



GOVERNMENT OF KERALA
Finance (PRC-A) Department
CIRCULAR

No. 113/2018/Fin. Dated, Thiruvananthapuram, 30th November, 2018.

Sub:—Finance Department—Time Bound Higher Grade Scheme—
Fixation of pay in the time bound higher grade promotion
post—Clarification—issued.

Read:—1. Circular No. 46/2008/Fin. dated 8-8-2008.
2. G. O. (P) 7/16/Fin. dated 20-1-2016.

Detailed instructions for sanctioning Time Bound Higher Grades were issued vide Circular first read above and in various Pay Revision Orders.

2. Para 8 of the Circular read first above is as follows:

“The benefit of fixation of pay as per Rule 28A Part I Kerala Service Rules, without re-fixation of pay shall be allowed for the purpose of fixation of pay in the time bound higher grade promotion post. In all cases of time bound higher grade promotions to higher scales of pay (obviously not involving change of duties and responsibilities), the pay in the higher time scale will be fixed in terms of rule 28A Part I Kerala Service Rules without re-fixation i.e., a notional increment will first be given in the lower scale and thereafter pay in the time bound higher grade scale will be fixed at the next stage above the pay so arrived in the lower scale.”

3. The method of fixation of pay under Rule 28A of Part I of Kerala Service Rules on promotion/appointment to posts carrying a higher time scale of pay, has been modified w.e.f. 1-2-2016 as contemplated in Para 40 of the 10th Pay Revision Order. Para 40 of the Government Order second read above is as follows:

“The method of fixation of pay contemplated under Rule 28A *ibid* inforce prior to 26-3-2006 will be restored with effect from 1-2-2016. Accordingly, where an officer holding a post in a substantive, temporary or officiating capacity is promoted or appointed in a substantive, temporary or officiating capacity to another post carrying a higher time-scale of pay, his initial pay in the higher time-scale of pay, shall be fixed at the stage next above the pay notionally arrived at in the lower time scale of pay by increasing the actual pay drawn by him in the lower time-scale by one increment. A refixation of pay will be allowed whenever there is a change of pay in the lower time scale. Fixation of pay will be done as above in respect of promotions/appointments taking effect from that date onwards. However, Rule 28A Part I Kerala Service Rules will not apply to promotions/appointments to posts carrying higher time scale of pay, the minimum of which exceeds ₹ 68,700. In such cases fixation will be allowed under Rule 37 (a), Part I, KSRs.”

4. In Para 41 of the 10th Pay Revision Order, it is specified that in all cases of Time Bound Higher Grade Promotions to higher scales of pay, the existing practice of fixation of pay under Rule 28A Part I, KSRs will continue without the option facility. In para 11 Annexure III to 10th Pay Revision Order in which guidelines for fixation of pay on Time Bound Higher Grade Promotion is detailed, it is stated that in the case of Time Bound Higher Grade Promotion the pay in the higher time scale will be fixed in terms of Rule 28A Part I, KSRs.

5. Time Bound Higher Grade Promotion is a benefit granted to those employees who stagnate in the entry post without getting promotion on completion of prescribed years of qualifying service. The method of

fixation of pay applicable to regular promotion as contemplated in Para 40 of the 10th Pay Revision Order is admissible to Time Bound Higher Grade Promotion also.

6. In the circumstances, Government are pleased to clarify that the cases in which fixation under 28A is not applicable but Rule 37 (a) is insisted for regular promotion in the relevant Pay Revision Orders, pay fixation on Time Bound Higher Grade Promotion will also be allowed under Rule 37(a) Part I Kerala Service Rules.

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Additional Secretary (Finance).

To

The Principal Accountant General (A&E/G&SSA), Kerala,
Thiruvananthapuram.

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

All Administrative Departments.

All Heads of the Departments.

✓ Nodal Officer, www.finance.kerala.gov.in

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