



Government of Kerala

**Report
of the
XI Pay Revision
Commission**

PART IV
JULY 2021

REPORT OF THE XI PAY REVISION COMMISSION, KERALA

PART- IV

**Recommendations on the Revision of
Pay & Allowances and Pension of the Employees
of Kerala Water Authority**

Chairman : K. Mohandas, IAS (Retd.)

Member : Prof. (Retd.) M. K. Sukumaran Nair

Member : Adv. Ashok Mamen Cherian

July 2021

PREFACE

The Pay Revision Commission is happy to present Part IV of its Report, which deals with the revision of Pay and Allowances of the employees of the Kerala Water Authority. The Commission has already submitted Parts I, II, III and V of its Report, covering the employees of the State Government, High Court and Universities and the Municipal Contingent Workers.

While the scales of pay have generally remained common for the Government, High Court and Universities, the Kerala Water Authority establishment has been having pay scales different from these. The Commission has chosen to retain the difference in the scales. Therefore the stage to stage revision in the Kerala Water Authority's pay scales is not identical with that in government. The lowest stages in government and KWA are ₹ 23000 and ₹ 23500 respectively, and the highest, ₹ 166800 and ₹ 170700 respectively. There are also differences between the pay scales of officers with similar designations in the Government and in the KWA. The Commission has retained the existing basic structure of the scales, and ensured that there is a minimum hike by 10% in the basic pay.

We are very conscious about the financial position of the KWA, and concerned about the delays that occur in the settlement of pensioners' claims. We hope the Government and KWA will take appropriate financial management measures for giving effect to this revision.

(Sd)

Prof. M. K. Sukumaran Nair

Member

(Sd)

Adv. Asok Mammen Cherian

Member

K Mohandas IAS (Rtd)

Chairman

ORGANISATION

COMMISSION

1	Sri K. Mohandas, IAS (Rtd)	Chairman
2	Prof M.K.Sukumaran Nair	Member
3	Adv Ashok Mamen Cherian	Member

SECRETARIAT

1	Sri G. Asok Kumar	Secretary
2	Sri K.S. Ajayakumar	Additional Secretary
3	Sri Madhusoodanan Nair T.S.	Under Secretary
4	Smt Ajikala K.P	Accounts Officer
5	Sri Anilkumar A.	Section Officer
6	Smt Soja S.	Section Officer
7	Smt Sandhya G. Nair	Assistant Section Officer
8	Smt Saranya Krishnan J.B.	Assistant Section Officer
9	Sri Arun V.S.	Senior Grade Assistant
10	Sri Sajesh Kumar T.	Assistant
11	Sri V.M. Anantha Nath	Executive Assistant to Chairman
12	Smt Chithra C.A.	Computer Assistant
13	Smt Rajanimol R.	Computer Assistant
14	Sri Shaji M.	Confidential Assistant
15	Sri A.K.Gopalakrishnan	Confidential Assistant to Chairman
16	Sri Binod R.	Clerical Assistant
17	Sri Shine K.M.	Office Attendant
18	Smt Asha Thankachi U.S.	Office Attendant
19	Sri Anandu Kalesan	Driver

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CHAPTER 1

INTRODUCTION

1.1 The Kerala Water Authority (KWA) was established under section 3 of the Kerala Water Supply and Sewerage Act 1986 (Act 14 of 1986) by converting the then existing Public Health Engineering Department. It came into being on 01-04-1984. It is an autonomous authority created for the development and regulation of Water Supply and waste water collection and disposal in the State and for matters connected therewith.

1.2 The Authority is a body corporate consisting of the following members, i.e.,

- 1) Shri. T.K Jose IAS, Additional Chief Secretary, Water Resources ...
Chairman
- 2) Shri. S. Venkatesapathy IAS ... Managing Director
- 3) The Secretary, Water Resources Department ... Ex officio
- 4) The Secretary, Finance (Expenditure) Department ... Ex officio
- 5) The Principal Secretary, Local Self Government Department...Ex Officio
- 6) The Executive Director, The Kerala Rural Water Supply and Sanitation Agency ... Ex Officio
- 7) Two Members representing local bodies in the State
- 8) Member representing General Category
- 9) A Member representing Scheduled Castes and Scheduled Tribes
- 10) Shri. G.Sreekumar ... Technical Member
- 11) Shri. V.Ramasubramani, IA&AS ... Accounts Member

1.3 The Authority is tasked with the following main functions:

- (i) Preparation, execution, promotion, maintenance and financing of the schemes for the supply of water and disposal of waste water.
- (ii) Planning for the State's water supply and sewerage requirements.
- (iii) Preparation of State plans for water supply and collection and disposal of wastewater on the direction of the Government.
- (iv) Establishment of standards for water supply and waste water services.
- (v) Carrying out applied research for efficient discharge of the functions of the Authority.
- (vi) Making provisions for the supply of wholesome water and efficient sewerage service to the people in the State.

1.4 The KWA has its Head Quarters at Jala Bhavan, Vellayambalam, Thiruvananthapuram. It has 4 Chief Engineers Offices, 17 Circle Offices, 3 PPD Regional Offices, 49 Division Offices, 136 Sub Division Offices and 229 Section Offices spread across Kerala. The major functional units are:

1. Operation & Maintenance
2. Projects
3. Project Planning and Development
4. Quality Control
5. Consultancy (WASCON)

1.5 Section 8 of the Act empowers the Authority to make appointments to the posts of Secretary and such other officers and staff required to carry out its powers, duties and functions under the Act. The appointments and conditions of the officers and employees of the Authority are governed by rules made by the Government time to time. Generally, it has been the practice for the Authority to follow the Service Rules of the Government employees for its personnel. The terms and conditions of service, qualification and method of appointment in respect of Engineering and Technical categories are as contained in the Special rules for Kerala Public Health Engineering State Service and Special Rules for Kerala Public Health Engineering Subordinate Service. Formulation of own Special Rules for these categories is still pending. The service conditions, qualifications, method of appointment etc. in respect of Administrative, Ministerial and Last Grade categories are as contemplated in the Kerala Water Authority (Administrative Ministerial and Last Grade) Service Rules issued by the government vide G.O.(P) No.19/2011/WRD dated:01.03.2011. Subject to the superintendence of the Authority, the

Managing Director who is the Chief Executive, exercises the general control and direction over all the employees of the Authority. 6493 officers and staff and 109 Part time Contingent Employees makeup the man power of the Authority which is the sole statutory agency under the Government of Kerala to cater to the safe drinking water needs of the people round the clock and to manage the waste water in urban areas where sewerage facility has been provided to the urban population.

1.6 As per Annual Administrative Report 2019-20, total number of water connections classified as Domestic, Non Domestic, industrial etc. specifying the area (Rural and Urban) as on 31-03-2020.

Category	Total number of Water Connection as on 31.03.2020	Rural	Urban
Domestic	2442462	1465477	976985
Non Domestic	185478	72336	113142
Industrial	2151	1248	903
Total	2630091	1539061	1091030

The total number of sewerage connections stand at 54265 as on 31-03-2020.

1.7 The Authority is able to recover only a part of its operating and maintenance expenditure, and is running an accumulated loss of ₹ 3343.76 Crore (provisional figure) as on 31-03-2020.

1.8 The Authority is implementing Jal Jeevan Mission (JJM), an ambitious Centrally Sponsored Scheme which aims at providing Functional Household Tap Connection (FHTC) to every rural household by 2024 in collaboration with State Governments on a 50 : 50 cost sharing basis. Out of 67 lakh rural households in Kerala, around 17.5 lakh households have already been provided with water connection as on 01.04.2020 and the remaining 49.5 lakh households are to be provided with FHTC by 2024 under JJM.

CHAPTER 2

PREVIOUS PAY REVISIONS

2.1 In the Kerala Water Authority six pay revisions have been implemented since its constitution in 1984. All those pay revisions were given effect to from the same dates from which revision of pay was given effect to for State Government Employees. There is a slight increase in the rates of increments well as the minimum and maximum of Scales of Pay of the employees of Kerala Water Authority since the 2nd Pay Revision (1992). Hence the scales of pay of State Government employees cannot be adopted as such to the employees of the Kerala Water Authority. The details of previous pay scales applicable to Kerala Water Authority are given in the following paras:

Revision of pay scales with effect from 01.07.1988

2.2 The first revision of pay scales of the employees of Kerala Water Authority was entrusted with the fifth Kerala Pay Commission (1988). The Commission submitted its report on 28.07.1989. Government issued orders vide G.O.(P) No.14/90/LAD dated 13.2.1990 implementing the recommendations. The new scales of pay were given effect from 1.07.1988. The scales of pay applicable to the State Government employees were adopted as such to the employees of the Kerala Water Authority in this revision. The revised scales of pay and pre-revised scales of pay as on 01.07.1988 were as shown below:

Sl. No.	Pre-revised (1983)	Sl. No.	Revised (1988)
1	550-10-650-15-800	1	750-10-760-15-805-20-925-25-1025
2	575-10-645-15-900	2	775-15-805-20-925-25-1100-30-1160
3	600-10-650-15-830-20-980	3	805-20-925-25-1100-30-1190
4	640-15-820-20-1000	4	825-20-925-25-1100-20-1250-40-1290
5	660-15-810-20-1050	5	845-20-925-25-1100-30-1250-40-1370

6	675-20-975-25-1125	6	865-20-925-25-1100-30-1250-40-1450
7	675-25-1100-30-1340		
8	700-20-940-25-1140	7	905-20-925-25-1100-30-1250-40-1490
9	740-20-920-25-1245	8	950-25-1100-30-1250-40-1530-60-1590
10	780-20-880-25-1080-30-1320	9	1000-25-1100-30-1250-40-1530-60-1710
11	825-25-1100-30-1430	10	1050-25-1100-30-1250-40-1530-60-1830
12	850-25-1100-30-1400-40-1600	11	1100-30-1250-40-1530-60-1830-80-2070
13	950-25-1100-30-1400-40-1640	12	1220-30-1250-40-1530-60-1830-80-2150
14	975-25-1100-30-1400-40-1720	13	1250-40-1530-60-1830-80-2230
15	1050-30-1200-40-2000	14	1330-40-1530-60-1830-80-2470-85-2555
16	1100-40-1500-50-2100	15	1370-40-1530-60-1830-80-2470-85-2640
17	1150-40-1470-50-2270	16	1450-40-1530-60-1830-80-2470-85-2725-100-2825
18	1250-50-1600-60-1900-75-2500	17	1590-60-1830-80-2470-85-2725-100-2925-125-3050
19	1300-60-1600-75-2650	18	1650-60-1830-80-2470-85-2725-100-2925-125-3175
20	1500-60-1560-75-2685	19	1830-80-2470-85-2725-100-2925-125-3425
21	1600-75-2200-85-2710	20	2070-80-2470-85-2725-100-2925-125-3550
22	1950-75-2100-85-2950	21	2470-85-2725-100-2925-125-3675
23	2100-85-2440-100-3040	22	2640-85-2725-100-2925-125-3675-140-3815
24	2250-100-2850-125-3350	23	2825-100-2925-125-3675-140-4095
25	2450-100-2850-125-3600	24	3050-125-3675-140-4095-170-4435
26	2600-100-2800-125-3800	25	3175-125-3675-140-4095-170-4605
27	3700-125-4200	26	4435-170-5285
			Master Scale: 750-10-760-15-805-20-925-25-1100-30-1250-40-1530-60-1830-80-2470-85-2725-100-

			2925-125-3675-140-4095-170-5285
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Revision of pay scales with effect from 01.03.1992

2.3 The revision of pay scales of the employees of Kerala Water Authority for the second time since its formation was entrusted with a Committee of officers constituted as per G.O.(Ms) No.26/94/LAD dated 31.01.1994. The Committee submitted its report in August 1994. The revised scales of pay were given effect from 01.03.1992. A slight increase in the increment rates as well as in the minimum/maximum of scales of pay ordered to the State Government employees was made in the revised scales of pay of the Kerala Water Authority. The number of scales of pay framed was 28 as against the 27 scales of pay in respect of State Government employees. The scales of pay were as given below:

Sl. No.	Pre-revised (1988)	Sl. No.	Revised (1992)
1	750-10-760-15-805-20-925-25-1025	1	810-25-910-30-1090
2	775-15-805-20-925-25-1100-30-1160	2	835-25-910-30-1090-35-1230-45-1320
3	805-20-925-25-1100-30-1190	3	860-25-910-30-1090-35-1230-45-1365
4	825-20-925-25-1100-30-1250-40-1290	4	970-30-1090-35-1230-45-1500-65-1565
5	845-20-925-25-1100-30-1250-40-1370	5	1090-35-1230-45-1500-65-1695
6	865-20-925-25-1100-30-1250-40-1450	6	1125-35-1230-45-1500-65-1760
7	905-20-925-25-1100-30-1250-40-1490	7	1195-35-1230-45-1500-65-1760-85-1845
8	950-25-1100-30-1250-40-1530-60-1590	8	1275-45-1500-65-1760-85-2100
9	1000-25-1100-30-1250-40-1530-60-1710	9	1410-45-1500-65-1760-85-2355
10	1050-25-1100-30-1250-40-1530-60-1830	10	1455-45-1500-65-1760-85-2440
11	1100-30-1250-40-1530-60-1830-80-2070	11	1500-65-1760-85-2440-90-2710
12	1220-30-1250-40-1530-60-1830-80-2150	12	1630-65-1760-85-2440-90-2710-105-2815

13	1250-40-1530-60-1830-80-2230	13	1695-65-1760-85-2440-90-2710-105-2920
14	1330-40-1530-60-1830-80-2470-85-2555	14	1760-85-2440-90-2710-105-2920-130-3050
15	1370-40-1530-60-1830-80-2470-85-2640	15	2100-85-2440-90-2710-105-2920-130-3310
16	1450-40-1530-60-1830-80-2470-85-2725-100-2825	16	2185-85-2440-90-2710-105-2920-130-3440
17	1590-60-1830-80-2470-85-2725-100-2925-125-3050	17	2270-85-2440-90-2710-105-2920-130-3570
18	1650-60-1830-80-2470-85-2725-100-2925-125-3175	18	2440-90-2710-105-2920-130-3700
19	1830-80-2470-85-2725-100-2925-125-3425	19	2530-90-2710-105-2920-130-3700-150-4150
20	2070-80-2470-85-2725-100-2925-125-3550	20	2710-105-2920-130-3700-150-4300
21	2470-85-2725-100-2925-125-3675	21	3050-130-3700-150-4300-175-5175
22	2640-85-2725-100-2925-125-3675-140-3815	22	4000-150-4300-175-5350
23	2825-100-2925-125-3675-140-4095	23	4300-175-5350-190-5540
24	3050-125-3675-140-4095-170-4435	24	4650-175-5350-190-5730
25	3175-125-3675-140-4095-170-4605	25	5175-175-5350-190-5920
26	4435-170-5285	26	5350-190-6300
		27	5350-190-6300 plus special pay Rs.300
		28	5350-190-6300 plus special pay Rs.450
	Master Scale: 750-10-760-15-805-20- 925-25-1100-30-1250-40-1530-60-1830-80-2470-85-2725-100-2925-125-3675-140-4095-170-5285		Master Scale: 810 -25(4)-910-30(6)-1090-35(4)-1230-45(6)-1500-65(4)-1760-85(8)-2440-90(3)-2710-105(2)-2920-130(6)-3700-150(4)-4300-175(6)-5350-190(5)-6300

Revision of pay scales with effect from 01.03.1997

2.4 A Pay Revision Committee was constituted by the Government as per G.O. (Ms) No.66/97/IrD dated 06.09.1997 for revising the scales of pay (and allied matters) of employees of Kerala Water Authority in the context of the general Pay Revision of State Government employees. The Committee

submitted its report in February 1999. The recommendations of the Committee were implemented by the Government as per G.O.(P)No.54/99/IrD dated 19/08/1999 making slight changes in the scales of pay recommended by the Committee giving effect to the revised scales from 01.03.1997.

Sl. No.	Pre-revised (1992)	Sl. No.	Revised (1997)
1	810-25-910-30-1090	1	2700-70-2980-75-3280-80-3600-85-3770
2	835-25-910-30-1090-35-1230-45-1320	2	2770-70-2980-75-3280-80-3600-85-3940-90-4210
3	860-25-910-30-1090-35-1230-45-1365	3	2840-70-2980-75-3280-80-3600-85-3940-90-4210-100-4510
4	970-30-1090-35-1230-45-1500-65-1565	4	3205-75-3280-80-3600-85-3940-90-4210-100-5010-125-5135
5	1090-35--1230-45-1500-65-1695	5	3440-80-3600-85-3940-90-4210-100-5010-125-5385
6	1125-35--1230-45-1500-65-1760-	6	3685-85-3940-90-4210-100-5010-125-5510
7	1195-35-1230-45-1500-65-1760-85-1845	7	3770-85-3940-90-4210-100-5010-125-5635-150-5785
8	1275-45-1500-65-1760-85-2100	8	4210-100-5010-125-5635-150-6235
9	1410-45-1500-65-1760-85-2355	9	4610-100-5010-125-5635-150-6235-175-7110
10	1455-45-1500-65-1760-85-2440	10	4710-100-5010-125-5635-150-6235-175-7110-200-7710
11	1500-65-1760-85-2440-90-2710	11	4810-100-5010-125-5635-150-6235-175-7110-200-7710-225-7935
12	1630-65-1760-85-2440-90-2710-105-2815	12	5135-125-5635-150-6235-175-7110-200-7710-225-8160
13	1695-65-1760-85-2440-90-2710-105-2920	13	5385-125-5635-150-6235-175-7110-200-7710-225-8385
14	1760-85-2440-90-2710-105-2920-130-3050	14	5635-150-6235-175-7110-200-7710-225-8385-250-9135
15	No corresponding scale	15	5635-150-6235-175-7110-200-7710-225-8385-250-9385-275-9660
16	2100-85-2440-90-2710-105-2920-130-3310	16	6585-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810
17	2185-85-2440-90-2710-105-2920-130-3440	17	6760-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11135
18	No corresponding scale	18	6935-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-

			325-11460
19	2270-85-2440-90-2710-105-2920-130-3570	19	7310-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460
20	2440-90-2710-105-2920-130-3700	20	7510-200-7710-225-8385-250-9385-275-10210-300-10810-325-11785
21	No corresponding scale	21	7710-225-8385-250-9385-275-10210-300-10810-325-12110
22	2530-90-2710-105-2920-130-3700-150-4150	22	7935-225-8385-250-9385-275-10210-300-10810-325-12110-350-12810
23	2710-105-2920-130-3700-150-4300	23	8385-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935
24	No corresponding scale	24	8635-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935-425-14360
25	3050-130-3700-150-4300-175-5175	25	10210-300-10810-325-12110-350-12810-375-13935-425-15635
26	4000-150-4300-175-5350	26	12810-375-13935-425-16485
27	4300-175-5350-190-5540	27	14360-425-16485-500-18485
28	4650-175-5350-190-5730	28	14785-425-16485-500-18985
29	5175-175-5350-190-5920	29	16485-500-18985
30	5350-190-6300	30	16985-500-19985
31	5350-190-6300 Plus Special Pay Rs.300	31	17485-500-20485
32	5350-190-6300 Plus Special Pay Rs.450	32	17985-500-20985
	Master Scale: 810 -25(4)-910-30(6)-1090-35(4)-1230-45(6)-1500-65(4)-1760-85(8)-2440-90(3)-2710-105(2)-2920-130(6)-3700-150(4)-4300-175(6)-5350-190(5)-6300		Master Scale: 2700-70(4)-2980-75(4)-3280-80(4)-3600-85(4)-3940-90(3)-4210-100(8)-5010-125(5)-5635-150(4)-6235-175(5)-7110-200(3)-7710-225(3)-8385-250(4)-9385-275(3)-10210-300(2)-10810-325(4)-12110-350(2)-12810-375(3)-13935-425(6)-16485-500(9)-20985.

Revision of pay scales with effect from 01.07.2004

2.5 The IVth Pay Revision Committee for the revision of pay scales of the employees of Kerala Water Authority was constituted as per G.O.(Ms) No.64/2005/WRD dated 22.12.2005. The Committee submitted its report on 19.10.2006. Slight increase was recommended in increment rates as well as in the minimum and maximum of the scales of pay of Government employees. Accordingly, orders were issued as per G.O.(P)No.46/2007/WRD dated 30.07.2007 implementing the recommendations of the Pay Revision Committee (only 25 scales of pay were accepted by the Government against the 26 scales proposed by the Pay Revision Committee). As Government have modified the first six scales of pay in the schedule of standard scales of pay of the 8th Pay Revision of State Government employees, the first six scales of pay of the employees of Kerala Water Authority were also modified as per G.O.(P) No.57/2010/WRD dated 13.09.2010 giving retrospective effect from 01.07.2004. The pre and post revised scales were as follows:

Sl. No.	Pre-revised (1997)	Sl. No.	Revised (2004)
1	2700-70-2980-75-3280-80-3600-85-3770	1	4750-130-4880-140-5440-150-5890-160-6690-180-6870
2	2770-70-2980-75-3280-80-3600-85-3940-90-4210	2	4880-140-5440-150-5890-160-6690-180-7410-190-7790
3	2840-70-2980-75-3280-80-3600-85-3940-90-4210-100-4710	3	5020-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610
4	3205-75-3280-80-3600-85-3940-90-4210-100-5010-125-5135	4	5300-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610-250-9110
5	3440-80-3600-85-3940-90-4210-100-5010-125-5385	5	5740-150-5890-160-6690-180-7410-190-8170-220-8610-250-9610
6	3685-85-3940-90-4210-100-5010-125-5510	6	6210-160-6690-180-7410-190-8170-220-8610-250-9860-290-10730
7	3770-85-3940-90-4210-100-5010-125-5635-150-5785	7	6690-180-7410-190-8170-220-8610-250-9860-290-10730-340-11070
8	4210-100-5010-125-5635-150-6235		
		8	7600-190-8170-220-8610-250-9860-290-10730-340-11410-390-12190 (not seen assigned to any category)

9	4610-100-5010-125-5635-150-6235-175-7110	9	8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-13030
10	4710-100-5010-125-5635-150-6235-175-7110-200-7710		
11	4810-100-5010-125-5635-150-6235-175-7110-200-7710-225-7935	10	8610-250-9860-290-10730-340-11410-390-12580-450-13480
12	5135-125-5635-150-6235-175-7110-200-7710-225-8160		No corresponding scale
13	5385-125-5635-150-6235-175-7110-200-7710-225-8385		No corresponding scale
14	5635-150-6235-175-7110-200-7710-225-8385-250-9135	11	9360-250-9860-290-10730-340-11410-390-12580-450-16180
15	5635-150-6235-175-7110-200-7710-225-8385-250-9385-275-9660		
16	6585-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810		No corresponding scale
		12	9610-250-9860-290-10730-340-11410-390-12580-450-16180-500-16680 (not seen assigned to any category)
17	6760-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11135	13	11070-340-11410-390-12580-450-16180-500-18680
18	6935-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460	14	11410-390-12580-450-16180-500-20680
19	7310-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460	15	12910-390-12580-450-16180-500-20680-550-21230
20	7510-200-7710-225-8385-250-9385-275-10210-300-10810-325-11785	16	12580-450-16180-500-20680-550-21780
21	7710-225-8385-250-9385-275-10210-300-10810-325-12110		
22	7935-225-8385-250-9385-275-10210-300-10810-325-12110-350-12810		No corresponding scale
23	8385-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935	17	13030-450-16180-500-20680-550-22330

24	8635-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935-425-14360	18	13930-450-16180-500-20680-550-22880
25	10210-300-10810-325-12110-350-12810-375-13935-425-15635	19	16680-500-20680-550-25630
26	12810-375-13935-425-16485	20	21230-550-26180-600-26780-650-30030
27	14360-425-16485-500-18485	21	23430-550-26180-600-26780-650-31980-700-33380
28	14785-425-16485-500-18985		No corresponding scale
29	16485-500-18985	22	26780-650-31980-700-34080
30	16985-500-19985	23	27430-650-31980-700-34780
31	17485-500-20485	24	28080-650-31980-700-35480
32	17985-500-20985	25	28730-650-31980-700-36180
	Master Scale: 2700-70(4)-2980-75(4)-3280-80(4)-3600-85(4)-3940-90(3)-4210-100(8)-5010-125(5)-5635-150(4)-6235-175(5)-7110-200(3)-7710-225(3)-8385-250(4)-9385-275(3)-10210-300(2)-10810-325(4)-12110-350(2)-12810-375(3)-13935-425(6)-16485-500(9)-20985		Master Scale : 4750-130-4880-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-16180-500-20680-550-26180-600-26780-650-31980-700-36180

Note: Scales of pay under Sl.Nos.12, 13, 16, 22 and 28 in the pre-revised scales were not seen assigned to any category. Scales of pay of ₹ 7600-12190 and ₹ 9610-16680 in the revised scales (2004) were not seen assigned to any category. Total number of scales of pay in the 4th Pay Revision (2004) was 25.

Revision of pay scales with effect from 01.07.2009

2.6 The Ninth Pay Revision Commission for the revision of pay scales of the government employees of Kerala was entrusted with the revision of Pension/pay and allowances to the employees of Kerala Water Authority vide G.O.(Ms) No.681/2010/Fin dated 14.12.2010. The Commission submitted its report in March 2011. Slight increase was recommended in increment rates as well as in the minimum and maximum from the scales of pay of Government employees. Accordingly, orders were issued as per G.O. (P) No.58/2012/Fin dated 19.01.2012 implementing the recommendations of the Pay Revision Commission regarding the recommendation of pay and allowances. The 25 scales of pay suggested by the Commission were accepted by the Government. The pre and post revised scales of pay of Kerala Water Authority as modified

by Government along with the master scales in the modified form were as given below:

Sl. No.	Pre-revised (2004)	Sl. No	Revised (2009)
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

Chapter-2: Previous Pay Revisions

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	44850-1100-49250-1200-54050-1300-56650
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
	Master Scale : 4750 -130-4880-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-16180-500-20680-550-26180-600-26780-		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-

650-31980-700-36180	49250-1200-54050-1300-59250-1400-63450
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Revision of pay scales with effect from 01.07.2014

2.7 The Tenth Pay Revision Commission for the revision of pay scales of the Government employees of Kerala was entrusted with the revision of Pension/pay and allowances to the employees of Kerala Water Authority vide G.O.(Ms) No.534/2014/Fin dated 10.12.2014. The Commission submitted its report in March 2016. Slight increase was recommended in increment rates as well as in the minimum and maximum from the scales of pay of Government employees. Accordingly, orders were issued as per G.O. (P) No.26/2016/WRD dated 27.09.2016 implementing the recommendations of the Pay Revision Commission regarding the recommendation of pay and allowances. The revision was given effect from 01.07.2014. For the revision, Dearness Allowance of 80% was merged, and a fitment of 12% was added, subject to a minimum of ₹ 2000. Weightage was given at ½ % of basic pay for each completed year of service subject to a maximum of 30 years. Fitment and weightage together were not to exceed ₹ 12,000. The pre and post revised scales of pay of Kerala Water Authority approved by the Government as recommended by the Tenth Pay Revision Commission in the modified form were as given below:

SI No.	Pre-revised (2009)	SI No.	Revised (2014)
S1	8950-240-9430-250-9930-270-11010-300-12210-330-13200-360-14640	S1	17000-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-37800
S2	9190-240-9430-250-9930-270-11010-300-12210-330-13200-360-14640-400-16640	S2	17500-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-38800
S3	9430-250-9930-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440	S3	18000-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-40800
S4	9930-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440	S4	19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-42900

S5	10470-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870	S5	20100-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300
S6	11610-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-27570	S6	21850-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-56000
S7	12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-28270	S7	23100-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700
S8	13560-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670	S8	25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-60200
S9	14280-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-30440	S9	27100-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200
S10	15040-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-31210	S10	28500-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-66500
S11	16240-400-16440-450-18440-500-21440-570-23720-630-26870-700-29670-770-32750	S11	30800-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800
S12	16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-32750-840-33590	S12	31600-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-71600
S13	19440-500-21440-570-23720-630-26870-700-29670-770-32750-840-34430	S13	36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-79000
S14	19940-500-21440-570-23720-630-26870-700-29670-770-32750-840-36110	S14	37800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-81000
S15	21440-570-23720-630-26870-700-29670-770-32750-840-36110-910-38840	S15	40800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-85000

S16	22010-570-23720-630-26870-700-29670-770-32750-840-36110-910-39750	S16	41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-87000
S17	22580-570-23720-630-26870-700-29670-770-32750-840-36110-910-39750-1000-40750	S17	42900-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-89000
S18	24350-630-26870-700-29670-770-32750-840-36110-910-39750-1000-41750	S18	46200-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-93000
S19	32750-840-36110-910-39750-1000-43750-1100-44850	S19	61700-1500-63200-1650-69800-1800-77000-2000-93000-2200-99600
S20	37020-910-39750-1000-43750-1100-49250-1200-50450	S20	69800-1800-77000-2000-93000-2200-104000
S21	40750-1000-43750-1100-49250-1200-54050	S21	77000-2000-93000-2200-110600
S22	44850-1100-49250-1200-54050-1300-56650	S22	83000-2000-93000-2200-110600-2400-115400
S23	49250-1200-54050-1300-57950	S23	91000-2000-93000-2200-110600-2400-117800
S24	50450-1200-54050-1300-59250-1400-60650	S24	93000-2200-110600-2400-117800-2600-120400
S25	52850-1200-54050-1300-59250-1400-63450	S25	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	Master Scale	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

CHAPTER 3

REVISION OF PAY SCALES

Introduction

3.1 The Commission has submitted its report- Part I on revision of pay and allowances of the State Government employees and teachers, to Government on 29.01.2021. The Commission has explained in Chapter 6 of the Report the general principles and practices adopted while making recommendations for the revision of salaries of Government Employees. Considering the wide activities and nature of work in Government there are 27 scales of pay with 83 stages. But in KWA there are only 25 Scales of pay with 81 stages. Even though the Commission has followed the same principles adopted for the revision of pay of the State Government employees, minor adjustments and variations were necessary for the formulation of the scales of pay and stages of KWA, considering the number and stages of the scales of pay prevailing in KWA.

Master Scale

3.2 All the Service Organisations favoured the continuation of Master Scale. It is imperative for the Commission to continue Master Scale owing to the reason mentioned above. The Commission proposes that new Master Scale may be as follows:

23500-700-27000-800-31000-900-35500-1000-41500-1100-45900-1200-48300-1300-52200-1400-59200-1600-72000-1800-79200-2000-87200-2300-96400-2600-114600-2900-143600-3200-153200-3500-170700.

Proposed Scales of Pay

3.3 The Commission recommends that the proposed scales of pay corresponding to the existing scales of pay may be as shown in Annexure-(1).

Stage to Stage Revision and Rules for Fixation of Pay

3.4 The Commission recommends a simplified method of stage-to-stage fixation for fixing pay in the revised scales of pay, as proposed for the State Government employees, as per which stage of pay in existing scale as on the effective date of pay revision (i.e. 01.07.2019) will be replaced by corresponding new stage in revised scale. The existing stages of pay and the corresponding revised stages of pay are shown in the Stage to Stage Fixation Table in Annexure-(2). Thus, the revision of pay involves only replacement of existing pay stage with the corresponding new pay stage as provided in the Table as on the date of effect of pay revision.

Rules for Fixation of Pay

3.5 As the fixation involves just replacing the existing stage of pay with the corresponding stage of pay as provided in the Stage-to-Stage Fixation Table in Annexure (2), administrative exercise for fixation of pay would be reduced to a large extent. While switching over to a new system like this, the possible impediment would be cases where various kinds of pay other than basic pay co-exist with the pre-revised basic pay. Appropriate remedies have been provided for addressing such cases to protect employees against any monetary loss. Taking all these into consideration, the Commission has framed rules for fixation of pay as below:

- (1) The revised scales of pay will come into force with effect from 01.07.2019.
- (2) All employees who were in service as on 01.07.2019 shall come over to the revised scale of pay with effect from 01.07.2019. There will be no option facility to elect another date for pay revision.
- (3) The pay in the revised scale as on 01.07.2019 will be the corresponding revised pay stage of pre revised pay as provided in Annexure (2). However, if the corresponding revised stage is less than the minimum of the revised scale of the post, the pay will be fixed at the minimum. There will be no fixation exercise for calculation of revised pay as done in previous pay revisions.
- (4) In cases where the existing pay as on 01.07.2019 is retrospectively changed after 01.07.2019 for any reason, the pay so changed will be revised as provided in Annexure (2).
- (5) All appointments and promotions made on or after 01.07.2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.

(6) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01.07.2019 in the existing scale of pay. Increments, if any, accrued on 01.07.2019 will also be reckoned.

(7) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01.07.2019.

(8) In cases where Personal pay is existing in the pre revised scale of pay, revised pay stage in the revised scales shall be arrived at based on the pre revised basic pay only. After arriving at the revised pay stage, existing Personal pay will be revised by multiplying it with the factor of 1.28 and the result will be rounded off to the next multiple of ₹ 100. If the amount so obtained is equal to or greater than the amount of increment(s) next above the pay fixed in the revised scale, an amount of Personal pay equal to the sum of increment(s) in the revised scales of pay will be subsumed into the basic pay in the revised scale of pay. The remaining portion of Personal pay, if any, after subsumed into basic pay, will be continued in the revised scales as Personal pay. In other cases where the revised Personal pay as arrived at above is less than an increment, the Personal pay will be continued as such in the revised scale without absorption in future increase in pay.

(9) Residuary Pay existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. The existing Residuary Pay in the pre-revised scale will be multiplied by a factor of 1.28 and the result will be rounded to the next multiple of ₹ 10. The Residuary Pay so fixed will be retained in the revised scale and the existing conditions of payment will continue.

(10) Special Pay existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. The existing Special Pay in the pre-revised scale will be multiplied by a factor of 1.28 and the result will be rounded to the next multiple of ₹ 10. The Special Pay so fixed will be retained in the revised pay scales provided such Special Pay is not available in the revised pay scale.

(11) Stagnation increment existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.

(12) In the case of an employee enjoying Personal pay, Special pay and Stagnation increment at the same time in the pre revised pay structure, Special pay and Personal pay will be retained in the revised pay structure, each multiplied by a factor of 1.28 and rounded to the next multiple of ₹ 10. But Stagnation increment will be retained as provided under Rule 11.

(13) If the amount arrived by multiplication of Personal pay and Special pay by the factor provided is a multiple of ₹ 10 or ₹ 100 as the case may be, the amounts will not be rounded off to the next multiple.

(14) The existing date of increment shall not undergo any change. In all cases where the minimum of the scale of pay of an employee is greater than the pay stage eligible with effect from 01.07.2019 in accordance with Annexure- (2), the date of next increment will be on completion of one year of service from that date.

(15) In the case of an Officer who is on deputation/ foreign service and has opted for the pay of the deputation post or is on leave without allowances or is under suspension as on 01.07.2019, his pay will be fixed under these rules on the date of his rejoining duty on the basis of pay last drawn immediately before 01.07.2019. In cases where the officer on deputation/ Foreign Service as on 01.07.2019 has opted for the grade pay and allowances of his cadre post, he will be allowed revised pay as if he were continuing in his parent department.

(16) In the case of employees who are continuing on LWA on 01.07.2019, 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. However, if LWA is granted under Rule 91A Part I KSRs or on Medical Certificate to an Officer, both of which qualify for increment under Rule 33(b)(2) KSR, Part I, the pay of such an officer will be fixed on the date of return from leave by counting the increment accrued on 01.07.2019.

(17) Provisional employees recruited on scales of pay through employment exchange or otherwise who were in service on 30.06.2019 and continued thereafter shall be eligible only for the minimum of the revised scale of pay with effect from 01.07.2019.

(18) An employee whose increment is withheld for want of declaration of probation as on 01.07.2019 will be allowed the benefit of pay revision on the basis of the pay actually drawn as on 01.07.2019 and he will continue on that pay till the date of effect of declaration of probation. The pay so fixed will be revised to the corresponding stage in accordance with Annexure-(2) on declaration of probation, notionally counting the increment accrued but withheld. Monetary benefit of revision of fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the normal date.

(19) Regular employees who have got a new appointment either through by transfer or by PSC appointment, for which pre service training with stipend is mandatory and the employees were on such training as on 01.07.2019, their pay on 01.07.2019 will be revised based on the actual pay drawn in the former

post prior to 01.07.2019, and after completion of such training, pay in the new post will be fixed as per the relevant rules in KSR on the date of assuming duty in the new post.

(20) The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale.

Recovery of Excess Payment

3.6 Chances for erroneous revision of pay cannot be ruled out in spite of specific table for stage to stage revision, and in such cases recovery will have to be effected from those who received pay in excess. In order to facilitate recovery, Government may direct to obtain from all employees undertaking as prescribed in G.O.(P) No.169/2019/Fin dated 13.12.2019.

Annexures

Annexure- (1): Existing and Proposed Scales of Pay

Scale No	Existing Scales of Pay	Proposed Scales of Pay
S1	17000-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-37800	23500-700-27000-800-31000-900-35500-1000-41500-1100-45900-1200-48300-1300-52200
S2	17500-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-38800	24200-700-27000-800-31000-900-35500-1000-41500-1100-45900-1200-48300-1300-52200-1400-53600
S3	18000-500-19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-40800	24900-700-27000-800-31000-900-35500-1000-41500-1100-45900-1200-48300-1300-52200-1400-56400
S4	19000-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-42900	26300-700-27000-800-31000-900-35500-1000-41500-1100-45900-1200-48300-1300-52200-1400-59200

Scale No	Existing Scales of Pay	Proposed Scales of Pay
S5	20100-550-20650-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300	27800-800-31000-900-35500-1000-41500-1100-45900-1200-48300-1300-52200-1400-59200-1600-72000-1800-73800
S6	21850-600-22450-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-56000	30200-800-31000-900-35500-1000-41500-1100-45900-1200-48300-1300-52200-1400-59200-1600-72000-1800-77400
S7	23100-650-25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700	31900-900-35500-1000-41500-1100-45900-1200-48300-1300-52200-1400-59200-1600-72000-1800-79200-2000-81200
S8	25700-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-60200	35500-1000-41500-1100-45900-1200-48300-1300-52200-1400-59200-1600-72000-1800-79200-2000-83200
S9	27100-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200	37500-1000-41500-1100-45900-1200-48300-1300-52200-1400-59200-1600-72000-1800-79200-2000-87200
S10	28500-700-29200-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-66500	39500-1000-41500-1100-45900-1200-48300-1300-52200-1400-59200-1600-72000-1800-79200-2000-87200-2300-91800
S11	30800-800-33200-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800	42600-1100-45900-1200-48300-1300-52200-1400-59200-1600-72000-1800-79200-2000-87200-2300-96400
S12	31600-900-36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-71600	43700-1100-45900-1200-48300-1300-52200-1400-59200-1600-72000-1800-79200-2000-87200-2300-96400-2600-99000
S13	36800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-79000	50900-1300-52200-1400-59200-1600-72000-1800-79200-2000-87200-2300-96400-2600-109400

Scale No	Existing Scales of Pay	Proposed Scales of Pay
S14	37800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-81000	52200-1400-59200-1600-72000-1800-79200-2000-87200-2300-96400-2600-112000
S15	40800-1000-41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-85000	56400-1400-59200-1600-72000-1800-79200-2000-87200-2300-96400-2600-114600-2900-117500
S16	41800-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-87000	57800-1400-59200-1600-72000-1800-79200-2000-87200-2300-96400-2600-114600-2900-120400
S17	42900-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-89000	59200-1600-72000-1800-79200-2000-87200-2300-96400-2600-114600-2900-123300
S18	46200-1100-47300-1200-53300-1350-58700-1500-63200-1650-69800-1800-77000-2000-93000	64000-1600-72000-1800-79200-2000-87200-2300-96400-2600-114600-2900-129100
S19	61700-1500-63200-1650-69800-1800-77000-2000-93000-2200-99600	85200-2000-87200-2300-96400-2600-114600-2900-137800
S20	69800-1800-77000-2000-93000-2200-104000	96400-2600-114600-2900-143600
S21	77000-2000-93000-2200-110600	106800-2600-114600-2900-143600-3200-153200
S22	83000-2000-93000-2200-110600-2400-115400	114600-2900-143600-3200-153200-3500-160200
S23	91000-2000-93000-2200-110600-2400-117800	126200-2900-143600-3200-153200-3500-163700
S24	93000-2200-110600-2400-117800-2600-120400	129100-2900-143600-3200-153200-3500-167200
S25	97400-2200-110600-2400-117800-2600-123000	134900-2900-143600-3200-153200-3500-170700

Scale No	Existing Scales of Pay	Proposed Scales of Pay
Master Scale	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	23500-700-27000-800-31000-900-35500-1000-41500-1100-45900-1200-48300-1300-52200-1400-59200-1600-72000-1800-79200-2000-87200-2300-96400-2600-114600-2900-143600-3200-153200-3500-170700

Annexure- (2): Stage to Stage Fixation Table

Stage to Stage Fixation Table					
Sl. No.	Existing Basic Pay	Proposed Basic Pay	Sl. No.	Existing Basic Pay	Proposed Basic Pay
1	17000	23500	42	49700	68800
2	17500	24200	43	50900	70400
3	18000	24900	44	52100	72000
4	18500	25600	45	53300	73800
5	19000	26300	46	54650	75600
6	19550	27000	47	56000	77400
7	20100	27800	48	57350	79200
8	20650	28600	49	58700	81200
9	21250	29400	50	60200	83200
10	21850	30200	51	61700	85200
11	22450	31000	52	63200	87200
12	23100	31900	53	64850	89500
13	23750	32800	54	66500	91800
14	24400	33700	55	68150	94100
15	25050	34600	56	69800	96400
16	25700	35500	57	71600	99000
17	26400	36500	58	73400	101600
18	27100	37500	59	75200	104200
19	27800	38500	60	77000	106800
20	28500	39500	61	79000	109400
21	29200	40500	62	81000	112000
22	30000	41500	63	83000	114600

23	30800	42600	64	85000	117500
24	31600	43700	65	87000	120400
25	32400	44800	66	89000	123300
26	33200	45900	67	91000	126200
27	34100	47100	68	93000	129100
28	35000	48300	69	95200	132000
29	35900	49600	70	97400	134900
30	36800	50900	71	99600	137800
31	37800	52200	72	101800	140700
32	38800	53600	73	104000	143600
33	39800	55000	74	106200	146800
34	40800	56400	75	108400	150000
35	41800	57800	76	110600	153200
36	42900	59200	77	113000	156700
37	44000	60800	78	115400	160200
38	45100	62400	79	117800	163700
39	46200	64000	80	120400	167200
40	47300	65600	81	123000	170700
41	48500	67200			

Recommendations on Posts and related issues

3.7 The Commission, having considered the proposals submitted by the Managing Director of Kerala Water Authority and the demands of the Service Organizations and individuals, makes the following recommendations:

- i) The following posts may be excluded from the schedule of KWA since they become vanished or inoperative.
 - a) Cost Accountant
 - b) Work Superintendent Gr II
 - c) Black smith
 - d) Boat driver
 - e) Care Taker
 - f) Sewage Farm Worker
 - g) Boatman
 - h) Lorry Cleaner
 - i) Master Driller /Chief Driller & its Higher Grades.

- ii) The posts of Assistant Shift Operator, Mechanical Operator, Shift Operator, Pump Operator and Operator may be clubbed and re-designated as Operator as the scale of pay and functions of the above posts are similar.
- iii) The post of Accounts Officer/ Administrative Officer (HG) in the revised scale of pay corresponding to ₹ 61700-99600 may be included in the schedule of KWA.
- iv) “The Allowance Admissible to the Employees in Investigation, Planning and Design Wing” may be renamed as “The Allowance Admissible to the Employees of Project, Planning and Development Wing (PPD)”.
- v) The ratio among the posts of Driver Gr.II, Driver Gr.I and Sr. Gr. Driver may be 1:1:1.
- vi) The allowances sanctioned to the post of Meter Reader may be extended to re-deployed Meter Readers also.
- vii) Since the qualifications for the posts of Overseer Gr II/ Draftsman Gr II and Overseer Grade III/ Tracer are same, direct recruitment to the post of Overseer Gr II/ Draftsman Gr II may be discontinued and the posts may be filled up by promotion from Overseer Grade III/ Tracer only.
- viii) As proposed in the case of Government engineering departments, the posts of Overseer Gr.I/Draftsman Grade I, Overseer Grade II/Draftsman Grade II and Overseer Gr III/ Tracer may be re-designated Sub Engineer, Overseer Gr.I/ Draftsman Gr.I and Overseer Gr.II/ Tracer respectively.
- ix) The post of Plumber may be re-designated as Junior Plumbing Inspector.
- x) The ratio between Executive Engineer and Executive Engineer HG may be modified as 3:1 as in Government service. The Higher Grade sanctioned in the ratio of 1:1 may be revised with effect from 01.07.2021. The excess number may be allowed to continue as supernumerary to be absorbed in the next arising vacancies.
- xi) The post of Peon may be re-designated as Office Attendant Gr II and may be granted promotion to the post of Office Attendant Gr I on ₹ 24200-53600 in the ratio 2:1, as existing in Government Service.
- xii) Risk/Compensatory Allowance may be limited to the categories of Operator, Head Operator and Sewer Cleaner/ Cleaner/ Worker engaged in sewer cleaning.

Revision of Pay Scales

3.8 The category of posts with the existing and proposed scales of pay is given below:

	Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay 2014 PR	Proposed Scale of Pay
Administrative Wing					
	1	Managing Director	1	97400-123000	134900-170700
	2	Technical Member	1	93000-120400	129100-167200
	3	Accounts Member	1	93000-120400	129100-167200
	4	Finance Manager & Chief Accounts Officer	1	83000-115400	114600-160200
	5	Accounts Manager	3	77000-110600	106800-153200
	6	Deputy Accounts Manager	4	61700-99600	85200-137800
Engineering Wing					
	7	Chief Engineer/ Chief Consultant	6	91000-117800	126200-163700
	8	Secretary	28	83000-115400	114600-160200
	9	Deputy Chief Engineer/Superintending Engineer / Project Director		83000-115400	114600-160200
	10	Executive Engineer (Higher Grade)	36	77000-110600	106800-153200
a	11	Executive Engineer/ PA to Superintending Engineer	37	69800-104000	96400-143600
	12	Assistant Executive Engineer (Higher Grade)	77	46200-93000	64000-129100
b	13	Assistant Executive Engineer/Technical Assistant	154	41800-87000	57800-120400
	14	Assistant Engineer/ Head Draftsman	404	40800-85000	56400-117500
Ministerial Wing					
	15	Senior Administrative Officer	1	77000-110600	106800-153200
	16	Internal Auditor	2	69800-104000	96400-143600
	17	Data Base Administrator	1	61700-99600	85200-137800

	18	Accounts Officer / Administrative Officer (HG)	12	61700-99600	85200-137800
c	19	Accounts Officer / Administrative Officer		42900-89000	59200-123300
	20	Assistant Data Base Administrator	2	42900-89000	59200-123300
	21	Principal Information Officer	1	42900-89000	59200-123300
	22	Law Officer Grade II	1	41800-87000	57800-120400
	23	Senior Superintendent/ Revenue Officer (Higher Grade)	7	41800-87000	57800-120400
	24	PA to Managing Director/ Technical Member/ Accounts Member	3	40800-85000	56400-117500
	25	Divisional Accountant (HG)	10	40800-85000	56400-117500
	26	Confidential Assistant Selection Grade	6	37800-81000	52200-112000
d	27	Senior Superintendent/ Revenue Officer	24	36800-79000	50900-109400
e	28	Divisional Accountant	44	36800-79000	50900-109400
	29	Confidential Assistant Senior Grade.	6	30800-69800	42600-96400
	30	Fair Copy Superintendent (HG)	3	36800-79000	50900-109400
	31	Legal Assistant	2	30800-69800	42600-96400
	32	Junior Superintendent	98	30800-69800	42600-96400
f	33	Fair Copy Superintendent	3	30800-69800	42600-96400
	34	Selection Grade Typist	51	28500-66500	39500-91800
	35	Head Clerk	155	28500-66500	39500-91800
	36	Computer Operator	1	28500-66500	39500-91800
	37	Chief Vehicle Inspector	1	28500-66500	39500-91800
	38	Selection Grade Driver	3	28500-66500	39500-91800

	39	Confidential Assistant Grade I	7	27100-63200	37500-87200
	40	Vehicle Inspector	1	27100-63200	37500-87200
	41	Senior Grade Typist	52	27100-63200	37500-87200
	42	U.D. Typist	52	25700-60200	35500-83200
	43	U.D. Clerk / Senior Store Keeper / Senior Cashier	511	25700-60200	35500-83200
	44	Driver Senior Grade	32	23100-58700	31900-81200
	45	Driver Grade I	70	21850-56000	30200-77400
g	46	Confidential Assistant Grade II	7	21850-56000	30200-77400
h	47	L.D. Typist	52	20100-53300	27800-73800
i	48	L.D. Clerk / Store Keeper / Cashier	511	20100-53300	27800-73800
j	49	Driver Grade II	104	19000-42900	26300-59200
	50	Duffedar	6	19000-42900	26300-59200
Technical Wing					
	51	Hydro Geologist	1	41800-87000	57800-120400
	52	Head Surveyor	15	37800-81000	52200-112000
	53	Senior Sanitary Chemist (HG)	4	36800-79000	50900-109400
	54	Senior Sanitary Chemist	4	30800-69800	42600-96400
	55	Senior Meter Inspector	17	30800-69800	42600-96400
	56	Senior Plumbing Inspector	5	30800-69800	42600-96400
	57	Surveyor Grade-I	70	27100-63200	37500-87200
	58	Electrical Overseer Grade - I	6	27100-63200	37500-87200
	59	Sub Engineer/ Water Works Superintendent	419	27100-63200	37500-87200
	60	Plumbing Inspector	27	27100-63200	37500-87200
	61	Sanitary Chemist	10	27100-63200	37500-87200
	62	Bacteriologist	13	27100-63200	37500-87200
	63	Mechanic Superintendent.	1	27100-63200	37500-87200
	64	Meter Inspector	69	27100-63200	37500-87200
	65	Head Fitter	21	27100-63200	37500-87200

	66	Surveyor Grade II	71	23100-58700	31900-81200
k	67	Draftsman Grade I/ Overseer Grade I	409	23100-58700	31900-81200
	68	Overseer Grade II/ Tracer	628	20100-53300	27800-73800
	69	Meter Reader	346	19000-42900	26300-59200
l	70	Fitter	106	19000-42900	26300-59200
	71	Welder	10	19000-42900	26300-59200
	72	Electrician / Auto Electrician	18	19000-42900	26300-59200
	73	Junior Plumbing Inspector	112	19000-42900	26300-59200
Operating Wing					
	74	Mechanical Superintendent (HG)	1	37800-81000	52200-112000
	75	Mechanical Superintendent	5	30800-69800	42600-96400
	76	Head Operator	345	27100-63200	37500-87200
m	77	Operator	1727	20100-53300	27800-73800
Miscellaneous					
	78	Life Guard cum Coach	2	36800-79000	50900-109400
	79	Life Guard	1	27100-63200	37500-87200
	80	Telephone Operator	5	23100-58700	31900-81200
	81	Lab Assistant	16	19000-42900	26300-59200
	82	Garden Superintendent	1	19000-42900	26300-59200
	83	Binder	4	19000-42900	26300-59200
	84	Gardener	13	17500-38800	24200-53600
	85	Skilled Worker	14	17500-38800	24200-53600
	86	Sewer Cleaner	15	17500-38800	24200-53600
	87	Line Man / Line Maistry	21	17500-38800	24200-53600
	88	Cleaner	162	17000-37800	23500-52200
	89	Full Time Sweeper	41	17000-37800	23500-52200
	90	Watcher	242	17000-37800	23500-52200
	91	Unskilled Worker	242	17000-37800	23500-52200
	92	Worker		17000-37800	23500-52200
	93	Watchman cum valve Operator	10	17000-37800	23500-52200

	94	Lascar	163	17000-37800	23500-52200
	95	Office Attendant Grade I	572		24200-53600
n	96	Office Attendant Grade II		17000-37800	23500-52200
	97	NMR Life Guard	1	27100-63200	37500-87200
	98	NMR Operator	30	20100-53300	27800-73800
	99	NMR Meter Reader	1	19000-42900	26300-59200
	100	NMR Fitter	1	19000-42900	26300-59200
	101	NMR Mazdoor	4	17000-37800	23500-52200
	102	NMR Cleaner	1	17000-37800	23500-52200
	103	NMR Watchman	6	17000-37800	23500-52200
	104	NMR Worker	1	17000-37800	23500-52200

- a. The ratio between Executive Engineer and Executive Engineer HG will be 3:1. The Higher Grade sanctioned in the ratio of 1:1 may be revised with effect from 01.07.2021. The excess number may be allowed to continue as supernumerary to be absorbed in the next arising vacancies.
- b. 1/3rd of the posts will be in Higher Grade.
- c. Existing ratio 1:1 will continue.
- d. 25% of the posts will be in Higher Grade.
- e. 20 % of the posts will be in Higher Grade.
- f. 1/3rd of the posts will be in Higher Grade.
- g. The existing ratio of 1:1:1:1 among Grade II, Grade I, Senior Grade and Selection Grade Confidential Assistants will continue.
- h. The ratio among LD Typist, UD Typist, Senior Grade and Selection Grade Typist will be 1:1:1:1.
- i. The existing ratio of 1:1 between LD Clerk and UD Clerk will continue.
- j. Ratio among Driver Grade II, Grade I and Senior Grade will be 1:1:1. 10% of posts of Senior Grade will be on Selection Grade.
- k. The existing ratio of 1:1 between Sub Engineer and Draftsman Grade I will continue.
- l. 20 % of the posts of Fitter will be placed as Head Fitter.
- m. The existing ratio of 5:1 between Operator and Head Operator will continue.
- n. The ratio between Office Attendant Grade II and Grade I will be 2:1.

CHAPTER 4

REVISION OF ALLOWANCES

Introduction

4.1 The Commission recommends that the existing rates of various allowances admissible to the employees of the Kerala Water Authority may be revised as follows:

Dearness Allowance

4.2 The rates of Dearness Allowance on revised scales of pay allowed to State Government from time to time is applicable to employees in the Kerala Water Authority also. The Commission recommended calculation of Dearness Allowance (DA) to State Government employees based on a new formula with effect from 01.07.2019 which is the effective date of pay revision. The rates of DA as announced by the State Government for State Government employees with effect from 01.07.2019 may be extended to the employees of Kerala Water Authority also.

House Rent Allowance

4.3 In the case of the State Government employees, the Commission has recommended to discontinue the existing slab system and fixed amount of House Rent Allowance (HRA) and to pay HRA as a percentage of basic pay on the basis of a revised classification of places, subject to a ceiling on the maximum amount of HRA. The Commission recommends that the employees of Kerala Water Authority may also be allowed HRA as a percentage of their basic pay at the rates corresponding to the class of places and subject to the ceilings mentioned above as detailed below:

Sl. No.	Class	Places	% of Basic Pay	Minimum amount (₹)	Maximum amount (₹)
1	A	<ul style="list-style-type: none"> • The Corporation limits of the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur; • KWA offices situated within a radius of 3 kilometres from Civil Station, Kakkanad; 	10%	2350	10000
2	B	The Municipalities at District Headquarters.	8%	2000	8000
3	C	All Municipalities other than those at District Headquarters	6%	1500	6000
4	D	All Panchayaths	4%	1200	4000

4.4 The Commission has excluded the institutions within the limits of 1 Km from the city limits from class A, taking into account the fact that, now the limits of Corporations are spread over vast area and even semi-rural areas are included within the Corporation limits. However, every individual employee may be assured 10% hike in the existing amount of HRA or the new rate applicable to their places whichever is higher.

4.5 It may be provided that for the purpose of HRA, basic pay as on the 1st day of the month only will be reckoned, and change in pay in the middle of a month will not be considered.

Rent recovery

4.6 Rent recovery is the levy of rent from the employees who are occupying KWA quarters. At present, the employees in the existing scales of pay of ₹ 36800-79000 and above have to pay 2% of basic pay as rent, while those in the existing scales of pay of up to ₹ 36800-79000 are exempted from payment of rent. The Commission recommends for Rent Recovery from the Kerala Water Authority employees occupying KWA quarters at the following rates in the new scales.

Range	Rate
Those who are in the scale of pay up to ₹ 50900-109400	No Recovery
Those who are in the scale of pay of and above ₹ 52200-112000	2% of basic pay

Employees who are allotted quarters shall not be eligible for HRA.

City Compensatory Allowance

4.7 In view of the considerable hike proposed in the rate of HRA, the Commission recommended in the case of State Government employees that the system of payment of City Compensatory Allowance (CCA) may be discontinued when the revised rate of HRA is implemented. Similarly, the Commission recommends that payment of CCA to the employees of the Kerala Water Authority may also be discontinued once the revised rate of HRA is implemented.

Hill Tract Allowance

4.8 Hill Tract Allowance is paid as a Compensatory Allowance to the employees working in Hilly areas specified in Appendix IV of KSR Part I. This allowance is uniform to all Government employees and is differentiated based on pay ranges.

4.9 The employees working in hilly areas are now being given Hill Tract Allowance at the rates ranging from ₹ 300 p.m to ₹ 500 p.m according to the different pay ranges. The Commission recommends no hike in the rate of Hill Tract Allowance. The Commission recommends for overhauling the existing categorization of areas eligible for hill tract allowance and Government may review the existing places which are now included under the definition of Hill Tract realistically and unnecessary areas included therein have to be excluded. The Commission recommends for HTA at the following rates in different pay ranges:

Sl No	Pay Range of Officials	Proposed Rate per Month (₹)
1	Officers whose actual basic pay is ₹ 44800 and above	500
2	Officers whose actual pay is ₹ 28600 and above but below ₹ 44800	450
3	Officers whose actual pay is up to and including ₹ 28600	300

Spectacle Allowance

4.10 Reimbursement of the cost incurred for the purchase of spectacles may continue. The existing maximum fixed at ₹ 1200 may be enhanced to ₹ 1500. The reimbursement may be allowed once in five years as of now.

Education allowance to the parents having differently abled children

4.11 The Commission recommends the rate of Education Allowance admissible to employees having mentally/physically challenged children studying in general schools and special schools be revised from the existing ₹ 600 per month to ₹ 1000 per month. The existing conditions for the admissibility of this allowance will continue.

Charge Allowance

4.12 Charge allowance is granted to an officer who performs the duty of an additional post in addition to those attached to his regular post. This allowance is allowed based on the conditions prescribed in Rule 53 and 53A Part I KSR. The existing rate of Charge Allowance for holding full additional charge is 4% of the minimum of the scale of pay attached to the additional post and that for discharging current duties is 2% of the minimum of the scale of pay of additional post. The existing rates may continue.

Travelling Allowance

4.13 The Commission recommends Travelling Allowance to the employees of the Kerala Water Authority as proposed for Government employees, as described below:

(1) Classification of Officers: - The Commission recommends that the officers of the Kerala Water Authority may be classified into different grades based on the revised basic pay for the purpose of Travelling Allowance, as detailed below:

Grade I	All Officers who draw an actual basic pay of ₹ 70400 and above
Grade II (a)	Officers with actual basic pay of ₹ 59200 and above, but below ₹ 70400

Grade II (b)	Officers with actual basic pay of ₹ 38500 and above, but below ₹ 59200
Grade III	Officers with actual basic pay of ₹ 25600 and above, but below ₹ 38500
Grade IV	Officers with actual basic pay below ₹ 25600

Note: For this purpose, Basic pay includes Personal Pay.

(2) Class of travel:- The Commission recommends to continue the existing eligible class of travel by train for each grade, which is as follows:

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

(3) Air Journey:- Employees who are in the revised scale of pay ₹ 85200-137800 may be eligible for flight journey. A condition may be introduced in TA rules to the effect that any employee can travel by air for official purposes provided that Travelling Allowance at the rate sanctioned for their eligible class of travel by train may be allowed for such journeys subject to the production of flight ticket and boarding pass, and flight ticket may be considered in place of train tickets for admitting TA claim.

(4) Mileage Allowance:- The existing rate of Mileage Allowance for road journey at the rate of ₹ 2 per kilometre may be revised to ₹ 2.5 per kilometre for all grades of officers.

(5) Incidental Expenses (Road / Rail / Air journeys):- The existing rates of incidental expenses for rail/road/air journey may be revised as follows:

Grades	<u>Road/Rail</u> Existing Rate in Paisa per Km	<u>Road/Rail</u> Proposed Rate in Paisa per Km	<u>Air</u> Rate per journey (existing and proposed)
Grade I	80	90	Limited to 1

Grade II (a)	60	70	Daily Allowance
Grade II (b)	50	60	
Grade III	50	60	
Grade IV	50	60	

(6) Daily Allowance:- The Commission recommends the following rates of Daily Allowance for various Grades:

Grades	Inside State		Outside State	
	Existing Rate (₹)	Proposed Rate (₹)	Existing Rate (₹)	Proposed Rate (₹)
Grade I	400	600	550	750
Grade II (a)	320	500	450	650
Grade II (b)	320	500	450	650
Grade III	250	350	350	500
Grade IV	250	350	350	500

(7) Classification of Officials for carrying personal effects on transfer:- The existing classification of officials for the purpose of carrying personal effects on transfer may be as follows in the revised scales:-

Sl No	Category of Officers	Weight (kg)
1	Officers whose actual basic pay is ₹ 70400 and above	3000
2	Officers whose actual pay is ₹ 38500 and above but below ₹ 70400	2000
3	All other Officers	1500

(8) Loading and unloading charges for journeys on transfer:- The revised rates of loading and unloading charges admissible to different grades of officers for journeys on transfer may be as follows:

Grades	Existing Rate (₹)	Proposed Rate (₹)
Grade I	800 at each end	900 at each end
Grade II (a)	500 at each end	500 at each end
Grade II (b)	500 at each end	500 at each end
Grade III	400 at each end	450 at each end
Grade IV	400 at each end	450 at each end

(9) Reimbursement of room rent: - The revised rates of reimbursement of room rent admissible to Officers for stay outside the State subject to the production of vouchers may be as follows:

Grades	New Delhi, Mumbai, Kolkata, Chennai (₹)		Other Cities/Towns outside State (₹)	
	Existing Rate	Proposed Rate	Existing Rate	Proposed Rate
Grade I	2000	3000	1500	2500
Grade II (a)	2000	3000	1500	2500
Grade II (b)	1600	2500	1000	1500
Grade III	1600	2500	1000	1500
Grade IV	1100	1500	1000	1200

(10) Taxi fare and Auto Rickshaw Fare for Grade I Officials: - Grade I Officials travelling to metropolitan cities and other larger cities are allowed to hire taxis 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 conditions may be continued.

(11) TA Ceiling:- The existing system may be continued until Government issue orders enhancing the same.

Special Allowances

Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
Confidential Assistants attached to Chairman/Chief Engineer/FM and CAO	170	190
PA to Managing Director/CA to Technical Member and Accounts Member	230	260
Typist attached to the Vigilance wing of Head Office	130	150
Office Attendant attached to M.D	110	130

Office Attendant attending Treasury duty	150	170
Driver	210	230
Drivers Attached to Chairman, Managing Director, Technical Member and Accounts Member	390	430

Allowances admissible to the employees of Project, Planning and Development Wing (PPD):

Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
Superintending Engineer/Executive Engineer	600	660
Assistant Executive Engineer/ Assistant Engineer	500	550
All other Technical staff (Draftsman, Surveyor, Overseer etc.)	330	370
Other categories of Last Grade Employees	130	150
Other categories of Ministerial staff other than Last Grade Employees	160	180

Uniform Allowance

Category	Existing Rate per Annum (₹)	Proposed Rate per Annum (₹)
Operator	2400	2700
Driver	2400	2700
Garden Superintendent	2400	2700
Gardener	2400	2700
Electrician	2400	2700
Watcher	2400	2700
Sweeper	2400	2700

Sewer Cleaner	2400	2700
Duffedar	2400	2700

Special Allowance admissible to employees handling cash

Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
Above Rs.1 lakh per month & up to Rs.2 lakhs	350	390
Above Rs.2 lakh & up to Rs. 5 lakh per month	400	440
Above Rs.5 lakh & up to Rs.10 lakh per month	450	500
Above Rs.10 lakh per month	500	550

4.14 This allowance should be given only till 31.03.2022. By that time, KWA should take necessary action to encourage online receipt/payment systems, and reduce cash handling to the minimum.

Special Conveyance allowance to differently abled employees

4.15 The Commission recommends to revise the existing rate of ₹ 1000 to ₹ 1100 per month, as recommended for State Government employees.

Risk / Compensatory Allowance

Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
Head Operator	140	160
Operator	140	160
Sewer Cleaner/ Cleaner/ Worker engaged in sewer cleaning	480	530

Permanent Conveyance Allowance

Category	Existing Rate per Month (₹)	Proposed Rate per Month (₹)
Assistant Engineer	250	280
Mechanical Superintendent	230	260
Meter Reader including those redeployed	160	180
Unskilled Worker	140	160
Fitter	140	160
Overseer Grade II	140	160

Higher Qualification Allowance

4.16 The existing allowance of ₹ 500 may be enhanced to ₹ 550 per month which may be limited to the prevailing categories having Post Graduate Degree in Structural/ Hydraulic and Public Health Engineering.

Over Time Allowance /Night Shift Allowance

Category	Existing Rate (₹)	Proposed Rate (₹)
Over-time Allowance / Night Shift Allowance to the employees working at night shift.	70	80

Leave Travel Concession

4.17 The existing scheme of Leave Travel Concession may continue.

Admissibility of Allowances

4.18 No allowances other than those mentioned in this Chapter may be allowed to the employees. Modification of the allowances now recommended and inclusion of new allowances/categories may be allowed only with the

sanction of Government in Finance Department. Allowances which are not specifically recommended may be treated as withdrawn.

Date of Effect for Allowances

4.19 Revised rates of HRA may be given effect from **01.03.2021**. All other allowances may have effect from the first day of the month following the date of issuance of the order.

CHAPTER 5

LEAVE

Introduction

5.1 Various kinds of leave allowed to the employees are Earned Leave, Half Pay Leave, Commuted Leave, Leave Without Allowances, Special Disability Leave, Hospital Leave, Maternity Leave, Paternity Leave, Leave Not Due etc. The Commission recommends to continue the respective rules without any change. The Commission also proposes introduction of two new kinds of leave namely Parents Care Leave and Child Care Leave and modification of Paternity Leave, as recommended in the case of State Government employees.

Paternity Leave

5.2 The Commission recommends that the duration of Paternity Leave may be enhanced from 10 days to 15 days. The Leave may be extended for the purpose of child adoption also subject to the same conditions as applicable to the leave.

Parents Care Leave

5.3 Parents Care Leave for 365 days may be granted to employees, with 40% salary for taking care of the needs of parents of employees or parents of their spouses in cases where the parent is bed ridden or affected by dementia and is unable to take care of his/her needs. The leave may be allowed to be availed of in not more than two spells. The grant of such leave may be subject to the following further conditions namely:-

- 1) The leave may be granted only if the request for leave is supported by a certificate from the Medical Officer showing the treatment details (Form of Medical Certificate is to be prescribed by Government).
- 2) Leave may be allowed to be combined with vacation and other kind of leave except LWA under Appendix XIIA, XIIB and XIIC Part I KSRs.

- 3) In the case of service benefits, the leave may be treated as equivalent to Maternity leave except for probation.
- 4) Such leave may not be debited against the leave account but its details may be entered in the Service Book.

Child Care Leave

5.4 Child Care Leave may be allowed to female employees for 365 days with Leave Salary equivalent to 40% of duty pay she would have drawn had she been on duty. In the case of service benefits the leave may be treated as equivalent to maternity leave except for probation. The leave may be availed of in not more than two spells before the child completes 3 years of age.

CHAPTER 6

PROMOTIONAL AVENUES

Regular Promotions

6.1 In the case of regular promotions from lower to higher scale of pay, Kerala Water Authority follows the provisions in Rule 28 A or Rule 37 (a), Part I, KSR for fixation of pay. No modification is necessary to these rules. But fixation of pay under Rule 28A Part I KSR does not apply to promotions / appointments to posts carrying higher time scale of pay, the minimum of which exceeds ₹ 69800. In such cases, fixation is allowed under Rule 37(a) Part I KSR. This monetary limit may be enhanced to its corresponding revised pay of ₹ 96400.

6.2 In the case of promotions / by transfer appointments involving no change in scale of pay, the benefit of one advance increment may continue without prejudice to the normal increments. This advance increment will not be granted in the case of promotion from Time Bound Higher Grade to a regular promotion post in the same scale of pay and in the case of appointment to interchangeable posts in the same scale of pay.

6.3 If there are two or more consecutive promotion posts/by transfer appointments to posts on the same or identical scale of pay, the benefit of advance increment may be limited to the first promotion only with effect from 01.04.2021.

Ratio promotions

6.4 Ratio promotions involve placing a particular category of post in different grades by applying a fixed ratio or percentage. Ratio based promotion normally does not result in any change of duties and responsibilities. It is primarily a tool for avoiding stagnation in a post by giving a hike in pay and scales in conformity with seniority in a particular category. For all technical purposes, it is considered as normal promotion and the same fixation rules apply as in the case of cadre promotions.

6.5 Application of ratio is from lower grade to higher grade according to the total cadre strength of that post. As per the existing system, the highest grade in the ratio will not be granted unless the total number of posts of that category is less than the sum of all the lower figures in the ratio provided. For example, if four grades of a particular category are placed in the ratio 2:2:2:1, then the highest grade will not be given to any incumbent if the cadre strength of the post is less than 7.

6.6 The Commission has examined the existing system of ratio promotions and following standards are re-iterated for awarding ratio-based promotions.

- (i) Ratio higher grades will not be given among different categories involving change of duties even if a ratio is provided between those categories in the Pay Revision Order.
- (ii) Ratio higher grades may be calculated on the basis of single unit. One Single Unit should have total number of posts equal to the sum of all the integers provided in the ratio specified.

For example, if the ratio specified among four grades of a particular category is 2:2:2:1, then one unit should have 7 posts—two each in the first three grades and one in the highest grade

- (iii) The Commission finds that ratio promotions are granted between posts in Kerala Water Authority Ministerial and Last Grade Service and Kerala Water Authority Administrative Service also. Such systems may be dispensed with. As far as possible, the Commission has strived to discontinue this practice. If there are any instances unnoticed by the Commission, the Government/KWA may dispense with ratio based higher grade system between posts in Kerala Water Authority Ministerial and Last Grade Service and Kerala Water Authority Administrative Service.

Time Bound Higher Grade Promotion with effect from 01.04.2021

6.7 Time Bound Higher Grade Scheme is intended to guarantee a fixed number of promotions to employees who do not have adequate promotional avenues and are compelled to remain in the same post for long years. The Commission recommends that the existing scheme of granting Time Bound Higher Grades on completion of 8, 15, 22 and 27 years may continue.

6.8 As per the existing system, four higher grades are admissible to the first five scales of pay. The Commission recommends to include the 6th scale

(₹ 21850-56000) also to the fold of four grades. Hence the existing Table I may be divided into two, henceforth Table I may be provided to the categories up to the scale of pay of ₹ 21850-56000 with four Time Bound Higher Grade promotions on completion of 8, 15, 22 and 27 years of qualifying service.

6.9 As per the existing system, three higher grades are admissible to scales of pay ranging from ₹ 21850-56000 to ₹ 27100-63200. The Commission has already suggested to shift the scale of pay ₹ 21850-56000 to Table I. In the case of categories which are placed with three higher grades, the Commission suggests that the scale of pay of ₹ 28500-66500 now included with the categories having two grades be shifted to the fold of categories having three grades. Hence the Table II includes the scales of pay ranging from ₹ 23100-58700 to ₹ 28500-66500

6.10 In the case of pay ranges which are granted three Time Bound Higher Grades, those who are in the entry scale of ₹ 25700-60200 and ₹ 27100-63200 are now granted second and third TBHGs in same scale of pay ie, ₹ 30800-69800. Thus the incumbents would be granted only advance increment on getting third TBHG. Hence for those in the entry scale of ₹ 25700-60200 and ₹ 27100-63200, the Commission recommends to grant third TBHG in the revised scale of pay corresponding to ₹ 31600-71600 i.e., the next higher scale of pay above ₹ 30800-69800 in the standard scales of pay.

6.11 The guidelines for granting Time Bound Higher Grades (TBHG) may be as follows:

(i) Employees who remain in their entry posts in the scales of pay ranging from ₹ 23500-52200 to ₹ 85200-137800 will be given higher grades in the scales of pay mentioned in the tables, on completion of following specified periods of service in their posts subject to para (vii) below.

TBHG No.	Period of Service
1 st TBHG	On completion of 8 years of service in the entry post
2 nd TBHG	On completion of 15 years of service in the entry post and the first regular promotion post/ Time Bound Higher Grade taken together.
3 rd TBHG	On completion of 22 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together
4 th TBHG	On completion of 27 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.

(ii) Employees who remain in their entry posts in the scales of pay ranging from ₹ 23500-52200 to ₹ 30200-77400 will be given four Higher Grades on completion of 8, 15, 22 and 27 years of service. The scales of pay on TBHG will be as specified in the following table, subject to para (vii) below.

TABLE - I

Revised scale of pay in the entry post	1 st TBHG	2 nd TBHG	3 rd TBHG	4 th TBHG
23500-52200	24200-53600	24900-56400	26300-59200	27800-73800
24200-53600	24900-56400	26300-59200	27800-73800	30200-77400
24900-56400	26300-59200	27800-73800	30200-77400	31900-81200
26300-59200	27800-73800	31900-81200	37500-87200	39500-91800
27800-73800	31900-81200	37500-87200	39500-91800	43700-99000
30200-77400	31900-81200	37500-87200	39500-91800	43700-99000

(iii) Employees who remain in their entry posts in the scales of pay ranging from ₹ 31900-81200 to ₹ 39500-91800 will be given three Higher Grades on completion of 8, 15 and 22 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para (vii) below:

TABLE - II

Revised scale of pay in the entry post	1 st TBHG in the entry post	2 nd TBHG	3 rd TBHG
31900-81200	35500-83200	37500-87200	42600-96400
35500-83200	37500-87200	42600-96400	43700-99000
37500-87200	39500-91800	42600-96400	43700-99000
39500-91800	42600-96400	50900-109400	52200-112000

(iv) Employees who remain in their entry posts in the scales of pay ranging from ₹ 42600-96400 to ₹ 57800-120400 will be given two Higher Grades on completion of 8 and 15 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para (vii) below:

TABLE - III

Revised scale of pay in the entry post	1st TBHG in the entry post	2nd TBHG
42600-96400	50900-109400	56400-117500
43700-99000	50900-109400	56400-117500
50900-109400	56400-117500	59200-123300
52200-112000	56400-117500	59200-123300
56400-117500	59200-123300	64000-129100
57800-120400	59200-123300	64000-129100

(v) Employees who remain in their entry posts in the scales of pay ₹ 59200-123300 to ₹ 85200-137800 will be granted higher grade promotions in the scale of pay as shown below on completion of 8 years of service, subject to para (vii) below.

TABLE IV

Revised pay scale in the entry post	TBHG for 8 years of service in the entry post
59200-123300	64000-129100
64000-129100	85200-137800
85200-137800	96400-143600

(vi) For incumbents in the posts on scales of pay above ₹ 85200-137800, no Time Bound Higher Grades will be allowed.

(vii) If there is a regular promotion post (including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from ₹ 23500-52200 to ₹ 43700-99000 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. 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.

(viii) The benefit of scale of pay of promotion posts is limited to entry posts in the scales of pay ranging from ₹ 23500-52200 to ₹ 43700-99000. Among the categories, those on scales ranging from ₹ 50900-109400 to ₹ 85200-137800 will be allowed Time Bound Higher Grade as specified in the Table.

(ix) If an officer is granted 1st or 2nd TBHG in the scale of pay of ₹ 50900-109400 or above by virtue of the provision for eligibility of scale of pay of promotion posts, further TBHG will not be given in the scales of pay of promotion posts. In such cases, further TBHGs will be given in the scales of pay provided in the Table III only. If the 1st or 2nd TBHG scale of pay sanctioned to an officer is higher than the scale of pay for next higher grades in the table, the scale of pay next above the existing grade scale of the incumbent in the list of standard scales will be given.

(x) In the orders sanctioning TBHGs in the scale of pay of the promotion post in the direct line, the relevant rules which prescribe the method of appointment and qualification of the post, the scale of pay of which is given as the TBHG to the incumbent, shall be mentioned. If such rules/ orders are not available, grades will be sanctioned in the scale of pay specified in the Table concerned.

(xi) If an officer had been granted regular promotion to a post on a lower scale of pay than that proposed in the Table, before completion of the prescribed qualifying service required for TBHG, the scale of pay of TBHG specified in the Table will be given on completion of prescribed years of qualifying service for getting TBHG 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.

(xii) 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 KSRs. 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.

(xiii) In the case of an employee enjoying the Time Bound Higher Grade

Promotion in the pre-revised grade scale, his pay revision shall be done in the eligible Time Bound Higher Grade scale.

For eg:- Suppose there are two posts 'A' and 'B' - with 'B' as the immediate regular promotion post of 'A'. The pre-revised scale of pay of the post 'B' was ₹ 27100-63200. The corresponding revised scale of pay of this post is ₹ 37500-87200. Suppose, the post of 'B' is placed in the revised scale of pay of ₹ 39500-91800 by giving one level upgradation in scale of pay in this pay revision. The post 'A' was given 1st TBHG in the pre-revised scale of pay of 'B' [₹ 27100-63200] prior to 01.07.2019, Para (xiii) provides that the pay of the post 'A' should be revised in the revised scale of pay of ₹ 39500-91800 and not in the corresponding revised scale of pay of his existing scale of ₹ 27100-63200 i.e., ₹ 37500-87200.

(xiv) 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 KSRs 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. There will not be any option to elect a convenient date for sanction of TBHG and the fixation on Time Bound Higher Grade Promotion shall be done on the due date itself.

(xv) In the matter of determination of scales of pay of Time Bound Higher Grade on 2nd / 3rd / 4th TBHG(s), in cases where the existing scale of pay of an incumbent by virtue of his first / second / third promotions / TBHG(s), is higher or equal to the respective grade scales provided for 2nd / 3rd / 4th TBHG in the table provided, Time Bound Higher Grade will be granted in the next higher scale of pay of the existing scale of pay of the incumbent in the list of standard scales as illustrated below:

For e.g., The scale of pay of the post of A is ₹ 31900-81200. The scales of pay of its 1st and 2nd promotion posts are ₹ 37500-87200 (Post B) and ₹ 50900-109400 (Post C). Hence the second TBHG of an entry cadre post A will be given in the scale of pay of ₹ 50900-109400. Assume there is no further promotion posts above post C. As per TBHG table, the scale of pay applicable for 3rd TBHG to categories having entry scale of ₹ 31900-81200 is ₹ 42600-96400. In this case, the incumbent is already in the scale of

pay of ₹ 50900-109400, but he has to be given 3rd TBHG and consequent fixation of pay as he has availed only two promotions in his entire service. In such cases, the above clause will apply and the 3rd TBHG of the incumbent will be given in the next higher scale of pay of the second promotion post i.e., ₹ 52200-112000 in the list of standard scales.

(xvi) 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 "by transfer" from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of Time Bound Higher Grade. In the case of an employee who has been initially appointed in one post in Kerala Water Authority gets appointment subsequently by direct recruitment (PSC) or by other means in another post in KWA, his entry post will be the newly appointed post, and in such cases, Time Bound Higher Grade Promotion will be granted based on the new entry post only. Service in different posts having same scale will not be treated as qualifying service.

(xvii) All promotions in the regular line of promotion from Kerala Water Authority Ministerial and Last Grade Service to Kerala Water Authority Administrative Service (e.g promotion as Divisional Accountant from Junior Superintendent) 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 (Divisional Accountant) taken as entry post on analogy with by transfer appointment i.e., promotion to a post in the direct line of promotion in the Kerala Water Authority 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 appointments '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.

(xviii) 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.

(a) Following service period will be reckoned as qualifying service for TBHG:

(i) The period during which increment(s) are barred without cumulative effect

(ii) Dies-non period

(b) Following service period will not be reckoned as qualifying service for TBHG:

- (i) Period of LWA, not reckoned for increment
- (ii) Increment bar period with cumulative effect
- (iii) Service not counted for increment as a punishment
- (iv) The period of temporary relinquishment of promotion
- (v) The period in which promotion is barred

(xix) 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.

(xx) Employees in the entry scales of pay of ₹ 24200-53600, ₹ 24900-56400 and ₹ 26300-59200 will be eligible for reckoning their last grade service on ₹ 23500-52200 also for 3rd and 4th Time Bound Higher Grades. This benefit will not be allowed to 1st and 2nd Time Bound Higher Grades. However, the 4th Time Bound Higher Grade will be given after completion of 5 years from the date of effect of 3rd Time Bound Higher Grade promotion.

(xxi) Rules for granting Higher Grade reckoning military service which counts for civil pension of ex-servicemen will be applicable for Kerala Water Authority service also. Existing rules in this regard may be continued.

(xxii) The general terms and conditions of Time Bound Higher Grade promotions may be as follows:

(1) Since promotions to the time bound higher grade posts are granted on the basis of completed years of service prescribed for each grade, after converting the existing lower post held by the employee to a post on higher scale of pay, there will be no resultant vacancy in the lower post to be filled up. The question of resultant vacancy arises only when the employee is promoted to a regular post in the same/higher scale in the usual manner. The Heads of Department/Appointing Authorities are empowered to fix higher grades strictly observing the provisions contained in orders issued by Government. They are also empowered to convert the existing lower grade posts into higher grade posts for the purpose of accommodating the incumbents on higher

grades. Number of time bound higher grade posts sanctioned in excess of that admissible will have to be adjusted against the regular vacancies arising in future. Promotions to timebound higher grade post will not confer seniority on the promotee. When time bound higher grades are granted, following designations will be given in the following three circumstances:

- i. Time Bound Higher Grade on Scales of pay of promotion posts: The abbreviation 'TBHG- P' will be inserted with the existing designation of the employee within brackets.
- ii. Time Bound Higher Grade on Table Scales: The abbreviation 'TBHG-T' will be inserted with the existing designation of the employee within brackets.
- iii. Time Bound Higher Grade on unqualified Scales: The abbreviation 'TBHG-U' will be inserted with the existing designation of the employee within brackets.

(2) On acquiring test qualification or on becoming eligible for permanent exemption from acquiring obligatory departmental test qualification in accordance with Rule 13 B of the general rules of KS & SSR 1958, on attaining 50 years of age, they will be granted scale of pay of promotion post with fixation benefit as per Government Decision under Rule 30 Part I KSRs. Persons who are not eligible for permanent exemption by application of Rule 13 B of KS & SSR, 1958 even on attaining 50 years of age shall not be eligible for the scale of pay of promotion post.

(3) Provisional service will be reckoned for Time Bound Higher Grade promotion only if the provisional service has been reckoned for increment in terms of Government Decision No.2 below Rule 33 Part I KSRs.

(4) Declaration of probation is not a necessary condition for sanctioning time bound grade promotion.

(5) Acquisition of test qualification for regular promotion post is not essential for granting time bound higher grade. But for sanctioning first increment in the time bound higher grade scale, declaration of probation period of the incumbent is necessary.

(6) In the case of Last Grade Employees, their full-time service in the various categories of Last Grade Service (both in the regular and full time contingency

service) in Kerala Water Authority will be reckoned as qualifying service in the Last Grade post for granting time bound higher grade. Broken periods of service in the Last Grade service (either in the regular service or in full time Contingency service) reckoned for granting normal increments will also be taken into account for purpose of calculating the qualifying service for grade promotions. Part time Service will not be reckoned as qualifying service for time bound higher grade promotions in the full-time posts.

(7) In the case of employees on deputation to other departments, the period spent on deputation shall be treated as qualifying service for time bound higher grade in the Parent Department, with effect from 16.09.1985 irrespective of the scale of pay assigned to them in the deputation post (G.O.(P)No. 944/86/(117)/Fin dated 24.12.1986).

(8) Time bound higher grade promotions will not be given for those who have relinquished / relinquish regular promotions. Before giving time bound higher grade promotions, an undertaking will be obtained from the officers concerned to the effect that he/she will not refuse the regular promotion as and when it becomes due.

(9) Those who are promoted for short spells but reverted to lower post for want of vacancy and are continuing in the lower post, their service in the higher post will also be reckoned for computing the prescribed qualifying service for granting higher grade in the lower post. This order is applicable only to those employees promoted on regular basis but reverted to lower post for want of vacancy.

(10) Those who got appointment to higher posts/regular promotion to higher posts with the benefit of 28A fixation within the period prescribed for grade promotion are not eligible for further time bound higher grade promotion during that period. In addition to the service reckoned for increment, the benefits of 28A fixation enjoyed by the employees within the period prescribed for each higher grade promotion shall also be taken into account for determining the eligibility for time bound higher grade promotion.

(11) In the case of regular promotions from Time Bound Higher Grade, if the fixation of pay made under Rule 30 Part I KSRs increases basic pay of the incumbent by two or more increments, such promotions will be counted as promotions for the purpose of further Time Bound Higher Grade.

(12) Before granting Time Bound Higher Grade promotions in scales of pay of promotion posts, an undertaking of willingness will be obtained to the effect that the employee would not opt any other channel of promotion by bypassing the normal line of promotion to the post, the scale of pay of which has been granted as TBHG. In the absence of such undertaking, time bound higher grade will not be given in the scale of pay of promotion post even if he is qualified for the promotion post. He will be given only the time bound higher grade in the scale of pay provided in the Tables.

Career Advancement Scheme

6.12 Career Advancement Scheme is intended for definite career growth of directly recruited professional categories with professional qualifications like MBBS, B.Tech, BAMS, BHMS, B.Pharm, BVSc etc. In Kerala Water Authority, Career Advancement Scheme may be implemented for Engineering category as detailed below:

6.13 Directly recruited Assistant Engineer/ Head Draftsman with Degree in Engineering, on completion of 8 and 15 years of service, will be given non-cadre promotion in the revised scales of pay of ₹ 57800-120400 and ₹ 96400-143600 respectively.

6.14 The Commission suggests that Officers who are awarded with punishment except 'Censure' would not be eligible for placement under Career Advancement Scheme. The Commission also recommends to insist Confidential Report for placement under Career Advancement Scheme. Following guidelines are also prescribed for placement under Career Advancement Scheme:

- (i) Only the directly recruited professionals to the posts for which professional degree is the basic qualification for appointment in the entry post will be allowed placement under Career Advancement Scheme.
- (ii) Only Officers who have the prescribed qualifications for the respective regular promotion posts will be allowed placement, wherever there are promotion posts.
- (iii) 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.

- (iv) The benefit of Career Advancement Scheme and Time Bound Higher Grade Scheme will not be allowed simultaneously. Those who fail to satisfy the conditions under CAS may be granted TBHG as per the TBHG scheme. On acquiring eligibility for placement under CAS in such cases, placement under CAS will be given and fixation of pay will be regulated as per Rule 30 Part I KSRs.
- (v) In cases, where intermediate higher-grade post exists between two cadre posts, promotion to such higher grade will be allowed to those who were granted placement under the Career Advancement Scheme, but with no change in pay and pay scale.
- (vi) The Officers who are placed in the higher scale under Career Advancement scheme will not exercise the delegation of powers of the respective regular promotion posts. They shall continue to discharge the duties of their respective cadre posts.
- (vii) Those who have already been granted 1st or 2nd placement under Career Advancement Scheme, but are subsequently promoted to regular promotion posts having lower scale of pay will be allowed to continue in the CAS scale.
- (viii) Those who have already been promoted to 1st or 2nd regular promotion posts will also be given scale of pay of CAS, if CAS scales are higher than the scales of pay of respective promotion posts and satisfy the conditions of CAS, on completion of the prescribed period. In such cases, fixation of pay will be made under Rule 30, Part I KSRs.
- (ix) For those placed under Career Advancement Scheme, but subsequently promoted to higher posts, fixation of pay under Rule 28 A or Rule 37(a) Part I KSRs as the case may be, will be given in the following cases:
 - (a) On getting 3rd regular cadre/ratio promotion, in cases in which two placements were already granted under CAS.
 - (b) On getting 2nd regular promotion, where 1st placement was already granted under CAS.
- (x) For those who have already got 1st and 2nd placement under Career Advancement Scheme and enjoyed the benefit of fixation under Rule 28 A, Part I KSRs, their pay on subsequent 1st and 2nd

cadre/ratio promotion posts will be regulated under Rule 30, Part I KSRs, i.e., without any change in pay.

Date of effect

6.15 The revised schemes of Time Bound Higher Grade and Career Advancement may be given effect from 01.04.2021.

CHAPTER 7

PART TIME CONTINGENT EMPLOYEES AND CASUAL SWEEPERS

Part-Time Contingent Employees

7.1. The Part-Time Contingent Employees are engaged to perform duties, which are not full time in nature. A large number of them are sweepers. In addition to this, gardeners, scavengers, watchmen etc. constitute a large proportion of part-time contingent employees. The nature of the duties of Part-Time contingent employees is such that they are expected to do half a day's work. The qualification prescribed is 'Good Physique', and the retirement age of this category is 70 years.

7.2 **Scales of Pay:** The Commission recommends the following scales of pay for Part Time Contingent Employees, with effect from 01.07.2019:

Category	Existing Scale of Pay	Proposed Scale of Pay
Category I	9340-220-11100-240-12300-260-13600-300-14800	13000-330-15970-360-17410-390-19360-430-21080.
Category II	8200-200-10000-220-11100-240-12300-260-13340	11500-300-14500-330-17140-360-18940.

7.3 In the new scale, the revised pay of a Part Time Contingent Employee may be fixed on stage-to-stage basis as in the case of State Government Employee. The pay in the revised scale as on 01.07.2019 will be the corresponding revised pay stage of pre-revised pay as provided below:

Category I		Category II	
<u>Existing Scale of Pay</u> 9340-220-11100-240-12300-260-13600-300-14800		<u>Existing Scale of Pay</u> 8200-200-10000-220-11100-240-12300-260-13340	
<u>Proposed Scale of Pay</u> 13000-330-15970-360-17410-390-19360-430-21080		<u>Proposed Scale of Pay</u> 11500-300-14500-330-17140-360-18940	
Stages in the existing scale	Corresponding Stages in the proposed scale	Stages in the existing scale	Corresponding Stages in the proposed scale
9340	13000	8200	11500
9560	13330	8400	11800
9780	13660	8600	12100
10000	13990	8800	12400
10220	14320	9000	12700
10440	14650	9200	13000
10660	14980	9400	13300
10880	15310	9600	13600
11100	15640	9800	13900
11340	15970	10000	14200
11580	16330	10220	14500
11820	16690	10440	14830
12060	17050	10660	15160
12300	17410	10880	15490
12560	17800	11100	15820
12820	18190	11340	16150
13080	18580	11580	16480
13340	18970	11820	16810
13600	19360	12060	17140
13900	19790	12300	17500
14200	20220	12560	17860
14500	20650	12820	18220

Category I		Category II	
14800	21080	13080	18580
		13340	18940

7.4 Rules for Fixation in the Revised Scales of Pay:

- (i) The revised scales of pay will come into force with effect from 01.07.2019.
- (ii) All employees who were in service as on 01.07.2019 shall come over to the revised scale of pay with effect from 01.07.2019.
- (iii) The pay in the revised scale as on 01.07.2019 will be the corresponding revised pay stage of pre-revised pay as provided in the table above.
- (iv) In cases where the existing pay as on 01.07.2019 is retrospectively changed after 01.07.2019 for any reason the pay so changed will be revised as provided in table above.
- (v) All appointments made on or after 01.07.2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.
- (vi) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01.07.2019 in the existing scale of pay. Increments, if any, accruing on 01.07.2019 will also be reckoned.
- (vii) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01.07.2019.
- (viii) Stagnation increment, if any, existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.
- (ix) The existing date of increment shall not undergo any change.
- (x) In the case of an employee who is on Leave without Allowance or under suspension as on 01.07.2019, his/her pay will be fixed under these rules on the date of his/ her re-joining duty on the basis of pay last drawn immediately before 01.07.2019.
- (xi) In the case of an employee who is continuing on LWA on 01.07.2019, his/her 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.
- (xii) The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.

- (xiii) The existing scheme of granting one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years will continue. The additional increment will be granted on completion of the prescribed qualifying service and it will not affect the normal increment dates.

7.5 Allowances: Allowances may be revised as follows:

1	Footwear Allowance	The existing rate of Footwear Allowance to eligible categories may be enhanced to ₹ 500 per annum
2	Spectacle Allowance	The cost incurred towards the purchase of spectacles may be reimbursed subject to a maximum of ₹1500/-, once in five year of service
3	Special Allowance for Differently Abled Employees	The rate of Special Allowance admissible to differently abled Part Time Contingent employees may be revised to ₹ 1100 per month
4	Hill Tract Allowance	Hill Tract Allowance of ₹ 300 per month may be sanctioned to employees who are working in designated area.
5	Compensatory Allowance	Compensatory Allowance of ₹ 120 per month may be sanctioned to those employees working in the offices located in Municipal Corporation limits

7.6 Earned Leave: The maximum Earned Leave that can be accumulated in respect of Part Time Contingent Employees may be enhanced to 150 days.

7.7 Group Insurance and State Life Insurance: The Commission recommends to extend the benefit of Group Insurance Scheme and State Life Insurance Scheme to Part Time Contingent Employees in the KWA also, as recommended for Part Time Contingent Employees in Government Service.

Casual Sweepers

7.8 Remuneration: The Commission recommends to enhance the remuneration of Casual Sweepers to a consolidated amount of ₹ 8000 per month.

CHAPTER 8

PENSION

Introduction

8.1 Section 19 of the Kerala Water Supply and Sewerage Act 1986 envisages among other things that every person who was employed in the erstwhile Public Health Engineering Department shall on and from the appointed day become an employee of the Authority and shall hold his office or service therein by the same tenure, at the same remuneration and upon the same terms and conditions and with the same rights and privileges as to pension, gratuity and other matters as he would have held the same on the appointed day if the said Act had not come into force. The employees of Kerala Water Authority on retirement are enjoying the pension benefits with effect from 01.04.1984, the date of its formation as available to those retiring from Government Departments, for which Government issues separate orders subsequent to the general revision of pay/pension of State Government employees. The employees retired from PHED up to 31.3.1984 are getting pension from Government.

8.2 Those who are recruited on or after 01.04.2013 have already been brought under the National Pension System, and so the recommendations on revision of pension would apply only to pre-01.04.2013 appointees who are covered under the Statutory Pension System as in force under Part III, Kerala Service Rules.

8.3 Total number of Pensioners in the Authority as on 2019-20 is as follows:

Number of Regular Pensioners	6712
Number of Family Pensioners	2364
Number of Ex-gratia Pensioners	19
Total	9095

8.4 Following table shows the details of expenditure towards pension claims during the last 7 years:

Financial Year	Total (Amount in Lakh)
2013-14	9182.60
2014-15	15186.56
2015-16	26973.47
2016-17	23560.62
2017-18	25925.30
2018-19	33231.76
2019-20	33665.09

8.5 The last Pension Revision of KWA employees came into effect from 01.07.2014. The Pensionary benefits were revised strictly in accordance with the principles followed for revision of Pension of State Government Employees. The minimum basic pension and family pension were enhanced to ₹ 8,500/- per month. The maximum pension was revised to ₹ 60,000/- and the maximum family pension (normal rate) to ₹ 36,000/-. The ceiling on Death cum Retirement Gratuity was enhanced to ₹ 14,00,000/-. Commutation was allowed to continue at 40%. Ex-gratia pension was also allowed on the same parameters given earlier. Family Pension was extended to Ex-gratia pensioners with eligibility limited to the spouse only.

8.6 Revised basic pension was arrived at by adding fitment benefit at 18% of basic pension and by merging Dearness Relief at 80%. This was subject to the provision that in the case of pensioners having qualifying service of 30 years and above, the consolidated pension so arrived shall not be lower than 50% of the minimum of the corresponding revised scale of the post from which the pensioner retired.

Recommendations

Date of Effect

8.7 The Commission recommends that Pension Revision shall come into force with effect from 01.07.2019 co-terminus with Pay revision.

I. Regular Pensioners

Minimum and maximum Basic Pension / Family pension

8.8 The minimum and maximum of basic pension/family pension may be enhanced as shown below:

Sl No	Pension	Minimum	Maximum
1	Basic Pension	₹ 11,500 (i.e. 50 % of ₹ 23,000, the minimum of the Master Scale of State Government employees)	₹ 83,400 (i.e. 50% of ₹ 1,66,800, the maximum of the Master Scale of State Government employees)
2	Family Pension	₹ 11,500	₹ 50,040 (Normal Rate) (i.e. 30% of ₹ 1,66,800, the maximum of the Master Scale of State Government employees)

Revision of Pension of those who retired / expired prior to 01.07.2019

8.9 The existing basic pension may be multiplied by a factor of 1.38 and rounded to the next multiple of ₹10, which may be the revised basic pension. The existing principles of one rank one pension may continue.

Revision of Family Pension of those who retired / expired prior to 01.07.2019

8.10 The existing family pension may be multiplied by a factor of 1.38 and rounded to the next multiple of ₹10.

Revision of Pension and Family Pension of those who have retired / expired after 01.07.2019

8.11 In respect of those who retire/ expire while in service on or after 01.07.2019, the pensionary benefit shall be calculated with reference to the revised pay introduced with effect from 01.07.2019.

8.12 In the case of State Government Pensioners, the Commission has recommended to substitute the existing system of computation of pension at

the rate of 50% of the average emoluments for the last ten months with calculation of pension on the last pay drawn i.e., pension may be fixed at 50% of the last pay drawn. The same principle may be made applicable in KWA also. But the change in the system of computation of pension may be introduced only as and when it is done in Government service.

Qualifying service

8.13 The present system of full pension for 30 years of qualifying service and minimum pension for 10 years qualifying service may continue.

Death Cum Retirement Gratuity

8.14 This is the lump sum payable to an employee on his retirement or to his family in the event of his death. The ceiling on maximum amount of DCRG may be raised to ₹17 Lakhs with effect from 01.04.2021. All other existing rules on Gratuity may continue without change.

Commutation of pension

8.15 Present rate of commutation of pension @ 40% and the period of restoration of commuted value of pension on completion of 12 years may continue.

Voluntary retirement

8.16 As per the existing rules, Retiring Pension (Voluntary Retirement) is admissible when an employee retires voluntarily after putting in a qualifying service of 20 years, subject to certain conditions. The most attractive benefit of voluntary retirement is that the actual periods of qualifying service as on the intended date of retirement of an employee is added by a period not exceeding 5 years subject to certain other conditions mentioned under Rule 56 (vii) Part III KSRs.

8.17 The Commission recommends that the qualifying service for voluntary retirement may be reduced to 15 years while discontinuing the provision for addition of five years to the qualifying service, as recommended in the case of State Government employees.

Higher rates of pension to older pensioners

8.18 The Commission recommends to grant 'Special Care Allowance' @ ₹1,000/- per month to the KWA pensioners on completion of 80 years of age as in the case of State Government Pensioners.

Medical Allowance

8.19 The Medical Allowance to pensioners and family pensioners may be enhanced to ₹500/- per month.

Full pension to mentally disabled children

8.20 As per the existing Rules, children suffering from physical/mental disorder or disability are eligible for Family Pension. Considering their pathetic and deplorable situation, the Commission recommends that Family Pension at the normal rate of pension may be allowed to mentally disabled children of the deceased employee/pensioner.

II. Part Time Contingent Pensioners

Minimum and maximum Basic Pension / Family pension

8.21 Full pension may be at 50 % of last pay for 30 years of qualifying service. Minimum service for pension may be retained at 10 years as it is now.

8.22 The minimum and maximum of basic pension/family pension may be enhanced as shown below:

Sl No	Pension	Minimum	Maximum
1	Basic Pension	₹ 5,750 (i.e. 50 % of ₹ 11,500, the minimum of the lowest scale of pay)	₹ 11,485 (i.e. 50 % of ₹ 22970, the maximum of the highest scale of pay)
2	Family Pension	₹3,450 (i.e., 30 % of ₹ 11,500, the minimum of the lowest scale of pay)	₹6891 (Normal Rate) (i.e. 30 % of ₹ 22,970, the maximum of the highest scale of pay)

Revision of Pension of those who retired prior to 01.07.2019

8.23 The existing principles of One Rank One Pension may continue. The existing basic pension may be multiplied by a factor of 1.38 and rounded to the next multiple of ₹10 which may be the revised pension. If the amount arrived at falls below 50% of the minimum of the new scale in the case of a pensioner with 30 years of qualifying service, then pension may be stepped up to 50 % of the minimum of the new scale.

8.24 In the case of pensioners having qualifying service less than 30 years, proportionate pension may be admissible

Revision of Family Pension of those who retired / expired prior to 01.07.2019

8.25 The existing family pension may be multiplied by a factor of 1.38 and rounded to the next multiple of ₹ 10. If the amount arrived at falls below 30% of the minimum of the new scale in the case of a pensioner, then pension may be stepped up to 30 % of the minimum of the new scale.

Revision of Pension and Family Pension of those who retire / expire after 01.07.2019

8.26 In respect of those who retire/ expire while in service on or after 01.07.2019, the pensionary benefit may be calculated with reference to the revised pay introduced with effect from 01.07.2019. As in the case of pension of regular employees, the Commission recommends to substitute the existing system of computation of pension of Part-Time Contingent employees at the rate of 50% of the average emoluments for ten months with calculation of pension with reference to the last pay drawn i.e., pension may be fixed at 50% of the last pay drawn. But the change in computation of pension may be introduced as and when it is done in Government service.

Death cum Retirement Gratuity

8.27 Maximum DCRG may be revised to ₹ 3.25 Lakhs with effect from 01.04.2021.

Medical Allowance

8.28 Medical Allowance may be raised to ₹ 300/-.

III. Ex-gratia Pensioners

8.29 Ex-gratia pension is available to the KWA employees who retired from service with less than 10 years of qualifying service. The scheme is limited to the employees who retire from service on superannuation, but do not have the minimum Qualifying Service for statutory pension. The Ex-gratia Pension may be revised by multiplying the existing pension by 1.38 and rounded to the next multiple of ₹ 50.

Completed Year of Qualifying Service	Existing rate of ex-gratia pension (₹)	Revised rate of ex-gratia pension (₹)	Existing rate of Family Pension (₹)	Revised rate of Family Pension (₹)
9 Years	7650	10600	2295	3180
8 Years	6800	9400	2040	2820
7 Years	5950	8250	1785	2475
6 Years	5100	7050	1530	2115
5 Years	4250	5900	1275	1770
4 Years	3400	4700	1020	1410
3 Years & below	2550	3550	765	1065

Ex-gratia payment in the case of employees who die while on duty

8.30 The Commission has recommended to enhance the amount of ex-gratia payment to ₹ 5.00 lakhs to the Government employees who die while on duty under Para 44 of Chapter 11 of the Report-Part I. It may be made applicable to the Kerala Water Authority employees also subject to the same conditions applicable to the Government employees.

CHAPTER 9

FINANCIAL COMMITMENT AND POSSIBLE MEASURES FOR FINANCIAL MANAGEMENT

Introduction

9.1 In the Terms of Reference, the Commission is entrusted with the assessment and indication of the additional financial commitment on account of implementation of its recommendations and the methodology/ assumptions adopted for such assessment. The assessment of the financial position of Kerala Water Authority shows that it is continuously running at deficit and is able to recover only a part of its operating and maintenance expenditure. As per the provisional accounts of the authority for the year 2019-20, the accumulated loss of KWA is about ₹ 3343.76 Crore and the implementation of the revision will require exceptional measures. However, keeping in mind the recommendations regarding the revision of pay and allowances/pension in respect of State employees/pensioners submitted to the Government on 29.01.2021, the Commission has proposed to grant a fair pay and allowances to the employees of KWA also. The net annual additional financial commitment due to the revision of Pay and Allowances / Pension on account of the recommendations contained in this report would be ₹ 63.89 crore as shown below:

Financial Commitment due to Pay Revision

9.2 The details of the Pay and Allowances drawn on June 2019 are as follows:

Description	Amount (₹ in Lakh)
Pay	2379.46
Dearness Allowance (20%)	475.89

House Rent Allowance	97.97
City Compensatory Allowance	6.71
Other Allowance	29.55
Total	2989.58

9.3 The expenditure on the basis of the 28% D.A will be as detailed below:

Description	Amount (₹ in Lakh)
Pay	2379.46
Dearness Allowance (28 %)	666.25
House Rent Allowance	97.97
City Compensatory Allowance	6.71
Other Allowance	29.55
Total	3179.94

Pay

9.4 As per the recommendation of the Commission, there will be a 10% hike in the pay. Therefore, the pay will be multiplied by 1.38 by merging the 28% D.A up to July 2019. If so, salary expenditure will change as detailed below:

₹ in Lakh

Existing Pay & D.A (@28%)	$2379.46 + 666.25 = 3045.71$
Revised Pay	$2379.46 \times 1.38 = 3283.65$
Monthly additional commitment on Pay due to Pay Revision	237.94
Annual additional financial commitment	$237.94 \times 13 = 3093.22$

House Rent Allowance

9.5 The Commission has recommended to substitute the existing slab system and fixed amount of HRA with percentage of basic pay as detailed below:

Sl. No.	Classification of cities	Percentage of Basic Pay to be sanctioned as House Rent Allowance	Minimum	Maximum
1	A	10	2350	10000
2	B	8	2000	8000
3	C	6	1500	6000
4	D	4	1200	4000

9.6 The Commission has recommended to discontinue the existing City Compensatory Allowance. The monthly expenditure of the HRA and CCA during June 2019 is as follows:

Description	Amount (₹ in Lakh)
House Rent Allowance	97.97
City Compensatory Allowance	6.71
Total	104.68

9.7 It is seen that the switch over to the new scheme by granting HRA as percentage of basic pay may incur a monthly expenditure of around ₹ 195.94 Lakh i.e., monthly additional financial commitment will be ₹ 91.26 Lakh. Thus, the Annual Financial Commitment due to the revision of HRA will be ₹ 1186.38 lakh.

Other Allowances

9.8 The monthly expenditure under 'Other Allowance' except CCA is around ₹ 29.55 Lakh. The Commission has recommended to enhance the Other Allowances at the rate of 10%. Hence there will be an additional commitment of ₹ 2.96 lakh per month due to the revision of Other Allowances. The annual additional financial commitment due to the revision of Other Allowances will be around ₹ 38.48 Lakh.

Total Financial Commitment of Pay Revision

9.9 The total annual financial commitment on account of revision of pay & allowances will be ₹ 4318.08 lakh as shown below:

Sl. No.	Description	Amount (₹ in Lakh)
1	Pay	3093.22
2	House Rent Allowance	1186.38
3	Other Allowance	38.48
	Total	4318.08

Financial Commitment due to Pension Revision

9.10 The Average monthly expenditure on Pension (DR @ 20 %) is as detailed below:

Sl. No.	Description	Amount (₹ in Lakh)
1	Basic Pension	1513.08
2	Dearness Relief (20%)	302.62
3	Medical Allowance	22.96
	Total	1838.66

9.11 The monthly pension expenditure on sanctioning DR @ 28 % will be as follows:

Sl. No.	Description	(₹ in Lakh)
1	Basic Pension	1513.08
2	Dearness Relief (28%)	423.66
3	Medical Allowance	22.96
4	Total	1959.70

9.12 The monthly expenditure on pension due to revision is estimated at ₹ 2132.28, considering 10% increase recommended by the Commission and the increase of ₹ 200 per month recommended in Medical Allowances, as given below:

Sl. No.	Description	Amount (₹ in Lakh)
1	Basic Pension	2088.05
2	Dearness Relief	0
3	Medical Allowance	44.23
	Total	2132.28

9.13 Hence there will be an additional financial commitment of ₹ 172.58 lakh per month due to the Pension revision. Hence the annual additional financial commitment due to the revision of Pension will be around ₹ 2070.96 lakh.

Total Financial Commitment due to Pay / Pension Revision

9.14 The Commission estimates the total annual additional financial commitment due to pay/ pension revision to be ₹ 6389.04 lakh.

Sl. No.	Description	Commitment (₹ in Lakh)
1	Revision of Pay and Allowances	4318.08
2	Pension revision	2070.96
	Total	6389.04

MEASURES FOR FINANCIAL MANAGEMENT

9.15 As per the annual accounts of Kerala Water authority, the details of excess expenditure over income and the accumulated loss for the year 2012-13 to 2019-20 is as follows:

₹ in Crore

Financial Year	Income	Expenditure	Deficit	Accumulated loss
2012-13	668.14	1020.63	352.49	1702.90
2013-14	678.47	1154.89	476.42	2390.57
2014-15	875.49	1239.17	363.68	2772.67
2015-16	1449.18	1434.43	14.75 (surplus)	2757.20
2016-17	1100.17	1456.11	355.93	3109.97
2017-18	1165.60	1660.03	494.43	3601.93
2018-19	1229.02	1547.74	318.72	2937.02
2019-20	1327.94	1734.68	406.74	3343.76

Expenditure on salaries and pension

9.16 The details of the expenditure on salary and pension from 2013-14 onwards is briefed below:

₹ in Crore

Financial Year	Salaries	Pension
2013-14	299.64	91.82
2014-15	327.50	151.86
2015-16	357.54	269.73
2016-17	371.28	235.61
2017-18	504.19	259.25
2018-19	406.40	332.31
2019-20	416.34	336.65

9.17 On perusal of the above details, it is clear that Kerala Water Authority is facing resource crunch for meeting its operational cost. Hence the Commission suggests the following as some of the possible measure to manage the fiscal impact of the revision:

1. As the implementation of the pay revision recommendations and disbursement of arrears along with it would be a massive burden on the resource side of the Water Authority, it will be more prudent to disburse the arrears for the period from 01.07.2019 to the date of implementation of the revision in installments as done in Government.
2. It is also prudent to defer the disbursement of arrears of dearness allowance payable with effect from 01.01.2020 and 01.07.2020 till Water Authority attains more financial sustainability.
3. The Authority must adopt stringent measures to ensure economy in expenditure.
4. The Authority should undertake regular annual revision of tariffs and make extra efforts to collect the dues including arrears.

CHAPTER 10

OTHER RECOMMENDATIONS

10.1 Although it has been 37 years now since the inception of the Kerala Water Authority in 1984, its progress to E-modernization has been remarkably slow. With the reported recent addition of AQUA-Loom, SMS Alert Services, Service Interruption Information System and Contractor License Management System to its existing E-modernization initiatives, the Authority has of late been able to achieve a face lift on the digital front. But still, it is yet to achieve the status of a fully digitalized institution, both in respect of Personnel Management and in respect of Customer interface. Important HR Services like Authorization of Pension, Confidential Report management and maintenance of Provident Fund accounts etc. are still managed offline. Attendance Management System has not been introduced at all offices and units. Development of a comprehensive Human Resource Management System is the need of the hour in the technology-driven environment we live in and the Authority must strive for it.

10.2 Submission of application for water connection and connected services are still on offline mode. This situation, very often leads to delay in disposing of applications within the time limit (15 days in urban area and 30 days in rural area) notified under the Right to Services Act. Applicants are put to much hardships without being able to ascertain the status of their applications for water connection. A digital solution for this service will increase the ease of work and the transparency, substantially improving customer satisfaction. Absence of regular meter reading at fixed intervals causes inconvenience to the public who would be served with bills for huge amounts which they often find difficult to clear. An Application or system may be developed enabling the consumers to do meter reading by themselves and pay the dues on a monthly basis, which can be cross checked by the Authority personnel at an appropriate interval without causing inconvenience to the consumers.

10.3 Of the 6493 personnel in the service of the Authority, several technical categories have identical qualifications and such posts demand more or less the

same set of job skills. The Authority may identify such posts and constitute them into a service of multi-tasking personnel, which may go a long way in reduction of unproductive man power and expenditure. It would not be difficult to impart additional skills that may be necessary for any particular job. Moreover, the repairs and maintenance works are being done through Running Contractors' System. The Authority should examine the necessity for regular manpower now under this wing and explore the restructuring of the wing.

APPENDICES



GOVERNMENT OF KERALA

Abstract

Revision of pay of Government employees, staff of educational institutions, local bodies, etc. - Constitution of Pay Revision Commission - Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT

G.O. (Ms) No.414 /2019/Fin.

Dated, Thiruvananthapuram, 06.11.2019

ORDER

Government hereby appoint a Pay Revision Commission consisting of the following members to study and make recommendations on revising the pay and allowances and other benefits of the State Government employees including teaching and non-teaching staff of Aided educational institutions, local bodies, etc.

1. Sri. K. Mohandas IAS (Retd.) (Chairman)
 2. Prof. M. K. Sukumaran Nair, Honorary Director, Centre for Budgetary Studies, Cochin University of Science and Technology. (Member)
 3. Adv. Ashok Mamen Cherian (Member)
2. The Terms of Reference of the Commission shall be as follows: -
- i) To suggest modifications, if found necessary, for the pay and allowances of;
 - a) Posts under Government Service, including Part-time Contingent Service and Casual Sweepers
 - b) Posts under Education Institutions of the Government, Aided Schools and Colleges and also such institutions covered by Direct Payment Scheme, including employees in Part-time posts and Casual Sweepers and excluding those posts covered by UGC/ AICTE schemes of Scales of Pay and also posts for which, Central Scale of Pay have already been allowed such as Teaching Staff in Medical Colleges and Judicial Officers etc. and
 - c) Posts under Local Bodies and Universities except those covered

by AICTE/UGC/Central Schemes.

- ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, promotional avenues and fringe benefits available to the above categories of employees and suggest changes, if any required.
- iii) The commission shall also examine the scope of introducing non-cadre promotion to various categories of both gazetted and non-gazetted posts who continue in the entry cadres for long periods of service.
- iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.
- v) To consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees.
- vi) To look into the cases of anomalies in the last Pay Revision specifically referred to the commission by Government and suggest remedial measures.
- vii) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly
- viii) To consider the need for a gender sensitive service structure especially multifaceted issues faced by women employees and make suggestions for remedial measures
- ix) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises.
- x) To asses and indicate the additional financial commitment on account of implementation of its recommendations, including the methodology/ assumptions adopted for such assessment.

3. The Commission shall submit its report within a period of six months.

(By Order of the Governor)
MANOJ JOSHI,
Additional Chief Secretary (Finance)

To

- Sri. K. Mohandas IAS (Retd.) (Chairman).
- Prof. M. K. Sukumaran Nair, Honorary Director, Centre for Budgetary Studies, Cochin University of Science and Technology. (Member).
- Adv. Ashok Mamen Cherian (Member).
- The Accountant General (A&E), Kerala, Thiruvananthapuram.
- The Accountant General (G&SSA), Kerala, Thiruvananthapuram.
- The Accountant General (E&RSA), Kerala, Thiruvananthapuram.
- All Heads of Departments and Offices.
- All Departments (all Sections) of the Secretariat including Law Department.
- The Director of Treasuries, Thiruvananthapuram.
- The Secretary, Kerala Public Service Commission, Thiruvananthapuram (with C.L.).
- The Secretary, Kerala State Electricity Board, Thiruvananthapuram (with C.L.).
- The Managing Director, K S RT C, Thiruvananthapuram (with C.L.).
- The Registrar, High Court of Kerala, Ernakulam (with C.L.).
- The Registrar, University of Kerala/Cochin/Calicut/Mahatma Gandhi/Kannur/ Kerala Agricultural University/ Sree Sankaracharya Sanskrit University/ APJ Abdul Kalam Technological University / Kerala University of Fisheries and Ocean Studies/Kerala University of Health Sciences/ Kerala Veterinary and Animal Sciences University/ Thunchath Ezhuthachan Malayalam University (with C.L.)
- The Advocate General, Kerala, Ernakulam (with C.L.).



GOVERNMENT OF KERALA

Abstract

Revision of pay and allowances of officers and staff of the Kerala Water Authority, Municipal/Corporation contingent employees and employees of various grant. in aid institutions in Kerala -Entrusting Eleventh Pay Revision Commission to study and make recommendations-Orders issued

FINANCE (SECRET SECTION) DEPARTMENT

G.O. (Ms) No.40 /2020/Fin.

Dated, Thiruvananthapuram, 17.03.2020

Read G.O.(Ms) No. 414/2019/Fin. dated 06.11.2019

ORDER

Government have constituted Eleventh Pay Revision Commission to study and make recommendations on revising the pay and allowances of the State Government employees vide Government Order read above. Now Government are pleased to entrust the above Commission to examine and make recommendations on revision of pay and allowances and other benefits of officers and staff of the Kerala Water Authority, Municipal/Corporation contingent employees and employees of various Grant in aid institutions in Kerala confining to the Terms of Reference issued in the Government Order read above.

(By Order of the Governor)

MINI V.R.,

Additional Secretary (Finance)

To

1. SriK.Mohandas IAS (Retd.) Chairman, 11th Pay Revision Commission (with C.L.)
2. Prof. M. Sukumaran Nair, Member, 11th Pay Revision Commission (with C.L.)
3. Adv. Ashok Mamen Cherian, Member, 11th Pay Revision Commission (with C.L.)
4. The Secretary, Eleventh Pay Revision Commission, Thiruvananthapuram.
5. The Accountant General(A&E), Kerala, Thiruvananthapuram.
6. The Accountant General(G&SSA), Kerala, Thiruvananthapuram.
7. The Accountant General(E&RSA), Kerala, Thiruvananthapuram.
8. All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
9. The Managing Director, Kerala Water Authority, Thiruvananthapuram.
10. The Director of Urban Affairs, Thiruvananthapuram.
11. The Private Secretaries to Chief Minister and other Ministers, Government Chief Whip and Leader of Opposition,

12. Under Secretary to Additional Chief Secretary (Finance).
13. Nodal Officer, www.finance.kerala.gov.in
14. Stock File/ Office Copy (SS2/13/2019-FIN E 1245658)

List of associations with which the Commission held discussions

Sl. No.	Association
1	Association of Kerala Water Authority Officers (AKWAO)
2	Water Processing Staff Association
3	Kerala Water Authority Engineering Staff Association
4	Kerala Water Authority Employees Union (CITU)
5	Kerala Water Works Employees Union (UTUC)
6	All Kerala Water Authority Employees Union (AITUC)
7	Kerala Water Authority Employees Confederation
8	Kerala Water Authority Staff Association - INTUC
9	Kerala Water Authority Plumbing Inspectors & Plumbers Association
10	Association of KWA Fitters & Head Fitters
11	Jala Authority Administrative and Technical Staff Organization (KTUC)
12	Kerala Water Authority Qualified Operating Staff Union
13	Kerala Water Authority Drivers Association
14	Kerala Water Authority Pensioners Association
15	Kerala Water Authority Pensioners Organization
16	Kerala Water Authority Pensioners Congress
17	Kerala Water Authority Retired Engineers Association
18	All Kerala Water Authority Surveyors Association
19	Engineer's Federation of Kerala Water Authority
20	Association of Public Health Engineers, Kerala