



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

Revision of pay and allowances of employees of Kerala Water Authority-Clarification-Orders issued.

**FINANCE (PRC-C) DEPARTMENT**

**G.O. (MS) No.707/2012/Fin.**

**Dated, Thiruvananthapuram, 27th December, 2012.**

Read: 1.G.O. (P) No. 58/2012/Fin dated 19-01-2012.  
2.G.O.(P).No.72/2012/Fin dated 25-01-2012  
3.Letter No.KWA/JB/E1-1354/2012 dated 29/6/2012 of the Managing Director, Kerala Water Authority.

**ORDER**

Government have revised the pay and allowances of the employees of Kerala Water Authority as per G.O.read first above. The Managing Director, Kerala Water Authority, in his letter has pointed out certain anomalies in the pay revision and requested to rectify the same. Government have examined the matter in detail and are pleased to issue the following further orders.

1. In the G.O read as first above under item No.2 fixation of pay, the following will be added.
  - 2 (b) Regular service in Kerala Water Authority will only be considered for weightage for the fixation of pay.
  - 2(c) If the amount arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of the revised scale and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes viz; fixation of pay, calculation of leave salary, drawal of allowance and pension.
2. Stepping up of pay of senior.

In cases, where a senior employee promoted to a higher post before 01.07.2009, (including through grant of time bound higher grade) draws less pay in the revised scale than his Junior promoted to the higher post after 01.07.2009, the pay of the senior employee shall be stepped up to the level of the pay of the junior w.e.f. the date on which junior draws more pay,

provided that

- (a) The senior and the junior employee should belong to the same category and should have been promoted to the same category of post.
- (b) The pre-revised and revised scale of pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (c) The senior Government servant at the time of promotion has been drawing equal or more pay than the junior

- (d) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay
- (e) The anomaly should not have arisen due to any advance increments granted to the junior in the lower post.

*Note: - (i) If in the lower post, the junior employee was drawing more pay in the pre-revised scale than the senior, the senior to such junior will have no claim over the pay of the junior.*

*(ii) In case where pay of an employee is stepped up in terms of clause (3) above, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of pay.*

3. The modification introduced to Rule 28 A and 37 (a) Part I KSR as in para 41 of the G.O(P) No.85/2011/Fin dated 26-02-2011 will be applicable.
4. The date effect of Time Bound Higher Grade will be 01-01-2012.
5. The revised scale of pay of the Accounts Officer and Administrative Officer will be ₹ 22580-40750.

(By Order of the Governor)

Dr.V.P.JOY

PRINCIPAL SECRETARY (FINANCE)

The Principal Accountant General (Audit) Kerala, Thiruvananthapuram  
 The Accountant General (A&E), Kerala, Thiruvananthapuram  
 General Administration (SC) Department  
 The Managing Director Kerala Water Authority, Thiruvananthapuram  
 Water Resources Department

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Forwarded By Order



Section Officer