



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

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

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**FINANCE (SECRET SECTION) DEPARTMENT**  
**G.O. (Ms) No.414/2019/Fin. Thiruvananthapuram, dated 06.11.2019.**

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**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 assess 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 R T 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.).

All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.

The Secretary to Governor.

The Private Secretaries to Chief Minister and other Ministers, Government Chief Whip and Leader of Opposition.

The Private Secretary to Speaker/Deputy Speaker.

The Director of Public Relations, Thiruvananthapuram


The Additional Secretary to Chief Secretary

The Managing Directors/General Managers of all Government Companies/Boards/Corporations/Autonomous Bodies

Nodal Officer, [www.finance.kerala.gov.in](http://www.finance.kerala.gov.in)

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Section Officer