

## CONTENTS

Chapter No.	Title	Page No.
I	Introduction	1
II	Economic and Social Environment	7
III	Pay Determination, Fixation, Promotion & Connected Matters	59
IV	Common Categories	115
V	Departments	129
	1. Advocate General's Office	129
	2. Agriculture	131
	3. Animal Husbandry	135
	4. Archaeology	138
	5. Assistant Public Prosecutors	140
	6. Ayurveda Medical Education	141
	7. Chemical Examination Laboratory	145
	8. Civil Supplies	146
	9. Commercial Taxes	147
	<i>Agriculture Income Tax &amp; Sales Tax Appellate Tribunal</i>	
	10. Commissionerate of Entrance Examinations	149
	11. Co-operation	149
	12. Cultural Publications	151
	13. Dairy Development	151
	14. Drugs Control	153
	15. Economics & Statistics	156
	16. Education	158
	<i>(a) Collegiate Education</i>	159
	<i>(b) General Education</i>	166
	<i>(c) Higher Secondary Education</i>	176
	<i>(d) Technical Education</i>	178
	<i>(e) Vocational Higher Secondary Education</i>	184
	17. Electrical Inspectorate	187
	18. Enquiry Commissioner and Special Judge	188
	19. Excise	189
	20. Factories & Boilers	190
	21. Fire & Rescue Services	192
	22. Fisheries	193
	23. Forest	197
	24. Ground Water	200
	25. Harbour Engineering	203
	26. Health Services	204
	27. Hindu Religious & Charitable Endowment	218
	28. Homoeopathy	219
	29. Homoeopathy Medical Colleges	220
	30. Housing (Technical)	222
	31. Hydrographic Survey	223

<b>Chapter No.</b>	<b>Title</b>	<b>Page No.</b>
	32. Indian Systems of Medicine	224
	33. Industrial Tribunal	227
	34. Industrial Training	228
	35. Industries & Commerce	231
	36. Information & Public Relations	234
	37. Insurance Medical Service	236
	38. Irrigation	239
	39. Judiciary	241
	40. Kerala Co-operative Tribunal	243
	41. Kerala State Transport Appellate Tribunal	243
	42. KIRTADS	244
	43. Labour	245
	44. Labour Courts	246
	45. Land Board	247
	46. Land Revenue	248
	47. Land Use Board	249
	48. Law Colleges	250
	49. Legal Metrology	251
	50. Local Fund Audit	252
	51. Lok Ayukta	253
	52. Medical Education	254
	53. Mining & Geology	260
	54. Motor Vehicles	261
	55. Municipal Common Services	263
	56. Museums & Zoos	267
	57. National Cadet Crops	269
	58. National Employment Service	270
	59. National Savings	271
	60. Panchayats	272
	61. Police	275
	62. Ports	284
	63. Printing	287
	64. Prisons	291
	65. Public Service Commission	295
	66. Public Works	297
	67. Registration	301
	68. Rural Development	302
	69. Sainik Welfare	306
	70. Scheduled Caste Development	308
	71. Scheduled Tribe Development	309
	72. Secretariat	312
	<i>Kerala House</i>	322
	73. Social Welfare	331
	74. Soil Conservation	335

<b>Chapter No.</b>	<b>Title</b>	<b>Page No.</b>
	75. Sports & Youth Affairs	337
	76. State Archives	337
	77. State Central Library	339
	78. State Insurance	340
	79. State Lotteries	340
	80. State Planning Board	341
	81. State Water Transport	343
	82. Stationery	345
	83. Survey & Land Records	346
	84. Tourism	347
	85. Town Planning	349
	86. Treasuries	351
	87. University Appellate Tribunal	352
	88. Urban Affairs	353
	89. Vigilance	354
	90. Vigilance Tribunal	355
	91. Water Appellate Authority	356
VI	Part-Time Contingent Employees	357
VII	Allowances	361
	1. Dearness Allowances	361
	2. House Rent Allowance	362
	3. Recovery of Rent for occupying Government Quarters	363
	4. City Compensatory Allowance	363
	5. Medical Benefits	363
	6. Special Pay	365
	7. Special Allowance	365
	8. Compensatory Allowance	380
	9. Risk Allowance	386
	10. Non-Practicing Allowance	393
	11. Uniform Allowance	396
	12. Project Allowance	399
	13. Ex-gratia Payment	400
	14. Hill Tract/Warm Clothing Allowance	400
	15. Special Allowance to Police, Prisons and Fire Force	400
	16. Commando Allowance	404
	17. Travelling Allowance	405
	18. Permanent Travelling Allowance	408
	19. Permanent Conveyance Allowance	414
	20. Advances	418
	21. Leave Travel Concession	418
	22. Leave	419
	23. Surrender of Earned Leave	419
	24. Paternity Leave	419

<b>Chapter No.</b>	<b>Title</b>	<b>Page No.</b>
	25. Special Allowance to Physically Challenged	419
	26. Education Allowance	419
	27. Training Allowance	419
VIII	Pension	421
	1. Pension	421
	2. Medical Assistance Scheme for Pensioners	434
	3. Pension Trap	435
	4. Retirement Age	438
IX	Financial Implications	457
X	Civil Services & Social Accountability	465
	Annexures	471
	Acknowledgement	