



GOVERNMENT OF KERALA

Abstract

Revision of pay and allowances of employees of Kerala Water Authority-Recommendations of the 9th Pay Revision Commission- Accepted-Orders issued.

FINANCE (PRC-C) DEPARTMENT

G.O.(P) No.58/2012/Fin.

Dated, Thiruvananthapuram, 19th January, 2012.

Read: 1.G.O. (Ms) No. 681/2010/Fin dated 14-12-2010.

2.Letter No.4327/PRC-A2/2010 dated 31-03-2011 of the Secretary, 9th Pay Revision Commission.

ORDER

Government have entrusted the 9th Pay Revision Commission to study and make recommendations on revision of pay/pension of employees and pensioners of Kerala Water Authority vide Government Order read above and the Commission submitted its report to Government. Government have examined these recommendations with regard to revision of pay and allowances in detail and are pleased to issue the following orders accepting the recommendations of the Commission.

1.Revision of Scales of Pay

The Master Scale, existing scale and corresponding revised scales are shown in Annexure-I. The existing scales of pay of employees of Kerala Water Authority will be revised as shown in Annexure –II.

2. Fixation of pay

a) Fitment Benefit

Fitment benefit will be 10% of the existing basic pay subject to a minimum of ₹ 1000

b) Service Weightage

Service Weightage will be granted @ 0.5% of basic pay in the pre-revised scale for each completed year of service subject to a maximum of 30 years.

c) The pay of an employee shall be fixed in the revised scale by merging 64% of Dearness Allowance to the basic pay as on 01-07-2009 to which 10% of the basic pay as fitment benefit subject to a minimum of ₹ 1000 and another amount equivalent to 0.5% of the basic pay for each

completed year of service subject to a maximum of 30 years towards weightage shall be added. If the amount so arrived is not a stage in the revised scale, it shall be stepped up to the next stage and if it is less than the minimum of the revised scale, it shall be stepped up to the minimum of the revised scale.

3. Dearness Allowance

The following rates of Dearness Allowance is admissible to make the same at par with those applicable to the State Government employees.

<u>Date</u>	<u>Rate of DA</u>	<u>Total</u>
01-07-2009	Nil	Nil
01/01/2010	8%	8%
01/07/2010	10%	18%
01-01-2011	6%	24%
01-07-2011	7%	31%

4. Stagnation Increment

The scheme of grant of stagnation increments available to State Government employees will be applicable. The maximum number of such increments will be five - the first four increments being annual and the fifth biennial, subject to the condition that the maximum basic pay after such increments shall not exceed ₹ 63450.

5. Time bound higher grade promotion scheme

The existing time span of 8, 16 and 23 years for allowing grade promotions will be modified as 8, 15 and 22 years of service respectively. Revised rules for allowing time bound higher grade promotions are specified in Annexure - III.

6. Ratio/ Percentage based grade promotion.

The Ratio/ percentage based grade promotions for various categories are indicated at the appropriate places under each post in Annexure – II. The existing ratio/ percentage based promotion will continue unless otherwise it is modified.

7. Career Advancement Scheme

The Career Advancement Scheme will be limited to directly recruited professionals in service as detailed below.

- 1) Assistant Engineer/Head Draftsman with degree in Engineering on completion of 8 years of service will be given non-cadre promotion in the scale of pay of ₹ 22010-39750 and re-designated as Assistant Executive Engineer (Non-Cadre).
- 2) Assistant Executive Engineer/Technical Assistant with 7 years, or 15 years of service in the cadre of Assistant Engineer and Assistant Executive Engineer together will be given non-cadre promotion in the scale of ₹ 37020-50450 and re-designated as Executive Engineer (Non-Cadre).

8. House Rent Allowance

House Rent Allowance will be paid at the revised rates based on pay ranges and classifications of cities / places as shown below:-

Pay Range (Rs)	B2 Class City (Rs)	C Class City/ Town (Rs)	Cities not in B2 & C Class (Rs)	Other places (Rs)
8950-9429	350	270	270	250
9430-13192	560	390	390	
13200-26869	840	550	480	
26870-36109	1050	700	530	
36110-40749	1400	950	530	
40750 & above	1680	1110	530	

Note:- B2 class city for the purpose of HRA means the cities of Thiruvananthapuram Kollam, Kochi, Thrissur and Kozhikode.

(a) Offices situated within a radius of 3 kilometres from Civil Station Kakkad will be considered as B2 Class city for the purpose of granting House Rent Allowance and City Compensatory Allowance.

9. Rent Recovery

With effect from the date of coming over to the revised scale, rent at the following rates will be recovered from the employees residing in Kerala Water Authority Quarters.

Sl. No	Range	Rate
1.	Those who are in the Scale of Pay between ₹ 8950-14640 and ₹ 21440-38840	Nil
2.	Those who are of and above the Scale of Pay of ₹ 22010-39750	2% of the Basic Pay

10. **City Compensatory Allowance**

The revised rates of CCA for employees working in the city limits in B2 class cities will be as follows.

Sl. No	Pay Range	Rate per month
1	Below ₹ 9680	₹ 200/-
2	₹ 9680 and above but below ₹ 13560	₹ 250/-
3	₹ 13560 and above but below ₹ 17090	₹ 300/-
4	₹ 17090 and above	₹ 350

11. **Payment of Ex-gratia**

The Group Personal Accident Insurance Scheme has been extended to the employees of Public Sector Undertakings, Co-operative Institutions, autonomous bodies and other Government Institutions vide G.O.(P).No. 616/10/Fin dated 23-11-2010 and Kerala Water Authority shall urgently explore the possibility of bringing the employees under the above scheme. The existing rates of payment of Ex-gratia for death, accident etc. will continue till the employees of Kerala Water Authority are brought under the above scheme.

12. **Medical Benefits**

The existing medical reimbursement facility will be continued till a Health Insurance scheme for employees is evolved. The Kerala Water Authority shall urgently chalk out the scheme. The monetary limit of ₹ 10000 to Managing Director for sanction of Medical Reimbursement claims will be enhanced to ₹ 50000.

13. **Conveyance Allowance to Physically Challenged employees**

Special Conveyance Allowance to all Physically Challenged employees including part time employees whose permanent/partial disability is not less than 40% is enhanced to ₹ 600 per month.

14. **Education Allowance**

Education Allowance to the parents of physically challenged/mentally retarded children is enhanced to ₹ 500 per month.

15. **Other allowances**

The revised rates of all other allowances will be as shown in Annexure IV.

16. Travelling Allowance

(1) For the purpose of travelling allowance, officers shall be classified into the following four grades Viz;

Grade I	Officers who draw actual basic pay of ₹ 25610 and above
Grade II (a)	Officers with actual basic pay of ₹ 21440 and above, but below Rs. 25610
Grade II (b)	Officers with actual basic pay of ₹ 13920 and above, but below ₹ 21440.
Grade III	Officers with actual basic pay of ₹ 9430 and above, but below ₹ 13920
Grade IV	Officers with actual basic pay below ₹ 9430.

(2) **Class of travel**

Eligible class of travel by train by each grade shall be as follows:

Grade	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

(3) **Air journey:-**

Officers in the revised scale of pay ₹ 32750-44850 and above alone will be eligible for air journey.

(a). **Revised Incidental rates of Air Journey will be as follows**

Grades	Existing	Revised
Grade I	120	350
Grade II (a)	90	250
Grade II (b)	80	225
Grade III	70	175
Grade IV	70	175

(b) Incidental rates for Road/Rail journey.

The revised rates of incidental expenses will be as follows.

Grade	Rate (₹) per k.m.
Grade I	0.50
Grade II (a)	0.40
Grade II (b)	0.35
Grade III	0.30
Grade IV	0.30

(4) Mileage Allowance:-

The mileage allowance is fixed at ₹ 1.50 per km for all categories of employees.

(5) Daily Allowance-

The revised rates of Daily Allowances will be as follows:

Grades	Rates	
	Inside State(₹)	Outside State (₹)
Grade I	220	350
Grade II (a)	170	250
Grade II (b)	140	225
Grade III	110	175
Grade IV	110	175

(6) Classification of officials for the purpose of carrying personal effects-

The classification of officials for the purpose of carrying personal effects on transfer will be as follows:

Sl.No.	Category of Officers	Weight
1	Officers whose actual basic pay is ₹ 25610 and above	3000 kg
2	Officers whose actual basic pay is ₹ 13920 and above but below ₹ 25610	2000 kg
3	All other Officers	1000 kg

(7) Loading and Unloading charges for Journeys on Transfer-

Loading and unloading charges for journeys on transfer will be as follows:-

Grades	Rate
Grade I	₹ 750
Grade II	₹ 500
Grade III	₹ 400
Grade IV	₹ 300

(8) Reimbursement of Room Rent-

The revised rates for reimbursement of room rent against production of voucher shall be as follows.

Grades	New Delhi, Mumbai, Kolkota, Chennai.	Other Cities/ Towns outside State
Grade I	₹1500	₹ 1000
Grade II (a)	₹ 1500	₹ 1000
Grade II (b)	₹ 1200	₹ 750
Grade III	₹ 1200	₹ 750
Grade IV	₹ 800	₹ 700

(9) Taxi fare for Grade I Officials: - Grade I officials travelling 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 rates fixed by Government from time to time for journeys on tour from residence to Airport/ Railway station/ Bus stand and back. The existing status will continue.

(10) Autorikshaw fare for journeys on tour:- Actual fare at the rate fixed by Government from time to time for a maximum of two journeys daily (plus one journey per tour from residence to Airport/ Railway station/ Bus stand and one journey per tour from Airport/ Railway station/ Bus stand to residence) limiting the distance of single journey to 8 kms will be allowed subject to a maximum of ₹ 150/- per day. The rate per km will be applicable as fixed by the Government from time to time.

(11) Accommodation Outside State

Existing system will continue.

17. Ceiling on T.A

The Authority should fix a ceiling on T.A which will be reviewed once in three years. Journeys outside the jurisdiction of officers should be undertaken only with the written approval of the competent authority. The written approval should be produced along with the T.A. bills.

18. Cost of Spectacles

The revised allowance towards cost of spectacle is ₹ 1000. The benefit will be available once in 10 years.

19. Paternity Leave

Paternity leave for 10 days each for two children will be allowed to serving male employees as available to State Government employees.

20. Special Casual Leave for the employed parents of Physically/ Mentally Challenged Children.

Special Casual Leave for 15 days in a year will be sanctioned to those employees having physically/mentally challenged children.

21. Leave Travel Concession

The benefit of LTC as available to the State Government employees will be extended to the employees of Kerala Water Authority.

22. Part-time Contingent Employees

1) The Part - time contingent employees will be allowed scale of pay as follows:

Existing Remuneration	Scale of Pay
₹ 3000 + DA	5100-110-5400-120-6000-140-6700-160-7500
₹ 2600 +DA	4500-100-5100-110-5400-120-6000-140-6700

2) The existing Part-time Contingent Employees will come over to the newly introduced scales of pay and their pay will be fixed at the minimum of the scales eligible for each category with effect from 01-07-2009. Those who have completed 8/16/23 years of service and have been drawing the basic remuneration will be given ₹150, ₹150 ₹100 respectively in addition to the basic pay. In the case of those employees, such quantum of increase will be added to the minimum so arrived at and pay will be fixed at the next stage in the new scale. If it is a stage in the new scale, the next stage will be allowed, subject to a minimum benefit of ₹300.

3) Part time contingent employees are also eligible for the following benefits

- i) Part-time contingent employees are eligible for one additional increment each on completion of qualifying service of 8, 15, 22 years.
- ii) Casual Leave for 20 days during a calendar year
- iii) LWA in special circumstances for a total period of 120 days in a calendar year

- iv) Special Casual Leave for undergoing sterilization operation for a period not exceeding 6 days for men and 14 days for women.
 - v) Leave Surrender facilities will be as admissible to Government employees
 - vi) Earned Leave will be at the rate of 1/22 for the period spent on duty, subject to a maximum of 15 days in a year.
 - vii) CCA at the rate of ₹ 50 per month for those who are working in the designated cities.
 - viii) Maternity Leave enhanced up to 180 days
 - ix) Hill Tract allowance @ ₹ 100 per month.
- 4) The existing wages of Casual Sweepers, if any in the Authority, is enhanced from ₹ 1000 per month to ₹ 1500 per month.

23. **Date of Effect**

The date of effect of the revised scales of pay will be 01-07-2009. The revised rate of all allowances will be payable from the date of order.

24. **Payment of Arrears**

Arrears of salary on fixation of pay in the revised scale from 01-07-2009 to 31-12-2011 will be credited to the Provident Fund account of the employee. This will not be withdrawn till 31-03-2015 except in the case of those who are retiring before 31-03-2015, in which case, the arrear will be released on their retirement. The revised scale of pay will be granted in cash from January 2012 onwards.

25. **Authority to fix revised pay**

- 1) The pay of all employees will be fixed in accordance with these orders by the officers who draw and disburse their salary. In the case of employees drawing pay and allowances on the basis of the authorization issued by the Finance Manager and Chief Accounts Officer drawal of the revised salary will be authorized by the Finance Manager and Chief Accounts Officer.
- 2) Omissions or errors, if any, in respect of posts or scales of pay indicated in Annexure II of these orders should be reported to Government by the Managing Director, Kerala Water Authority within a month positively from the date of this order with relevant supporting documents for timely rectification.
- 3) Arrear claims preferred in pursuance of these orders will be paid without pre check in relaxation of Article 53, Kerala Financial Code, Volume I.
- 4) The Head of Office and other officers who inspect their subordinate offices, will check cases of fixation of pay in the revised scales and indicate in the Service Books the fact of having checked the pay fixation. In case where fixation or grant of higher grade or payment of increased benefits is found to be incorrect, the inspecting officer should record in the Service Books concerned that instructions have been given to the concerned officers to rectify the defects. The internal audit staff of KWA shall review fixation of pay, verify the entries in the Service Book and record the fact therein. If defects are detected in the case of Officers who are drawing Pay and Allowances on the basis of the authorization issued by the Finance Manager and Chief Accounts Officer, the

inspecting officers should intimate them to the Finance Manager and Chief Accounts Officer for appropriate action.

5) Leave Salary/Pension Contribution based on the pay in the revised scales of pay will be recovered from 1-7-2009 from the employees concerned in the revised scales of pay. Foreign employers will arrange the remittance at the revised rates from 1-7-2009 from the employee concerned.

6) Recoveries will be insisted upon in cases where over payments are made on account of wrong fixation. If an officer competent to fix pay under these orders or approve the pay fixation, has any doubt on the application of these orders he shall seek clarification of the Pay Revision from Government through the Managing Director, Kerala Water Authority before approving the pay fixation and disbursing the pay.

26. General

The Kerala Water Authority shall initiate immediate action on the following recommendations of the Pay Commission simultaneously while implementing the pay revision.

- i) To frame service rules for engineering/technical categories consequent on the formation of Kerala Water Authority. (Para 5.20 of the recommendations of the Pay Commission)
- ii) To create Pension Fund for the authority (Para 5.21 of the recommendations of the Pay Commission)
- iii) Audit of accounts has to be completed up to date and to include item wise expenditure towards salary, Travel expenses, Medical reimbursements, Pension, DCRG, Commuted Value of Pension and Earned Leave Surrender, Board Meeting expenditure, advertisement charges etc. and other establishment expenses specifically in the annual accounts of the Authority. (Para 5.22 of the recommendation of the Pay Commission)
- iv) Kerala Water Authority will take effective steps to reduce and eliminate water leakage and detect and eradicate water theft, introduce professionalism at all levels of management to improve efficiency and to achieve better financial results. Effective steps will be taken to accelerate revenue collection under all categories of domestic, non-domestic, Industries and Local Bodies. (Para 4.7, 4.8 & 4.9 of the recommendations of the Pay Commission).
- v) To bring the employees of Kerala Water Authority under accident insurance scheme ordered by Government in G.O(P).No. 616/2010/Fin dated 28-01-2010 (Para 5.18 of the recommendations of Pay Commission)
- vi) To evolve a Health Insurance Scheme for employees in the place of existing medical reimbursement facility. (Para 5.19 of the recommendations of the Pay Commission)

27. Pension

The orders regarding pension including Part- Time Contingent employees will be issued separately.

28. Financial Commitment

The fund required for the implementation of revision of pay scales will be found by Kerala Water Authority themselves.

(By Order of Governor)

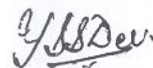
V.P. JOY

Principal Secretary to Government

To

The Principal Accountant General (Audit) Kerala, Thiruvananthapuram
The Accountant General (A&E), Kerala, Thiruvananthapuram
General Administration (SC) Department (Vide item No.....dated 28-12-2011 of the
proceedings of the Council of Ministers)
The Managing Director Kerala Water Authority, Thiruvananthapuram
Water Resources Department
The nodal Officer, www.finance.kerala.gov.in
Stock File/Office copy

Approved For Issue



Section Officer

Master Scale

8950-240(2)-9430-250(2)-9930-270(4)-11010-300(4)-12210-330(3)-13200-360(4)-14640-400(5)-16640-450(4)-18440-500(6)-21440-570(4)-23720-630(5)-26870-700(4)-29670-770(4)-32750-840(4)-36110-910(4)-39750-1000(4)-43750-1100(5)-49250-1200(4) -54050-1300(4)-59250-1400(3)-63450.

Sl.No.	Existing Scales of pay	Sl.No	Revised scales of pay
1.	4750-130-4880-140-5440-150-5890-160-6690-180-6870	1.	8950-240-9430-250-9930-270-11010-300-12210-330-13200-360-14640
2.	4880-140-5440-150-5890-160-6690-180-7410-190-7790	2.	9190-240-9430-250-9930-270-11010-300-12210-330-13200-360-14640-400-16640
3.	5020-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610	3.	9430-250-9930-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440
4.	5300-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610-250-9110	4.	9930-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440
5.	5740-150-5890-160-6690-180-7410-190-8170-220-8610-250-9610	5.	10470-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870
6.	6210-160-6690-180-7410-190-8170-220-8610-250-9860-290-10730	6.	11610-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-27570
7.	6690-180-7410-190-8170-220-8610-250-9860-290-10730-340-11070	7.	12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-28270
8.	7600-190-8170-220-8610-250-9860-290-10730-340-11410-390-12190	8.	13560-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670
9.	8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-13030	9.	14280-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-30440
10.	8610-250-9860-290-10730-340-11410-390-12580-450-13480	10.	15040-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-31210
11.	9360-250-9860-290-10730-340-11410-390-12580-450-16180	11.	16240-400-16440-450-18440-500-21440-570-23720-630-26870-700-29670-770-32750
12.	9610-250-9860-290-10730-340-11410-390-12580-450-16180-500-16680	12.	16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-32750-840-33590
13.	11070-340-11410-390-12580-450-16180-500-18680	13.	19440-500-21440-570-23720-630-26870-700-29670-770-32750-840-34430

14.	11410-390-12580-450-16180-500-20680	14.	19940-500-21440-570-23720-630-26870-700-29670-770-32750-840-36110
15.	12190-390-12580-450-16180-500-20680-550-21230	15.	21440-570-23720-630-26870-700-29670-770-32750-840-36110-910-38840
16.	12580-450-16180-500-20680-550-21780	16.	22010-570-23720-630-26870-700-29670-770-32750-840-36110-910-39750.
17.	13030-450-16180-500-20680-550-22330	17.	22580-570-23720-630-26870-700-29670-770-32750-840-36110-910-39750-1000-40750
18.	13930-450-16180-500-20680-550-22880	18.	24350-630-26870-700-29670-770-32750-840-36110-910-39750-1000-41750
19.	16680-500-20680-550-25630	19.	32750-840-36110-910-39750-1000-43750-1100-44850
20.	21230-550-26180-600-26780-650-30030	20.	37020-910-39750-1000-43750-1100-49250-1200-50450
21.	23430-550-26180-600-26780-650-31980-700-33380	21.	40750-1000-43750-1100-49250-1200-54050
22.	26780-650-31980-700-34080	22.	44750-1100-49250-1200-54050-1300-56650
23.	27430-650-31980-700-34780	23.	49250-1200-54050-1300-57950
24.	28080-650-31980-700-35480	24.	50450-1200-54050-1300-59250-1400-60650
25.	28730-650-31980-700-36180	25.	52850-1200-54050-1300-59250-1400-63450

ANNEXURE II

SCHEDULE OF POSTS AND SCALES OF PAY

Sl.No	Category	No.of Posts	Existing Scale of Pay	Revised Scale of Pay
1	Managing Director	1	28730-36180	52850-63450
2	Technical Member	1	28080-35480	50450-60650
3	Accounts Member	1	28080-35480	50450-60650
4	Chief Engineer/Chief Consultant	6	27430-34780 26780-34080	49250-57950
5	Finance Manager & Chief Accounts Officer	1	26780-34080	44750-56650
6	Accounts Manager	1	23430-33380	40750-54050
7	Secretary	1	23430-33380	44750-56650
8	Deputy Chief Engineer/Superintending Engineer/Project Director	27	23430-33380	44750-56650
9	Senior Administrative Officer	1	21230-30030	40750-54050
10	Executive Engineer (HG)	36	21230-30030	40750-54050
11	Internal Auditor	2	21230-30030	37020-50450
12	Executive Engineer/ P A to Superintending Engineer	37	16680-25630	37020-50450
13	Deputy Accounts Manager	3	16680-25630	32750-44850
14	Cost Accountant	1	16680-25630	32750-44850
15	Assistant Executive Engineer (HG) @	77	13930-22880	24350-41750
16	Accounts Officer Gr.I**	5	13030-22330	22580-40750
17	Finance Officer Gr.II**	4	13030-22330	22580-40750
18	Administrative Officer Gr. II***	3	13030-22330	22580-40750
19	Principal Information Officer	1	13030-22330	22580-40750
20	Assistant Executive Engineer/Technical Assistant #	154	12580-21780	22010-39750
21	Hydro Geologist *	1	12580-21780	22010-39750
22	Data Base Administrator	1	12580-21780	32750-44850
23	Administrative Assistant	2	12580-21780	22010-39750
24	Accounts Officer Gr.II	11	12580-21780	22010-39750
25	Law Officer Gr.II	1	12580-21780	22010-39750

@ 1/3rd of the posts is in the HG.

**Accounts Officer Gr.I and Finance Officer Gr.II taken together will be allowed H.G.in the ratio 1:1 on Rs.32750-44850

*** Administrative Officer Gr.II will be allowed H.G in the ratio 1:1 on Rs.32750-44850

1/3rd will be on higher grade

* This is indicated as vanishing category in the draft Kerala Water Authority Technical Service Rules

ANNEXURE II

SCHEDULE OF POSTS AND SCALES OF PAY

Sl.No	Category	No.of Posts	Existing Scale of Pay	Revised Scale of Pay
26	PA to Managing Director/ Technical Member/Accounts Member	3	12190-21230	21440-38840
27	Master Driller(HG)/ Chief Driller (HG)/ Mechanical Superintendent(HG)	1	11410-20680	19940-36110
28	Head Surveyor	15	11410-20680	19940-36110
29	Confidential Assistant Sel. Gr	6	11410-20680	19940-36110
30	Assistant Data Base Administrator	2	11410-20680	22580-40750
31	Assistant Engineer/Head Draftsman	404	11410-20680	21440-38840
32	Senior Superintendent/ Revenue Officer €, ⌘	31	11070-18680	19440-34430
33	Divisional Accountant \$	54	11070-18680	19440-34430
34	Life Guard -cum- Coach	2	11070-18680	19440-34430
35	Senior Sanitary Chemist (HG)	4	11070-18680	19440-34430
36	Confidential Assistant Sr. Gr	6	9360-16180	16240-32750
37	Fair Copy Superintendent (HG)	1	9360-16180	19440-34430
38	Senior Sanitary Chemist	4	9360-16180	16240-32750
39	Legal Assistant	2	9360-16180	16240-32750
40	Junior Superintendent ⌘	98	9360-16180	16240-32750
41	Fair Copy Superintendent	5	9360-16180	16240-32750
42	Mechanical Superintendent/Master Driller/ Chief Driller	5	9360-16180	16240-32750
43	Senior Meter Inspector	11	9360-16180	16240-32750
44	Senior Plumbing Inspector	5	9360-16180	16240-32750
45	Selection Grade Typist #	86	8610-13480	15040-31210
46	Head Clerk ⌘	155	8610-13480	15040-31210
47	Computer Operator	1	8610-13480	15040-31210
48	Chief Vehicle Inspector	1	8610-13480	15040-31210
49	Confidential Assistant Gr.I	7	8170-13030	14280-30440
50	Vehicle Inspector	1	8170-13030	14280-30440
51	Head Operator	345	8170-13030	14280-30440
52	Driller/Driller Mechanic	1	8170-13030	14280-30440
53	Surveyor Gr.I	70	8170-13030	14280-30440
54	Electrical Overseer Gr.I	6	8170-13030	14280-30440

€ 25% of the posts may be placed in the Higher Grade on Rs.22010-39750

⌘ The ratio of 5:3:1 among HC,JS and SS/RO will continue.

\$ 20% of the posts may be placed in the Higher Grade on Rs.21440-38840

The ratio between LD Typist, UD Typist and Selection Grade Typist will be 1:1:1 (Senior Grade and Selection Grade Typist merged and allowed the scale of pay of Selection Grade)

ANNEXURE II

SCHEDULE OF POSTS AND SCALES OF PAY

Sl.No	Category	No.of Posts	Existing Scale of Pay	Revised Scale of Pay
55	Draftsman Gr.I/Overseer Gr.I/Water works Superintendent •	419	8170-13030	14280-30440
56	Plumbing Inspector	27	8170-13030	14280-30440
57	Sanitary Chemist	10	8170-13030	14280-30440
58	Bacteriologist	13	8170-13030	14280-30440
59	Mechanic Superintendent	1	8170-13030	14280-30440
60	Meter Inspector	57	8170-13030	14280-30440
61	Information Assistant	1	8170-13030	14280-30440
62	Life Guard	1	8170-13030	14280-30440
63	U.D.Typist	86	6690-11070	13560-29670
64	U.D.Clerk/U.D.Store Keeper/ U.D.Cashier	511	6690-11070	13560-29670
65	Telephone Operator	5	6690-11070	12210-28270
66	Driver Senior Grade <i>f</i>	35	6690-11070	12210-28270
67	Surveyor Gr.II	71	6690-11070	12210-28270
68	Draftsman Gr.II/Overseer Gr.II •	409	6690-11070	12210-28270
69	Head Fitter *	21	6690-11070	14280-30440
70	Driver Gr.I	70	6210-10730	11610-27570
71	Confidential Assistant Gr.II	7	6210-10730	11610-27570
72	Assistant Shift Operator	1727	5740-9610	10470-26870
73	Mechanical Operator		5740-9610	10470-26870
74	Shift Operator		5740-9610	10470-26870
75	Pump Operator		5740-9610	10470-26870
76	Operator		5740-9610	10470-26870
77	Mechanic/Motor Mechanic	20	5740-9610	10470-26870
78	Overseer Gr.III	628	5740-9610	10470-26870
79	LD Typist	87	5300-9110	10470-26870
80	L D Clerk/L.D Store Keeper/ L D Cashier	511	5300-9110	10470-26870
81	Meter Reader	228	5300-9110	9930-21440
82	Fitter	106	5300-9110	9930-21440
83	Electrician/Auto electrician	18	5300-9110	9930-21440
84	Plumber	112	5300-9110	9930-21440
85	Binder	4	5300-9110	9930-21440
86	Duffedar	6	5300-9110	9930-21440
87	Garden Superintendent	1	5300-9110	9930-21440
88	Driver Gr. II	104	5300-9110	9930-21440

• Ratio of 1:1 between Gr.I and Gr.II will continue.

f 10% of the posts may be placed as Selection Grade on Rs.15040-31210

*20% of the posts may be placed in the Higher Grade on Rs.16240-32750

ANNEXURE II				
SCHEDULE OF POSTS AND SCALES OF PAY				
Sl.No	Category	No.of Posts	Existing Scale of Pay	Revised Scale of Pay
89	Boat Driver	3	5300-9110	9930-21440
90	Care Taker	2	4880-7790	9190-16640
91	Gardner	13	4880-7790	9190-16640
92	Sewer Cleaner	4	4880-7790	9190-16640
93	Line Man/Line Maistry	12	4880-7790	9190-16640
Last Grade Employees Gr.II				
94	Boatman	1	4750-6870	8950-14640
95	Lorry Cleaner	1	4750-6870	8950-14640
96	Cleaner	162	4750-6870	8950-14640
97	Full Time Sweeper	41	4750-6870	8950-14640
98	Watcher	242	4750-6870	8950-14640
99	Shift Assistant-cum- Cleaner	74	4750-6870	8950-14640
100	Shift Assistant	242	4750-6870	8950-14640
101	Shift Mazdoor		4750-6870	8950-14640
102	Unskilled Worker		4750-6870	8950-14640
103	Worker	10	4750-6870	8950-14640
104	Watchman-cum-Valve Operator		4750-6870	8950-14640
105	Lascar	163	4750-6870	8950-14640
106	Peon	572	4750-6870	8950-14640
NMR Workers				
107	NMR Mazdoor	4	4750-6870	8950-14640
108	NMR Cleaner	1	4750-6870	8950-14640
109	NMR Watchman	6	4750-6870	8950-14640
110	NMR Worker	1	4750-6870	8950-14640
111	NMR Meter Reader	1	5300-9190	9930-21440
112	NMR Operator	30	5740-9610	10470-26870
113	NMR Fitter	1	5300-9190	9930-21440
114	NMR Life Guard	1	8170-13030	14280-30440
Vanishing Categories/Non Existing post				
115	Electrical Overseer Gr.II	5	6690-11070	12210-28270
116	Work superintendent Gr.II	3	5300-9110	9930-21440
117	Black Smith	1	5300-9110	9930-21440
118	Welder	1	5300-9110	9930-21440
119	Lab Assistant	9	5300-9110	9930-21440
120	Mason	3	4880-7790	9190-16640
121	Skilled Worker	10	4880-7790	9190-16640
122	Sewage Farm Worker	11	4880-7790	9190-16640
123	Turn Cock	1	4880-7790	9190-16640
124	Painter	1	4880-7790	9190-16640

TIME BOUND HIGHER GRADE

The employees who remain in their entry post on scales of pay ranging from ₹ 8950-14640 to ₹ 10470-26870 will be granted four higher grades on completion of the following specified periods of qualifying service in their posts.

- (i) The first time bound higher grade on completion of eight years of service in the entry post.
 - (ii) The second time bound higher grade on completion of 15 years of service in the entry post and the first regular promotion post/time bound higher grade taken together.
 - (iii) The third time bound higher grade on completion of 22 years of total service in the entry post and the regular promotion post (s)/time bound higher grade (s) taken together in respect of those coming under the scales of pay upto Rs.14280-30440.
 - (iv) A fourth time bound higher grade on completion of 27 years of total service in the entry post and the regular promotion post (s)/time bound higher grade (s) taken together in the case of employees coming under the scales of pay ranging from ₹ 8950-14640 to ₹ 10470-26870.
- 2) An employee who remains in their entry post on scales of pay ranging from ₹ 8950-14640 to ₹ 14280-30440 will be granted their higher grades on completion of the period of qualifying service in their posts as follows with the scales of pay shown in TABLE – 1 below.

TABLE-I

Revised pay scales in entry post	1st time bound higher grade in entry post	2nd time bound higher grade	3rd time bound higher grade	4th time bound higher grade.
8950-14640	9190-16640	9430-18440	9930-21440	10470-26870
9190-16640	9430-18440	9930-21440	10470-26870	11610-27570
9430-18440	9930-21440	10470-26870	11610-27570	12210-28270
9930-21440	10470-26870	12210-28270	14280-30440	15040-31210
10470-26870	12210-28270	14280-30440	15040-31210	16640-33590
11610-27570	12210-28270	14280-30440	15040-31210	Nil
12210-28270	13560-29670	14280-30440	16240-33590	Nil
13560-29670	14280-30440	16240-33590	16240-33590	Nil
14280-30440	15040-31210	16240-33590	16240-33590	Nil

3) Those on entry posts with pay scales ranging from ₹ 15040-31210 to ₹ 22010-39750 shall be granted two time bound higher grades, the first on completion of 8 years of service in the entry post and the second on completion of 15 years of total service in the entry post and first promotion post/ higher grade together, as shown in the table II below.

TABLE II

Revised pay scales in entry post	In time bound higher grade in entry post	2nd time bound higher grade
15040-31210	16240-32750	19440-34430
16240-32750	19440-34430	21440-38840
16640-33590	19440-34430	21440-38840
19440-34430	21440-38840	22580-40750
19940-36110	21440-38840	22580-40750
21440-38840	22580-40750	24350-41750
22010-39750	22580-40750	24350-41750

4) For direct recruitments against posts carrying the sales of pay Rs.22580-40750 to Rs.32750-44850, one higher on completion of 8 years of service shall be granted as shown in Table III below.

TABLE III

Revised pay scales in entry post	Time bound higher grade for 8 years in the entry post
22580-40750	24350-41750
24350-41750	32750-44850
32750-44850	37020-50450

5) Incumbents in posts on scale of pay of and above ₹ 32750 -44850 are not eligible for time bound higher grade.

OTHER ALLOWANCES

The Rates of Allowances admissible with effect from 1-2-2009 due to the Pay Revision are shown below:

Sl.No.	Category	Existing	Revised
A	Special Allowance		
	Sr. Administrative Officer	170	250
	Secretary	-	250
	Finance Officer Gr.II	130	250
	Accounts Officer Gr.I		
	Technical Assistant to Managing Director (AE/AEE)	150	225
	Confidential Assistants attached to Chairman/Chief Engineer/FM&CAO	70	125
	P.A. to Managing Director/ CA to Technical Member and Accounts Member	120	175
	Junior Superintendent attached to the Vigilance wing of Head Office and Regional Chief Engineers	50	100
	Typist attached to Vigilance wing of Head Office	50	100
	Peon attached to M.D	40	80
	Peon attending Treasury Duty	50	100
	Driver	110	160
	Drivers attached to Chairman, Managing Director, Technical Member and Accounts Member.	250	300
	Law Officer appointed from cadre of JS/DS/US from the Law Department of the Government	250	300
B.	Allowance to Employees attached with Investigation, Planning and Design Wing		
	Superintending Engineer/Executive Engineer	430	500
	Asst. Executive Engineer/ Asst. Engineer	360	420
	All other Technical Staff (Draftsman, Surveyor, Overseer etc)	220	275
	Other categories of Last Grade Employees	50	100
	Other categories of Ministerial staff other than Last Grade employee	70	125
C.	Compensatory Allowance		
	Fair Copy Supdt. for distribution of stationary, tappal, despatch etc.	60	110
D	Uniform Allowance		
	Operator	700	1000
	Driver	700	1000
	Shift Assistant	700	1000
	Mechanic	700	1000
	Plumber	700	1000
	Head Fitter	700	1000
	Fitter	700	1000
	Mason	700	1000

	Worker(Skilled/Unskilled)	700	1000
	Turn Cock	700	1000
	Garden Superintendent	700	1000
	Gardener	700	1000
	Blue Printer	700	1000
	Lascar	700	1000
	Electrician	700	1000
	Cleaner	700	1000
	Watcher	700	1000
	Shift Mazdoor	700	1000
	Boat Driver	700	1000
	Charge Man	700	1000
	Motor Mechanic	700	1000
	Lineman	700	1000
	Chlorine Mechanic	700	1000
	Blacksmith	700	1000
	Sweeper	700	1000
	Telephone Attender	700	1000
	Sewer Cleaner	700	1000
	Pump Driver	700	1000
	Daffedar	700	1000
	peon	700	1000
E	Cutting Allowance		
	Garden Superintendent	30	60
	Gardener	20	50
F	Special Allowance admissible to employees handling cash		
	Amount of average monthly cash disbursed		
	1. Above Rs.1 lakh p.m.& up to Rs.2 lakh	150	200
	2. Above Rs.2 lakhs& up to 5 lakh p.m.	200	250
	3. Above Rs.5 lakhsto 10 lakh p.m	250	300
	4. Above Rs.10 lakh p.m	300	350
	LDC/UDC/HC/JS engaged in Revenue Collection Centers are also entitled to this allowance		
	Special Allowance to Physically handicapped persons	300	600
	Peon attending the cyclostyling/duplicating work limited to number of such work	40	80
	LDC posted to Swimming pool for handling cash	50	100
G	Risk/Compensatory Allowance		
	Asst. Engineer (Water/Sewerage Treatment Plant)	70	110
	Mechanical superintendent	70	110
	Head Operator	60	100
	Operator	60	100
	Mechanic (Chlorine)	60	100
	Plumber	60	100
	Fitter	60	100

	Work Superintendent	60	100
	Cleaner	60	100
	Mason	60	100
	Sewer Cleaner/Cleaner/Worker engages for sewer cleaning	300	350
	Lascar	60	100
	Blacksmith	50	100
	Sweeper	50	100
	Pipe Layer	50	100
	Meter Reader	-	100
	Electrician	50	100
	Chemist/Senior Chemist	40	90
H	Permanent Conveyance Allowance		
	Assistant Engineer	140	200
	Mechanical Superintendent	140	200
	Meter Reader	60	110
	Meter Inspector	60	110
	Drainage Inspector	60	110
	Unskilled Worker	60	110
	Fitter	60	110
	Overseer Gr.III	-	110
	Mason	60	110
	Plumber	60	110
	Turn Cock	60	110
I	Ad-hoc Allowance(Personal Allowance)		
	All employees appointed before 1-10-1994	300	500
J	Higher Qualification Allowance		
	Higher qualification allowances of all kinds will continue. Higher Qualification Allowance to the following categories in addition to those who are already in receipt of Higher qualification Allowance ie to Post Graduates in the technical side Viz. Structural, Hydraulic and Public Health.	250	400
K	Headquarters Allowance		
	Class IV Employees attached to the Office of MD	50	100
	All other Employees up to the level of Chief Engineer attached to Office of the MD	100	150
L	Night Shift Allowance		
	Overtime Allowance/Night Shift Allowance to the employees working at Night Shift.	20	50
M	Hill Tract Allowance		
	Those working in Hill Tract	-	100