	350	500
Grade III:	500	750	350	500
Grade IV:	300	550	200	350

The commission also recommends that arrangements should be made with selected hotels when rooms are not available in Guest houses.

7.18.11. Accommodation Outside the State:- The Commission recommends no change to the existing status.

7.18.12. Taxi fare for Grade I Officials:- Grade I Officials traveling to metropolitan cities and other larger cities are allowed to hire taxis for the day as in the case of Government of India Officials. They are entitled to taxi-fare at the rate fixed by Government from time to time for journeys on tour from residence to Airport/ Railway Station/ Bus Stand and back. The commission recommend continuing the existing status.

7.18.13. Auto rickshaw fare for journeys on tour: Currently Auto rickshaw fare is admissible to officers for official journeys from residence/ office to Airport/ Railway Station/ Bus Stand and back. The auto-fare may be limited to a distance of 8 Kms from office/ residence and back, at the rate fixed by Government from time to time subject to a maximum of Rs.100/- per day. The Commission recommend actual fare at the rate fixed by Government from time to time for a maximum of 4 journeys daily, limiting the distance of single journey to 8 Kms.

7.18.14. T.A. Ceiling:- The Commission is of the view that T.A. Ceiling shall be fixed by Government in such a way that it should cover at least one journey of an officer from Thiruvananthapuram to the north end of Kerala.

XIX Permanent Travelling Allowance

7.19.1. Permanent Travelling Allowance may be granted to any officer whose duties require him to travel extensively. Such an allowance is granted in lieu of all other forms of Travelling Allowance for journeys within the Officer's sphere of duty. This amount can be drawn all the year round, whether the Officer is absent from headquarters or not. For sanctioning this allowance the 8 Kms restriction is not binding. The Commission recommends normal revision to the existing rates as detailed below:-

Designation	Existing Rate	Proposed Rate	Area of Jurisdiction	Avg. No. of days of tour in a month
Land Revenue				
Tahsildar	360	400	One Taluk	15
Special Tahsildar	175	190	One Taluk and more	15
Special Tahsildar	215	240	2 Taluks and more	15
Special Tahsildar	280	310	3 Taluks and more	15

Deputy Tahsildar/Special Deputy Tahsildar	140	150	One Taluk	15
Deputy Tahsildar/Special Deputy Tahsildar	175	190	2 Taluks	15
Deputy Tahsildar/Special Deputy Tahsildar	205	230	3 Taluks	15
Revenue Inspector/Special Revenue Inspector	130	140	Over One Taluk but less than 3 Taluks	15
Revenue Inspector/Special Revenue Inspector (attached to the Offices of Special Tahsildar, Thiruvananthapuram and Kollam)	175	190	One District	15
Taluk Surveyor/Additional Taluk Surveyor	110	120	One Taluk	15
Chainman (Under Special Deputy Surveyor)	70	80	One Taluk	15
Special Chainman/Special Peon	70	80	One Taluk	15
Special Chainman/Special Peon	90	100	2 Taluks and more	15
Special Chainman/Special Peon	100	110	3 Taluks and more	15
Special Chainman/Special Peon	125	140	More than 3 Taluks	15
Village Officer	90	100	More than 1 Village and upto one Taluk	15
Village Officer	110	120	Two Taluks	15
Village Officer	125	140	Three Taluks	15
Village Officer	140	150	More than 3 Taluks	15
Village Assistant	70	80	More than 1 Village and upto one Taluk	15
Village Assistant	90	100	Two Taluks	15
Village Assistant	110	120	Three Taluks	15
Village Assistant	125	140	More than 3 Taluks	15
Villageman	70	80	More than 1 Village and upto 2 Taluks	15
Villageman	90	100	Three Taluks	15
Villageman	110	120	More than 3 Taluks	15

Commercial Taxes Department

Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	230	250	One Taluk and below	15
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	280	310	More than 1 taluk and below 2 Taluks	15
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	325	360	More than 2 but less than 4 taluks	15
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	360	400	4 taluks and more	15
Civil Supplies				
Taluk Supply Officer	280	310	One Taluk	15

Assistant Taluk Supply Officer	130	140	One Taluk	15
Excise (Range Offices)				
Excise Inspector	180	200	One Range	15
Assistant Excise Inspector	130	140	One Range	15
Preventive Officer	70	80	One Range	15
Guard	70	80	One Range	15
Survey and Land Records Range				
Head Surveyor	175	190	One or Two Districts	15
Surveyor Gr.I and II	110	120	One Taluk	15
Land Assignment and Land Acquisition				
Head Surveyor	160	180	One District or less	15
Surveyor Gr.I	110	120	More than one taluk	15
Surveyor Gr.I	90	100	One taluk or less	15
Surveyor Gr.II	70	80	Irrespective of Jurisdiction	15
Land Records				
Head Surveyor	160	180	One District or less	15
Surveyor Gr.I	90	100	One taluk or less	15
Surveyor Gr.II	70	80	Irrespective of Jurisdiction	15
Co-operation				
Unit Auditor of Co-operative Societies/Unit Inspector of Co-operative Societies	180	200	One taluk	15
Economics and Statistics				
<i>Timely Reporting Survey of Agricultural Statistics</i>				
Statistical Inspector (NSS)	280	310	One District	15
Statistical Inspector	180	200	One Taluk	15
Investigator (L.D/U.D)	120	130	One Taluk	15
Investigator (L.D/U.D)	180	200	One District	15
Taluk Statistical Officer	180	200	One Taluk	15
Fisheries				
Statistical Investigator, Thiruvananthapuram and Alappuzha	175	190	One District	15
Inspector of Fisheries, Kollam and Alappuzha	160	180	One District	15
Statistical Investigator, Kollam	125	140	Two Taluks	15
Sub Inspector of Fisheries, Backwaters	110	120	1. Kollam Backwaters 2. Vaikom & Meenachil 3. Cherthala taluk	15
Senior Co-operative Inspector, Vizhinjam and Thiruvananthapuram	140	150	Two Taluks	15
Fishery Development Officer, Vizhinjam	140	150	One District	15
Fishery Development Officer, Thiruvananthapuram	140	150	Two Taluks	15

Senior Co-operative Inspector, Kollam and Alappuzha	140	150	One District	15
Fishery Development Officer, Kollam	140	150	One District	15
Sub Inspector of Fisheries, North Parur	70	80	One Taluk	15
Fishery Development Officer, Ernakulam	140	150	Two Districts	15
Senior Co-operative Inspector, Ernakulam	140	150	Two Districts	15
Sub Inspector of Fisheries, Theveravattom	110	120	Theveravattom Fisheries Section	15
Fishery Development Officer, Alappuzha	140	150	One District	15
L.D.Investigator, Alappuzha	125	140	Part of a District	15
<i>Office of the Deputy Director of Fisheries, Thrissur</i>				
Senior Co-operative Inspector	140	150	One District	15
Fishery Development Officer, Chavakkad	140	150	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Ponnani</i>				
Fishery Development Officer, Ponnani and Thanur	140	150	One Taluk	15
Senior Co-operative Inspector, Ponnani and Thanur	140	150	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kozhikode</i>				
Fishery Development Officer, Vadakara	140	150	One Taluk	15
Senior Co-operative Inspector	140	150	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kannur</i>				
Fishery Development Officer, Kannur	140	150	One Taluk	15
Senior Co-operative Inspector	140	150	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kasargode</i>				
Fishery Development Officer	140	150	One Taluk	15
Senior Co-operative Inspector	140	150	One Taluk	15
<i>Office of the Assistant Director of Fisheries, Kottayam</i>				
Sub Inspector of Fisheries, Backwater	110	120	One District	15
Forest				
Ranger	210	230	Range	20
Deputy Ranger	175	190	Range	15
Forester	175	190	Section	15
Surveyor	70	80	Range	20
Forest Guard	120	130	Range	15
Boat Driver/Syrang/Cleaner	70	80	Section	20
Watcher	70	80	Section	20
Hindu Religious and Charitable Endowments				
Inspector, Kasargod	140	150	Kasargod and Hosdurg Taluks	15

Inspector, Thaliparamba	140	150	Thaliparamba Taluk & Part of Kannur	15
Inspector, Manjeri	140	150	Ernad & Tirur Taluks	15
Inspector, Perinthalmanna	140	150	Perinthalmanna Parts of Ottappalam & Mannarkkad Taluks	15
Inspector, Ottappalam	140	150	Ottappalam Tauk	15
Inspector, Palakkad	140	150	Palakkad Taluk, Parts of Alathur and Chittoor	15
Inspector, Kozhikode	140	150	Kozhikode, Quilandy Taluks & South Wayanad	15
Inspector, Thalassery	140	150	Thalassery, Vadakara & part of Kannur	15
Inspector, Guruvayoor	140	150	North Wayanad and chavakkad	15
Health Services				
District PH Nurse/District Extension Educator/B.C.G.Team Leader/Health Supervisor/Malaria Inspector Gr.I & II/Health Educator/Health Inspector	180	200	Parts of a District	15
Industries				
Extension Officer	180	200	One Taluk	15
Junior Co-operative Inspector	180	200	One Block	15
Senior Co-operative Inspector	180	200	One to Three Taluks	15
Supervisor, Handloom	180	200	One to Three Taluks	15
Inspector (Quality Control)	140	150	Block/District	15
Field Assistant (Junior Field Officer)	120	130	One Circle	15
Labour				
Deputy Labour Officer	250	280	One District	15
Assistant Labour Officer Gr.I & II	180	200	One Taluk	15
Inspector of Agricultural Labour	180	200	One District	15
Inspector of Plantations	230	250	One or more Revenue Districts	15
Legislature Secretariat				
Drivers/Head Driver	140	150		
Medical Education				
<i>Medical College, Alappuzha</i>				
Driver	140	150	Not Prescribed	15
Bus Cleaner	130	140	Not Prescribed	15
Motor Vehicles				
Assistant Motor Vehicle Inspector	180	200	One Taluk	15
National Savings				
Assistant Director	280	310	One District	15

Police

Police Constables of Local Police Stations/District Armed-Reserve/ District Special Branch and DCIB	120	130	For the Local Police & Constables of District Armed Reserve 32 Kms from the HQ	Not prescribed
Head Constables of Local Police Stations, District Armed Reserve, District special Branch and DCIB	175	190	For the Local Police & Constables of District Armed Reserve 32 Kms from the HQ	Not prescribed
Assistant Sub Inspector of Local Police Stations and Armed Reserve	175	190	32 Kms. from the Headquarters	Not prescribed
Sub Inspector of Local Police and Armed Reserve	215	240	33 Kms. from the Headquarters	Not prescribed
Boat Syrang/Boat Driver	70	80	Respective District	Not prescribed
Sub Inspector, Band Unit	110	120	Not Prescribed	Not prescribed
Permanent Travelling Allowance as eligible to the equivalent categories in the Police Department who receive P.T.A will be allowed to the following technical personnel in the Police Department				
(I) Mounted Police				
(ii) Armourer Staff				
(iii) Electrician				
(iv) Carpenter				
(v) Painter				
(vi) Blacksmith				
(vii) Mason				
(viii) Boat Syrang				
(ix) Boat Driver				
(x) Bugler/Drummer of Armed Reserves & P.T.C.				
(xi) Technical Staff (Both executive & civilian) attached to Range Workshop, M.S.P.				
(xii) Personnel of and below the rank of Sub Inspectors attached to Telecommunication Unit				
(xiii) Members of Mounted Police				
(xiv) Driver (the Motor Cycle Orderlies attached to the Chief Office will also be considered as Drivers for this purpose)				
(xv) Members of the Police Force of and below the rank of Sub Inspectors attached to the Police Computer Centre				

(xvi) Members of the Motor Transport Unit attached to the District A.R. including M.T.R.S.I. Attached to various units

So far as the Band and Orchestra Personnel are concerned, Grant of P.T.A.as indicated above will be in lieu of the Special Allowance granted to them.

Rural Development

Block Development Officer (If Vehicle is available)	215	240	One Block	20
Block Development Officer (If Vehicle is not available)	280	310	One Block	20

Registration

Chitty Auditor	230	250	One District	20
Chitty Auditor	265	290	More than One District	20

Scheduled Caste Development

Taluk Welfare Officer	175	190	One Taluk	15
Block Extension Officer	140	150	One Block	15

Scheduled Tribe Development

Tribal Extension Officer	140	150	Over One Block	15
Tribal Extension Officer	175	190	Over Two Blocks	15
Tribal Extension Officer	210	230	Over Three Taluks	15

Social Welfare

Anganvadi Supervisor	90	100		
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Tourism

Chauffeur	140	150	Revenue District in which posted	15
Boat Driver/Boat Syrang	70	80		
Boat Deck Man/Boat Lascar/Cleaner	70	80		

***Town Planning**

** Staff in the Town Planning Department are eligible for normal TA/DA*

Vigilance & Anti-Corruption Bureau

Sub Inspector	215	240	32 Kms. From HQ	Not Prescribed
Head Constable/ Havildar Driver	175	190	32 Kms. From HQ	Not Prescribed
Police Constable/ P.C. Driver	120	130	32 Kms. From HQ	Not Prescribed

Legal Metrology

Senior Inspector/Inspector	175	190	One Taluk	15
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XX Permanent Conveyance Allowance

7.20.1. Monthly Conveyance Allowance may be granted to an Officer who is required to travel extensively at or within a short distance from his headquarters under

conditions that do not render him eligible for daily allowance. This allowance may be drawn in addition to any other Travelling Allowance admissible under the rules. The Commission recommends normal revision to the existing rates as detailed below:-

<i>Designation</i>	<i>Existing Rate</i>	<i>Proposed Rate</i>	<i>Area of Jurisdiction</i>
Agriculture			
Spraying Supervisor	65	70	Below One Panchayat
Agriculture Assistant	65	70	Below One Panchayat
Agriculture Assistant working in KMEP	65	70	Below One Panchayat
Field Supervisor	50	60	Below One Panchayat
Agriculture Officer	70	80	One Panchayat
Animal Husbandry			
Veterinary Surgeon in charge of Veterinary Hospitals and Dispensaries	50	60	Jurisdiction of the Veterinary Hospitals and dispensaries
Land Revenue			
Revenue Inspector/Special Revenue Inspector	120	130	One Firka or a portion of a Taluk
Special Chainman/ Special Peon	65	70	More than one Village but less than One Taluk
Village Officer	70	80	One Village
Village Assistant/Village Man	65	70	One Village
Civil Supplies			
City Rationing Officer	120	130	20 to 25 Wards in a City
Rationing Inspector	120	130	One Village
Rationing Inspector	50	60	5 to 13 Wards in a City
Survey and Land Records			
Head Surveyor	160	180	Less than One Taluk
Surveyor Gr.I & Gr.II	65	70	Less than One Taluk
Co-operation			
Senior Co-operative Inspector/Junior Co-operative Inspector	90	100	Circle (Municipal or Corporation area)
Dairy Development			
Dairy Farm Inspector	90	100	Half the number of Panchayats in a Block
Economics and Statistics			
Deputy Health Officer	180	200	Working in Municipalities, Corporation etc.
Research Assistant	120	130	
Compiler	65	70	
Price Inspector/Price Reporter/Investigator	50	60	Within 8 Kms.of the HQ
Education			
Assistant Educational Officer/Additional Assistant Educational Officer	180	200	One Educational Sub District
Health Services			
Medical Officer (to visit Raj Bhavan)	280	310	
Medical Officer (to visit Sub Jails)	175	190	

Lady Health Inspector	120	130	Area covered by 3 to 5 Junior Public Health Inspectors
Health Inspector/Health Supervisor	120	130	Area covered by 3 to 5 Junior Public Health Nurses
Extension Educator (Family Welfare)	120	130	
Junior Health Inspector Gr.I	90	100	
Non-Medical Supervisor	180	200	
Leprosy Health Visitor	90	100	
Urban Health Educator (Attending Clinics of S.E.T. Centres)	120	130	
Junior Health Inspector Gr.II/ Junior Public Health Nurse/Social Worker	65	70	
Field Assistant/Field Worker	65	70	
<i>Bi-Weekly Dispensaries & Tri-Weekly Dispensaries</i>			
(A)			
Medical Officer			Where the distance to be covered from the main P.H.Centre of Dispensary does not exceed 8 Kms.
	175	190	
Pharmacist			Where the distance to be covered from the main P.H.Centre of Dispensary does not exceed 8 Kms.
	70	80	
Hospital Attendant			Where the distance to be covered from the main P.H.Centre of Dispensary does not exceed 8 Kms.
	50	60	
(B)			
Medical Officer	215	240	Where it exceeds 8 Kilometres
Pharmacist	90	100	Where it exceeds 8 Kilometres
Hospital Attendant	65	70	Where it exceeds 8 Kilometres
Industries			
Extension Officer/Inspector (Quality Control)	140	150	One Block
Land Use Board			
Assistant Commissioner (Statistics)	210	230	Thiruvananthapuram City
Medical Education			
<i>(Medical College, Thiruvananthapuram)</i>			
Public Health Nursing Tutor/Health Inspector/Health Visitor	125	140	For visiting health units under the Health Centres at Neendakara and Pangappara
Municipalities			
Corporation Secretary	500	550	Corporation Area
Municipal Secretary Gr.I	430	470	Corporation/Municipal Area
Municipal Secretary Gr.II	350	390	Municipal area
Municipal Secretary Gr.III	280	310	Municipal area

Corporation/Municipal Service

Executive Engineer			Whole area of the Municipality, Corporation or Wards allotted
Health Officer Gr.I	350	390	Whole area of the Municipality, Corporation or Wards allotted
Assistant Executive Engineer/Town Planning Officer/Health Officer Gr.II and Gr.III/Revenue Officer, Corporation/Assistant Health Officer, Corporation of Cochin	280	310	Whole area of the Municipality, Corporation or Wards allotted
Assistant Engineer/Town Planning Officer Gr.II	125	140	Whole area of the Municipality, Corporation or Wards allotted
Health Supervisor	130	140	Respective Municipal/Corporation area
Veterinary Surgeon	125	140	Whole area of the Municipality, Corporation or Wards allotted
Health Inspector Gr.I and Gr.II/Revenue Officer (Municipality)/Assistant Revenue Officer, Cochin Corporation/Revenue Inspector/Chief Inspector of Income Tax/Family Planning Extension Educator / Public Health Nurse/Health Visitor/P.W.D. Overseer Gr.I/Town Planning and Building Inspector	120	130	Whole area of the Municipality, Corporation or Wards allotted
Junior Health Inspector/Sanitary Maistries doing the work of Junior Health Inspector/Family Planning Welfare worker/Bill Collector/Town Planning Surveyor/Surveyor/Junior Public Health Nurse/Overseer Gr.II/Lighting Superintendent (Kozhikode Corporation)	65	70	Whole area of the Municipality or Corporation or Wards allotted
Water Works Inspector/Meter Inspector/work Superintendent/ Lineman/Plumber/Fitter/ Turn Cock and Turn Key/ Meter Reader/Female Attendant/Motor Mechanics Gr.I and Gr.II/Chainman	50	60	Whole area of the Municipality or Corporation or Wards allotted
Panchayat			
Extension Officer, Panchayat	140	150	One Block
Special Grade Secretary	130	140	One Panchayat (more than 76.8 Sq.km)
Special Grade Secretary	120	130	One Panchayat (less than 76.8 Sq.km)
Secretary Grama Panchayat	120	130	One Panchayat (more than 76.8 Sq.km)
Secretary Grama Panchayat	110	120	One Panchayat (less than 76.8 Sq.km)
Overseer	140	150	One Block

Panchayat Common Service

Assistant Engineer	70	80	One Panchayat
Overseer Gr.I	65	70	One Panchayat
Overseer Gr.II	50	60	One Panchayat
Work Superintendent	50	60	One Panchayat
Sanitary Inspector	65	70	One Panchayat
Midwife	50	60	One Panchayat
Bill Collector/Junior Collector	50	60	One Panchayat

Information & Public Relations

Information Officer, New Delhi	140	150	Delhi and Surrounding area
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Rural Development

Extension Officer (Animal Husbandry)	140	150	One Block
Extension Officer (Panchayat)	140	150	One Block
Extension Officer (I.R.D)	140	150	One Block
Extension Officer (Womens' Welfare)	140	150	One Block
Extension Officer (H)	140	150	One Block
General Extension Officer	140	150	One Block
Assistant Engineer	140	150	One Block
Village Extension Officer/Lady Village Extension Officer	90	100	One Circle

Social Welfare

City Probationary Officer	180	200	Corporation area
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Stationery

Mechanic Gr.II	50	60	Within 8 Kilometers
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Tourism

Curator/Superintendent, Government Gardens/Manager, Residential Bunglaw	120	130	
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XXI Advances

7.21.1. Government introduced a new scheme for obtaining loans directly from banks and similar type of agencies. The Commission make no recommendation in this regard.

XXII Leave Travel Concession

7.22.1. Central Government employees are enjoying Leave Travel Concession. They can either opt for three home town L.T.Cs or one All India and one home town L.T.C. in a block of four years. L.T.C facility is in existence in a few States and in some it is confined to journeys within the State. Kerala Government have allowed LTC facility to the State employees posted in New Delhi and to the staff of Tourist Information Office at Madras, Mumbai, Jaipur and Agra.

7.22.2. Various service organizations pleaded for introduction of the LTC Scheme. The Commission examined various aspects involved in this issue and is of the view that it is desirable to give chances to the employees to see other parts of India as part of National Integration. Such travels change the vision, attitude and total outlook of the employees. Considering these aspects, the Commission recommends one travel once in 15 years of service of the

employees any where in India.. Government may formulate the conditions of the LTC in accordance with the terms and conditions applicable in Government of India.

XXIII Leave

7.23.1. Various kinds of leave allowed to the employees are Earned Leave, Half Pay Leave, Commuted Leave, Leave without Allowances, Special Disability Leave, Hospital Leave, Maternity Leave (135 days), Leave not Due and Casual leave. The Commission recommends to continue the respective rules without any change.

XXIV Surrender of Earned Leave

7.24.1. The Commission recommend to increase the limit of Surrender of earned leave to 30 days per year.

XXV Paternity Leave

7.25.1. Considering the social set up in Kerala and the admissible leave to the employees in service, the Commission is of the view that there is little scope for Paternity leave.

XXVI Special Allowance to Physically Challenged

7.26.1. A disabled person is one whose permanent partial disability is 40% or more (as per clause {f} Chapter-I of persons with disabilities [Equal Opportunities, protection of rights and Full Participation} Act 1995). As part of the Welfare measures of the Physically Challenged, Conveyance Allowance of Rs.50/- p.m was initially sanctioned to them and later on enhanced to Rs.200/- p.m. irrespective of whether the employees are full-time or part-time. This allowance is not intended to meet the complete expenses relating to travel, but as a supportive allowance for meeting additional expenses connected with their daily travel.

7.26.2. The Commission recommend to enhance the amount from Rs.200/- per month to Rs.300/- per month.

XXVII Education Allowance

7.27.1. Educational Allowance of Rs.100/- exists in the case of employees whose children are physically challenged. The Commission recommend to continue the present arrangement with the revised rate of Rs.150/- per month.

XXVIII Training Allowance

7.28.1. As per GO (MS) No.234/97/Home dated 12-9-1997 Training Allowance @ 15% of the Basic Pay was sanctioned to the officers of and below the rank of

Superintendent of Police (Non IPS) in Police Training College. On the basis of the recommendation of the last Pay Revision Commission, it was ordered in GO (P) 3000/98/Fin dated 25-11-1998 to discontinue Special Pay sanctioned as a percentage of Basic Pay for specialized nature of work, and in its place Special Allowance was sanctioned. Even though Training Allowance is also of similar nature, nothing is specifically mentioned about it.

- 7.28.2.** The Commission endorses the recommendation of the previous Pay Commission to discontinue allowances as a percentage basis of Pay. After considering the whole aspects, the Commission recommend Training Allowance at the following rates:

Sl.No	Designation	Training Allowance (Rs)
1	Vice-Principal, Police Training College (DSP)	800
2	Assistant Commandant	800
3	Sr.Law Lecturer (C.I)/ Law Instructor (C.I)	650
4	Sr.Drill Instructor (Armed Police Inspector)	650
5	Drill Instructor (Armed Police Inspector/Reserve Sub Inspector)	550
6	Assistant Law Instructor (sub Inspector)	550
7	Assistant Drill Instructor (Head Constable/ Havildar)	400
8	Assistant Sub Inspector (from Battalions)	450
9	Armed Police Inspector	650
10	Armed Police Sub Inspector	550
11	Havildar	400

- 7.28.3.** The Commission also recommend that while conducting training it is desirable that expertise in the form of guest faculties and outside experts should be utilised to the maximum. Conduct of functional police training, Physical exercises, parade etc may rest with the department personnel, but subjects like Law, safety measures, behavioral skills, driver training etc can be arranged through expertise from outside. Organizing effective training is more valuable than attracting suitable hands. Many of the Government institutions are following this principle. Institute of Management in Government is one such example. Change of faculties and trainers, within certain specified intervals, will also improve the value of training. Even the department personnel in these institutions need not be posted for long durations; but posted for the duration of one or two batches. The Commission thus recommend to consider these aspects while formulating the training methods in the Departments like Police, Fire Force, Prisons etc
