



GOVERNMENT OF KERALA

Abstract

Revision of pay and allowance of employees of Kerala Water Authority-
Recommendations of the 10th Pay Revision Commission - Implemented -
Orders Issued.

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WATER RESOURCES (WATER SUPPLY - C) DEPARTMENT
G.O.(P) No. 26/16/WRD Dated, Thiruvananthapuram, 27.09.2016.

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Read :- G.O.(Ms) No.534/2014/Fin dated 10/12/2014

ORDER

As per the G.O read above Government have entrusted the 10th Pay Revision Commission to examine and suggest the revision of pay, pension and allied matters of employees and pensioners of Kerala Water Authority. Accordingly the commission submitted its report to Government.

(1) Revision of Scales of Pay

The existing scale, corresponding revised scales and Master Scale 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) Date of effect

Revised scales as shown in the Annexure-I will be given the date of effect 01/07/2014, monthly allowances will be given the date of effect from 01.02.2016. Periodical allowances will be given the date of effect from 01/04/2016. Modified ratio/percentage based higher grade promotions will be given effect from 01/04/2016 as in the case of State Government employees and Teachers. The modification to Rule 28A and 37(a), Part I KSR made applicable to the State Government employees and teachers as per GO (P) No. 7/16/Fin dtd.20/01/16 will

be made applicable to the staff of Kerala Water Authority for promotions taking effect from 01/02/2016.

(3) Payment of arrears

The arrears will be paid as was done in the earlier revisions. That is, the arrears of salary on fixation of pay in the revised scale from 01.07.2014 to 31.01.2016 will be credited to the Provident Fund Account of the employee. This will not be withdrawn till 31.03.2020 except in the case of those who are retiring before 31.03.2020 in which case the arrear will be released on their retirement.

The revised scale of pay will be granted in cash from February 2016.

The Administrative Officer, KWA will check all 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, he shall give instructions to officers to rectify the defects.

Recoveries will be insisted upon where ever payments are made on account of wrong fixation. If an officer competent to fix pay under these orders or approve/countersign the pay fixation has any doubt regarding the application of these orders, he shall seek clarification of Government before approving the pay fixation and disbursing the pay. All officers shall furnish an undertaking in the form prescribed to their Drawing and Disbursing Officer in order to get their pay fixed in the revised scale. The undertaking shall be countersigned by the Drawing and Disbursing Officer and pasted in the Service Book of the incumbent.

Form of Undertaking

(vide G.O.() No. -----/16/WRD. Dated /2016)

I..... hereby agree to refund excess pay and allowances, if any, drawn by me, in case it is found later (even if it is due to erroneous fixation) that I have been paid such excess .

Countersignature:

Signature:

Name:

Name:

Designation:

Designation:

Office:

Office:

Station:

Station:

Date:

Date:

(Office Seal)

Omissions/errors/inclusion of new category (temporary posts) if any, in respect of posts or scales of pay indicated in "SCHEDULE OF POSTS" will be reported to Government by the MD, Kerala Water Authority within a month positively from the date of the Order with relevant supporting documents for timely rectification.

(4) Fixation Rules

Commission recommended to merge full Dearness allowances of 80% admissible as on 01/07/2014 with the existing basic pay on 01/07/2014. Fitment benefit @ 12% of basic pay subject to the minimum benefit of Rs.2000 and a service weightage @ ½ % for every completed years of service subject to a maximum of 15% for 30 completed years of service are also recommended for fixation of pay to revised scale. The amount of fitment benefit and service weightage taken together shall not exceed Rs.12000.

(5) Ratio/Percentage Based Grade Promotions

The existing and the modified ratio/percentage based grade promotions to various categories of posts are indicated at the appropriate places under the "SCHEDULE OF POSTS". The asterisks assigned adjacent to each category will have meaning assigned in the foot note at the end of the schedule. The existing ratio/percentage based grade will continue unless modified. The modified ratio/percentage based grade promotion will have effect from 01/04/2016.

(6) Time Bound Higher Grade Promotion scheme

The existing time span of 8,15,22 years for allowing Time Bound Higher Grade (TBHG) promotion will continue. The existing time span of 27 years for accruing 4th TBHG will continue and this grade is limited to employees coming under the scales of pay ranging from 16500-35700 to 19000-43600. Revised rules for allowing TBHG promotions are incorporated in Annexure III. The date of effect of the same will be 01/02/2016.

(7) Career Advancement Scheme

Career Advancement Scheme as sanctioned to Govt employees will be made applicable to KWA based on the conditions below:-

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 (directly recruited to the category of post) on completion of 8 years of service will be given non-cadre promotion in the scale of pay of Rs. 41800-87000

(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 Rs.69800-104000.

The guidelines for the Career Advancement Scheme are revised as follows:

1. *Only the directly recruited employees to the posts for which professional degree is the basic qualification for appointment in the entry post will be allowed the scale of pay of respective promotion posts.*
2. *The existing system of giving designation of the respective promotion post as Non-Cadre shall be discontinued. However, on their retirement from service, they will be deemed to have retired from the Non-Cadre post corresponding to scale of pay at the time of retirement.*
3. *Scale of pay of the promotion post will be admissible only if corresponding regular promotion post exists in that Department.*
4. *Only Officers who have the prescribed qualifications for the respective regular promotion posts will be allowed higher scale of pay.*
5. *All the conditions applicable for reckoning qualifying service for Time Bound Higher Grade will apply for calculation of qualifying service for career advancement scheme also.*
6. *The benefit of Career Advancement Scheme and Time Bound Higher Grade Scheme will not be allowed simultaneously. In cases where intermediary higher grade post exist between two cadre posts, promotion to such higher grade will be allowed with no change in pay and scale of pay to those who benefited under the Career Advancement Scheme.*
7. *The officers who are placed in the higher scale under Career Advancement Scheme will not exercise the delegation of power of the respective regular promotion posts. They shall continue to discharge the duties of their respective cadre posts.*

(8) Dearness Allowance

The rates of Dearness Allowance on revised scales of pay allowed to State Government employees from time to time will be applicable to employees in the Kerala Water Authority also.

The rates of DA on revised scales of pay with effect from 01/07/2014 will be as follows:

	<i>Rate of DA</i>	<i>Total DA</i>
01/07/2014	0%	0%
01/01/2015	3%	3%
01/07/2015	3%	6%

(9) House Rent Allowance

The revised rates of House Rent Allowance payable under different pay ranges and classification of cities/ places are as shown below:

SL. NO	PAY RANGE	B2 CLASS CITIES & ABOVE	OTHER CITIES/TOWNS	OTHER PLACES
1	17000-28500	1500	1250	1000
2	29200-46200	2000	1500	1250
3	47300-75200	2500	1750	1500
4	77000 & above	3000	2000	1750
<i>Notes:</i>				
1	<i>The employees working in New Delhi and Other States will be eligible for House Rent Allowance at Government of India rates as applicable at those places.</i>			
2	<i>B2 class city and above for the purpose of HRA means the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur.</i>			
3	<i>Government institutions situated within a radius of 3 kilometres from Civil Station Kakkanad and in the case of other cities (mentioned in Note 2) within 1 kilometre will be considered as B2 Class city and above for the purpose of granting House Rent Allowance and City Compensatory Allowance.</i>			
4	<i>Other Cities and Towns include all other Municipal areas and townships as well as District and Taluk headquarters not coming under B2 & C class city/ town.</i>			

(10) Rent Recovery

Rent at the following rates will be recovered from employees residing in Kerala Water Authority Quarters with effect from 01.02.2016.

<i>Range</i>	<i>Rate</i>
<i>Those who are in the scale of pay up to scale Rs.36800-79000</i>	<i>No recovery</i>
<i>Those who are in the scale of pay of and above Rs.36800-79000</i>	<i>2% of basic pay</i>

Note : For employees who comes under All India Service, existing orders and rates will continue

(11) City Compensatory Allowance

The revised rates of City Compensatory Allowance allowed for employees working in the offices located in the B2 Class cities will be as follows:

<i>Pay Range</i>	<i>Amount (Rs.)</i>
<i>17000-28500</i>	<i>350</i>
<i>29200-46200</i>	<i>400</i>
<i>47300-75200</i>	<i>450</i>
<i>77000 & above</i>	<i>500</i>

(12) Hill Tract Allowance : The Hill Tract Allowance is revised as per the schedule given below-

<i>Sl.No</i>	<i>Pay Range of Officials</i>	<i>Revised Rate per Month</i>
<i>1</i>	<i>Officers whose basic pay is 32400 and above</i>	<i>500</i>
<i>2</i>	<i>Officers whose basic pay is above 20650 but below 32400</i>	<i>450</i>
<i>3</i>	<i>Officers whose basic pay is up to and including 20650</i>	<i>300</i>
<i>4</i>	<i>Part Time Contingent Employees</i>	<i>300</i>

(13) Spectacle Allowance

The cost incurred towards the purchase of spectacles are being reimbursed to employees subject to the maximum of Rs.1000 is enhanced to Rs. 1200 and the periodicity of granting the allowance is enhanced to once in five years.

(14) Education Allowance to the Parents having differently abled children

This allowance is being admissible to employees having child/children are physically/mentally challenged studying in general schools and special schools. This will be enhanced to Rs.600 per month.

(15) Travelling Allowance

(a) For the purpose of Travelling Allowance employees are classified in to following 5 grades viz.,

<i>Grade I</i>	<i>All officers who draw an actual basic pay of Rs.50900/- and above</i>
<i>Grade II (a)</i>	<i>Officers with actual basic pay of Rs.42900/-and above, but below Rs.50900/-</i>
<i>Grade II (b)</i>	<i>Officers with actual basic pay of Rs.27800/-and above, but below Rs.42900/-</i>
<i>Grade III</i>	<i>Officers with actual basic pay of Rs.18500/-and above, but below Rs.27800/-</i>
<i>Grade IV</i>	<i>Officers with actual basic pay below Rs.18500/-</i>

(b) Class of Travel

Eligible class of travel by train to employees under different grades are as follows;

Grades	Eligible Class
<i>Grade I</i>	<i>II AC</i>
<i>Grade II (a)</i>	<i>I Class. If the train does not have I class, IIAC</i>
<i>Grade II (b)</i>	<i>III AC. If the train does not have III AC,I Class</i>
<i>Grade III</i>	<i>II class</i>
<i>Grade IV</i>	<i>II class</i>

(c) Air journey

Officers of and above the scale of pay of Rs. 61550-99200 will be made eligible for Air journey.

(d) Mileage Allowance

Mileage Allowance is fixed at Rs.2 per km for all categories of employees.

(e) Incidental expense for Road/Rail/Air journeys

The revised rates of incidental expenses will be as follows;

<i>Grades</i>	<i>Revised Rate (Rs) per km Road/Rail</i>	<i>Air journey (Rate per journey)</i>
<i>Grade I</i>	<i>0.80</i>	<i>Limited to 1DA</i>
<i>Grade II (a)</i>	<i>0.60</i>	
<i>Grade II (b)</i>	<i>0.50</i>	
<i>Grade III</i>	<i>0.50</i>	
<i>Grade IV</i>	<i>0.50</i>	

(f) Daily Allowance

Revised rate of Daily Allowance will be as follows:

<i>Grades</i>	<i>Revised rate (Rs)</i>	
	<i>Inside State</i>	<i>Outside State</i>
<i>Grade I</i>	<i>400</i>	<i>550</i>
<i>Grade II (a)</i>	<i>320</i>	<i>450</i>
<i>Grade II (b)</i>	<i>320</i>	<i>450</i>
<i>Grade III</i>	<i>250</i>	<i>350</i>
<i>Grade IV</i>	<i>250</i>	<i>350</i>

(g) Classification of officers for carrying Personal Effects

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

<i>Sl No</i>	<i>Category of Officers</i>	<i>Revised (RS)</i>
1	<i>Officers whose actual basic pay is Rs.50900/- and above</i>	3000
2	<i>Officers whose actual pay is Rs.27800/- and above but below Rs.50900/-</i>	2000
3	<i>All other Officers</i>	1500

(h) Loading and unloading charges for journeys on transfer Loading as follows;

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

<i>Grades</i>	<i>Revised Rate (Rs)</i>
<i>Grade I</i>	<i>800 at each end</i>
<i>Grade II (a)</i>	<i>500 at each end</i>
<i>Grade II (b)</i>	<i>500 at each end</i>
<i>Grade III</i>	<i>400 at each end</i>
<i>Grade IV</i>	<i>400 at each end</i>

(i) Reimbursement of Room Rent

The revised rate for reimbursement of room rent against production of voucher shall be as follows:

<i>Grades</i>	<i>Revised Rate New Delhi , Mumbai, Kolkatta, Chennai (Rs)</i>	<i>Revised Rate Other Cities/ Towns outside State (Rs)</i>
<i>Grade I</i>	2000	1500
<i>Grade II (a)</i>	2000	1500
<i>Grade II (b)</i>	1600	1000
<i>Grade III</i>	1600	1000
<i>Grade IV</i>	1100	1000

(j) Taxi Fare and Auto Rickshaw Fare

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 rate fixed by Government from time to time for journeys on tour from residence to airport/railway station/bus station and back. The existing status will continue.

(k) TA Ceiling

Existing System will be continued.

Other Allowances

(16) Special Allowances

<i>Category</i>	<i>Revised (Rs)</i>
<i>Special Allowance</i>	
<i>Confidential Assistants attached to Chairman/Chief Engineer/FM and CAO</i>	170
<i>PA to Managing Director/CA to Technical Member and Accounts Member</i>	230
<i>Typist attached to the Vigilance wing of Head Office</i>	130
<i>Peon attached to M.D.</i>	110
<i>Peon attending Treasury duty</i>	150
<i>Driver</i>	210
<i>Drivers Attached to Chairman, Managing Director, Technical Member and Accounts Member</i>	390

(17) Allowances admissible to the employees in Investigation, Planning and Design Wing:

Category	Revised (RS)
<i>SE/ Executive Engineer</i>	600
<i>Assistant Executive Engineer/ Assistant Engineer</i>	500
<i>All other Technical staff (Draftsman, Surveyor, Overseer etc.)</i>	330
<i>Other categories of Last Grade Employees</i>	130
<i>Other categories of Ministerial staff other than Last Grade Employees</i>	160

(18) Uniform Allowance

Category	Revised (RS)
<i>Operator</i>	2400
<i>Driver</i>	2400
<i>Garden Superintendent</i>	2400
<i>Gardener</i>	2400
<i>Electrician</i>	2400
<i>Watcher</i>	2400
<i>Sweeper</i>	2400
<i>Sewer Cleaner</i>	2400
<i>Pump Driver</i>	2400
<i>Duffedar</i>	2400

(19) Special Allowance admissible to employees handling cash

Category	Revised (RS)
<i>Above Rs.1 lakh per month & up to Rs.2 lakhs</i>	350
<i>Above Rs.2 lakhs & up to Rs.5 lakhs per month</i>	400
<i>Above Rs. 5 lakhs & up to Rs.10 lakhs per month</i>	450
<i>above Rs.10 lakhs per month</i>	500

(20) Special Conveyance Allowance to differently abled employees:

Special Conveyance Allowance to differently abled employees is enhanced from Rs.600/- to Rs.800 per month.

(21) Risk / Compensatory Allowance:

Category	Revised (RS)
<i>Assistant Engineer (Water / Sewerage Treatment Plant)</i>	<i>Rs.170 (AE Water Treatment plant) 220 (AE Sewerage Treatment plant)</i>
<i>Mechanical Superintendent</i>	150
<i>Head Operator</i>	140
<i>Operator</i>	140
<i>Mechanic(Chlorine)</i>	140
<i>Work Superintendent</i>	140
<i>Sewer Cleaner/ Cleaner/ Worker engaged in sewer cleaning</i>	480
<i>Sweeper</i>	140
<i>Electrician</i>	140
<i>Chemist/ Senior Chemist</i>	130

(22) Permanent Conveyance Allowance:

Category	Revised (RS)
<i>Assistant Engineer</i>	250
<i>Mechanical Superintendent</i>	230
<i>Meter Reader</i>	160
<i>Drainage Inspector</i>	160
<i>Unskilled Worker</i>	140
<i>Fitter</i>	140
<i>Overseer Gr.III</i>	140

(23) Higher Qualification Allowance :

This allowance is enhanced to Rs.500 per month only to the prevailing categories having Post Graduate Degree in Structural/ Hydraulic and Public Health Engineering.

(24) Night Shift Allowance :

Category	Revised (RS)
<i>Over-time Allowance / Night Shift Allowance to the employees working at night shift.</i>	70

(25) Leave Travel Concession

The existing system of LTC will continue.

(26) Special Leave for undergoing Chemotherapy / Radiation / Kidney Transplantation etc :

Events	Revised number of days
<i>Chemotherapy / Radiation</i>	6 months
<i>Kidney Transplantation</i>	90 days for Kidney Transplantation and other major organ transplantations

(27) Paternity Leave : The existing system of paternity leave will continue

(28) Maternity Leave : The existing system of maternity leave will continue.

(29) Part Time Contingent Employees

The scales of pay of various categories of Part-Time Contingent employees are revised as follows with effect from 01/07/2014.

9340-220-11100-240-12300-260-13600-300-14800
8200-200-10000-220-11100-240-12300-260-13340

12% of fitment benefit of the existing basic pay and service weightage of 1/2 % for every completed years of service ensuring minimum benefit of Rs.1250. Other existing benefits will continue. Other benefits includes granting one

increment each on completion of 8, 15, 22 and 27 years of service, Hill tract allowance at enhanced rate Rs.300 per month and City Compensatory Allowance at enhanced rate Rs.100. All of the benefits will be allowed to continue. Part Time Contingent employees will be allowed three stagnation increments. The additional increment will be granted on completion of qualifying service and it will not affect the normal increment dates. The maximum number of such increment admissible shall be limited to one, two, three and four respectively on completion of 8, 15, 22 and 27 years of qualifying service including the benefit availed as per G.O (P) No.58/2012/Fin dated 19/01/2012.

(30) Casual Sweepers

The rate of remuneration of Rs. 6000/- with effect from 01/04/2016 applicable to casual sweepers provided in GO(P) No. 7/2016/FIN dated 20/01/2016 will be applicable to those engaged in Kerala Water Authority also.

(31) General

(a) Recommendation regarding revamping, re-structuring, transfer and posting, amendments of special rule etc as recommended by 10th Pay revision Commission for matters of employees and pensioners of Kerala Water Authority in paragraph no. 4.14, 4.15, 4.17, 4.19, 4.20, 4.24, 4.25, 4.26, 4.28, 4.31 & 4.35 may be taken up separately.

(By Order of the Governor),

TINKU BISWAL
SECRETARY TO GOVERNMENT

To

The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
The Principal Accountant General (A&E), Kerala, Thiruvananthapuram.
General Administration (SC) Department
(vide item No dated 31.08.2016).

Finance Department

(vide U.O No.5456/PRC-C4/2016/Fin dated 23.09.2016).

Managing Director, Kerala Water Authority

Information & Public Relations (Web & New Media) Department

Stock File /Office Copy

Forwarded/By Order,

Renaka Sankar
Section Officer.

Copy to :- PS to Chief Minister
PS to Minister for Water Resources
PA to Additional Chief Secretary

Existing and Proposed Scale of Pay

Sl.No.	Existing Scale	Proposed Scale of Pay
1	8950-240-9430-250-9930-270-11010-300-12210-330-13200-360-14640	17000-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-37800
2	9190-240-9430-250-9930-270-11010-300-12210-330-13200-360-14640-400-16640	17500-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-38800
3	9430-250-9930-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440	18000-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-40800
4	9930-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440	19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-42900
5	10470-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870	20100-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300
6	11610-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-27570	21850-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-56000
7	12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-28270	23100-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700
8	13560-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670	25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-60200
9	14280-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-30440	27100-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200
10	15040-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-31210	28500-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-66500
11	16240-400-16440-450-18440-500-21440-570-23720-630-26870-700-29670-770-32750	30800-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800
12	16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-32750-840-33590	31600-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-71600

13	19440-500-21440-570-23720-630-26870-700-29670-770-32750-840-34430	36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-79000
14	19940-500-21440-570-23720-630-26870-700-29670-770-32750-840-36110	37800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-81000
15	21440-570-23720-630-26870-700-29670-770-32750-840-36110-910-38840	40800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-85000
16	22010-570-23720-630-26870-700-29670-770-32750-840-36110-910-39750	41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-87000
17	22580-570-23720-630-26870-700-29670-770-32750-840-36110-910-39750-1000-40750	42900-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-89000
18	24350-630-26870-700-29670-770-32750-840-36110-910-39750-1000-41750	46200-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-93000
19	32750-840-36110-910-39750-1000-43750-1100-44850	61700-1500-63200-1650-69800-1800-77000-2000-93000-2200-99600
20	37020-910-39750-1000-43750-1100-49250-1200-50450	69800-1800-77000-2000-93000-2200-104000
21	40750-1000-43750-1100-49250-1200-54050	77000-2000-93000-2200-110600
22	44850-1100-49250-1200-54050-1300-56650	83000-2000-93000-2200-110600-2400-115400
23	49250-1200-54050-1300-57950	91000-2000-93000-2200-110600-2400-117800
24	50450-1200-54050-1300-59250-1400-60650	93000-2200-110600-2400-117800-2600-120400
25	52850-1200-54050-1300-59250-1400-63450	97400-2200-110600-2400-117800-2600-123000
Master Scale	8950-240-9430-250-9930-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-32750-840-36110-910-39750-1000-43750-1100-49250-1200-54050-1300-59250-1400-63450	17000-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-93000-2200-110600-2400-117800-2600-123000

SCHEDULE OF POSTS AND SCALES OF PAY

Sl. No	Designation	Existing Scale of Pay	Revised scale of pay
1	Managing Director	52850-63450	97400-123000
2	Technical Member	50450-60650	93000-120400
3	Accounts Member	50450-60650	93000-120400
4	Chief Engineer/ Chief Consultant	49250-57950	91000-117800
5	Finance Manager & Chief Accounts Officer	44850-56650	83000-115400
6	Accounts Manager	40750-54050	77000-110600
7	Secretary	44850-56650	83000-115400
8	Deputy Chief Engineer/ Superintending Engineer /Project Director	44850-56650	83000-115400
9	Senior Administrative Officer	40750-54050	77000-110600
10	Executive Engineer (HG)	40750-54050	77000-110600
11	Internal Auditor	37020-50450	69800-104000
12	Executive Engineer/ P A to Superintending Engineer	37020-50450	69800-104000
13	Deputy Accounts Manager	32750-44850	61700-99600
14	Cost Accountant	32750-44850	61700-99600
15	Assistant Executive Engineer (HG)	24350-41750	46200-93000
+	16 Accounts Officer/ Administrative Officer	22580-40750	42900-89000
	17 Principal Information Officer	22580-40750	42900-89000
**	18 Assistant Executive Engineer/ Technical Assistant	22010-39750	41800-87000
	19 Hydro Geologist	22010-39750	41800-87000
	20 Data Base Administrator	32750-44850	61700-99600
	21 Law Officer Gr.II	22010-39750	41800-87000
	22 PA to Managing Director/ Technical Member/ Accounts Member	21440-38840	40800-85000

	23	Master Driller(HG)/ Chief Driller (HG)/ Mechanical Superintendent	19940-36110	37800-81000
	24	Head Surveyor	19940-36110	37800-81000
	25	Confidential Assistant Sel. Gr	19940-36110	37800-81000
	26	Assistant Data Base Administrator	22580-40750	42900-89000
	27	Assistant Engineer/Head Draftsman	21440-38840	40800-85000
	28	Senior Superintendent/ Revenue Officer HG	22010-39750	41800-87000
***	29	Senior Superintendent/ Revenue Officer	19440-34430	36800-79000
	30	Divisional Accountant HG	21440-38840	40800-85000
@	31	Divisional Accountant	19440-34430	36800-79000
	32	Life Guard -cum- Coach	19440-34430	36800-79000
	33	Senior Sanitary Chemist (HG)	19440-34430	36800-79000
	34	Confidential Assistant Sr. Gr	16240-32750	30800-69800
	35	Fair copy Superintendent (HG)	19440-34430	36800-79000
	36	Senior Sanitary Chemist	16240-32750	30800-69800
	37	Legal Assistant	16240-32750	30800-69800
	38	Junior Superintendent	16240-32750	30800-69800
^	39	Fair copy Superintendent	16240-32750	30800-69800
	40	Mechanical Superintendent/ Master Driller/ Chief Driller	16240-32750	30800-69800
	41	Senior Meter Inspector	16240-32750	30800-69800
	42	Senior Plumbing Inspector	16240-32750	30800-69800
	43	Selection Grade Typist	15040-31210	28500-66500
#	44	Head Clerk	15040-31210	28500-66500
	45	Computer Operator	15040-31210	28500-66500
	46	Chief Vehicle Inspector	15040-31210	28500-66500
	47	Selection Grade Driver	15040-31210	28500-66500
	48	Confidential Assistant Gr.I	14280-30440	27100-63200
	49	Vehicle Inspector	14280-30440	27100-63200
	50	Head Operator	14280-30440	27100-63200
	51	Surveyor Gr.I	14280-30440	27100-63200

	52	Electrical Overseer Gr.I	14280-30440	27100-63200
	53	Draftsman Gr.I/ Overseer Gr.I/ Water works Superintendent	14280-30440	27100-63200
	54	Plumbing Inspector	14280-30440	27100-63200
	55	Sanitary Chemist	14280-30440	27100-63200
	56	Bacteriologist	14280-30440	27100-63200
	57	Mechanic Superintendent	14280-30440	27100-63200
	58	Meter Inspector	14280-30440	27100-63200
	59	Life Guard	14280-30440	27100-63200
	60	Senior Grade Typist		27100-63200
	61	UD Typist	13560-29670	25700-60200
	62	UD Clerk / Senior Store keeper/ Senior Cashier	13560-29670	25700-60200
	63	Telephone Operator	12210-28270	23100-58700
++	64	Driver Senior Grade	12210-28270	23100-58700
	65	Surveyor Gr.II	12210-28270	23100-58700
\$\$	66	Draftsman Gr.II/ Overseer Gr.II	12210-28270	23100-58700
	67	Head Fitter	14280-30240	27100-63200
	68	Driver Gr.I	11610-27570	21850-56000
&&	69	Confidential Assistant Gr.II	11610-27570	21850-56000
^^	70	Assistant Shift Operator	10470-26870	20100-53300
^^	71	Mechanical Operator	10470-26870	20100-53300
^^	72	Shift Operator	10470-26870	20100-53300
^^	73	Pump Operator	10470-26870	20100-53300
^^	74	Operator	10470-26870	20100-53300
	75	Overseer Gr.III/ Tracer	10470-26870	20100-53300
\$	76	LD Typist	10470-26870	20100-53300
##	77	LD Clerk/ Store Keeper/ Cashier	10470-26870	20100-53300
	78	Work Superintendent Gr II	9930-21440	19000-42900
	79	Meter Reader	9930-21440	19000-42900
@@	80	Fitter	9930-21440	19000-42900
	81	Black smith	9930-21440	19000-42900
	82	Welder	9930-21440	19000-42900
	83	Electrician/ Auto electrician	9930-21440	19000-42900
	84	Plumber	9930-21440	19000-42900
	85	Binder	9930-21440	19000-42900
	86	Lab Assistant	9930-21440	19000-42900

87	Duffedar	9930-21440	19000-42900
88	Garden Superintendent	9930-21440	19000-42900
89	Driver Gr. II	9930-21440	19000-42900
90	Boat Driver	9930-21440	19000-42900
91	Care Taker	9190-16640	17500-38800
92	Gardener	9190-16640	17500-38800
93	Skilled Worker	9190-16640	17500-38800
94	Sewage Farm Worker	9190-16640	17500-38800
95	Sewer Cleaner	9190-16640	17500-38800
96	Line Man/ Line Maistry	9190-16640	17500-38800
97	Boatman	8950-14640	17000-37800
98	Lorry Cleaner	8950-14640	17000-37800
99	Cleaner	8950-14640	17000-37800
100	Full Time Sweeper	8950-14640	17000-37800
101	Watcher	8950-14640	17000-37800
102	Unskilled Worker	8950-14640	17000-37800
103	Worker	8950-14640	17000-37800
104	Watchman-cum-Valve Operator	8950-14640	17000-37800
105	Lascar	8950-14640	17000-37800
106	Peon	8950-14640	17000-37800
107	NMR Mazdoor	8950-14640	17000-37800
108	NMR Cleaner	8950-14640	17000-37800
109	NMR Watchman	8950-14640	17000-37800
110	NMR Worker	8950-14640	17000-37800
111	NMR Meter Reader	9930-21440	19000-42900
112	NMR Operator	10470-26870	20100-53300
113	NMR Fitter	9930-21440	19000-42900
114	NMR Life Guard	14280-30440	27100-63200

Notes:

+ 50% of the posts of Accounts Officer/Administrative Officer will be in the HG in the scale of pay of 61700-99600.

**1/3rd of the post of Assistant Executive Engineer/ Technical Assistant will be in the HG.

***25% of the posts of Senior Superintendent will be in the HG. No recommendation, hence ratio could not agree as such.

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

- \$\$ The existing ratio of 1:1 between Draftsman Gr I and Gr II will continue.*
- @ 20% of the post of Divisional Accountant will be placed in the HG*
- \$ The ratio among LD Typist, UD Typist, Senior Grade and Selection Grade Typist will be 1:1:1:1.*
- ++10% of the posts of Senior Grade Driver will be in the Selection Grade.*
- ^ 1/3 rd of the post of Fair copy superintendent will be in the HG.*
- && The existing ratio of 1:1:1:1 among Gr.II, Gr.I, Senior Grade and Selection Grade Confidential Assistants will continue.*
- @@ 20% of the post of Fitter will be placed as Head Fitter.*
- ^^ The existing ratio of 5:1 between Operator and Head Operator will continue.*
- ## The existing ratio of 1:1 between LD Clerk and UD Clerk will continue.*

The following vanishing categories of posts are treated as supernumerary

- Cost accountant (Sl no. 14)*
- Work superintendent gr ii (Sl no.78)*
- Boat driver (Sl no.90)*
- Care taker (Sl no.91)*
- Sewage farm worker (Sl no.94)*
- Boatman (Sl no.97)*
- Lorry cleaner (Sl no.98)*

Scheme for Time Bound Higher Grade Promotion

1. The employees who remain in their entry posts in the scales of pay ranging from Rs. 17000-37800 to Rs. 20100-53300 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 8 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(s)/ time bound higher grade(s) 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.
- 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.

2. Employees who remain in their entry post on scales of pay ranging from Rs. 17000-37800 to Rs. 27100-63200 will be granted their Time Bound Higher Grades (TBHG) on completion of the period of qualifying service in their posts as follows with the scales of pay shown in TABLE - I below:

TABLE - I

Revised scale of pay in the entry post	1st TBHG in the entry post	2nd TBHG	3rd TBHG	4th TBHG
17000-37800	17500-38800	18000-40800	19000-42900	20100-53300
17500-38800	18000-40800	19000-42900	20100-53300	21850-56000
18000-40800	19000-42900	20100-53300	21850-56000	23100-58700
19000-42900	20100-53300	23100-58700	27100-63200	28500-66500
20100-53300	23100-58700	27100-63200	28500-66500	31600-71600
21850-56000	23100-58700	27100-63200	28500-66500	Nil
23100-58700	25700-60200	27100-63200	30800-69800	Nil
25700-60200	27100-63200	30800-69800	30800-69800	Nil
27100-63200	28500-66500	30800-69800	30800-69800	Nil

3. Those on entry posts with pay scales ranging from Rs. 28500-66500 to Rs.41800-87000 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 taken together, as shown in Table II below:

TABLE - II

Revised scale of pay in the entry post	1st TBHG in the entry post	2nd TBHG
28500-66500	30800-69800	36800-79000
30800-69800	36800-79000	40800-85000
31600-71600	36800-79000	40800-85000
36800-79000	40800-85000	42900-89000
37800-81000	40800-85000	42900-89000
40800-85000	42900-89000	46200-93000
41800-87000	42900-89000	46200-93000

4. For direct recruits against posts carrying the scales of pay of Rs.42900-89000 to Rs. 61700-99600, one higher grade promotion on completion of 8 years of service shall be granted as shown in Table III below:

TABLE III

Revised pay scale in the entry post	TBHG for 8 years of service in the entry post
42900-89000	46200-93000
46200-93000	61700-99600
61700-99600	69800-104000

5. For the incumbents in the posts on scales of pay above Rs. 61700-99600 no Time Bound Higher Grade will be allowed.

6. If there is a regular promotion post (including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from Rs. 17000-38800 to Rs. 31600-71600 and its scale of pay is higher than the Time Bound Higher Grade proposed above, then the qualified incumbent will be given the scale of pay of the regular promotion post in the direct line of promotion as Time Bound Higher Grade scale. (While assigning higher grade, only qualified hands eligible for regular promotion will get the scales of pay of regular promotion posts). In cases where there exist no such immediate regular promotion post, the scale of pay of immediate regular promotion post as shown in the schedule of posts as per Special Rules alone will be admissible as grade scale (ie. in case where there are only Junior Superintendent post and no intermediary post of Head Clerk in a department, a UD Clerk will be eligible for higher grade in the scale of pay of Head Clerk only). Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay in Annexure I.

7. If the scale of pay of the regular promotion post is lower than the Time Bound Higher Grade proposed in the Table, the scale of pay of Time Bound Higher Grade specified above will be given on completion of prescribed years of

qualifying service by reckoning the total service in both the lower post and promotion post taken together. In such cases the fixation under Rule 30, Part I KSR will be admissible and the next increment will be allowed on the normal increment date in the earlier promoted post.

8. In all cases of regular promotions from Time Bound Higher Grades to post (equivalent to that of the grade post) carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30, Part I KSR. The next increment in the same or higher scale will fall due on the date of increment in the Time Bound Higher Grade post. This is applicable only to an officer promoted from Time Bound Higher Grade to the equivalent regular promotion post on the same or higher scale of pay which is in the regular line of promotion of the post held by him. In the case of an officer promoted or appointed 'by transfer' to a post which is not equivalent to the Time Bound Higher Grade enjoyed by him and carries lower, same or higher scale of pay, fixation of pay will be made under the appropriate rules of fixation of pay in KSRs.

9. In respect of categories of post coming under the pay scale ranging from Rs.36800-79000 to 41800-87000 the Time Bound Higher Grade will be as specified in Table II. Scales of pay of regular promotion post will not be given in these cases. This is applicable in the case of employee enjoying scale of pay 36800-79000 and above whether by regular promotion or by Time Bound Higher Grade.

10. In the case of an employee enjoying the Time Bound Higher Grade Promotion in the pre-revised grade scale his revision shall be done only in the eligible Time Bound Higher Grade scale. Corresponding revised scale of pre-revised grade scale (as per Annexure I) will not be allowed in such case.

11. In the case of Time Bound Higher Grade promotion the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSR i.e. one notional increment will be given and thereafter the pay in the higher grade scale will be fixed at the next stage above the pay in the lower time scale, arrived after adding notional increment, as on the date of the higher grade promotion. However, he will draw his next increment in the grade scale on the date he would have drawn his normal increment in the lower scale. But in the case of an officer who got the benefit of more than two increments on account of fixation of pay on sanction of higher grade, he will draw his next increment on completion of one year service in the grade scale. The existing option facility for Time Bound Higher Grade Promotion is withdrawn with effect from 01/02/2016. The fixation on Time Bound Higher Grade Promotion shall be done on the due date itself. The revised fixation rule will be made applicable for Time Bound Higher Grade promotion due on or after 01/02/2016.

12. In case the 15/22/27 year higher grades as per the Tables above are equal to or lower than the first/second/third promotion post as the case may be, that grade(s) will be modified and fixed at the next higher scale(s) above that of the promotion post(s) in the list of standard scales of pay in Annexure I

13. The service rendered in the entry post and reckoned for normal increments will be treated as the qualifying service for granting Time Bound Higher Grades in that post.

14. The term 'entry post' shall be defined as the post to which an employee is initially appointed in Kerala Water Authority service by direct recruitment by the competent authority. Appointments made, "by transfer" from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of Time Bound Higher Grade. Service in different posts having same scale will not be treated as qualifying service. Those who get regular promotion or appointment to higher posts within the period specified for each Time Bound Higher Grade will not be granted further Time Bound Higher Grade during that period.

15. All promotions in the regular line of promotion from Kerala Water Authority Ministerial and Last Grade Service to Kerala Water Authority Administrative Service are also termed as 'by transfer' appointment. However, further Time Bound Higher Grade promotion will not be granted by reckoning the service in the promoted posts taken as entry post on analogy with by transfer appointment i.e. promotion to a post in the direct line of promotion in Kerala Water Authority to be made on the basis of select list prepared by the Departmental Promotion Committee, will not be treated as direct recruitment for allowing the benefit of Time Bound Higher Grade. All appointment 'by transfer' except the promotions/appointments from Kerala Water Authority Ministerial and Last Grade Service to Kerala Water Authority Administrative Service as mentioned above will be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.

16. Those who relinquish regular promotion, whether permanently or for specified periods, will not be given the benefit of Time Bound Higher Grade promotions. Similarly, an employee who got the benefit of Time Bound Higher Grade promotion will on no account be permitted to relinquish regular promotion to that grade either permanently or for specified periods.

17. The employees in the entry scales of pay of Rs.17500-38800 and Rs.18000-40800 and 19000-42900 will be eligible for reckoning their last grade service also for allowing 22 years third Time Bound Higher Grade. This benefit will not be allowed to first, second and fourth Time Bound Higher Grades. The employees in the posts having the revised entry scale of Rs. 20100 - 53300 and above are also not eligible for this benefit.

18. Military service which counts for civil pension of Ex-servicemen will be reckoned as qualifying service for allowing first higher grade. However, ex-servicemen enjoying protection of pay will not be allowed this benefit. In that case service under State Government alone will be reckoned as qualifying service. Period of leave on loss of pay which will not be taken into account for granting increments will not be reckoned as qualifying service.

19. All other existing general terms and conditions governing grant of time bound higher grade promotions as specified in Circular No. 46/2008/Fin dated 8.8.2008 and subject to the modifications issued by Government from time to time should be strictly adhered to

Rules for Fixation of Pay in the Revised Scale of Pay

1. The revised scales of pay shall come into force with effect from 01/07/2014.
2. All employees who were in service as on 01/07/2014 shall come over to the revised scale of pay with effect from 01/07/2014. There will be no option.
3. All appointments and promotions made on or after 1/7/2014 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.

Existing emoluments

4. Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2014.
5. Existing emoluments for the purpose of these rules shall be the total of:
 - a. Basic Pay in the existing scale of pay as on 01/07/2014, including increments, if any, accruing on 01/07/2014, Stagnation increments shall also be reckoned.
 - b. Personal Pay, if any, not specifically ordered to be absorbed in future increase of pay.
 - c. Special Pay drawn in lieu of higher time scale of pay, provided there is no special pay attached to the revised scale of pay
 - d. Dearness Allowance admissible at the rate of 80% on such pay vide (a), (b) and (c) above.

Note:- Special pay, in addition to the pay drawn in the existing scale shall not be reckoned for fixation of pay in the revised scale.

Fitment Benefit and Service Weightage

6. To the existing emoluments computed above, shall be added an amount equal to 12% of basic pay in Rule 5 (a) subject to a minimum of Rs.2000, towards Fitment Benefit and another amount equivalent to 1/2 % of basic pay specified in Rule 5 (a) above, for each completed year of service subject to a maximum of 30 completed years, towards Service Weightage, provided the amount of Fitment Benefit and Service Weightage taken together shall not exceed Rs.12,000.

Note:-Service for the purpose of this rule means full time regular service in Kerala Water Authority including broken periods of service qualifying for normal increments in the scale of pay. Time spent on leave not counting for normal increment shall not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned.

7. The amount so arrived at under Rule 6 above shall be stepped up to the next stage in the revised scale of pay.

8. If the amount arrived at under Rule 6 above is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay 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 allowances including dearness allowance and pension.

Stepping up of pay of seniors

9. In cases, where a senior employee promoted to a higher post before 01/07/2014 (other than Time Bound Higher Grade), draws less pay in the revised scale than his junior promoted to the same higher post after 01/07/2014, the pay of the senior employee shall be stepped up to the level of the pay of the junior with effect from 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 should be identical.

(c) The senior employee 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 and fixation rules.

(e) The anomaly should not have arisen due to any advance increment granted to the junior in the lower post or due to the increased service weightage gained by the junior.

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

(ii) In case where pay of an employee is stepped up in terms of Rule 8 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.

Increment

10. The date of increments of the employees shall not undergo any change consequent on switch over to the revised scale of pay, that is, increments will be granted on due dates as if one had continued in the pre-revised scale without waiting for one year from the date of Pay Revision. In the case of employees whose increments falls on 1st July 2014, next increment will due on completion of one year.

11. An employee whose increment is withheld for want of declaration of probation on 01/07/2014 will be allowed the benefit of fixation of pay on the basis of the pay actually drawn as on 01/07/2014 and he will continue on that pay till the date of effect of declaration of probation. However, the period during which increment is withheld will not be reckoned for computation of service weightage. The pay so fixed will be revised on declaration of probation, notionally counting the increment accrued but withheld. The period during which increment was withheld will also be counted for service weightage now. Monetary benefit of revised fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the normal date.

12. In the case of employees who are on leave, or on deputation or under suspension on 1/7/2014, pay will be fixed as on the date of rejoining on duty on the basis of pay last drawn prior to 01/07/2014.

13. In the case of employees whose increment in the pre-revised scale is barred as punishment with cumulative effect, their pay in the revised scale will be fixed as on 01/07/2014 (if increment bar is in force on that date) on the basis of the pay they were drawing immediately before increment bar. They will be entitled to the pay at the same rate till the expiry of the period of increment bar. The next increment in the revised scale will be sanctioned after the expiry of the period of increment bar, subject to Rule 10 of pay fixation rules.

14. In the case of employees whose increment in the pre-revised scale is barred as punishment without cumulative effect, their pay in the revised scale will be fixed as on 01/07/2014 (if increment bar is in force on that date) in the revised scale on the basis of the pay notionally arrived at by counting increment, in the pre-revised scale, for every completed year of service which would have been counted for normal increment, but for the punishment. But the remaining period of increment bar will not be counted for accruing the next increment in the revised scale, subject to Rule 10 of pay fixation rules.

15. In the case of employees whose pay in the pre-revised scale is reduced to a lower stage as penalty temporarily, their pay in the revised scale will be fixed as on 01/07/2014 (if increment bar is in force on that date) on the basis of the pay after reduction in the pre-revised scale. The next increment that will accrue in the revised scale in terms of Rule 10 of the above rules will be sanctioned only after the expiry of the remaining period of penalty.

16. In the case of employees whose pay in the pre-revised scale is reduced permanently to lower stage as penalty with the effect of postponing of future increments, their pay in the revised scale will be fixed on 01/07/2014 on the basis of reduced pay in the pre-revised scale. They will have to remain in that pay till expiry of period of reduction. The next increment that will accrue in the revised scale will be sanctioned only after expiry of the remaining period of penalty.

17. In the case of employees who are continuing on LWA on 01/07/2014, their pay will be fixed in the revised scale as on the date of return from leave on the basis of pay last drawn before entering on leave.

18. Provisional employees recruited through employment exchanges who were in service on 30/06/2014 and continued thereafter shall be eligible only for the minimum of the revised scale of pay with effect from 01/07/2014.

19. 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 allowance 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.

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