



GOVERNMENT OF KERALA

Abstract

REVISION OF SCALES OF PAY AT CENTRAL RATES--RECOMMENDATIONS OF THE PAY EQUALISATION COMMITTEE--ORDERS ISSUED.

FINANCE (P.R.C.) DEPARTMENT

O. (P) 600/93/Fin.

Dated, Thiruvananthapuram, 25th September 1993.

- Read: 1. G.O. (P) 480/89/Fin. dated 1/11/1989
2. G.O. (Ms) 87/92/Fin. dated 15/1/1992
3. G.O. (Ms) 227/92/Fin. dated 7/3/1992
4. G.O. (Ms) 291/93/Fin. dated 24/4/1993

ORDER

In pursuance of the Budget Speech in July 1991, Government constituted a Pay Equalisation Committee to study and make recommendations on bringing State Government employees, teaching and non-teaching staff of aided educational institutions on Central scales of pay vide G.Os read 2nd and 3rd above.

2. The terms of reference of the Committee were as follows:

(i) to determine and recommend comparability of posts under the services mentioned below with those under the Central Government, in terms of the existing parities in the State and with such modification as may become necessary, for deciding the new pay scales at Central rates:

(a) Posts under Government Services.

(b) Posts under educational institutions of the Government and also such institutions covered by direct payment scheme excluding those covered by UGC/AICTE etc., scheme of scales of pay and also for whom Central scales of pay have already been allowed such as teaching staff in Medical Colleges, etc.

(c) Posts under Local Bodies.

(ii) to determine the new scales of pay for posts to which special pays are attached, such special pays should also be taken into account.

(iii) to recommend new scales of pay at Central rates to the various posts coming under the services mentioned under item (i) above.

(iv) to examine whether the existing scheme of ratio promotions and time-bound higher grades need revision with reference to the system obtaining in Central services and if so to what extent.

(v) to examine whether other service benefits enjoyed by the State Government employees but which are not available to Central Government employees should be continued and if so to what extent.

(vi) to examine whether other service benefits enjoyed by Central Government employees and at present not available to State Government employees should be extended to them along with Central pay scales.

(vii) to propose the method of fixation of pay of the existing employees in the new pay scales.

3. The Committee submitted its report in August 1992. On the basis of the discussions with the representatives of the joint service organisations on the recommendations of the Pay Equalisation Committee, the Government constituted a Cabinet Sub Committee to examine and study the representations of the service-Associations connected with the Report of the Pay Equalisation Committee. The Cabinet Sub-Committee, after discussions with the associations and after detailed examination of the representations, submitted their recommendations to the Cabinet. After examining the Report of the Pay Equalisation Committee and the recommendations of the Cabinet Sub Committee, Government are pleased to issue the following orders.

4. The existing scales of pay will be revised as shown in Annexure I. The revised scales will come into force from 1st March, 1992. The revised scales of pay for various posts are given in Annexure II.

5. The revised scales assigned to any post on the basis of any personal scales of the incumbents appointed against such posts should not be treated as the scale of the sanctioned post but only the incumbent's personal scale.

PAY FIXATION AND PAYMENT OF REVISED SALARY

6. The rules for the fixation of pay in the revised scales are incorporated in Annexure III. As specified in the rules for fixation of pay, a fitment benefit of 7% of the basic pay in the existing scale, subject to a minimum of Rs. 75 and a maximum of Rs. 250, will be allowed while fixing the pay in the revised scale.

7. Arrears of salary on fixation of pay in the revised pay scales for the period upto 31-8-1992 will be impounded and credited to the PF account of the employees. These arrears will not be allowed to be withdrawn till 31-12-1994. Arrear Bills may be claimed with attached Provident Fund schedules for crediting the same to the Central Provident Fund Accounts of the employees. Interest on the arrears credited to the Central Provident Fund Account will accrue from the first of the month in which the Bill is presented in the Treasury.

PROMOTION PROSPECTS

8. (a) *Ratio/Percentage based higher grades:—*

All the existing ratio/percentage based higher grades will continue.

(b) *Time Bound Higher Grade Promotion Scheme:*

1. The existing time bound higher grade promotion scheme and the grades to be assigned on revision of pay scales under the scheme, will be modified as specified in the Tables given below with effect from 1st March 1992. The general conditions for the grant of higher grades as laid down in Government Circular No. 54/92 (130)/Fin. dated 6/11/1992 will be followed subject to the following specified/modified conditions.

2. Scale of pay of entry posts and time bound higher grades for employees other than Teachers:

Employees who remain in their entry posts on scales of pay ranging from Rs. 775-1065 to Rs. 2500-4000 on completion of prescribed periods of service in these posts, will be granted higher grades as specified below:

(i) Those on entry posts with pay scales of Rs. 775-1065, Rs. 800-1200 and Rs. 825-1250 will be granted three higher grades as follows:

- (a) The first higher grade on completion of 10 years of service in the entry post.
- (b) The second higher grade on completion of either 10 years of service in the first promoted post or a total service of 20 years both in the entry post and first regular promotion post/ time bound higher grade together, whichever is earlier.
- (c) The third higher grade on completion of 25 years of total service in the entry post and regular promotion post(s)/time bound higher grade together.

TABLE I

<i>Revised pay scales of entry post</i>	<i>1st time bound higher grade for 10 years of service in the entry post</i>	<i>2nd time bound higher grade for 20 years of service with ref. to entry post</i>	<i>3rd time bound higher grade Completion of 25 years of service with ref. to entry post</i>
(1)	(2)	(3)	(4)
775-1065	800-1200	825-1250	950-1500
800-1200	825-1250	950-1500	975-1540
825-1250	950-1500	975-1540	975-1660

(ii) Those on entry posts with pay scales ranging from Rs. 950-1500 to Rs. 2375-3500 will be granted two time bound grades; the 1st on completion of 12 years of service in the entry post and the 2nd on completion of either 12 years of service in the first promotion post or 24 years of total service both in the entry post and 1st promotion post/higher grade together, whichever is earlier.

(iii) In the case of Professional Colleges (where U. G. C./AICTE etc. pattern of scales are not applicable) where there exist four levels from the entry grade to the Professors grade, a totality of 12 years service in the first two levels will qualify for first higher grade specified in the Table given below.

(iv) Direct recruits on the scale of pay of Rs. 2500-4000 will be given a higher grade on completion of 12 years of service in the entry post. However, a direct recruit will get the benefit of 12 year time bound promotion only if his non-direct recruit qualified senior has been promoted.

The scale of pay of entry posts and the higher grades admissible will be as shown below.

TABLE II

<i>Revised pay scale of entry post</i>	<i>1st time bound higher grade for 12 Years of service in the entry post</i>	<i>2nd time bound higher grade for 24 years of service with ref: to entry post</i>
(1)	(2)	(3)
950-1500	975-1660	1400-2300
975-1540	1125-1720	1400-2300
975-1660	1125-1720	1400-2600
1125-1720	1200-2040	1400-2600
1200-2040	1350-2200	1520-2660
1350-2200	1520-2660	1640-2900
1400-2300	1600-2660	1640-2900
1400-2600	1640-2900	2000-3200
1520-2660	2000-3200	2200-3500
1600-2660	2000-3200	2200-3500
1640-2900	2060-3200	2200-3500
2000-3200	2200-3500	2500-4000
2060-3200	2200-3500	2500-4000
2200-3500	2500-4000	3000-5000
2375-3500	2500-4000	3000-5000
2500-4000	3000-5000	Nil

QUALIFYING SERVICE AND DETERMINATION OF GRADES

9. (i) The term 'entry post' shall be defined as the post to which an employee is initially appointed in Government service by direct recruitment by the competent authority. Appointments by transfer will also be treated as equivalent to direct recruitment for allowing the benefit of higher grade. The time bound grade / grades admissible will be determined with reference to this initial entry post only. Those who get regular promotion or appointment to higher posts within the period specified for each time bound higher grade, will not be eligible for the time bound higher grade during that period.

(ii) Scales of pay in column 1 of the tables above denote the pay scales of the posts to which the employees are recruited initially and the time bound higher grades allowable on completion of prescribed periods of service, on each such entry post, will be as specified in column 2, 3 and 4 of the tables as the case may be and not with reference to the scale of pay of the promotion post or higher post held subsequently.

(iii) In case the scale of pay of regular promotion post is higher than the time bound higher grade allowed as specified in the Table above, fixation of pay on his promotion to this regular post will be done based on the basic pay notionally arrived at in the lower post.

(iv) In case the 24 year higher grade admissible as per the Table under para 8 above is equal to or higher than the 1st promotion post, that grade will be modified and fixed at the next higher scale in the list of standard scales of pay.

(v) Those who are eligible for the higher grade on completion of the specified qualifying service shall be given the right of option to elect any date for that higher grade. The option shall be exercised within three months from the date on which the higher grade fell due, failing which the higher grade will be granted with effect from the date it fell due.

(vi) War/Military service which counts for civil pension will be reckoned for computing the qualifying service for the grant of first higher grade. Civilian service under Military will not, however, count for higher grade.

(vii) Attenders/Clerical Assistants, Binders and Drivers appointed by transfer from last grade service are eligible for reckoning their last grade service also for computing the total qualifying service for the 25 years grade in the cadre of Attenders/Clerical Assistants, Binders and Drivers. This benefit is not admissible for the 10 and 20 years time bound grades in the above posts.

(viii) Non-teaching staff of Aided-Schools, Private Colleges and Polytechnics who come under the scheme of direct payment of salary by Government are also eligible for time bound grade promotions subject to the following modifications:

The service for the 2nd higher grade for Lower Division Clerks in Aided Schools will be 22 years and not 24 years specified for others. Similarly, Last Grade Employees in Aided Schools will be granted 3rd higher grade on completion of 23 years of service as at present.

(ix) For assigning higher grades equivalent to regular promotion posts, possession of prescribed qualification, if any, for promotions will be insisted. For unqualified hands, in such cases, only the next higher scale in the standard scales of pay will be allowed.

(x) Employees having higher time bound grades as on 1-3-1992 or date of option, as the case may be, will be fitted into the new time bound grades as noted below; but time bound grades under the pre revision scheme will not be allowed on or after 1-3-92.

(a) Those whose entry posts were on the lowest three pre-revision scales of pay ranging from Rs. 750-1075 to Rs. 805-1190 and having time bound higher grades will be fitted into the new corresponding time bound grades.

(b) Others whose entry posts were on pre-revision pay scales ranging from Rs. 825-1290 to 1830-3420 and enjoying different time bound higher grades will be fixed as follows:

(i) Those having 10 years higher grade with less than 12 years of service will be straight way fitted in the basic scale of the post as revised, on the basis of the pay they would have drawn on the date of option in the basic scale of the post, following the pay fixation rules given in Annexure III.

(ii) Those having 12 years of service or more with 10 years grade will be fitted in the new 12 years time bound grade as shown in the table following the fixation rules in Annexure III. On completion of 24 years of qualifying service, they will be given the new 24 years grade with fixation of pay under Rule 28-A, Part I, KSR.

(iii) Those having 20 years higher grade with less than 24 years of service, will be fitted in the new 12 year higher grade following the fixation rules in Annexure III. On completion of 24 years of service they will be assigned the new 24 years grade and their pay fixed under Rule 30, Part I, KSR, since they have already enjoyed Rule 28-A benefit in the pre-revision second higher grade.

(iv) Those having 25 years higher grade will be fitted in the new 24 years grade following the pay fixation rules in Annexure III.

Note:—In case the pay fixed in the new time bound grades following the methods specified above is less than the pay drawn in the pre-revised grade, the difference will be protected as 'personal pay' to be absorbed at the time of next promotion/grade.

(xi) Time bound grades fell due on or after 1-3-1992 and already granted under the existing scheme will be reviewed, and revised time bound grades as mentioned in the tables above will be allowed.

(xii) Those who relinquished or relinquish regular promotions will not be given time bound higher grades, as at present.

(xiii) Time bound promotion grades in respect of teaching staff of Primary and Secondary Schools will be as shown separately in this order.

TEACHERS

10. (i) Teachers in Secondary and Primary Schools in the State will be in the following scales of pay with effect from 1-3-1992.

(a) *Secondary Schools*

Revised Scale

Graduate Teacher and existing equated categories	Rs. 1400-2600
Do. Senior Scale (After completion of 12 years)	Rs. 1640-2900
Do. Selection Scale (After 12 years in Senior Scale and attainment of Post Graduate qualification, limited to 20% of Senior Scale posts)	Rs. 2000-3500
Headmaster	Rs. 2000-3500
Do. Senior Scale (After 12 years as Headmaster and attainment of Post Graduate qualification)	Rs. 2200-4000

(b) *Primary Schools*

Teacher (P.D.) and existing equated categories	Rs. 1200-2040
Do. Senior Scale (After 12 years)	Rs. 1400-2600
Do. Selection Scale (After 12 years in the Senior Scale and attainment of Trained Graduate Teachers qualification, limited to 20% of Senior Scale posts).	Rs. 1640-2900
Headmaster	Rs. 1640-2900
Do. Senior Scale (After 12 years and attainment of qualification laid down for Trained Graduate Teachers).	Rs. 2000-3500

(ii) All other categories of teachers in different wings of General Education Department such as DIET, Hindi Teachers Training Institute etc. which are equated to the category of PD/HS Teachers in Government and Aided Schools will be eligible for the new corresponding scales of pay. These scales are applicable also to other category of teachers like Language Teachers, Specialist Teachers, Physical Education Teachers etc. or equivalent teaching posts carrying the same scales of pay/grades. The scales of pay in respect of all these categories are now equated to one or the other category of teachers. That parity will be retained and these teachers will be granted appropriate pay scales keeping in view the parity that already exists.

(iii) Those who have completed 18 years of service as on 1-3-1992 will be exempted from acquiring the higher qualification prescribed for Selection Scale in respect of teachers and for Senior Scale in respect of Headmasters. All others will be given the Selection Scale/Senior Scale only after acquiring the qualifications prescribed for these scales.

(iv) The Selection Scale posts of Teachers for 24 years of service will be limited to 20% of the total Senior Scale posts in each category of the posts as defined in Rule 3, Chapter XXIII KER.

11. Detailed rules for fixation of pay are given below:

(i) Pay fixation rules in Annexure III and the rules for assigning the new time bound higher grades for other categories of employees, referred to in Para 9 of this order, will generally apply in the case of teachers as well.

(ii) Grade I Teachers who have put in less than 12 years service will be straightway fixed in the basic scale of the entry post as revised, as if they have not enjoyed the 10 years higher grade.

(iii) Existing Grade I Teachers who have completed more than 12 years of service and not enjoyed the Senior Grade for 20 years as on 1-3-1992 will be placed in the new Senior Scale (12 year scale) as revised by applying the fixation rules in Annexure III. On completion of 24 years service and becoming eligible for Selection Scale, their pay will be fixed in the new Selection Scale by applying Rule 28A Part I, K.S.R.

(iv) Existing Senior Grade Teachers below 24 years service will be placed in the Senior Scale (12 years scale) as revised by applying the fixation rules in Annexure III. On becoming eligible for the new 24 year Selection Scale they will be assigned that Selection Scale and their pay fixed under Rule 30 Part I, K.S.R. since they have already enjoyed Rules 28A benefit in the pre-revised Senior Grade for 26 years.

(v) Teachers who have put in 24 years of service or more will be placed in the Selection Scale; the total such posts being limited to 20% of posts in the Senior Scale. Those Selection Grade Teachers (25 years Grade) who cannot be assigned the new Selection Scale for want of Selection Scale posts and qualification on the basis of the prescribed norms laid down now, will be fitted in the new Senior Scale of the respective cadre.

In the case of Teachers having less than 18 years of service as on 1-3-1992, the prescribed qualification will be insisted upon for the Selection Scale.

(vi) Headmaster, (Higher Grade) both Primary and Secondary who have not completed 12 years of service will be fitted into the new ordinary scales of Headmaster based on the pay he would have drawn but for the higher grade already enjoyed. Those who have completed 12 years and having prescribed qualification will be placed in the ordinary Scale of Headmaster applying the rules of fixation of pay based on the pay he would have drawn but for the higher grade and then he will be placed in the new Senior Scale with fixation of pay under Rule 28 A, Part I, K.S.R. In both these cases fixation will be made as per the Rules for fixation in Annexure III.

12. Necessary amendments to Special Rules/Kerala Education Rules which are found essential on the basis of these orders will be considered and appropriate orders issued by Government in the Education Department.

Increments

13. (a) Rates:—Increment rates in the revised scales of pay are comparatively less than those in the existing State scales of pay. In order to protect the drop in the incremental rates on fixation of pay in the revised scale, the following procedure will be followed:

If the increment drawn in the pre-revision scale is higher than the increment due in the revised scale, the difference will be protected by way of 'personal pay' at each incremental stage in the revised scale. Such personal pay will continue till the rate of increment in the revised scale becomes the same or more than that drawn in the pre-revision scale on earning increments in the revised scale or on promotion or on revision of scales of pay.

Eg:—An Upper Division Clerk drawing a pay of Rs. 1290 from 1-7-1991 in the scale of Rs. 950-25-1100-30-1250-40-1530-60-1590, enjoying the rate of increment of Rs. 40, on revision of scale to Rs. 1200-30-1560-40-2040, with effect from 1-3-1992 will get his pay fixed at Rs. 1410. The rate of increment in his revised scale would be only Rs. 30 on 1-7-1992 and it will be the same till he reaches the stage of Rs. 1560 in the scale. Hence the difference of Rs. 10 in the incremental rate will be protected at each incremental stage in the revised scale, till the increment rate in the revised scale also become Rs. 40 or more as follows:

Date	Pay range	Increment rate in the pre revision Scale	Increment rate in the revised Scale	Normal increment + P.P. by way of Protection
1-7-1992	1440	40	30	30+10
1-7-1993	1470	40	30	30+20
1-7-1994	1500	40	30	30+30
1-7-1995	1530	40	30	30+40
1-7-1996	1560	40	40	40

(b) Stagnation Increment

Employees who reach the maximum of their scales of pay and become ineligible for any increment in their existing scales are now granted three stagnation increments—the first two annual and the last one biennial after reaching the maximum of the scale. The Pay Equalisation Committee, following the pattern obtaining in the Government of India, has recommended stagnation increments on completion of every two years beyond the maximum, subject to three increments. Government accept this and order that the scheme of stagnation increment beyond the maximum of scale of pay will be modified by granting one increment for every two years of service subject to a maximum of three increments. The rate of increment will be the rate of last increment drawn in the scale of pay.

(ii) The Executive Engineer (Buildings), Public Works Department in whose jurisdiction the office is situated shall be required to issue a certificate to the drawing and disbursing officer indicating therein the distance between the place of the office and the last point of city/municipal unit as computed in sub para (i) above and the Executive Engineer will issue such certificate in respect of the offices coming within their jurisdiction expeditiously.

(3) *Special rates of House-Rent Allowance*

The Pay Equalisation Committee has not recommended any revision of special rates of House-Rent Allowance paid to the personnel of Police, Fire Force, etc. Departments and suggested that since the general rates of House Rent Allowance are being revised in a better way, the employees may draw either the revised HRA or the existing special rates of House Rent Allowance whichever is advantageous to them. Government accept this recommendation and order accordingly.

(4) *City Compensatory Allowance*

At present City Compensatory Allowance at a uniform rate of Rs. 15 p.m. is paid to Government employees working in offices located within the city limits of Thiruvananthapuram, Kochi and Kozhikode Corporation. The Pay Equalisation Committee has recommended enhancement of this allowance to Rs. 20 p.m. on the basis of the then existed classification by the Government of India. On the basis of the revised classification subsequently ordered by the Government of India, bringing these cities to the status of B1 class cities, the City Compensatory Allowance will be paid as specified below:

<i>Pay Range (Basic Pay)</i>	<i>Rate per month</i>
Below Rs. 950	Rs. 25
Rs. 950 and above but below Rs. 1500	Rs. 35
Rs. 1500 and above but below Rs. 2000	Rs. 50
Rs. 2000 and above	Rs. 75

(3) *Education Allowance*

The Pay Equalisation Committee has observed that in one State where there is no change of books or system from place to place and where there is no fee upto Pre-Degree classes, there is no case for extending these benefits. Government agree with these views.

(5) *Leave Travel Concession*

The Pay Equalisation Committee has observed that, considering the enormous financial commitments involved, leave travel concession may be deferred for the present and the same sanctioned when periodical surrender of Earned Leave is ultimately stopped. LTC cannot be considered favourably in view of the huge financial commitment involved and the prevailing financial position of the State.

(7) *Special Pay, Compensatory Allowance, Risk Allowance, T.A. etc. etc.*

The Pay Equalisation Committee has examined only the issues connected with revision of pay scales at Central rates and also a few other allowances such as HRA and CCA. There are several other benefits such as Special Pay, Compensatory Allowances, Risk Allowances, T.A., Permanent Travelling Allowance/Permanent Conveyance Allowance, Uniform and Stitching Allowances etc. which used to be reviewed by the Pay Commission appointed from time to time. Government order that all those benefits which are covered by the General Pay Revision Order of 1988 viz. G.O. (P) 480/89/Fin. dated 1-11-1989 and its subsequent amendments but not examined by the Pay Equalisation Committee, will be examined by the Finance Department and appropriate orders will be issued separately. Until then these allowances, except those specifically mentioned otherwise in Annexure-II of this Order, will continue.

Earned Leave and Surrender of Earned Leave

17. Under the existing scheme employees can surrender earned leave upto 45 days in a year that too four times without any restriction regarding the interval. The limit of terminal surrender of earned leave is 240 days. The Pay Equalisation Committee has recommended that E.L. that can be surrendered by the employees in a year may be restricted to a block of 15 days in the case of regular employees and in the case of Contract/P.T. Contingent employees this period will have to be curtailed. They have also recommended to curtail entitlement of Earned Leave from 33 2/11 days to 30 days in a year as in Government of India. These recommendations have been considered and Government order as follows:

Part-Time Contingent Employees

14. *Emoluments*.—The Pay Equalisation Committee has not recommended any revision of the emoluments to this category of employees since monthly remuneration at any fixed rate is not available under the central pattern where only daily wages are paid. Since the regular State Government Employees are being given enhanced salary on the basis of revised pay scale with fitment benefits, Government are pleased to order that the emoluments of the different categories of part-time Contingent Employees will be revised as follows:

	<i>Revised Rates</i>
1. Those on Rs. 500+DA	Rs. 535+DA
2. (a) Those on Rs. 430+DA	Rs. 460+DA
(b) Those on Rs. 345+DA	Rs. 370+DA

*Allowance and Other Additions to Pay*15. (1) *Dearness Allowance*

Dearness Allowance will continue to be at the same rates as in Central Government and paid on the basis of the orders issued by the State Government from time to time.

(2) *House Rent Allowance*

(a) House rent allowance will be paid at the revised rates based on pay ranges and classification of Cities/places, as shown below:—

TABLE

<i>Pay Range</i>	<i>Amount of HRA Payable</i>			
	<i>* B2 Class cities</i>	<i>* Municipalities coming under C class cities</i>	<i>* District Headquarters, Municipal Towns, Taluk Head quarters, Townships Other than B2 and C Class Cities</i>	<i>Unclassified places</i>
(1)	(2)	(3)	(4)	(5)
750-949	80	60	60	50
950-1499	130	90	90	
1500-2799	230	150	130	
2800-3599	300	200	150	
3600-4499	400	270	150	
4500-6300	500	330	150	

* See Appendix IV

Note:— The rate of the HRA payable is subject to the classification of the cities/places from time to time by the Government of India and appropriate orders thereon by the State Government.

(b) Employees working in offices situated within 5 km. from B2 class cities and 1 km. from 'C' Class cities will be paid House Rent Allowance at the rate admissible in the respective categories, subject to observation of following procedure as at present:

(i) For this purpose the distance shall be computed with reference to the nearest route between the cities/municipalities and the place where the office is situated.

(i) earned leave that can be surrendered in a financial year will be a block of 15 days for all categories of employees including Contract and Part Time Contingent Employees.

(ii) Entitlement of earned leave in a year will continue at the existing rate i.e. 33 2/11 days as at present.

(iii) The limit of terminal surrender of earned leave will continue to be 240 days.

(iv) Restriction in the number of days of surrender of earned leave in a financial year will take effect from 1-3-1992. Surrender of earned leave in excess of the above limit of 15 days, if any sanctioned on or after 1-3-1992, will be reviewed and excess leave salary paid adjusted from the arrears of salary payable on the basis of this revision of scales of pay.

Pension and other related benefits

17. Revision of pension and other related benefits of State Government Employees have not been specifically referred to the Pay Equalisation Committee and therefore they have not gone into these issues while examining revision of scales of pay at Central rates. Since revision of pensionary benefits used to be done along with revision of pay scales, Government are pleased to order that the pension and other related benefits payable to State Government Employees, in the light of the revision of pay scales effected by these orders will be examined in detail by the Finance Department and appropriate orders issued separately.

GENERAL

18. The orders on the various recommendations of the Pay Equalisation Committee will take effect from 1st March 1992.

19. Orders on revision of scales of pay of Judicial Officers will be issued separately.

20. Those officers who were paid/drew ad hoc bonus on the basis of G.O. (P) 420/93/Fin. dated 10-8-1993 but who become ineligible on the basis of the emoluments to be fixed on revision of scales ordered now, need not refund the excess drawn. The orders in para 2(iii) of G.O. dated 10-8-1993 is cancelled.

21. The revised scales of pay and other benefits sanctioned in this order will be applicable to all full-time State Government employees, Aided School and Private College Staff including those employed in Private Polytechnics and also employees of Local Bodies to whom State scales of pay are applicable.

22. According to the existing rules, fixation of pay as contemplated under Rule 28A Part I KSRs will not be applicable to cases of promotion/appointments made from posts carrying a scale of pay the minimum of which exceeds Rs. 2640. This limit will be revised to Rs. 3900 and will take effect from 1st March 1992. Necessary amendments to the KSRs will be issued separately.

23. The pay of all non-gazetted officers will be fixed in accordance with these orders by the officers who draw and disburse their salary. The pay fixation statement of those who draw salary on countersigned bills shall be approved by the countersigning authority. In the case of Gazetted Officers (Rs. 2000-3200 and above) the drawal of the revised salary will be authorised by the Accountant General on the basis of their option. The non-gazetted officers will forward their option to the officer who draws their salary or countersigns the salary bills, as the case may be, and the Gazetted Officers to the Accountant General. The option statement will be pasted in the Service Book in the case of the Non-Gazetted Officers after countersignature by the drawing officer.

24. Where promotion posts happen to have the scale of pay of feeder category posts, one advance increment will be granted to the incumbents appointed by promotion in posts carrying the scale of pay of feeder category posts.

25. Omissions or errors, if any in respect of posts or scales of pay indicated in Annexure II of these orders should be reported to Government by the Heads of Departments within a month positively with relevant supporting documents for timely rectification.

26. Those who retired since 1-3-1992 will be paid the arrears of salary in cash. Those in whose case it is not obligatory to maintain Provident Fund Accounts i.e. provisional employees, Personal staff of Ministers and Part-time Teachers/Part-time Contingent employees will be paid the arrears of salary in cash in one instalment on retirement or on termination of service or after 31-12-1994 whichever is earlier. Those who retire or relinquish service before 31-12-1994 will also be paid the arrears of salary in lump on their retirement or termination of service.

27. If in any case it is found by the authority competent to approve the pay fixation statement that the option exercised by an employee is invalid on account of his reversion before the date of effect of option, such authority may ask the employee to forward re-option within one month from the date of intimation and accept the re-option if received within the time limit. If the re-option is not received within the stipulated time, the employees will be deemed to have opted for the revised scale with effect from 1st March 1992.

28. Arrear claims preferred in pursuance of these orders will be paid without pre-audit in relaxation of Article 53; Kerala Financial Code, Volume I.

29. The Heads of Departments and other officers who inspect their subordinate offices, will check as far as possible all cases of fixation of pay in the revised scales and indicate in the Service Books the fact of having checked the pay fixation. In cases where fixation or grant of higher grade is found to be incorrect, the inspecting officer should record in the Service Books concerned that instructions have been given to the concerned officers to rectify the defects. In the departments where there are arrangements for internal-audit, the audit staff shall review fixation of pay, verify the entries in the Service Book and record the fact therein. If defects are detected in the case of Gazetted officers, the inspecting officers should intimate them to the Accountant General for appropriate action.

30. Recoveries will be insisted upon in cases where overpayments are made on account of wrong fixation. If an officer competent to fix pay under these orders or approve the pay fixation or countersign the option statement has any doubt in the application of the rules, he shall seek clarification of the Government before approving the pay fixation and disbursing the pay.

By order of the Governor,

M. MOHANKUMAR,
Commissioner and Secretary (Finance).

To

- The Accountant General (A&E/Audit), Kerala, Thiruvananthapuram.
- All Heads of Departments and Offices.
- All Departments (All Sections) of the Secretariat.
- The Secretary, Kerala Public Service Commission (with C.L.)
- The Registrar, University of Kerala/Cochin/Calicut (with C.L.)
- The Registrar, Mahatma Gandhi University, Kottayam (with C.L.)
- The Registrar, Kerala Agricultural University, Thrissur (with C.L.)
- The Secretary, Kerala State Electricity Board (with C.L.)
- The General Manager, Kerala State Road Transport Corporation (with C.L.)
- The Registrar, High Court, 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.
- The Private Secretaries to the Leader of Opposition and Government Chief Whip.
- The Director of Public Relations, Thiruvananthapuram.
- The Under Secretary to the Chief Secretary.

Annexure I

Existing 26 scales

Revised 28 scales
(Not corresponding scales)

1. 750-10-760-15-805-20-925-25-1025
2. 775-15-805-20-925-25-1100-30-1160
3. 805-20-925-25-1100-30-1190
4. 825-20-925-25-1100-30-1250-40-1290 ✓
5. 845-20-925-25-1100-30-1250-40-1370
6. 865-20-925-25-1100-30-1250-40-1450
7. 905-20-925-25-1100-30-1250-40-1490
8. 950-25-1100-30-1250-40-1530-60-1590
9. 1000-25-1100-30-1250-40-1530-60-1710
10. 1050-25-1100-30-1250-40-1530-60-1830 ✓
11. 1100-30-1250-40-1530-60-1830-80-2070
12. 1220-30-1250-40-1530-60-1830-80-2150
13. 1250-40-1530-60-1830-80-2230.
14. 1330-40-1530-60-1830-80-2470-85-2555
15. 1370-40-1530-60-1830-80-2470-85-2640
16. 1450-40-1530-60-1830-80-2470-85-2725-100-2825
17. 1590-60-1830-80-2470-85-2725-100-2925-125-3050
18. 1650-60-1830-80-2470-85-2725-100-2925-125-3175
19. 1830-80-2470-85-2725-100-2925-125-3425
20. 2070-80-2470-85-2725-100-2925-125-3550
21. 2470-85-2725-100-2925-125-3675
22. 2640-85-2725-100-2925-125-3675-140-3815
23. 2825-100-2925-125-3675-140-4095
24. 3050-125-3675-140-4095-170-4435
25. 3175-125-3675-140-4095-170-4605
26. 4435-170-5285

1830
1890
1910

1. 775-12-955-14-1025-20-1065
2. 800-15-1010-20-1150-25-1200
3. 825-15-900-20-1200-25-1250
4. 950-20-1150-25-1500
5. 975-25-1150-30-1540
6. 975-25-1150-30-1660
7. 1125-25-1150-30-1720
8. 1200-30-1560-40-2040
9. 1350-30-1440-40-1800-50-2200
10. 1400-40-1800-50-2300 ✓
11. 1400-40-1600-50-2300-60-2600
12. 1520-40-1800-50-2300-60-2660
13. 1600-50-2300-60-2660
14. 1640-60-2600-75-2900
15. 2000-60-2300-75-3200
16. 2060-60-2300-75-3200
17. 2000-60-2300-75-3200-100-3500
18. 2200-75-2800-100-3500
19. 2200-75-2800-100-4000
20. 2375-75-3200-100-3500
21. 2500-75-2800-100-4000
22. 2650-75-2800-100-4000
23. 3000-100-3500-125-5000
24. 3900-125-4775-150-5075
25. 4200-125-4700-150-5300
26. 4500-150-5700
27. 5100-150-5700
28. 5100-150-6300

Annexure II
SCHEDULE OF SCALES OF PAY

Designation	Existing scale Rs.	Revised scale Rs.
(1)	(2)	(3)
Common Categories of Posts		
Senior Administrative Officer, Senior Finance Officer	2640-3815	3900-5075
Administrative Officer Grade I, Finance Officer Grade I	2470-3675	3000-5000
Administrative Officer Grade II, Finance Officer Grade II	1830-3425	2500-4000
Financial Assistant/Accounts Officer	1590-3050	2200-3500
Administrative Assistant	1590-3050	2200-3500
Divisional Accountant	1370-2640	2000-3200
Senior Superintendent (and equated posts like Manager)	1370-2640	2000-3200
Junior Superintendent (and equated posts like Manager)	1220-2150	1520-2660
Fair Copy Superintendent (Higher Grade)	1330-2555	1640-2900
Fair Copy Superintendent	1220-2150	1520-2660
Head Clerk/Head Accountant (and equated posts)	1050-1830	1400-2300
Upper Division Clerk (and equated posts)		
Upper Division Accountant		
Accountant		
Store Clerk		
Auditor		
Store Keeper	950-1590	1200-2040
Clerk-cum-Accountant		
Cashier		
Assistant Store Keeper		
Store Assistant		
Accounts Clerk		
Clerk-cum-Store Keeper		
Steward Clerk		
Clerk-cum-Cashier	950-1590	1200-2040
Sergeant		
Lower Division Clerk (and equated posts)		
Store cum Record Keeper		
Record Keeper		
Store Clerk		
Copyist		
Accountant		
Clerk-cum-Cashier		
Assistant Cashier Clerk		
Store keeper	825-1290	950-1500
Clerk-cum-Store Keeper		
Auditor		
Record-cum-Store Keeper		
Assistant Store Keeper		
Tally Clerk		
Store Assistant		
Clerk Steward		
Cashier		
Store Keeper cum-Clerk		
Clerk-cum-Accountant		
Junior Accountant		
Cashier-cum-Clerk		

* The existing pattern of one Fair Copy Superintendent for every 6 Typists in an office will continue. 50% of the posts will continue to be on the higher grade.

† The existing ratio of 1:1 between L.D. and U.D. Clerks will continue.

(1)	(2)	(3)
Confidential Assistant—Selection Grade	1450-2825	2060-3200
Confidential Assistant Senior Grade	1330-2555	1640-2900
Confidential Assistant/Steno-Typist Grade-I	1100-2070	1400-2600
Confidential Assistant/Steno-Typist Grade-II	865-1450	1125-1720
Senior Grade Typist	1050-1830	1400-2300
Upper Division Typist	950-1590	1200-2040
† Lower Division Typist	825-1290	950-1500
Clerk-cum-Typist		
Clerk-Typist		
Typist Clerk		
† Driver Grade-I	865-1450	975-1660
Driver Grade-II	805-1190	825-1250
§ Binder Grade-I	865-1450	975-1660
Binder Grade-II	805-1190	825-1250
Chief Operator (Audio Visual)	1000-1710	1350-2200
Driver-cum-Operator/Projectionist and similar categories	905-1490	1125-1720
|| Cinema Operator/Projectionist/ Audio Visual Tractor Operator Grade-II	805-1190	825-1250
Dr. Grade-I	865-1450	975-1660
Artist/Photographer/Artist-cum-Photographer	1220-2150	1520-2660
Artist/Photographer/Artist-cum-Photographer	1000-1710	1350-2200
Artist/Photographer/Artist-cum-Photographer and similar categories	865-1450	975-1660
<i>Common Pool - Librarians</i>		
† Librarian Grade-I	1590-3050	2200-3500
Librarian Grade-II	1330-2555	1640-2900
Librarian Grade-III	1220-2150	1520-2660
Librarian Grade-IV	905-1490	1125-1720
** Attender	Grade-I Grade-II	805-1190 825-1250 800-1200
Clerical Attender/Technical Attender		
Clerical Assistant (and similar categories)		
<i>Miscellaneous Categories</i>		
Roller Driver Grade-I	950-1590	1200-2040
Roller Driver Grade-II	825-1290	950-1500
Roller Driver/Assistant Roller Driver	805-1190	825-1250
Roller Cleaner/Lorry Cleaner	775-1160	800-1200
Oil Engine Driver	825-1290	950-1500
Driver-cum-Mechanic/Driver Mechanic		
Workshop Mechanic/Motor Mechanic	825-1290	950-1500
Fitter		
†† Motor Boat Driver	Grade-II	805-1190
Tractor Driver/Boat Driver/Syrang	Grade-I	865-1450

* The ratio among the posts of Senior Grade, Grade I and Grade II Confidential Assistants will be 2:3:3. One-fourth of the posts of Senior Grade Confidential Assistants will continue to be placed on the Selection Grade.

† The existing ratio of 1:2:2 among Senior Grade, Upper Division and Lower Division Typist will continue.

† The existing ratio of 1:2 between Grade I and Grade II Drivers will continue.

§ The existing ratio of 1:2 between Grade I and Grade II Binders will continue.

|| Existing ratio of 1:2 between Grade I and Grade II posts will continue.

¶ Those who come under U. G. C. Scheme will be given U. G. C. Scales of Pay.

** The existing ratio of 1:2 between Attender Grade-I and Grade-II will continue.

†† The ratio between Grade-I and Grade-II posts will be as for Drivers.

(1)	(2)	(3)	
	Rs.	Rs.	
*Engine Driver	Grade-II	805-1190	825-1250
Motor Driver	Grade-I	865-1450	975-1660
Loco Driver			
Driver-cum-Cleaner			
Carpenter			
Turner			
Moulder			
Welder	†Grade-II	805-1190	825-1250
Blacksmith/Smith	Grade-I	825-1290	950-1500
Electrician			
Plumber			
Mechanic			
Workshop Mechanic			
Fitter			
Carpenter-cum-Blacksmith		805-1190	825-1250
Lift Operator			
✓ Stencil Operator/Ronco Operator		775-1160	800-1200
Duplicator Operator			
‡Duffadar		775-1160	800-1200
Mochce			
§Last Grade Employee Grade-II		750-1025	775-1065
Last Grade Employee Grade-I		775-1160	800-1200

II. DEPARTMENTAL SCHEDULE OF POSTS

1. Advocate Generals' Office

Secretary to Advocate General	2640-3815	3900-5075
Deputy Secretary	2470-3675	3000-5000
Under Secretary	1830-3425	2500-4000
Section Officer Higher Grade	1590-3050	2200-3500
Section Officer	1370-2640	2000-3200
Librarian	1370-2640	2000-3200
¶Senior Grade Assistant	1250-2230	1640-2900
¶Senior Grade Typist**	1250-2230	1600-2660
¶Assistant Grade I	1000-1710	1350-2200
¶Typist Grade I	1000-1710	1350-2200
¶Assistant Grade II	865-1450	1200-2040
¶Typist Grade II	865-1450	1125-1720
Office Superintendent	1330-2555+	1640-2900+
	Rs. 50 Spl. pay	Rs. 50 Spl. pay
Library Assistant	825-1290	950-1500
Telephone Attendant	805-1190	825-1250

- * They will be grouped among Driver Grade-II for scale of pay and ratio promotions. They will not be paid special pay.
- † The existing ratio of 1:1 between Grade-II and Grade-I posts will continue.
- ‡ Higher Grade will be applicable as in the case of Attenders.
- § The existing ratio for grade promotions will continue.
- ¶ Twenty per cent of the posts of Section Officers will be placed on Higher Grade
- ¶ The existing ratio of 1:1:1 among Senior Grade, Grade I and Grade II Assistants/Typists will continue.
- ** One third of the posts of Senior Grade Typists, excluding the posts of Office Superintendents, will be allowed Selection Grade on Rs. 1640-2900.

(1)	(2)	(3)
2. Agriculture		
Director	3050-4435	4500-5700
Additional Director	2825-4095	4200-5300
Joint Director/Principal Agricultural Officer	2470-3675	3000-5000
Deputy Director/Chief Soil Chemist/ Subject Matter Specialist/ Plant Protection Officer/Sub Divisional Agricultural Officer	2070-3550	2650-4000
Assistant Director/Assistant Principal Agricultural Officer/Subject Matter Specialist/ Banana Development Officer/Agronomist/Radio Contact Officer/Cashew Development Officer/Special Officer/ Research Officer/Farm Superintendent	1650-3175	2375-3500
Assistant, Soil Chemist	1590-3050	2200-3500
Accounts Officer	1590-3050	Common Category
Administrative Assistant	1590-3050	
Labour Welfare Officer	1590-3050	2200-3500
Agricultural Officer/Technical Assistant/Seed Development Officer/Farm Assistant	1450-2825	2060-3200
Personal Assistant to Director of Agriculture	1450-2825	2060-3200
Examiner of Loans	1370-2640	2000-3200
Agricultural Field Officer	1330-2555	1640-2900
‡Agricultural Assistant Senior Grade	1220-2150	1520-2660
‡Agricultural Assistant Grade I	1000-1710	1350-2200
‡Agricultural Assistant Grade II	865-1450	975-1660
‡Senior Scientific Assistant	1370-2640	2000-3200
‡Scientific Assistant Grade I	1330-2555	1640-2900
‡Scientific Assistant Grade II	1000-1710	1350-2200
Offset Operator	950-1590	1200-2040
Assistant Offset Operator	825-1290	950-1500
Lab. Assistant	825-1290	950-1500
Film Librarian	825-1290	950-1500
Field Supervisor	775-1160	800-1200
Permanent Servant (Higher Grade)	775-1160	800-1200
Lab. Keeper	775-1160	800-1200
Mazdoor	775-1160	800-1200
<i>Agricultural Engineering Wing</i>		
State Agricultural Engineer	2825-4095	4200-5300
§ Research Engineer/Executive Engineer	2470-3675	3000-5000
§ Assistant Exe. Engineer (Civil)/(Agril)	1650-3175	2375-3500
§ Assistant Engineer	1450-2825	2060-3200 **
Draftsman	1050-1830	1400-2300

‡ The ratio among Grade II, Grade I and Senior Grade will be 5:3:2.

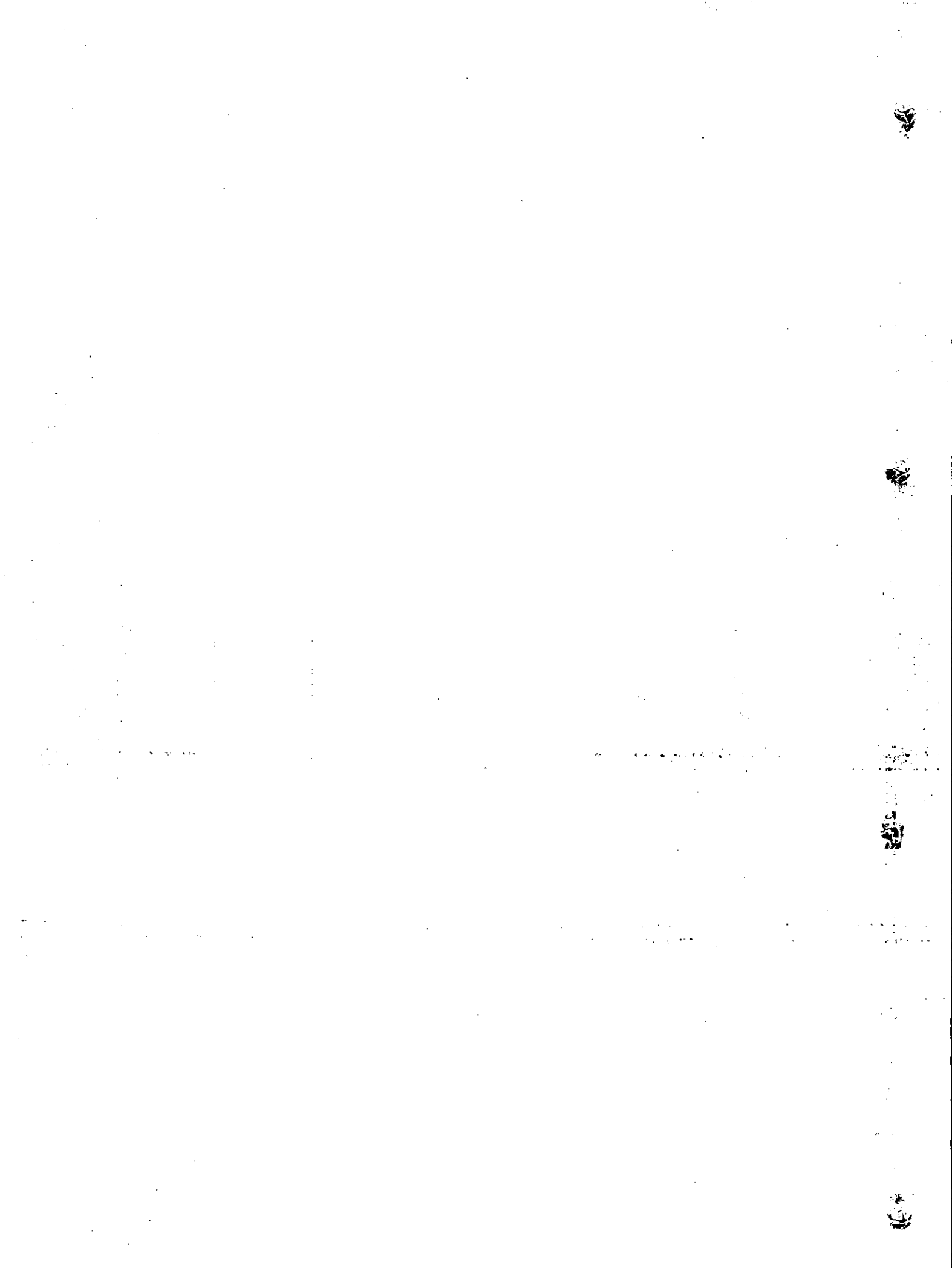
† The ratio among II Grade, I Grade and Senior Grade Scientific Assistants will continue to be 2:1:1.

§ Grades and ratios as in PWD will be given.

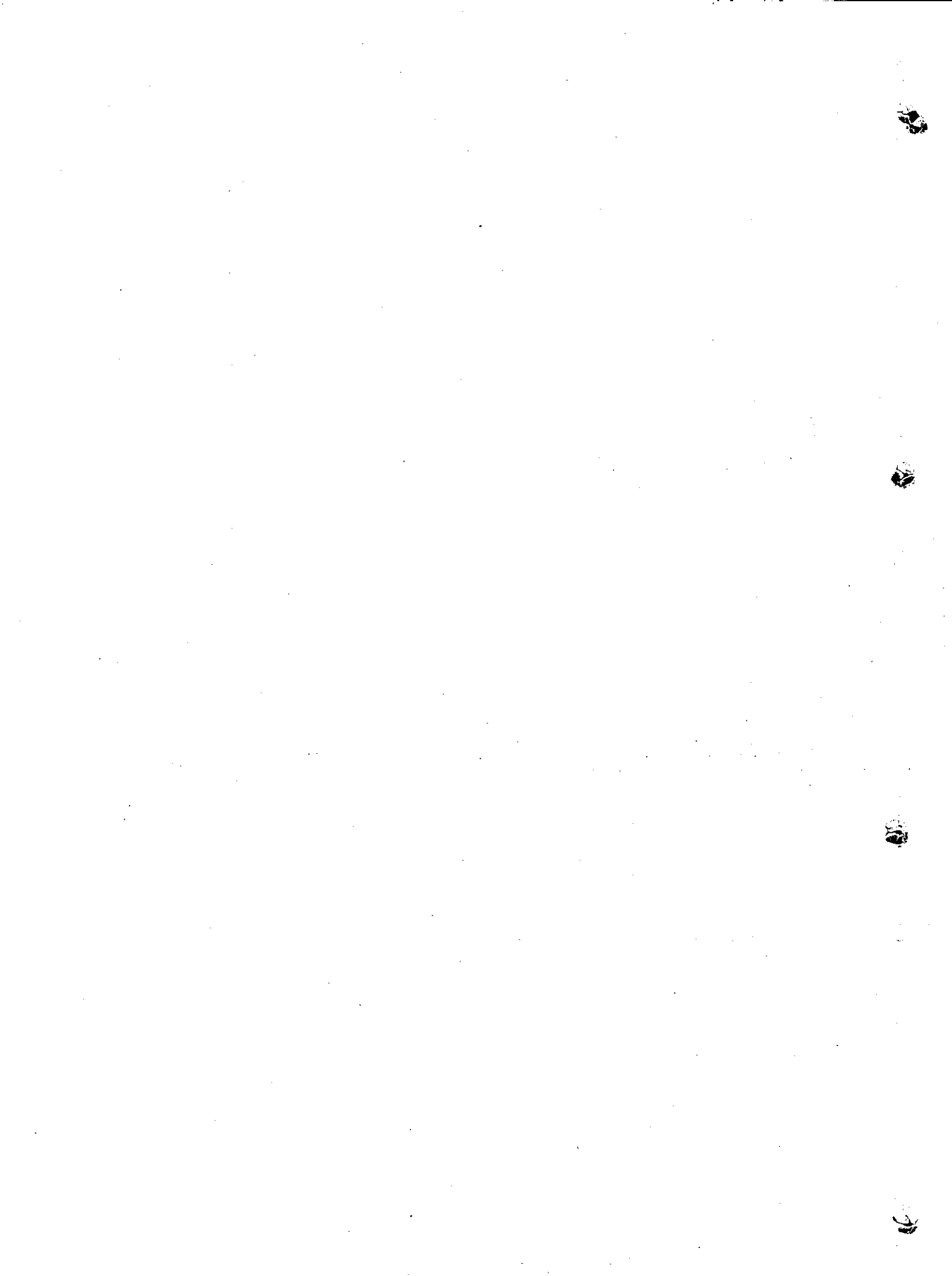
** Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900.

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(1)	(2)	
Overseer Grade I	1050-1830	1
Overseer Grade II	905-1450	1
Store-in-charge	1050-1830	1
Mechanical Engineering Supervisor	1000-1710	1
Foreman	950-1590	1
Farm Mechanic	950-1590	1
Senior Mechanic	825-1290	1
Work Superintendent	825-1290	1
Skilled Assistant	825-1290	1
Filter Point Mechanic	805-1190	8
Borer	805-1190	8
<i>Farm Information Bureau</i>		
Principal Information Officer	2070-3550	26
Editor-cum-Press Relations Officer	1650-3175	23
Technical Assistant/Agricultural Officer	1450-2825	20
Village Level Worker/Demonstrator	1220-2250	15
Technical Assistant	950-1590	12
<i>Animal Husbandry Department</i>		
Campaign Officer	2070-3550	As in Depa
Information Officer	2070-3550	
Publicity Officer	1650-3175	
Editor (Farm News)	1650-3175	
Display Artist	1000-1710	
Dark Room Assistant	750-1025	
<i>Post held by personnel of other departments.</i>		
Senior Administration Officer	2640-3815	As in Depa Common ca
Senior Finance Officer	2640-3815	
Law Officer	1830-3425	
Deputy Director (Statistics)	2070-3550	
Assistant Director (Statistics)	1650-3175	
Research Officer	1590-3050	
Research Officer	1450-2825	
Manpower Officer	1450-2825	
Statistical Officer	1450-2825	
Research Assistant	1220-2150	
U. D. Investigator	950-1590	
L. D. Investigator	825-1290	
U. D. Compiler	950-1590	
L. D. Compiler	825-1290	



	(1)	(2)	(3)
	3. Animal Husbandry		
00	Director	3050-4435	4500-5700
20	Additional Director	2825-4095	4200-5300
00	Director, Institute of Animal Health & Veterinary Biologicals	2825-4095	4200-5300
40	Additional Director, Special Livestock Breeding Programme	2825-4095	4200-5300
40	Principal Training Officer, Livestock Management Training Centre	2640-3815	3900-5075
00	Registrar, Kerala Veterinary Council	2640-3815	3900-5075
00	Joint Director	2470-3675	3000-5000
00	District Animal Husbandry Officer		
50	Principal Training Officer, Livestock Management Training Centre		
50	Chief Disease Investigation Officer Standardisation Officer		
00	Project Officer, Livestock Disease Control	2470-3675	3000-5000
00	Senior Research Officer		
00	State Livestock Census Officer		
00	Deputy director	2070-3500	2650-4000
200	Project Officer, ICDP		
660	Production Manager, Central Hatchery		
040	Livestock Products Inspecting Officer		
	Research Officer, Institute of Animal Health & Veterinary Biologicals		
	Quality Control Officer		
	Chief Veterinary Officer Cattle Sterility Officer		
	Assistant Director	1650-3175	2375-3500
	Senior Veterinary Surgeon		
	Superintendent, Goat Farm		
	Superintendent, District Livestock Farm		
	Superintendent, Buffalo Breeding Farm		
	Assistant Project Officer, RAIC		
	Assistant Director, RPF		
	Assistant Director, Planning (upgraded post)		
	Project Officer, IPD Block		
	Disease Investigation Officer		
	Assistant Research Officer		
	Assistant Director, Fodder Development		
	Lecturer, Extension Training Centre		
	Disease Surveillance Officer		
	Forest Veterinary Officer		
	Geneticist		
	Assistant Rinderpest Officer		
	Assistant Director, Cattle Sterility		
	Administrative Assistant	1590-3050	Common category
	* Assistant Executive Engineer	1650-3175	2375-3500
	Plant Engineer	1650-3175	2375-3500
	† Assistant Engineer	1450-2825	2060-3200
	Toxicologist	1450-2825	2060-3200

* $\frac{1}{3}$ of the Posts will be placed on the higher grade as in PWD

† Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900.

(1)	(2)	(3)		
Veterinary Surgeon	1450-2825	2060-3200		
Scientific Assistant	1450-2825	2060-3200		
Chief Instructor	1450-2825	2060-3200		
Feed Analyst	1450-2825	2060-3200		
Labour Officer	1370-2640	2000-3200		
Senior Instructor	}			
Farm Supervisor				
Feed Mixing Assistant				
Livestock Supervisor				
Extension Supervisor				
Farm Manager				
Supervisor, Livestock Census				
Chemist			1370-2640	2000-3200
Laboratory Supervisor				
Store Supervisor				
Rinderpest Checkpost Supervisor	}			
Hatchery Supervisor				
Field Supervisor				
Junior Instructor			1220-2150	1520-2660
Chick Sexing Expert	}			
Poultry Farm Manager				
Livestock Inspector Senior Grade			1220-2150	1520-2660
Livestock Inspector Grade I			1000-1710	1350-2200
Livestock Inspector Grade II			865-1450	975-1660
Laboratory Technician Grade I/			1000-1710	1350-2200
Laboratory Assistant Grade I			}	
Laboratory Technician Grade II/					865-1450	975-1660
Laboratory Assistant Grade II			}	
Incubation Technician					950-1590	1200-2040
Electrician-cum-Mechanic	950-1590	1200-2040		
Refrigeration Mechanic	950-1590	1200-2040		
Enumerator	865-1450	975-1660		
Milk Recorder	865-1450	975-1660		
Poultry Assistant	865-1450	975-1660		
Booth Attender	805-1190	825-1250		
Despatch Rider	805-1190	825-1250		
Chick Sexer	825-1290	950-1500		
Pump Operator	775-1160	800-1200		
Carpenter-cum-Mechanic	775-1160	800-1200		
Poultry Attendant	775-1160	800-1200		
Gardener Grade II	775-1160	800-1200		

Posts held by personnel of other Departments :

Administrative Officer Grade I	2470-3675	}	As in parent Department
Finance Officer Grade I	2470-3675		
Joint Director, Statistics	2640-3815		
Statistical Officer	1450-2825		
Research Officer	1450-2825		
Agricultural Officer	1450-2825		
Research Assistant	1220-2150		
Junior Co-operative Inspector	1050-1830		
Draftsman Grade I	1000-1710		
Fodder Supervisor	950-1590		
Upper Division Compiler	950-1590		
X-Ray Technician	905-1490		
Lower Division Compiler	825-1290		
Agricultural Demonstrator	865-1450		

* The existing ratio 3:1 between Veterinary Surgeons and Assistant Directors and equated categories will continue.

The ratio of 5:3:2 among Livestock Inspector Grade-II, Grade-I and Senior Grade will continue.

(1)

(2)

(3)

4. Archaeology

Director	2470-3675	3000-5000
Conservation Officer	2070-3550	2650-4000
Superintending Archaeologist	2070-3550	2650-4000
* Epigraphist	1450-2825	2060-3200
Archaeological Chemist	1650-3175	2375-3500
Research Officer	1450-2825	2060-3200
Documentation Officer	1450-2825	2060-3200
Ethnologist	1450-2825	2060-3200
Artist Superintendent	1450-2825	2060-3200
Education Officer	1450-2825	2060-3200
Publication Officer	1450-2825	2060-3200
† Assistant Engineer	1450-2825	2060-3200
Personal Assistant	1370-2640	2000-3200
Excavation Assistant	1370-2640	2000-3200
Epigraphy Assistant	1370-2640	2000-3200
Curator	1370-2640	2000-3200
Field Assistant	1250-2230	1600-2660
Technical Assistant	1250-2230	1600-2660
Assistant Editor	1220-2150	1520-2660
Preservation Assistant	1220-2150	1520-2660
Research Assistant	1220-2150	1520-2660
Manager	1220-2150	1520-2660
Artist	1220-2150	1520-2660
Documentation Assistant	1220-2150	1520-2660
Designer	1220-2150	1520-2660
Foreman	1050-1830	1400-2300
Museum Assistant	1000-1710	1350-2200
Photographer	1000-1710	1350-2200
Display Technician	1000-1710	1350-2200
Gallery Supervisor	1000-1710	1350-2200
Laboratory Assistant	950-1590	1200-2040
Estampage Maker	950-1590	1200-2040
Draftsman	905-1490	1125-1720
Museum Guide	865-1450	975-1660
Dark Room Assistant	865-1450	975-1660
Head Gardener	805-1190	825-1250
Cook	805-1190	825-1250
Ticket Attender	805-1190	825-1250
Moulder/Helper	775-1160	800-1200
Specimen Collector	775-1160	800-1200
Technical Helper	775-1160	800-1200
Gallery Attender	750-1025	775-1065
Duster	750-1025	775-1065

Posts held by personnel of other Departments

Sub Inspector of Police (Security Officer)
Police Constable (Security Guard)

1100-2070 }
825-1290 } As in parent Department

* Those on the personal Scale of Rs. 2070—3550 will be granted the corresponding revised Scale of Rs. 2650—4000

† Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be allowed the scale of Rs. 1640—2900.

(1)

(2)

(3)

5. Assistant Public Prosecutors

Deputy Director of Prosecution and Senior Assistant Public Prosecutor	2470-3675	3000-5000
Assistant Public Prosecutor Grade-I	1650-3175	2375-3500
Assistant Public Prosecutor Grade-II	1450-2825	2060-3200

6. Ayurveda Colleges

Principal-cum-Project officer/Principal	2640-3815	3900-5075
Professor/Editor (In the cadre of Professor)	2470-3675	3000-5000
Superintendent, Maternity Hospital	2070-3550	2650-4000
Reader	1830-3425	2500-4000
Chief Medical Officer	1830-3425	2500-4000
Lecturer/Lecturer in Agatantra/Assistant Editor (in the cadre of Lecturer)	1650-3175	2375-3500
Senior Medical Officer/Research Officer/Deputy Manager (ISM)	1650-3175	2375-3500
Lay Secretary/Manager	1370-2640	2000-3200
Demonstrator in Rasatantra/Demonstrator/Tutor/RMO/Medical Officer (Ayurveda)	1450-2825	2060-3200
Nursing Superintendent Grade I	1370-2640	2000-3200
Nursing Superintendent Grade II	1220-2150	1520-2660
Scientific Officer	1650-3175	2375-3500
Medical Officer (Stores)	1330-2555	1640-2900
Store Officer	1220-2150	1520-2660
Store Superintendent	1220-2150	1520-2660
Head Nurse (Allopathy)	1050-1830	1400-2300
Lab Technician Grade I	1050-1830	1400-2300
Lab Technician Grade II	905-1450	1125-1720
Nurse (Ayur.) Grade I	1000-1710	1350-2200
Nurse Grade II	865-1450	975-1660
Staff Nurse (Allopathy)	1000-1710	1350-2200
Scientific Assistant	1450-2825	2060-3200
Pharmacist Grade I	950-1590	1200-2040
Pharmacist Grade II	865-1450	975-1660
Foreman (Power Laundry)	950-1590	1200-2040
Midwife (Lady Health Worker Grade II)	905-1490	1125-1720
Record Assistant	865-1450	975-1660
Scribe	825-1290	950-1500
Electrician	825-1290	950-1500
Technician	825-1290	950-1500
Sergeant		Common category
Gardener Grade I	825-1290	950-1500
Theatre Assistant	805-1190	825-1250
Lab Attender Grade I	805-1190	825-1250
Masscur	825-1290	950-1500
Pharmacy Attender Grade II	775-1160	800-1200
Pharmacy Attender Grade I	805-1190	825-1290
Nursing Assistant Grade I/Grade II/Lab Attender Grade II/Power Laundry Attender		
Hospital Attendant/Specimen Collector/Gardener/Dravya Attender/Head Warder	775-1160	800-1250

* Ratio among Grades II and I will be 1:1

† Medical graduates alone will be given the scale of Rs. 2060-3200. Others will be given the scale of Rs. 1640-2900.

‡ Graduates will be given Rs. 2060-3200.

§ The existing ratio of 1:3 between Grade I and Grade II posts will continue.

¶ 20% of the total posts will be in grade I.

(1)	(2)	(3)
<i>Posts on consolidated pay:</i>		
Hon: Physician (Bala)	600	675
Hon: Lecturer (Marma)		
Hon: Lecturer-in Yoga Treatment	400	450
Yoga Instructor	400	450
Part time Masseur	150	200
<i>Post Graduate Unit</i>		
Professor (P.G. Unit)	2470-3675+	3000-5000+
	(Rs. 100 Spl. pay)	Rs. 100 Spl. pay
Reader	2070-3550	2650-4000
Senior Lecturer	1830-3425	2500-4000
Clinical Registrar	1450-2825	2060-3200
Technician (Netra)	1220-2150	1520-2660
Technician (Lab)	1050-1830	1400-2300
Technician (X-ray)	1050-1830	1400-2300
Technician (Elec.)	1000-1710	1350-2200
Technician (other category) (Mechanical)	1000-1710	1350-2200
Technician (Dravyaguna)	1000-1710	1350-2200
Technician (Bhasma & Sindoor)	1330-2555	1640-2900
Technician (Pharmacy)	1220-2150	1520-2660
Technical Assistant (Marma)	950-1590	1200-2040
Panchakarma Assistant	865-1450	975-1660
Technical Assistant (Visha)	865-1450	975-1660
Technical Assistant (X-ray)	865-1450	975-1660
Technical Assistant (Ayurveda)	865-1450	975-1660
Lab Assistant	905-1490	1125-1720
<i>Drugs Standardisation Unit</i>		
Research Officer (Chemistry/Bio Chemistry/Botany)	1830-3425	2500-4000
Research Officer (Ayurveda)	1830-3425	2500-4000
* Assistant Research Officer (Pharmacology/Chemistry/Pharmacognosy/Botany)	1590-3050	2200-3500
Research Assistant (Micro-Biology)	1450-2825	2060-3200
Research Assistant (Ayurveda)	1450-2825	2060-3200
Research Assistant (Chemistry)	1450-2825	2060-3200
Lab Technician	1050-1830	1400-2300
Lab Attender	775-1160	800-1200
<i>Pharmacognosy Unit</i>		
Professor (Pharmacognosy)	2470-3675	3000-5000
Research Officer	1830-3425	2500-4000
* Assistant Research Officer (Ayurveda)	1590-3050	2200-3500
Farm Superintendent	1590-3050	2200-3500
Farm Superintendent (higher grade)	1650-3175	2375-3500
Assistant to Pharmacognosy Officer	1450-2825	2060-3200
<i>Posts held by personnel of their Departments</i>		
Professor in Sanskrit Grade I (Non-Cadre)	2470-3675	As in the parent department
Professor in Sanskrit Grade II (Non-Cadre)	1830-3425	
Professor Grade II (non-cadre)	1830-3425	
Professor in Physical Education	1830-3425	
Civil Surgeon Grade II	1830-3425	
Administrative Officer Grade II	1830-3425	
Lecturer in Physical Education	1450-2825	
Lecturer in Sanskrit	1450-2825	
Lady Medical Officer	1450-2825	
Assistant Surgeon	1450-2825	
Pharmacist Grade II (Allopathy)	905-1490	

* On completion of 5 years service as Assistant Research Officer they will be promoted as Research Officer as at present.

(1)	(2)	(3)
7. Board of Revenue		
(a) <i>Agricultural Income Tax and Sales Tax</i>	Rs.	Rs.
Chairman	3175-4605	5100-5700
Secretary (Taxes)	2825-4095	4200-5300
Member (Departmental)/Deputy Commissioner Higher Grade	2825-4095	4200-5300
Member (Accountants) Deputy Commissioner	2640-3815 1830-3425	3900-5075 2500-4000
† Assistant Commissioner (Gujarathi Accounts)		
Law Officer		
Secretary (STAT)		
Assistant Commissioner	1830-3425	2500-4000
Appellate Assistant Commissioner		
Assistant Secretary, Law/Taxes, Board of Revenue		
Sales Tax Officer		
Additional Sales Tax Officer		
Intelligence Officer		
Superintendent (Board of Revenue)	(HG) 1370-2640	2000-3200
Taxes/Office of the Deputy Commissioner etc.	(HG) 1590-3050	2200-3500
Additional Law Officer		
Assistant Secretary (STAT)	1370-2640	2000-3200
Manager		
Assistant Sales Tax Officer		
A.I.T. Inspector,		
S.T. Inspector	1220-2150	1520-2660
Check Post Inspector		
Junior Agricultural Income-Tax Officer		
Intelligence Inspector etc.		
(b) <i>Civil Supplies</i>	2640-3815	3900-5075
Controller of Rationing	2470-3675	3000-5000
Deputy Controller of Rationing	1830-3425	2500-4000
Assistant Secretary	1830-3425	2500-4000
District Supply Officer	1370-2640	2000-3200
* Taluk Supply Officer	(HG) 1590-3050	2200-3500
	1370-2640	2000-3200
* City Rationing Officer	(HG) 1590-3050	2200-3500
	1220-2150	1520-2660
Assistant Taluk Supply Officer	1220-2150	1520-2660
Manager	1050-1830	1400-2300
Rationing Inspector		
(c) <i>Excise</i>	IAS Cadre	IAS Cadre
Secretary (Taxes)	IPS Cadre	IPS Cadre
Joint Excise Commissioner	2825-4095	4200-5300
Senior Grade Deputy Commissioner	2640-3815	3900-5075
Deputy Commissioner of Excise	1830-3425	2500-4000
* Assistant Excise Commissioner/ Assistant Secretary (B/R)	(HG) 2470-3675	3000-5000
* Manager/Excise Circle	1370-2640	2000-3200
Inspector/Superintendent (Excise)— Board of Revenue	(HG) 1590-3050	2200-3500
Excise Inspector	1100-2070	1400-2600
Assistant Excise Inspector	1000-1710	1350-2200
Preventive Officer	905-1490	1125-1720 †
Excise Guard	805-1190	825-1250 ‡

† Those on Personal Scales of Rs. 2640-3815 will be given the corresponding revised scales of Rs. 3900-

* 20% of the posts will be in the higher grade.

‡ Will be revised as Rs. 1200-2040 with effect from 1-6-1992.

§ Will be revised as Rs. 950-1500 with effect from 1-6-1992.

(1)	(2)	(3)
(d) <i>Land Board</i>		
Senior Grade Deputy Collector	2640-3815	3900-5075
* Deputy Collector/Assistant Secretary	1830-3425	2500-4000
† Tahasildar	1370-2640	2000-3200
	(HG) 1590-3050	2200-3500
Deputy Tahasildar	1220-2150	1520-2660
Revenue Inspector	1050-1830	1400-2300
Village Officer	950-1590	1200-2040
Village Assistant	825-1290	950-1500
Villageman	775-1160	800-1200
(e) <i>Land Revenue</i>		
Senior Grade Deputy Collector	2640-3815	3900-5075
* Deputy Collector	1830-3425	2500-4000
† Tahasildar	1370-2640	2000-3200
	(HG.) 1590-3050	2200-3500
Deputy Tahasildar	1220-2150	1520-2660
Revenue Inspector	1050-1830	1400-2300
Village Officer	950-1590	1200-2040
Village Assistant	825-1290	950-1500
Villageman	775-1160	800-1200
(f) <i>Survey and Land Records</i>		
Additional Director (Technical)	2640-3815+ ^s	3900-5075+
	Rs. 200 Spl. pay	Rs. 200 Spl. pay
Joint Director	2470-3675+	3000-5000+
	Rs. 100 Spl. pay	Rs. 100 Spl. pay
† Deputy Director	1830-3425	2500-4000
	Sr. Gr. 2470-3675	3000-5000
Assistant Secretary	1830-3425	2500-4000
Assistant Director	1650-3175	2375-3500
Superintendent, Survey and Land Records, (Higher Grade)	1590-3050	2200-3500
† Superintendent, Survey and Land Records	1370-2640	2000-3200
† Technical Assistant		
Printing Supervisor	1370-2640	2000-3200
‡ Head Draftsman/Head Computer	1330-2555	1640-2900
§ Draftsman Grade I	1050-1830	1400-2300
Draftsman Grade II	905-1490	1125-1720
Tracer	825-1290	950-1500
Head Surveyor	1330-2555	1640-2900
§ Surveyor Grade I	1050-1830	1400-2300
Surveyor Grade II	905-1490	1125-1720
Printing Expert	1220-2150	1520-2660
§ Heliozincographer Grade I	1050-1830	1400-2300
Heliozincographer Grade II	905-1490	1125-1720
Feeder	1000-1710	1350-2200
Dark Room Assistant	865-1450	975-1660
Cutter	905-1490	1125-1720
Deliverer	825-1290	950-1500
Printer	805-1190	825-1250
Pressman	775-1160	800-1200
Map Binder		
Map Mounter		
Operative (Photo Section Mounting and Binding Section)	775-1160	800-1200
Blue Printer	775-1160	800-1200
Attender (Grading Plate /Plate cleaning)	805-1190	825-1250
Chainman	750-1025	775-1065

* The ratio between Deputy Collector and Senior Grade Deputy Collector will be 3:1.

† 20% of the posts will be in the Higher Grade of Rs, 2200-3500

‡ Ratio between Head Draftsman and Draftsman will be 1:3. This will be applicable to Head Surveyor and Surveyor.

§ Ratio between Grade I and Grade II is 1:1.

|| Grouped among Binder under common category posts.

(1)	(2)	(3)
8. Chemical Examiners Laboratory		
Chief Chemical Examiner	2825-4095	4200-5300
Joint Chemical Examiner	2640-3815	3900-5075
Assistant Chemical Examiner (Higher Grade)	1830-3425	2500-4000
*Assistant Chemical Examiner	1650-3175	2375-3500
Junior Scientific Officer	1450-2825	2060-3200
Serological Assistant	1050-1830	1400-2300
Technical Assistant		
Glass Blower	950-1590	1200-2040
Laboratory Assistant	825-1290	950-1500
Junior Laboratory Assistant	775-1160	800-1200

9. Commissionerate for Entrance Examinations

Commissioner	3175-4605	} 5100-5700 As in parent Department/ Cadre
Technical Assistant	1450-2825	
Personal Assistant	1370-2640	
Assistant	950-1590	

10. Co-operation

Registrar of Co-operative Societies	IAS Cadre	IAS Cadre
Additional Registrar of Co-operative Societies	2640-3815	3900-5075
Joint Registrar of Co-operative Societies	2470-3675	3000-5000
†Deputy Registrar (Higher Grade)	2070-3550	2650-4000
Deputy Registrar	1650-3175	2375-3500
Assistant Registrar	1450-2625	2060-3200
Editor-cum Press Relations Officer	1450-2825	2060-3200
Personal Assistant to Registrar of Co-operative Societies	1450-2825	2060-3200
Special Grade Senior Inspector/Auditor	1330-2555	1640-2900
Senior Inspector/Auditor	1250-2230	1600-2600
‡Junior Inspector/Auditor	1050-1830	1400-2300

*1/3rd of the posts of Assistant Chemical Examiner will be placed on the Higher Grade.

† The ratio between Deputy Registrar (Higher Grade) and Deputy Registrar will be 1:2.

‡ The existing ratio of 1:1 between Senior Inspector/Auditor and Junior Inspector/Auditor will continue. 10% of the total number of posts of Senior Inspector/Auditor and Junior Inspector/Auditor will continue to be placed on the Special grade.

(1)	(2)	(3)
<i>Post held by personnel of other departments</i>		
Law Officer		
Finance Officer Grade I	2470-3675	As in parent Department
Research Officer	2470-3675	
Research Assistant/Statistical Inspector	1450-2825	
Junior Statistical Inspector	1220-2150	
Compiler	950-1590	
	825-1290	

11. Cultural Publications

Director of Publications	2640-3815	3900-5075
Editor	2470-3675	3000-5000
Assistant Director of Publications	1830-3425	2500-4000
Accounts Officer	1590-3050	2200-3500
Manager	1370-2640	2000-3200
Sales Officer	1370-2640	2000-3200
Editorial Assistant	1220-2150	1520-2660
Proof Reader	1000-1710	1350-2200

Note: Deputationists will be given the scales of pay of their cadre posts.

12. Dairy Development

Director	2640-3815	3900-5075
Joint Director	2470-3675	3000-5000
Deputy Director/Farm Superintendent	2070-3550	2650-4000
Senior Dairy Engineer	2070-3550	2650-4000
Assistant Director/Quality Control Officer/Vice-Principal		
Subject Matter Specialist	1650-3175	2375-3500
Subject Matter Specialist (Co-operation)	1650-3175	2375-3500
Fodder Development Officer	1650-3175	2375-3500
Dairy Extension Officer/Technical Assistant/Instructor	1450-2825	2060-3200
Store Officer	1370-2640	2000-3200
Dairy Engineer	1450-2825	2060-3200
Dairy Chemist	1220-2150	1520-2660
Dairy Extension Assistant	1050-1830	1400-2300
Dairy Farm Instructor (Lower Grade)	950-1590	1200-2040
Dairy Farm Instructor (Higher Grade)	1050-1830	1400-2300
Lab Technician	950-1590	1200-2040
Agricultural Demonstrator Grade I	1000-1710	1350-2200
Agricultural Demonstrator Grade II	865-1450	975-1660
Lab Assistant	825-1290	950-1500

* Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be allowed the scale of Rs. 1640-2900.

The existing ratio of 1 : 3 between higher grade and lower grade will continue.

(1)

(2)

(3)

Post held by personnel of other departments

Administrative Officer Grade-II	1830-3425	} As in parent Dep Common Categ posts
Financial Assistant	1590-3050	
Joint Registrar of Co-operative Societies (Dairy)	2470-3675	
Subject Matter Specialist (Veterinary)	1450-2825	
Assistant Registrar of Co-operative Societies (Dairy)	1450-2825	
Veterinary Surgeon	1450-2825	
Agricultural Officer/Subject Matter Specialist	1450-2825	
Senior Inspector of Co-operative Societies	1250-2230	
Junior Inspector of Co-operative Societies	1050-1830	

13. Drugs Control

Drugs Controller		
Deputy Drugs Controller (Ayurveda)	2640-3815	3900-
Assistant Drugs Controller (Allopathy)	2470-3675	3000-
Analyst Grade I	1830-3425	2500-
*Administrative Assistant	1830-3425	2500-
Regional Drugs Inspector	1590-3050	
Chief Inspector of Drugs		
Intelligence Squad		
Analyst Grade II		
Pharmaceutical Chemist		
Bacteriologist		
Pharmacognosist		
Pharmacologist		
Biochemist		
Analyst Grade II (Ayurveda)	1650-3175	2375-3
Drugs Inspector (Allopathy)		
† Drugs Inspector (Ayurveda)		
Analyst Grade III	1450-2825	2060-32
Law Officer		
Scientific Assistant	1370-2640	2050-32
Store Superintendent	1220-2150	1520-26
Legal Assistant	1050-1830	1400-23
Technical Assistant	1000-1710	1350-22
Media Maker	1000-1710	1350-22
Sample Warden	1000-1710	1350-22
Technician (Lower Division)	950-1590	1200-204
Technical Store keeper	865-1450	975-166
	865-1450	975-166

Post held by personnel of other Departments

Compiler (Upper Division)

950-1590 As in parent Depart

* Included under common category.

† Non Graduate Medical Officer (Ayurveda) will be given the scale of Rs. 1640-2900.

(1)	(2)	(3)
14. Economics and Statistics		
Director	3050-4435	4500-5700
Additional Director	2825-4095	4200-5300
Joint Director	2640-3815	3900-5075
Deputy Director	2070-3550	2650-4000
Assistant Director/District Officer/Regional Statistical Officer	1650-3175	2375-3500
* Administrative Assistant	1590-3050	
Research Officer	1450-2825	2060-3200
Additional District Officer/Price Supervisory Officer/ Scrutiny Officer	1450-2825	2060-3200
Documentation Officer	1450-2825	2060-3200
Deputy Health Officer (Vital Statistics)	1370-2640	2000-3200
Tahak Statistical Officer	1370-2640	2000-3200
Senior Supervisor (MT)	1370-2640	2000-3200
Deputy Health Officer (Vital Statistics)	1330-2555	1640-2900
Research Assistant	1220-2150	1520-2660
Statistical Inspector	1220-2150	1520-2660
Price Inspector	1220-2150	1520-2660
Supervisor M.T.	1220-2150	1520-2660
Draftsman (Upper Division)	1000-1710	1350-2200
Compiler (Upper Division)	950-1590	1200-2040
Investigator (Upper Division)	950-1590	1200-2040
Punch Card operator (Upper Division)	950-1590	1200-2040
Price Reporter (Upper Division)	950-1590	1200-2040
** Junior Statistical Inspector	950-1590	1200-2040
Extension Officer (Planning and Monitoring)	950-1590	1200-2040
Draftsman (Lower Division)	865-1450	975-1660
Compiler (Lower Division)	825-1290	950-1500
Investigator (Lower Division)	825-1290	950-1500
Punch Card Operator (Lower Division)	825-1290	950-1500
Price Reporter (Lower Division)	825-1290	950-1500
<i>Posts held by personnel for other Departments</i>		
Administrative Officer Grade I	2470-3675	} As in parent Department/ common category of posts
Rota Print Typist Grade I	1000-1710	
Rota Printer Grade I	1000-1710	

* Included under Common category.

** The existing practice of including the post of Junior Statistical Inspector with the post of Upper Division Compiler for determining the ratio of 1:1 between Upper Division and Lower Division Compilers will continue.

(1)	(2)	(3)
15. Education		
<i>I Collegiate Education</i>		
Director	IAS Cadre 3175-4605	IAS Cadre U.G.C.
Additional Director	2825-4095	U.G.C.
Deputy Director		
U. G. C. Special Officer	2470-3675	U. G. C.
Assistant Director		
Senior Administrative Assistant	1830-3425	2500-4000
Special Officer for Scholarship		
Accounts Officer	1590-3050	2200-3500
<i>Arts and Science Colleges</i>		
Principal Special Grade	2640-3815	U.G.C.
Principal	2470-3675	"
Lecturer, Selection Grade	1830-3425+	"
Lecturer, Sr. Sc. in Physical Education	Spl. pay Rs. 180	"
Principal	2640-3815	3900-5075
Professor Grade I	2470-3675	3000-5000
Principal	1830-3425+	2500-4000+
Professor Grade II	Spl. pay Rs. 180.	Rs. 100 Spl. pay
Professor Grade II Physical Education	1830-3425	2500-4000
Lecturer/Lecturer in Physical Education	1450-2825	2060-3200
Administrative Assistant	1590-3050	Common category
Curator	950-1590	1200-2040
Artist	865-1450	Common category
Sewing Mistress	845-1370	975-1540
Herbarium Keeper		
Taxidermist	825-1290	950-1500
Museum Keeper		
Sergeant	750-1025	775-1065
Water Pump Mechanic	805-1190	825-1250
Gasman	775-1160	800-1200
Specimen Collector		
Groundsman	750-1025	775-1365
Marker		
Part-time Lecturer in Law/Journalism	1450 (fixed pay)	1640
Part-time Junior Lecturer in Arabic	1000 (Honorarium)	1200
<i>Sanskrit Colleges</i>		
Principal	2640-3815	
Professor Grade I	2470-3675	
Professor Grade II	1830-3425	
Lecturer	1450-2825	
Lecturer	1450-2825 (Non U.G.C.)	2060-3200
<i>Training Colleges</i>		
Principal	2640-3815	3900-5075
Professor	1830-3425	2500-4000
Lecturer	1450-2825	2060-3200
Instructor in Arts & Crafts	1220-2150	1520-2660
<i>Physical Education Colleges</i>		
Principal	1830-3425+	2500-4000+
Professor Grade II	Spl. pay Rs. 180	Rs. 180 Spl. pay
Lecturer	1830-3425	2500-4000
	1450-2825	2060-3200

* Those on personal Scale of Rs. 1250-2230 will be given the Corresponding Revised Scale of Rs. 1600-2660.

† Included under common category.

	(1)	(2)	(3)
	Instructor Selection Scale	1250-2230	1600-2660
	Instructor Senior Scale	1220-2150	
	Instructor/Matron	1000-1710	
	Coach	845-1370 1450-2825	
	<i>Arabic Colleges</i>		
	Principal	1450-2825	2000-3500
	Lecturer Selection Scale	1370-2040	2000-3500
	Lecturer Senior Scale	1330-2555	
	Lecturer	1220-2150	1640-2900
	Lecturer	1000-1710	1400-2600
	<i>Sree Swathi Thirunal College of Music, Thiruvananthapuram</i>		
	Principal	2470-3675	3000-5000
	Professor (Vocal, Veena, Mridangam & Violin)	2070-3550	2650-4000
	Additional Professor of Vocal Music	2070-3550	2650-4000
	Assistant Professor	1590-3050	2200-3500
	Tutor Grade I	1370-2640	2000-3200
	Tutor Grade II	1250-2230	1600-2660
	Sanskrit Pandit Grade I	1220-2150	1520-2660
	Sanskrit Pandit Grade II	1000-1710	1350-2200
	Instrument Mechanic	1000-1710	1350-2200
	Bhagavathar	1250-2230	1600-2660
	Mridangom Player		
	Lecturer in Musicology	1450-2825	2060-3200
	<i>Music Colleges, Trippunithura and Palakkad</i>		
	Principal	2470-3675	3000-5000
	Professor	2070-3550	2650-4000
	Assistant Professor	1590-3050	2200-3500
	Tutor Grade I	1370-2640	2000-3200
	Tutor Grade II	1250-2230	1600-2660
	Sanskrit Pandit Grade II	1000-1710	1350-2200
	Dance Master (Kathakali)	1250-2230	1600-2660
	Bharathanatyam Instructor		
	Drawing and Painting Master		
	Drummer (Maddalam Player)		
	Bhagavathar		
	Bharathanatyam Instructor (Addl.)		
	Mridangom Player		
	Kathakali Bhagavathar	1250-2230	1600-2660
	Bharathanatyam Bhagavathar	1000-1710	1350-2200
	Assistant Dance Master (Kathakali)		
	Assistant Art Instructor		
	Chenda Player	1450-2825	2060-3200
	Sculpture and Modelling Master		
	Teacher in Mohiniyattom		
	Lecturer in Musicology	1450-2825	2060-3200
	<i>Posts held by personnel of other departments</i>		
	Administrative Officer Grade I	2470-3675	As in parent Deptt./ common category
	Finance Officer Grade I		
	Engineering Liaison Officer		
	Research Officer		
	Research Assistant		
	Compiler (L.D)		
	<i>II General Education</i>		
	<i>Directorate</i>		
	Director	IAS	IAS
	Commissioner for Educational Development & Research	3175-4605	5100-5700
	Additional Director	2825-4095	4200-5300

* Senior/Selection Scales will be as admissible to P.D. Teacher

** Senior/Selection Scale will be as-admissible to Graduate Teachers.

(1)	(2)	(3)
Joint Director Statistical Officer	2470-3675	3000-5000
Deputy Director (Employment Programme) Chief Planning Officer	2070-3550	2650-4000
Accounts Officer (Provident Fund) Secretary-Cum-Treasurer (Housing Society)	1830-3425	2500-4000
Assistant Director	1650-3175	2375-3500
Assistant Provident Fund Officer Public Relations Officer	1590-3050	2200-3500
Administrative Assistant Additional Administrative Assistant Accounts Officer (Audit)	1590-3050	2200-3500
Personal Assistant to the Secretary, State Education Advisory Board Organiser for Sports in Schools	1450-2825	2060-3200
* Editor (Vidyarangom)	1330-2555	1640-2900
<i>CARE Feeding Programme</i>		
Senior Administrative Assistant Supervisor (Noon Feeding)	1830-3425 1370-2640	2500-4000 2000-3200
<i>Examination Wing</i>		
Joint Commissioner for Government Examinations	2470-3675	3000-5000
Secretary to the Commissioner for Government Examinations	2070-3550	2650-4000
Assistant Secretary Examinations Personal Assistant to the Secretary to the Commissioner for Government Examinations	1650-3175 1450-2825	2375-3500 2060-3200
<i>Text Books</i>		
Text Book Officer	2070-3550	2650-4000
Note Book officer	1830-3425	2500-4000
Personal Assistant to the Text Book Officer	1450-2825	2060-3200
Chief Accountant	1370-2640	2000-3200
Store Keeper, Central Stores Store Keeper District Stores	1220-2150	1520-2660
<i>Adult Education</i>		
State Adult Education Officer	2470-3675	3000-5000
Assistant State Adult Education Officer	1590-3050	2200-3500
Districts Adult Education Officer	1650-3175	2375-3500
<i>Office of the Deputy Director</i>		
Deputy Director	2070-3550	2650-4000
Administrative Assistant Accounts Officer	1590-3050	Included under common category
<i>District & Sub District Office</i>		
District Educational Officer	1650-3175	2375-3500
Personal Assistant	1450-2825	2060-3200
Assistant Educational Officer	1450-2825	2000-3500
Inspector of Muslim Education	1450-2825	2000-3500
* Inspector of Muslim Education	1330-2555	1640-2900

* If eligible for selection scale under the new norms, it will be given.

(1)	(2)	(3)
<i>Centre for inservice Training in Hindi Teachers Training Institute</i>		
Chief Instructor	1450-2825	2000-3500
Instructor		
Instructor	1220-2150	1640-2900
<i>Higher Secondary Education</i>		
Director	IAS cadre	IAS cadre
Joint Director	2825-4095	4200-5300
Administrative Officer Grade I	2470-3675	As in common category
Finance Officer Grade I	2470-3675	"
Higher Secondary School Teachers	1450-2825	2060-3200
Higher Secondary School Teachers	Rs. 1000 fixed pay	Rs. 1200 fixed pay
<i>Secondary School (Including Training Schools)</i>		
Headmaster (Senior Scale)	1590-3050	2200-4000
* Headmaster	1450-2825	2000-3500
† Graduate Thacher	1370-2640	2000-3500
† Language Teacher		
† Graduate Teacher	1220-2150	1640-2900
† Language Teacher		
† Graduate Teacher	1000-1710	1400-2600
† Language Teacher		
Instructor (Engineering)	1330-2555	1640-2900
Instructor (Printing Technology)		
Instructor (Agriculture)	1050-1830	1400-2300
Instructor (Engineering)		
Instructor (Home Science)	1000-1710	1350-2200
Instructor (Physical Trng.)		
Instructor (Art)	1000-1710	1350-2200
Instructor (Bharathanatyam)		
Instructor (Kathakali Vesham)	1000-1710	1350-2200
Instructor (Fishery Technology)		
Instructor (Engineering)	1000-1710	1350-2200
Instructor (Drawing & Painting)		
Teacher (Physical Edncation)	1000-1710	1350-2200
Teacher (Veena)		
Teacher (Commercial)	1330-2555	1640-2900
Teacher (Hindustani-Urdu)		
Domestic Science Assistant	1220-2150	1520-2660
Secretariat Assistant		
Dance Master (Kathakali)	1000-1710	1350-2200
Pandit		
‡ Instructor (Commerce-Senior Grade)	1330-2555	1640-2900
Instructor (Commerce-Grade I)	1220-2150	1520-2660
Instructor (Commerce-Grade II)	1000-1710	1350-2200

* Headmasters of Secondary Schools having prescribed qualification will be allowed Senior Scale on completion of 12 years service as Headmaster.

† Graduate Teacher/Language Teacher and equated categories of teachers will be given Senior scale on completion of 12 years service and Selection scale on completion of 12 years in Senior scale subject to satisfaction of prescribed qualifications and limited to 20% of posts in Senior scale.

‡ Grade I and Senior grade will be for 12 and 24 years Service respectively.

(1)	(2)	(3)
* Craft/Specialist Teacher	} Selection scale Senior scale	1330-2555 } 1640-2900
Craft/Specialist Teacher		1250-2230 } 1400-2600
Craft/Specialist Teacher		1050-1330 } 1200-2040
Instructor	} Selection scale Sr. scale Entry scale	} 1250-2230 } 1640-2900 * 1220-2150 } 1400-2600 * 1000-1710 } 1200-2040 845-1370
Instructor (Bharathanaatyam)		
Instructor (Physical Training)		
Instructor (Kathakali)		
Instructor (Wood Work)		
Instructor (Fine Arts)		
Instructor (Fishery Technology)		
Teacher (Rattan Works)		
Teacher (Music)		
Teacher (Craft)		
Drawing Master		
Bhagavathar		
Sewing Mistress		
Specialist		
Dance Master		
Special Teacher	1330-2555	1640-2900
N.D.S. Instructor		
<i>Upper Primary & Lower</i>		
<i>Primary Schools :</i>		
Headmaster (Senior Scale)		1370-2640 2000-3500
† Headmaster		1330-2555 1640-2900
* Teacher (P.D.)	} Selection scale	1250-2230 } 1640-2900
* Teacher (P.D.)		1220-2150 } 1400-2600
* Teacher (P.D.)		1000-1710 } 1200-2040
Primary Education Extension Officer		845-1370 1400-2600
Teacher (Rattan Works)		1000-1710 1400-2600
Teacher (Crafts)	} Sel. scale Sr. scale Entry scale	} 1250-2230 } 1640-2900 * 1220-2150 } 1400-2600 * 1000-1710 } 1200-2040 845-1370
Teacher (Training Reserve)		
Teacher (Industrial)		
Teacher (Special)		
Teacher (Language)		
Teacher (Hebrew)		
Teacher (Arabic)		
Teacher (Hindustani)		
Teacher (Sewing)		
Teacher (Needle work)		
Teacher (Music)		
Teacher (Music-cum-Needle work)		
Teacher (Music & Drill)		
Teacher (Drawing & Music)		
Teacher (Drawing-cum-Needle)		
Teacher (Drawing)		
Teacher (Physical Education)		
Teacher (Thiruvathirakkali)		

* P.D. Teacher and equated categories of teachers will be given Senior scale on completion of 12 years service and selection scale on completion of 12 years in the senior scale, subject to satisfaction of prescribed qualifications and limited to 20% of posts in senior scale.

† Headmasters of Primary Schools having prescribed qualification will get Senior scale on completion of 12 years of service as Headmaster.

(1)	(2)	(3)
Teacher (Mohiniyattom)	} Sel. Scale 1250-2230 1220-2150 Sr. Scale 1000-1710 Entry Scale 845-1370	} 1640-2900*
Teacher (Mridangom)		
Teacher (Kaikottikkali)		
Teacher (Weaving)		
Teacher (Tailoring)		
Teacher (Book Binding)		
Teacher (Manual Training)		
Teacher (Physical Training)		
Teacher (Girls Guide)		
Teacher (Technological Fishing)		
Instructor (Kathakali Chutti)		
Instructor (Kathakali)		
Instructor (Mridangom)		
Instructor (Chenda)		
Instructor (Art)		
Fishing Technology Assistant		
Assistant Teacher (Nursery)		
Matron	} Sel. Scale 1250-2230 1220-2150 Sr. Scale 1000-1710 Entry Scale 845-1370	} 1640-2900*
Pandit		
Junior Pandit		
Hindi Pandit		
Sewing Mistress		
Drill Master		
Drawing Master		
Bhagavathar		
Bhagavathar (Bharath Natyam)		
Bhagavathar (Kathakali)		
Chenda Player		
Art Assistant		
Art Master		
Assistant Dance Teacher		
Attender (Kathakali Chutti)		
Teacher (Graft)		
Instructor (Work Experience Programme)			845-1370	1200-2040
<i>School for the Handicapped</i>		
† Headmaster (Senior Scale)	1590-3050	2200-4000
Headmaster	1450-2875	2000-3500
Headmaster (Under Graduate)	1330-2555	1640-2900
Graduate Assistant (Training Centre for Handicapped)	1330-2555	1640-2900
Resource Teacher	1220-2150	1520-2660
Teacher (Graduate who are themselves handicapped)	} Sel. Scale 1370-2640 1330-2555	} 2000-3500 ††
Assistant Teacher (with special training)	} Sr. Scale 1220-2150 Entry Scale 1000-1200	
Assistant Teacher (without special training)	} Sel. Scale 1250-2230 1220-2150	} 1640-2900*
Teacher (under graduate who are themselves handicapped)	} Sr. Scale 1000-1710 Entry. Scale 845-1370	
Brailist Craft, Music and Drawing Teacher	845-1370	975-1540
Matron	825-1290	950-1500
Teacher (Part-time)	} Sel. Scale 1250-2230 1220-2150 Sr. Scale 1000-1710 Entry Scale 845-1370	} 1640-2900*
Brailist (Part-time)		
Mobility Instructor-cum-physical Education Teacher		
Part-time Instrumental Music Teacher	825-1290	950-1500
Audiologist	1000-1710	1350-2200
Instructor in Plumbing		

*Senior and Selection Scales will be as for P.D. Teachers.

†Senior Scale will be for 12 years of service as H.M. with prescribed qualification.

††Senior and Selection Scales will be as for Graduate Teachers.

(1)	(2)	(3)
Skilled Assistant (Printing & Composing)	865-1450	975-1650
Skilled Assistant (Plumbing)	1000-1710	1250-2200
Instructor in Composing	750-1025	775-1050
Ayah		
<i>Subordinate Staff:</i>		
Accountant. CARE	1050-1830	1400-2300
Manager		
Depot Officer		
Assistant Depot Officer	950-1590	1200-2040
Calculator Operator	865-1450	975-1650
Assistant Librarian		
Godown Keeper	825-1290	950-1500
Record Keeper		
Tally-Clerk		
Computer		
* Sergeant		
Printer	825-1290	950-1500
Compositor		
Store Assistant	805-1190	825-1250
Mechanic	845-1370	975-1540
Packer		
Counter	775-1160	800-1200
<i>Part-time Posts:</i>		
Language Teacher		
Teacher (Craft)		
Teacher (Physical Education)		
Instructor		
Instructor (Manual Training)	825-1290	950-1500
Pandit		
Teacher (P.D.)		
Teacher (Arabic)		
Teacher (Drawing & Drill)		
Teacher (Music)		
Teacher (Need work)		
Specialist Teacher		
Drawing Master	825-1290	950-1500
Drill Master		
Brailist		
<i>Posts held by Personnel of Other Departments.</i>		
<i>Directorate:</i>		
Senior Administrative Officer	2640-3815	
Senior Finance Officer		
Law Officer	2470-3675	
Deputy Secretary, Super Check		
Finance Officer Grade H	1830-3425	
Accounts Officer	1590-3050	
Liaison Officer	1370-2640	
Taluk Statistical Officer	1450-2825	
Research Officer (Statistics)	1220-2150	
Research Assistant (Statistics)	950-1590	
Compiler (Upper Division)	825-1290	
Compiler (Lower Division)		
<i>State Institute of Education</i>		
Director	2470-3675	3000-3400
Deputy Director	2070-3550	2300-4000

* Grouped among common categories of posts.

(1)	(2)	(3)
Education Officer, Science		
Science Consultant		
Education Officer, Hindi		
Special Officer, Sanskrit		
State Evaluation Officer		
Research Officer, Text Book & Curriculum	1650-3175	2375-3500
Special Officer, Work Experience Unit		
Project Officer, Population Edn.		
Asst. Director, Integrated Edn. for disabled		
Research Officer, Research Unit Primary		
Pre-primary Education Officer	2470-3675	3000-5000
Special Officer, Educational Technology	2070-3550	2650-4000
Education Survey Officer	1650-3175	2375-3500
Special Officer, Arabic		
Educational Officer in English	1650-3175	2375-3500
Instructor		
Junior Science Consultant		
Technical Asst. Evaluation Unit		
Evaluation Officer (Junior)	1450-2825	2060-3200†
Text Book, Research Officer		
Counsellor, Guidance Unit		
Co-ordinator, Population Edn.		
Headmaster, Scholarship Unit		
Co-ordinators Integrated Edn. for disabled		
Programme Officer, Educational Technology Unit	1450-2825	2060-3200†
Education Techniques Officer		
Co-ordinator (PECR and DACEP)		
UNICEF Aided Project		
Research Assistant		
H.S.A. (Correspondence Course)		
Audio Visual Publicity Officer		
Research Asst. (Guidance Unit)	1000-1710	1350-2200†
Foreman, Work Experience Unit		
Regional Foreman, Work Experience Unit		
Wood Work Instructor		
Skilled Asst. Work Experience Unit	845-1370	975-1540
Artist, Edn. & Technology Unit		
Education Officer (Malayalam)	1450-2825	2060-3200†
Education Extension Officer (RISA)		
Tamil Assistant, Unit Head,	1220-2150	1640-2900
Tamil/Kannada		
<i>District Institute of Education & Training</i>		
Principal	2070-3550	2650-4000
Senior Lecturer	1450-2825	2000-3500
Lecturer	1000-1710	1400-2600
Educational Extension Officer	1450-2825	2000-3500
Statistical Assistant	1000-1710	1350-2200
Technician	1050-1830	1400-2300
Work Experience Teacher	1050-1830	1400-2300
Librarian	905-1490	1125-1720
Laboratory Assistant	825-1290	950-1560
<i>Technical Education Directorate</i>		
Director	4435-5285	AICTE Scale
Joint Director	2825-4095	do.
Joint Controller	2825-4095	do.
Professor	2640-3815	do.
Deputy Director	2470-3675	do.
Deputy Director (Polytechnic Stream)	2470-3675	3000-5000
* Administrative Assistant		
Assistant Director		
Technical Officer		
Stock Verification Officer	1590-3050	2200-3500
Public Relations Officer		
* Accounts Officer		

* Included under common category of posts

† Incumbents from other Cadre will be given corresponding Cadre Scales.

(1)	(3)	(3)
Training Officer	1370-2640	2000-3200
Guidance Officer		
Vocational Training Organiser		
Inspector of Industrial Schools	1330-2555	1640-2900
Assistant Training Officer		
Development Officer	1220-2150	1520-2660
<i>Regional Directorate</i>		
Joint Director (Engineering College Stream/ Polytechnic Stream)	...	AICTE
Assistant Director	1590-3050	2200-3500
Assistant Training Officer (Polytechnic Stream/ Inspector of Industrial Schools	1330 2555	1640-2900
	1330-2555	1640-2900
<i>Supervisory Development Centre</i>		
Training Officer (Poly. Stream)	1590-3050	2200-3500
Assistant Training Officer	1330-2555	1640-2900
<i>Curriculum Development Centre, Kalamassery</i>		
Joint Director	2925-4095	4200-5300
Project Officer	1590-3050	2200-3500
<i>Engineering Colleges</i>		
Principal	2825-4095 + Spl. pay Rs. 200 2640-3815	AICTE
Dean		
Professor		
Assistant Professor/Reader	2470-3675	AICTE
Chief Technical Librarian		
Workshop Superintendent	2070-3550	3000-5000
Scientific Information Officer	Non- AICTE 1590-3050	2650-4000
Lecturer in Engineering/Technology		
Technical Officer	1590-3050	2200-3500
Instructor Grade I	1590-3050	2200-3500
† Administrative Assistant	..	..
Lecturer, Microbiology/Sanitary, Chemistry/Economics, Etc.	..	U. G. C.
Fine Arts Expert	1450-2825	2060-3200
Chemist	1450-2825	2060-3200
Computer Operator	1450-2825	2060-3200
Chief Accountant	1220-2150	1520-2660
Store Keeper		
Instructor Grade II	1050-1830	1400-2300
Trade Instructor Senior Grade	1050-1830	1400-2300
Trade Instructor Grade I	1000-1710	1350-2200
Boiler Mechanic	950-1590	1200-2040
† Instrument Mechanic Grade I	1000-1710	1350-2200
Instrument Mechanic Grade II	950-1590	1200-2040
Draftsman	1050-1830	1400-2300
Trade Instructor Grade II	865-1450	975-1660
Stencil machine Operator/Amonia Printing Machine Operator	865-1450	975-1660
Matron	825-1290	950-1500
Boiler Assistant		
† Sergeant	..	..
Work Attender/Tradesman	805-1160	825-1250
Marker	775-1160	800-1200

* The existing ratio 1:1:3 among (Trade Instructor) Skilled Assistants Senior Grade, Grade I and Grade II will continue.

† The ratio between the Higher and Lower grades will be 1:2

‡ Included among common category.

(1)	(2)	(4)
<i>Polytechnics</i>		
Principal	2470-3675	3000-5000
Head of Section	1830-3425	2500-4000
Lecturer in Engineering/Technology Post Diploma Lecturer Workshop Superintendent	1590-3050	2200-3500
Analyst	1450-2825	2060-3200
* Assistant Lecturer Heads Draftsman Draftsman Gr. I Foreman Assistant Foreman Workshop Instructor Instructor Grade II (Air Conditioning) Physical Instructor Demonstrator in Engineering Demonstrator in Science Draftsman Grade II	1330-2555	1640-2900
Assistant Instructor in Shorthand	1000-1710	1400-2300
† Skilled Assistant (Trade Instructor) Senior Grade	1050-1830	1400-2300
† Skilled Assistant (Trade Instructor) Grade I	1000-1710	1350-2200
Boiler Assistant Typewriter Mechanic	825-1290	950-1500
Workshop Attender	805-1190	825-1250
<i>Textile Wing Attached to Polytechnics, Thiruvananthapuram and Kannur</i>		
Lecturer	1590-3050	2200-3500
* Assistant Lecturer Demonstrator Instructor Grade II (Textile Spinning, Weaving & Textile Chemistry) Instructor-cum-Mechanic in Spinning, Mechanic in Textile Chemistry Instructor in Textile Chemistry Spinning Mechanic Mechanic, Textile Technology Workshop Mechanic	1330-2555	1640-2900
† Skilled Assistant (Trade Instructor) Senior Grade	1050-1830	1400-2300
† Skilled Assistant (Trade Instructor) Grade I	1000-1710	1350-2200
Skilled Assistant (Trade Instructor) Grade II	865-1450	975-1660
Boiler (Trade Assistant) Skilled Assistant	805-1190	825-1250
<i>Craft Wing</i>		
Artist Foreman	950-1590	1200-2040
Master Artisan Instructor in Basket Making Instructor in Lacquer work	865-1450	975-1660

* Graduates in Engineering directly recruited and those recruited under Special Recruitment Scheme will be given the Scale of Rs. 2060-3200.

† The existing ratio of 1:1:3 among Skilled Assistant Senior Grade, Grade I and Grade II will continue.

(1)	(2)	(3)
Assistant Artisan Assistant Instructor in Lacquer work Assistant Instructor in Basket Making	805-1190	825-1230
<i>Audio Visual Cell & Reprographic Centre</i>		
Technical Officer	1590-3050	2200-3500
Technical Assistant	1330-2555	1640-2900
Reprographic Supervisor	1330-2555	1640-2900
Reprographic Assistant	1000-1710	1350-2200
Driver-cum-Operator	905-1490	1125-1720
Assistant Offset Machine Operator	825-1290	950-1500
Compositor	775-1160	800-1065
Packer-cum-Cleaner		
<i>Womens Polytechnics</i>		
Principal	2470-3675	3000-5000
Head of Section	1830-3425	2500-4000
Lecturer in Instrument Technology	1590-3050	2200-3500
Lecturer in Electronics	1330-2555	1640-2900
* Assistant Lecturer	1330-2555	1640-2900
Instructor in Commerce	1330-2555	1640-2900
Assistant Instructor in Electronics/ Electrical Engineering	1330-2555	1640-2900
Instructor-cum-Head of Section	1450-2125	2060-3200
Instructor (Constume Design & Dress Making & Cutting)	1250-2230	1600-2660
Instructor in Secretarial Practice & Business Correspondence		
Instructor in Shorthand	1330-2555	1640-2900
Senior Instructor in Shorthand		
Draftsman Grade I (Architecture)	1330-2555	1640-2900
Technical Programme Assistant		
Technical Programme Assistant Grade II	1050-1830	1400-2300
Demonstrator, Instrument Technology		
Workshop Instructor		
Assistant Instructor (Tailoring)	1000-1710	1350-2200
Assistant Instructor (Shorthand)	950-1590	1200-2040
Assistant Instructor (Embroidery)	1000-1710	1350-2200
† Instrument Mechanic Grade I	950-1590	1200-2040
Instrument Mechanic Grade II		
Skilled Assistant (Trade Instructor)	865-1450	975-1660
Grade II (Tailoring)	825-1290	950-1500
Typewriter Mechanic	805-1190	825-1250
Workshop Attender (Tradesman)		
<i>Junior Technical Schools</i>		
Superintendent	1590-3040	2200-3500
Instructor (Engineering)	1330-2555	1640-2900
Workshop Foreman		
Draftsman Grade I (Mechanical)		
Workshop Instructor	1050-1830	1400-2300
Draftsman Grade II		

* Graduates directly recruited and those recruited under special recruitment scheme will be given a scale of Rs. 2060-3200.

† The ratio between the higher and lower grades will be 1:2.

(1)	(2)	(3)
* Skilled Assistant (Trade Instructor) Senior Grade	1050-1830	1400-2300
* Skilled Assistant (Trade Instructor) Grade I	1000-1710	1350-2200
* Skilled Assistant (Trade Instructor) Grade II	865-1450	975-1660
Workshop Attender (Tradesman)	805-1190	825-1250
<i>Institute of Fine Arts, Thrissur</i>		
Superintendent	1650-3175	2375-3500
Senior Art Instructor	1370-2640	2000-3200
Art Instructor	1220-2150	1520-2660
<i>Ravi Varma Institute of Fine Arts, Mavelikkara</i>		
Superintendent	1650-3175	2375-3500
Senior Art Instructor	1370-2640	2000-3200
Art Instructor	1220-2150	1520-2660
<i>Industrial Schools</i>		
Headmaster (instructor)	1000-1710	1350-2200
Junior Instructor	825-1290	950-1500
<i>Tailoring and Garment Making Centres</i>		
Instructress	1000-1710	1350-2200
Junior Instructor	825-1290	950-1500
<i>Tailoring and Other Trade Schools</i>		
Junior Instructor	825-1290	950-1500
(Tailoring Training Centre, Weaving Training Centre, Composing and Printing Centre, Book Binding Centre and Ratton Training Centre)		
<i>College of Fine Arts</i>		
Principal	2640-3815	3900-5075
Professor	2470-3675	3000-5000
Lecturer Grade II	1830-3425	2500-4000
Mural Expert	1220-2150	1520-2660
Studio Assistant Grade I	1220-2150	1520-2660
Studio Assistant Grade II	865-1450	975-1660
Welder-cum-Blacksmith		
Studio Attender	775-1160	800-1200
Clay Worker	750-1075	775-1065
<i>Pottery Unit</i>		
Potter Grade I	825-1290	950-1500
Moulder	805-1190	825-1250
Mechanic	805-1190	825-1250
Potter Grade II	775-1160	800-1200
Pottery Helper	750-1025	775-1065
<i>Government Commercial Institute</i>		
Superintendent	1370-2640	2000-3200
Instructor	1330-2555	1640-2900
Assistant Instructor	1050-1830	1400-2300
<i>Institute of Printing Technology</i>		
Principal	2470-3675	3000-5000
Lecturer (Composing, Letter Press) Printing, Process Engraving, Business Management	1590-3050	2200-3500
Assistant Lecturer	1330-2555	1640-2900
Demonstrator	1050-1830	1400-2300
* Skilled Assistant (Trade Instructor) Senior Grade	1050-1830	1400-2300

* The existing ratio of 1:1:3 among Skilled Assistant (Trade Instructor) Senior Grade Grade I and Grade II will continue.

(1)	(2)	(3)
* Skilled Assistant (Trade Instructor) Grade I	1000-1710	1350-2200
* Skilled Assistant (Trade Instructor) Grade II	865-1450	975-1660
Workshop Attender (Tradesman)	805-1190	825-1250
<i>Pre-vocational Training Centre :</i>		
Senior Instructor	1220-2150	1520-2660
Craft Instructor Grade I	1000-1710	1350-2200
Craft Instructor Grade II	865-1450	975-1660
<i>Posts held by personnel of other Departments :</i>		
Administrative Officer Grade I	2470-3675	As in parent Department/Common Category of posts
Finance Officer Grade I		
Professor Grade I	1830-3425	
Professor Grade II		
Lecturer	1450-2825	
Research Officer		
Departmental Man Power Officer		
Lecturer in Physical Education	1330-2555	
Senior Instructor in Agriculture		
Lecturer	1450-2825	
Career Master	1220-2150	
Instructor in Science and Mathematics	1220-2150	
High School Assistant (Malayalam)		
Instructor in Humanities and Languages	1000-1710	
Instructor in Science and Mathematics		
General Education Teacher		
Lower Division Compiler	825-1290	
<i>Vocational Higher-Secondary Education :</i>		
Director	2825-4095	4200-5300
Deputy Director (Technical)	2470-3675	3000-5000
Deputy Director (General Education)	2070-3550	As in cadre post
Assistant Director of Fisheries	1650-3175	
Agricultural Officer/Vetinary Surgeon/Lecturer	1450-2825	
Workshop Instructor	1050-1830	1400-2300
Skilled Assistant (Trade Instructor)	865-1450	975-1660
16. Electrical Inspectorate		
Chief Electrical Inspector	3175-4605	5100-5700
(Statutes/Standards)		
Dy. Chief Electrical Inspector	2825-4095	4200-5300
Electrical Inspector	2470-3675	3000-5000
(HG)	2640-3815	
	1650-3175	
Dy. Electrical Inspector	2070-3550	2375-3500
(HG)	1590-3050	2650-4000
† Administrative Assistant		
‡ Assistant Electrical Inspector	1450-2825	2060-3200
Instrument Mechanic	950-1590	1200-2040
§ Skilled Assistant	825-1290	950-1500
Skilled Assistant (Higher Grade)	950-1590	1200-2040
<i>Posts held by Personnel of other Departments :</i>		
Administrative Officer Grade II		As in parent Department/Common Category of posts
Accounts Officer		
Law Officer		

* The existing ratio of 1:1:3 among skilled Assistants (Trade Instructor) Senior Grade, Grade I and Grade II will continue.

† Included under common category posts

‡ Non-graduates directly recruited except those recruited under special recruitment scheme will be given the scale of Rs. 1640-2900

§ Existing ratio 1:1 will continue

(1)

(2)

(3)

17. Enquiry Commissioner and Special Judge

Enquiry Commissioner and Special Judge	3175-4605	5100-5700
Manager	1590-3050	2200-3500
Assistant Grade I	1000-1710	As in Secretariat
Assistant Grade II	865-1450	
Copyist	825-1290		950-1500

18. Factories and Boilers

Director of Factories and Boilers	2825-4095	4200-5300
Senior Joint Director of Factories and Boilers	2640-3815	3900-5075
Joint Director of Factories and Boilers	2470-3675	3000-5000
Joint Director of Factories and Boilers (Medical)	2470-3675	3000-5000
* Inspector of Factories and Boilers Grade I	2070-3550	2650-4000
* Inspector of Factories and Boilers Grade II	1450-2825	2060-3200 †
† Additional Inspector of Factories (Higher Grade)	1450-2825	2060-3200
† Additional Inspector of Factories	1370-2640	2000-3200
† Inspector of Factories for Women's Welfare	1370-2640	2000-3200
Head Statistician	1370-2640	2000-3200
Technical Officer (Chemical)	2070-3550	2650-4000
Technical Assistant (Chemical)	1450-2825	2060-3200 †
Chemical Inspector	1450-2825	2060-3200 †
§ Medical Officer	1450-2825	2060-3200
Head Draftsman	1330-2555	1640-2900
Draftsman Grade I	1050-1830	1400-2300
Draftsman Grade II	905-1490	1125-1720
Nursing Assistant Grade II/ Laboratory Assistant/ Laboratory Attendant	775-1160	800-1200
<i>Posts held by personnel of other Departments :</i>		
Administrative Officer Grade II	1830-3425	As in common category/ parent department
Financial Assistant	1590-3050	

19. Fire Force

Commandant General	IPS Cadre	IPS Cadre
Director (Technical)	2825-4095	4200-5300
Deputy Director	2640-3815	3900-5075
Manager	1830-3425	2500-4000
Divisional Officer	1830-3425	2500-4000
Do. Sr. Gr.	2640-3815	3900-5075
|| Assistant Divisional Officer	1370-2640	2000-3200
Do. Higher Grade	1590-3050	2200-3500
Station Officer	1100-2070	1400-2600
Assistant Station Officer	1000-1710	1350-2200
Leading Fireman	905-1490	1125-1720
Driver Mechanic	905-1490	1125-1720
Fireman-Driver-cum-Pump Operator Grade-I	905-1490	1125-1720
Fireman-Driver-cum-Pump Operator Grade-II		
Fireman	825-1290	950-1500
	825-1290	950-1500

* The existing ratio of 2 : 1 between Grade II and Grade I. Inspector of Factories and Boilers will continue.

† The existing ratio of 2 : 1 between Lower and Higher Grade posts will continue.

‡ Non graduates directly recruited except those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900.

§ Persons possessing MBBS will be given a higher start of Rs. 2180.

|| 20% of the post will be on the higher grade.

(1)	(2)	(3)
20. Fisheries		
Director	IAS Cadre	2825-4095
Special Officer		2825-4095
Additional Director		2470-3675
Joint Director		2070-3550
Deputy Director of Fisheries		1650-3175
Assistant Director/Project Officer/ Chief Executive Officer		1650-3175
Refrigeration Engineer		1590-3050
Administrative Assistant		Common category
Assistant Registrar of Co-operative Societies (Fisheries)		1450-2825
Superintendent, Fishermen Training Centre, Fisheries Complex/ Propaganda Assistant		1370-2640
Fresh Water Biologist		1370-2640
Marine Survey Officer		1370-2640
Research Officer		1370-2640
Extension Officer		1370-2640
Legal Officer (Tech.)		1250-2230
Fishery Development Officer Gr. I		1220-2150
Fishery Development Officer Gr. II		1250-2230
Senior Co-operative Inspector		1220-2150
Research Assistant		1220-2150
Curator		1220-2150
* Foreman/Senior Mechanical Instructor		1330-2555
Do	Higher Grade	1330-2555
Assistant Extension Officer		1220-2150
Inspector of Fisheries		1220-2150
Technical Assistant		1220-2150
Fish Cultural Officer		1220-2150
Manager, Fish Farm		1050-1830
Mechanical Instructor Grade I		950-1590
Mechanical Instructor Grade II		1000-1710
Operator		950-1590
Sub. Inspector of Fisheries		950-1590
Instructor in Gear Making		950-1590
Instructor in Wood Work		950-1590
Laboratory Assistant		950-1590
Guide Light Mechanic		950-1590
Senior Mechanic		865-1450
Driver-cum-Operator		825-1290
Mechanic		825-1290
Nursery Keeper		825-1290
L.D. Investigator		805-1190
Fieldman		805-1190
Tindal-cum-Driver		805-1190
Ticket Collector		805-1190
Boat Overseer		825-1290
Assistant Operator		775-1160
Petty Yard Officer		775-1160
Ice man		775-1160
Laboratory Attender		775-1160
Tindal		1050-1830
Bosun (Speed Boat)		865-1450
Driver (Speed Boat)		775-1160
Oilman		750-1025
Deckman		750-1025
<i>Staff of The Boat Building Yards and Ice Plants Transferred from the Kerala Fisheries Corporation</i>		
Co-ordination Officer		2070-3550
Assistant Accounts Officer		1590-3050
Assistant Executive Engineer		1650-3175
Boat Building Assistant		1370-2640
Cost Accountant		1250-2230

* 20% of the post will be on the higher grade.

(1)	(2)	(3)
Ice Plant Manager	1220-2150	1520-2660
Cost Assistant		
Foreman	1000-1710	1350-2200
Junior Operator		
Assistant Foreman		
Purchase Assistant	950-1590	1200-2040
Senior Clerk		
Store Keeper		
Time Keeper		
Junior Typist/Clerk	825-1290	950-1500
Clerk Typist		
Charge Hand (Mechanical & Carpentry)		
Carpenter		
Turner	825-1290	950-1500
Store Assistant		
Mechanic		
Boat Body Builder		
Seaman		
Blacksmith-cum-Fitter		
Welder	805-1190	825-1250
Welder-cum-Fitter		
Fitter-cum-Turner		
Clerical Attender		
Store Attender	775-1160	800-1200
Iceman		
Watchman	750-1025	775-1065
Assistant Fleet Engineer		
Plant Manager	2070-3550	2650-4000
Sales Superintendent	1220-2150	1520-2660
Senior Assistant	1220-2150	1520-2660
Senior Operator	1220-2150	1520-2660
Operator Grade I	1050-1830	1400-2300
Senior Freezing Supervisor	950-1590	1200-2040
Freezing Supervisor	825-1290	950-1500
Senior Electrician	1000-1710	1350-2200
Maintenance Supervisor	1220-2150	1520-2660
Operator	775-1060	800-1200
Manager (Planning & Development)	2070-3550	2650-4000
Personnel Officer	2070-3550	2650-4000
Internal Auditor	1370-2640	2000-3200
Personal Assistant	1370-2640	2000-3200
Boilder Foreman	950-1590	1200-2040
Driver	825-1290	Common category
Three Wheeler Driver	775-1160	800-1200
Sweeper	750-1025	775-1065
Mazdoor	750-1025	775-1065
Chief Civil Engineer	2825-4095	4200-5300
Administrative Officer Grade I	2470-3675	Common category
Finance Officer Grade II	1830-3425	
Assistant Executive Engineer	1650-3175	2375-3500
Deputy Registrar of Co-operative Societies (Fisheries)	1650-3175	2375-3500
Assistant Director (Statistics)	1650-3175	2375-3500
Research Officer (Statistics)	1450-2825	2060-3200
Headmaster	1450-2825	2060-3200
Teacher (Senior Grade)	1330-2555	1640-2900
High School Assistant Grade I	1220-2150	1520-2660
Language Teacher Grade I	1220-2150	1520-2660
High School Assistant	1000-1710	1350-2200
Language Teacher Grade II	1000-1710	1350-2200
Research Assistant (Statistics)	1220-2150	1520-2660
Inspector (Statistics)	1220-2150	1520-2660

(1)	(2)	(3)
Statistical Compiler U. D.	950-1590	1200-2040
Statistical Investigator U. D.	950-1590	1200-2040
Statistical Compiler L. D.	825-1290	950-1500
Statistical Investigator L. D.	825-1290	950-1500
Warden-cum-Tutor	825-1290	950-1500
Craft Instructor	825-1290	950-1500
Part-time Craft Teacher	825-1290	950-1500
21. Forest		
Principal Chief Conservator of Forests	I. F. S. Cadre	I. F. S. Cadre
Chief Conservator		
Conservator of Forests		
Deputy Conservator of Forests	2640-3815	3900-5075
Asst. Conservator Etc. (Sr. Grade)	1830-3425	2500-4000
* Assistant Conservator of Forest/Divisional Forest Officer/Wild Life Wardens and equated categories-Forest Publicity Officer	1590-3050	As in common category
Administrative Assistant	1450-2825	2060-3200
Personal Assistant	1450-2825	2060-3200
† Senior Grade Ranger	1330-2555	1640-2900
Ranger	1330-2555	1640-2900
Assistant Forest Publicity Officer	1450-2825	2060-3200
‡ Wild Life Asst. Sr. Gr.	1330-2555	1640-2900
‡ Wild Life Asst. Grade I	1050-1830	1400-2300
‡ Wild Life Assistant Grade II	1250-2230	1600-2660
Photographer-cum-Artist	1100-2070	1400-2600
Wireless Technician		
Deputy Ranger	1000-1710	1350-2200
Curator		
Courier	905-1490	1125-1720
Forester	825-1290	950-1500
Forest Guard	805-1190	825-1250
Timber Supervisor	805-1190	825-1250
§ Elephant Mahouts/Cavadies		
Warden	775-1160	800-1200
Thope Warder		
Dark Room Attender	750-1025	775-1065
Depot Watchery/Reserve Watcher/Plantation	750-1025	775-1065
Tracker Watcher-cum-Cook	750-1025	775-1065
Scavenger		
<i>Post held by Personnel of other Departments</i>		
<i>Judicial</i>		
Tribunal Judge	3175-4605	
<i>Secretarial</i>		
Joint Secretary (Law)	2640-3815	
Senior Administrative Officer	2640-3815	
Senior Finance Officer	2640-3815	
Legal Assistant	1000-1710	
Section Officer (Law)	1370-2640	
Confidential Assistant	865-1450	
Peon	750-1025	
<i>Department of Economics & Statistics</i>		
Statistician	2640-3815	As in parent Department
Deputy Director	2070-3550	
Research Officer	1450-2825	
Research Assistant	1220-2150	
U. D. Compiler	950-1590	
L. D. Compiler	825-1290	

* Senior Grade will be at 1:3 ratio.

† The ratio between Senior Grade Ranger and Ranger will be 1:1.

‡ The ratio will be 1:1:1 among Senior Grade, Grade I and Grade II Wild Life Assistants.

§ Time-bound Higher Grades as for Driver Grade II will be given.

	(1)	(2)	(3)
	<i>Accountant General's Officer</i>		
	Finance Manager	2825-4095	
	<i>Animal Husbandry</i>		
	Forest Veterinary Officer	1650-3175	
	Forest Assistant Veterinary Officer	1450-2825	
	<i>Survey & Land Records</i>		
	Asst. Director of Survey	1650-3175	As in parent Department
	Survey Superintendent	1370-2640	
	Surveyor Grade I	1050-1830	
	Surveyor Grade II	905-1490	
	Survey Lascar	750-1025	
	<i>Public Works Department</i>		
	Executive Engineer	2470-3675	As in parent Department
	Head Draftsman	1450-2825	
	Draftsman Grade-I	1050-1830	
	Draftsman Grade-II	905-1490	
	<i>Police</i>		
	Circle Inspector of Police	1370-2640	As in parent Department
	Sub Inspector of Police	1100-2070	
	Lance Naik/Head Constable	950-1590	
	Constable	825-1290	
	P. T. Instructor	825-1290	
	<i>Education</i>		
	Librarian Grade IV	905-1490	As in parent Department
	<i>Health Department</i>		
	Pharmacist	905-1490	As in parent Department
	Hospital Attender	775-1160	
	Nursing Assistant	775-1160	
	<i>Central Water Authority</i>		
	Pump Operator	825-1290	As in parent Department
	22. Government Arbitrator		
	Chief Engineer (Arbitration)	3175-4605	As in parent Department
	Finance Officer Grade—II	1830-3425	
	Section Officer	1370-2640	
	Senior Grade Assistant	1250-2230	
	Assistant Grade—II	865-1450	
	Typist Grade—I	1000-1710	
	23. Ground Water Department		
	Director	3050-4435	4500-5700
	Superintending Hydrogeologist	2825-4095	4200-5300
	Senior Hydrogeologist	2470-3675	3000-5000
	Executive Chemist	2470-3675	3000-5000
	Chemist	1650-3175	2375-3500
	Junior Chemist	1450-2825	2060-3200
	Hydrogeologist	1650-3175	2375-3500
	Geophysicist	1650-3175	2375-3500
	Junior Hydrogeologist/Junior Geophysicist	1450-2825	2060-3200
	Geological Assistant	1000-1710	1350-2200
	Geophysical Assistant	1000-1710	1350-2200
	Chemical Assistant	1000-1710	1350-2200
	Laboratory Attender	775-1160	800-1200
	Superintending Engineer	2825-4095	4200-5300
	Executive Engineer/Design/Hydrology/(SP & W)	2470-3675	3000-5000
	*Assistant Executive Engineer (Design/Drilling/Hydrology/SP & W)	1650-3175	2375-3500
	Do. Higher Grade	2070-3550	2650-4000
	†Assistant Engineer	1450-2825	2060-3200
	Master Driller	1330-2555	1640-2900

* 1/3 of the posts will be in the higher grade.

† Non graduates directly recruited except those recruited under Special Recruitment Scheme will be given Rs. 1640—2900.

(1)	(2)	(3)
Senior Driller	1220-2150	1520-2660
Foreman	1050-1830	1400-2300
Overseer	1050-1830	1400-2300
Store-in-charge	1050-1830	1400-2300
Drilling Mechanic/Driller	1000-1710	1350-2200
Motor Mechanic	1000-1710	1350-2200
Store Assistant	905-1490	1125-1720
Surveyor	905-1490	1125-1720
Draftsman Grade II.	825-1290	950-1500
Tracer	905-1490	1125-1720
Compressor Driver	825-1290	950-1500
Welder	825-1290	950-1500
Machinist	825-1290	950-1500
Blacksmith	825-1290	950-1500
Tinker	825-1290	950-1500
Turner	825-1290	950-1500
Fitter	825-1290	950-1500
Electrician	825-1290	950-1500
Drilling Assistant		
*Tractor Driver	805-1190	825-1250
Pump Operator		
Workshop Attender	775-1160	800-1200
24. Harbour Engineering		
Chief Engineer	3050-4435	4500-5700
Deputy Chief Engineer	2825-4095	4200-5300
Superintending Engineer/ Executive Engineer (Higher Grade)	2640-3815	3900-5075
† Executive Engineer	2470-3675	3000-5000
Assistant Executive Engineer (Higher Grade)	2070-3550	2650-4000
† Assistant Executive Engineer	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common category
‡ Office Manager	1370-2640	do.
§ Assistant Engineer/Head Draftsman	1450-2825	2060-3200
Crane Mechanic	1100-2070	1400-2600
Draftsman Grade-I Overseer Grade I/Estimator	1050-1830	1400-2300
Draftsman Grade II/Overseer Grade II	905-1490	1125-1720
Tracer	825-1290	950-1500
Overseer Grade III	825-1290	950-1500
Mobile Crane Operator/Heavy Machine Operator	950-1590	1200-2000
General Mechanic/Senior Mechanic	950-1590	1200-2000
Crane Operator/Mobile Crane Operator (Tyre mounted Type)	865-1450	975-1660
Roller Driver	865-1450	975-1660
Mechanical Operator	825-1290	950-1500
Weilder	825-1290	950-1500
Smith		
Turner		
Mechanic		
Syrang		
Electrician		
Moulder		
Master Grade III		
Engine Driver Grade III	805-1190	825-1250

* Brought under common categories of posts.

† The ratios/grades as applicable to the corresponding posts in the PWD.

‡ To be designated as Senior Superintendent and included under common category of posts.

§ Non-graduates directly recruited except those recruited under special recruitment scheme given the Scale of Rs. 1640-2900.

	(1)	(2)	(3)
Light Machine Operator/Operator		805-1190	825-1250
Lineman		805-1190	825-1250
Assistant Lineman		775-1160	800-1200
Blue Printer		775-1160	800-1200
Comptometer Operator		775-1160	800-1200
Assistant Crane Operator-cum-Cleaner/Assistant Crane Driver		775-1160	800-1200
Seaman		805-1190	825-1250
<i>Posts held by personnel of other Departments</i>			
Financial Assistant		1590-3050	Common category of posts
Divisional Accountant		1370-2640	
25. Health Department			
*Director of Health Services		3175-4605	5100-5700
Additional Director of Health Services		3050-4435	4500-5700
Deputy Director of Health Services/Project Director District Medical Officer		2825-4095	4200-5300
Deputy District Medical Officer/Assistant Director of Health Services/Zonal Malaria Officer/Principals P. H. Training School and P. W. Training School/ Civil Surgeon Grade I		2470-3675	3000-5000
† Civil Surgeon Grade II/District Immunisation Officer IUD Officer		1830-3425	2500-4000
Project Officer, IPP/District Project Officer		1830-3425	2500-4000
‡ Assistant Surgeon/Medical Officer		2825-4095	4200-5300
Deputy Director of Health Services (Dental)		1450-2825	2060-3200
§ Dental Civil Surgeon Grade I		2825-4095	4200-5300
Dental Civil Surgeon Grade II		2470-3675	3000-5000
¶ Dental Surgeon		1830-3425	2500-4000
Dental Mechanic Grade I		1450-2825	2060-3200
Dental Mechanic Grade II		1050-1830	1400-2300
Dental Hygienist Grade I		905-1490	1125-1720
Dental Hygienist Grade II		1000-1710	1350-2200
category B. Wing		865-1450	975-1660
Director, T. B. Centre/Assistant Director of Health Services (T. B.)		2470-3675	3000-5000
Supervising Medical Officer (BCG)		1830-3425	2500-4000
Bacteriologist		1590-3050	2200-3500
† T. B. Officer		1450-2825	2060-3200
Physiological Assistant		1370-2640	2000-3200
Senior Treatment Organiser		1370-2640	2000-3200
¶ Treatment Organiser Grade I		1050-1830	1400-2300
Treatment Organiser Grade II		865-1450	975-1660
Health Education Assistant (BCG)		1000-1710	1350-2200
Health Assistant (BCG)		825-1290	950-1500
<i>Leprosy</i>			
District Leprosy Officer		1830-3425	2500-4000
Technical Assistant Grade I		1450-2825	2060-3200
Urban Health Educator/Circle Supervisor		1370-2640	2060-3200
Physiotherapist (Leprosy)		1100-2070	1400-2600
*Non-medical Supervisor (Higher Grade)		1220-2150	1520-2660
*Non-medical Supervisor		1050-1830	1400-2300
*Leprosy Health Visitor Grade I		1000-1710	1350-2200
Leprosy Health Visitor Grade II		865-1450	975-1660

* Senior most Director of Health Services will be given the scale of Rs. 5100-6300.

† The ratio between Civil Surgeon Grade II and Grade I will be 3 : 1.

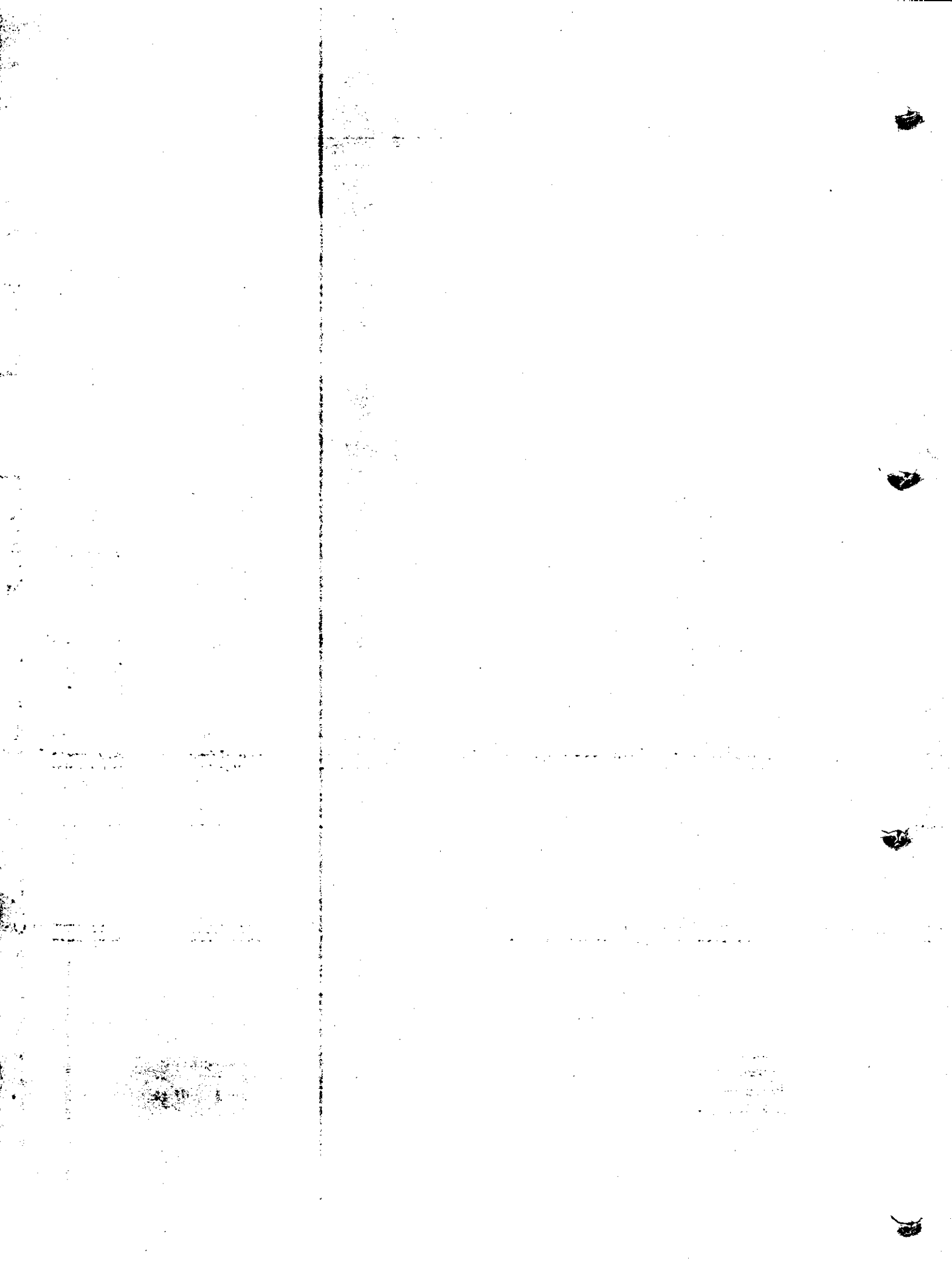
‡ MBBS/BDS holders will start at Rs. 2180. The ratio between Assistant Surgeon/Dental Surgeon and Civil Surgeon Grade II/Dental Civil Surgeon Grade II i.e. 3 : 1 will continue.

§ The ratio between Dental Civil Surgeon Grade II and Dental Civil Surgeon Grade I will be 3 : 1.

¶ The ratio between Grade I and II will be 1 : 1

¶ The ratio between Grade II and Grade I will be 1 : 1

** The ratio between Higher Grade and Lower Grade and Grade II and Grade I posts respectively will be 1 : 2.



(1)	(2)	(3)
Patient Employee	250	300
Head Warder	250	300
Senior Warder	300	350
<i>Ophthalmology</i>		
Assistant Director of Health Services (Ophthalmology)	2470-3675	3000-5000
*Orthoptist/Refractionist/Ophthalmic Assistant Senior Grade	1370-2640	2000-3200
Do. Grade I	1050-1830	1400-2300
Do. Grade II	905-1490	1125-1720
<i>Communicable Disease</i>		
Assistant Director (Entomology/Assistant Director (Filaria)	2070-3550	2650-4000
Senior Biologist	1650-3175	2375-3500
Biologist/Entomologist	1590-3050	2200-3500
District Malaria Officer	1370-2640	2000-3200
Assistant Entomologist	1220-2150	1520-2660
<i>Nursing Service Hospital Staff</i>		
Assistant Director (Nursing Service)	2070-3550	2650-4000
Nursing Superintendent Grade I	1590-3050	2200-3500
Nursing Superintendent Grade II	1330-2555	1640-2900
Head Nursing Sister	1050-1830	1400-2300
† Head Nurse	1220-2150	1520-2660
Staff Nurse	1000-1710	1350-2200
Honorary Head Nursing Sister	Fixed pay Rs. 720	Fixed pay Rs. 770
Honorary Nursing Sister	Rs. 600	Rs. 650
<i>Nursing Service (Education)</i>		
Nursing Officer (Principal),	} 1590-3050	} 2200-3500
Junior Primary Health Nursing School		
Superintendent Nursing School		
Nursing Tutor	1250-2230	2000-3200
<i>Pharmacy and Medical Supplies</i>		
Assistant Director, Medical Supplies	1830-3425	2500-4000
Stores Officer, Government Medical Stores	1830-3425	2500-4000
Stores Verification Officer	1370-2640	2000-3200
Stores Superintendent/District Medical Stores/Stores Officer, FW/IPP	1370-2640	2000-3200
Stores Superintendent, Hospital	1220-2150	1520-2660
Store-Keeper/Pharmacist Store Keeper	1050-1830	1400-2300
Pharmacist Grade I	1000-1710	1350-2200
‡ Pharmacist Grade II	905-1490	1125-1720
<i>Public Health Laboratory</i>		
Director	2825-4095	4200-5300
Senior Assistant Director	2470-3675	3000-5000
Assistant Director (Medical)	1830-3425	2500-4000
Senior Medical Officer	1830-3425	2500-4000
§ Medical Officer	1450-2825	2060-3200
§ Medical Officer (Pathology)	1450-2825	2060-3200
|| Scientific Officer (Sterile Solution/ Biochemistry/Microbiology	} Higher Grade 1830-3425	} 2500-4000
|| Research Officer (Bio-Chemistry)		
Junior Photozoologist	1450-2825	2060-3200
Tutor Technician	1250-2230	1600-2660

* The ratio among Senior Grade, Higher Grade and Lower Grade will be 1 : 2 : 2

† The ratio between Head Nurse and Staff Nurse will be 1 : 2

‡ The existing ratio of 1 : 2 between Grade I and Grade II posts will continue.

§ Starting Pay will be Rs. 2180.

|| The existing ratio of 2 : 1 between lower and higher grades will continue.

(1)	(2)	(3)
<i>Food Administration</i>		
Deputy Director PFA	2825-4095	4200-5300
Chief Government Analyst	2640-3815	3900-5075
Government Analyst	2070-3550	2650-4000
Deputy Government Analyst	1830-3425	2500-4000
Research Officer	1450-2825	2060-3200
District Food Inspector	1370-2640	2000-3200
Chief Food Inspector	1370-2640	2000-3200
Food Inspector	1220-2150	1520-2660
Technical Assistant	1370-2640	2000-3200
Technical Assistant (Legal)	1370-2640	2000-3200
<i>Common Categories in Laboratories</i>		
Junior Research Officer	1370-2640	2000-3200
Junior Scientific Officer	1370-2640	2000-3200
Chemist	1370-2460	2000-3200
Bacteriologist	1370-2640	2000-3200
Dietician	1220-2150	1520-2660
Store superintendent	1220-2150	1520-2660
Serological Assistant	1050-1830	1400-2300
Food Analyst	1000-1710	1350-2200
Chemist	1000-1710	1350-2200
Sample Collector	1000-1710	1350-2200
Technical Assistant Grade I	1000-1710	1350-2200
Technical Assistant Grade II	865-1450	975-1660
<i>Laboratory Services-General</i>		
Junior Scientific Officer	1370-2640	2000-3200
District Laboratory Technician	1220-2150	1520-2660
Chief Lab. Technician	1220-2150	1520-2660
Senior Lab. Technician	1050-1830	1400-2300
* Lab. Technician Grade I	1050-1830	1400-2300
* Lab. Technician Grade II	905-1490	1125-1720
<i>Radiology</i>		
Radio Therapist	1830-3425	2500-4000
Radio Therapist	1450-2825	2060-3200
Radiologist	1450-2825	2060-3200
Chief Radiographer	1370-2640	2000-3200
X-Ray Mechanic	1050-1830	1400-2300
† Radiographer Grade I/X-Ray Technician Grade I	1100-2070	1400-2600
† Radiographer Grade II/X-Ray Technician Grade II	950-1590	1200-2040
† Radium Technician Grade I	1000-1710	1350-2200
Radium Technician Grade II	865-1450	975-1660
<i>Other Supporting Services</i>		
‡ Pathologist	1450-2825	2060-3200
Radiation Physicist	1450-2825	2060-3200
Clinical Psychologist Higher Grade	1830-3425	2500-4000
|| Clinical Psychologist	1450-2825	2060-3200
Scientific Assistant (Physiotherapy)	1450-2825	2060-3200
** Psychiatric Social Worker (Higher Grade)	1450-2825	2060-3200
Psychiatric Social Worker	1220-2150	1520-2660
Physiotherapist (General)	1220-2150	1520-2660
Occupational Therapist	950-1590	1200-2040
<i>Other Technical Services</i>		
* Blood Bank Technician Grade I	1050-1830	1400-2300
Blood Bank Technician Grade II	905-1490	1125-1720

* The ratio between Grade I and Grade II posts will be 1 : 1

† The existing ratio between Grade II and Grade I will be 3 : 1

‡ Will start at Rs. 2180

|| The ratio between Higher and Lower posts will be 1 : 1

** The ratio between Lower and Higher Grades will be 1 : 1

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(1)	(2)	(3)
* Mortuary Technician/Theatre Technician/ V.D. Technician Grade I	1050-1830 905-1490	1400-2300 1125-1720
Grade II		
ENT Technician Higher Grade	Grade I Grade II	1350-2200 975-1660
† ENT Technician		
† Sterilisation Technician		
† E.C.G. Technician		
† Anaesthetic Technician		
† C.S.R. Technician	1000-1710 865-1450	1350-2200 975-1660
Theatre Mechanic Grade I	1000-1710 865-1450	1350-2200 975-1660
Theatre Mechanic Grade II	825-1290	950-1500
Microscopist		
<i>Nutrition Wing</i>	2470-3675	3000-5000
State Nutrition Officer	2470-3675	3000-5000
Chief Scientific Officer (Nutrition)	1370-2640	2000-3200
Senior Grade Dietician	1220-2150	1520-2660
Dietician Grade I	1050-1830	1400-2300
‡ Dietician Grade II		
<i>Family Welfare</i>	2470-3675	3000-5000
Joint Director IEC	2470-3675	3000-5000
State Mass Education & Media Officer	1830-3425	2500-4000
Medical Lecturer-cum-Demonstrator	1880-3425	2500-4000
Medical Lecturer (MCH)	1650-3175	2375-3500
Epidemiologist	1650-3175	2375-3500
Health Education Instructor	1650-3175	2375-3500
Management Instructor	1650-3175	2375-3500
Communication Officer		
Chief Health Education Officer/ Deputy Mass Education and Media Officer (JPP)/Training Co-ordinator/Technical Officer/ Senior Training Officer (Sanitation)/School Health Education Officer/Research Officer	1450-2825	2060-3200
District Education Media Officer	1370-2640	2000-3200
Health Education Extension Officer	1370-2640	2000-3200
Social Science Instructor	1370-2640	2000-3200
Production and Distribution Assistant	1370-2640	2000-3200
Social Scientist	1370-2640	2000-3200
Technical Officer		
Deputy District Education and Media Officer/District Extension Educator/ Statistical Assistant/Urban Extension Educator	1220-2150	1520-2660
<i>M.C.H. Wing</i>	1590-3050	2200-3500
M.C.H. Officer	1370-2640+	2000-3200+
Public Health Nursing Superintendent	Spl. pay Rs. 50	Spl. pay Rs. 50
District Public Health Nurse/ P.H. Nursing Instructor	1370-2640	2000-3200
Tutor/P.H. Nursing Tutor	1220-2150	1520-2660
Lady Health Supervisor	1050-1830	1400-2300
Lady Health Inspector		

* The ratio between Grade I and II Technicians will be 1:1.

† The ratio between Grade I and Grade II will be 1:4.

‡ The ratio among Senior Grade, Grade I and Grade II will be 1:2:2.

	(1)	(2)	(3)
	Junior P. H. Nurse Grade I	1000-1710	1350-2200
	* Junior P. H. Nurse Grade II	905-1490	1125-1720
	Junior P. H. Nurse Higher Grade II		
	<i>Public Health</i>		
	Technical Assistant Grade I	1590-3050	2200-3500
	Principal, Junior Health Inspectors Training School	1590-3050	2200-3500
	Technical Assistant Grade II/District Health Education Officer/Senior Sanitarian/Senior Health Inspector/ Health Education Officer/Health Education Officer Grade II	1370-2640	2000-3200
	Tutor, Junior Health Inspector Train- ing Schools/Tutor Technician	1370-2640	2000-3200
	Senior Sanitary Inspector	1250-2230	1000-2660
	Health Supervisor/Health Inspector Grade I/Filaria Inspector Grade I/ Malaria Inspector Grade I/Health Educator (IPP)/BCG Team Leader	1220-2150	1520-2660
	Health Inspector Grade II/Filaria Inspector Grade II/Malaria Inspector Grade II	1050-1830	1400-2300
	* Junior Health Inspector Grade I/Evalu- ation Assistant/Health Education Assistant (BCG)/Social Worker (Skin & V. D.)/Social Worker (FSDTC)	1000-1710	1350-2200
	Junior Health Inspector Grade II/ Welfare Worker (F. W.)	905-1490	1125-1720
	Field Assistant/Insect Collector/Social Worker/V. D. Social Worker	825-1290	950-1500
	Field Worker	775-1160	800-1200
	Maistry	775-1160	800-1200
	Medical Record Officer	1570-2640	2000-3200
	Medical Record Librarian Grade I	1000-1710	1350-2200
	† Medical Record Librarian Grade II	865-1450	975-1660
	<i>Publication</i>		
	Senior Editor (IPP)	1650-3175	2375-3500
	Editor	1450-2825	2060-3200
	Sub Editor	1330-2555	1640-2400
	Publication Assistant	1050-1830	1400-2300
	<i>Transport Organisation</i>		
	State Health Transport Officer	1830-3425	2500-4000
	Assistant Health Transport Officer	1450-2825	2060-3200
	Store Superintendent	1050-1830	1400-2300
	Chargeman	1000-1710	1350-2200
	Foreman Mechanic	950-1590	1200-2040
	Purchase Assistant	950-1590	1200-2040
	Tinker	825-1290	950-1500
	Blacksmith	825-1290	950-1500
	Mechanic (Health Transport)	825-1290	950-1500
	Welder	825-1290	925-1500
	Hammer Man-cum-Blacksmith	825-1290	950-1500

* The existing ratio of 2 : 1 between Grade II and Grade I posts will continue.

† The existing ratio of 1 : 1 between two grades will continue.

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(1)	(2)	(3)
Carpenter	825-1290	950-1500
Assistant Sergeant	825-1290	950-1500
Electrician (Health Transport)	825-1290	950-1500
Helper	805-1190	825-1250
Van Cleaner	750-1025	775-1065
<i>Limb Fitting Centre</i>		
Foreman	1250-2230	1600-2660
Rehabilitation Technician (Prosthetics)	825-1290	950-1500
Rehabilitation Technician (Leather Works)	825-1290	950-1500
Rehabilitation Technician (Orthotics)	825-1290	950-1500
Cobbler	775-1160	800-1200
Helper	750-1025	775-1065
<i>Other Miscellaneous Categories</i>		
Cold Chain Officer	2470-3675	3000-5000
Superintendent (Offset Press)	1450-2825	2060-3200
Helio Operator	1220-2150	1520-2660
Assistant Programmer	1220-2150	1520-2660
Cameraman	1050-1830	1400-2300
Offset Machine Operator	1050-1830	1400-2300
Home Science Assistant	1050-1830	1400-2300
Proof Reader	1000-1710	1350-2200
Refrigeration Mechanic	1000-1710	1350-2200
Chemist	1000-1710	1350-2200
Sample Collector	1000-1710	1350-2200
Instructor Grade I	1000-1710	1350-2200
Photographer-cum-Model Maker/ Artist-cum-Draftsman/Artist		Common categ
Retouching Artist	1000-1710	1350-2200
Graining Machine Operator	950-1590	1200-2040
Store Keeper	950-1590	1200-2040
Statistical Assistant	950-1590	1200-2040
Foreman/Power Laundry	950-1590	1200-2040
Librarian		Common cate
Electrical Overseer	905-1490	1125-1720
Draftsman	905-1490	1125-1720
Plate Maker	865-1450	975-1660
Electrician	865-1450	975-1660
Artist		Common cate
Copy holder	865-1450	975-1660
Instructor Grade II	845-1370	975-1540
Assistant Instructor	845-1370	975-1540
Bunoi Instructor	845-1370	975-1540
Weaving Instructor	845-1370	975-1540
Weaving Master	845-1370	975-1540
Compositor (Higher Grade)	950-1590	1200-2040
Assistant Offset Machine Operator	825-1290	950-1500
Binder (Upper Division)	950-1590	1200-2040
Binder (Lower Division)	825-1290	950-1500
Printer (Lower Division)	825-1290	950-1500
L.D. Compositor	825-1290	950-1500
Data Entry Operator	825-1290	950-1500
Computer	825-1290	950-1500
Sergeant		Common cate
Carpenter	825-1290	950-1500
Assistant Foreman (Power Laundry)	825-1290	950-1500
Lift Mechanic	825-1290	950-1500
Dark Room Assistant		
Aircondition Mechanic		
Research Assistant	825-1290	950-1500
Glass Blower		
Junior Operator		
Boiler Attendant		
Power House Mechanic	805-1190	825-1250
Electrical Mechanic		

(1)

(2)

(3)

Maistry	}	805-1190	825-1250
Fireman			
Plumber-cum-operator			
Theatre Assistant			

Common Category

Welder/Syran	775-1160	800-1200
Nursing Assistant (Higher Grade)	775-1160	800-1200
Attender (Higher Grade)	775-1160	800-1200
Junior Laboratory Assistant	775-1160	800-1200
Laboratory Assistant	775-1160	800-1200
Packer	775-1160	800-1200
Lab Attender	775-1160	800-1200
X-Ray Attender	775-1160	800-1200
Theatre Attender	775-1160	800-1200
Library Attender	775-1160	800-1200
Record Attender	775-1160	800-1200
Power Laundry Attender	775-1160	800-1200
Pump House Attender	775-1160	800-1200
Hospital Attender	775-1160	800-1200
Stable Attender	775-1160	800-1200
Other Attenders	775-1160	800-1200
Mechanic Attender	775-1160	800-1200
Nursing Assistant	775-1160	800-1200
Lift Attendant	775-1160	800-1200
Phone Attendant	775-1160	800-1200
Telephone Operator	775-1160	800-1200
Messenger/Messenger Boy	750-1025	775-1065
Hospital Attendant Grade I	750-1025	775-1065
Hospital Attendant Grade II	805-1190	825-1250
Head Cook	775-1160	800-1200
Cook Grade I	750-1025	775-1065
* Cook Grade II	775-1160	800-1200
Silk Screen Printing-cum-Duplicating Operator	775-1160	800-1200

Common Category

House Keeper	}	775-1160	800-1200
Engine Driver			
Pump House Driver			
Work-Mistress			
Tailor	}	750-1025	775-1065
Painter			
Barber			
Lascar and Bottle Cleaner	}	750-1025	775-1065
Butcher			
Dhobi			

Ministerial Wing

Manager, IPP	1650-3175	2375-3500
Administrative Assistant	1590-3050	2200-3500
Accounts Officer (PW)	1590-3050	2200-3500
Lay Secretary and Treasurer	1370-2640	2000-3200
Manager, TB Centre/Chief Accountant/ Junior Accounts Officer/CARE Supervisor/ CARE Special Officer	1370-2640	2000-3200

Posts held by Personnel of other Departments

Senior Administrative Officer	2640-3815	} As in parent Department/ Common category
Finance Officer Grade I	2470-3675	
Liaison Officer (Engineer)	1650-3175	
Assistant Director (Statistics, IPP)	1650-3175	

* The existing ratio of 3 : 1 between Gr. II and Gr. I Posts will continue.

(1)	(2)	(3)
Demographer	1650-3175	As in parent Department Common category
Man Power Officer	1450-2825	
Research Officer	1450-2825	
Chief Statistician	1450-2825	
Statistical Officer	1450-2825	
Statistician	1220-2150	
Research Assistant	1220-2150	
Statistical Assistant	1220-2150	
Deputy Overseer	950-1590	
Draftsman Grade II	905-1490	
Overseer Grade II	905-1490	
U.D. Compiler	950-1590	
L.D. Compiler	825-1290	

26. Hindu Religious & Charitable Endowment (Administration)

Commissioner Hindu Religious & Charitable Endowment (Administration)	2640-3815	3900-5075
-Deputy Commissioner/Personal Assistant to the Commissioner	2070-3550	2650-4000
Assistant Commissioner	1590-3050	2200-3500
Inspector Grade I	1050-1830	1400-2300
Inspector Grade II	950-1590	1200-2040
Goldsmith	825-1290	950-1500

27. Homoeopathic Medical Colleges

Principal	2470-3675	3000-5000
Professor	2070-3550	2650-4000
Assistant Professor	1650-3175	2375-3500
Tutor/R.M.O.	1450-2825	2060-3200
Lab. Technician	905-1490	1125-1720
* Nurse, Grade-I	1000-1710	1350-2200
Nurse, Grade-II	865-1450	975-1660
Pharmacist (Compounder)	825-1290	950-1500
Mortuary Technician	905-1490	1125-1720
Attender/Nursing Assistant	775-1160	800-1200
Specimen Collector	775-1160	800-1200
Lab. Attender	775-1160	800-1200
Mortuary Attender	750-1025	775-1065

28. Homoeopathy

Director	2640-3815	3900-5075
Deputy Director	2470-3675	3000-5000
District Medical Officer	2070-3550	2650-4000
Superintendent	1830-3425	2500-4000
‡ Chief Medical Officer	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common Cate
† Medical Officer	1450-2825	2060-3200
Nurse, Grade I	1000-1710	1350-2200
* Nurse, Grade II	865-1450	975-1660
Pharmacist, Grade I	950-1590	1200-2040
* Pharmacist, Grade II	825-1290	950-1500
Laboratory Technician	905-1490	1125-1720
Nursing Assistant/Attender/Dispenser/Store-Attender/Record Attender	805-1190	825-1250
	Gr. I	800-1200
	Gr. II	

- * The existing ratio of 1 : 3 between Grade I and Grade II posts will continue.
- ‡ Non-graduates directly recruited other than those recruited under Special Recruitment Scheme be given the scale of Rs. 1640-2900.
- † Chief Medical Officers of Hospitals having more than 30 beds will be designated as Superintendent.

(1)	(2)	(3)
29. Housing (Technical Cell)		
Housing Commissioner	3175-4605	As in parent cadre/Department.
Chief Planner (Housing)	3050-4435	
Assistant Executive Engineer	1650-3175	
Assistant Engineer	1450-2825	
Architectural Head Draftsman	1450-2825	
Draftsman Grade-I	1050-1830	
Draftsman Grade-II	905-1490	
30. Hydrographic Survey		
Chief Hydrographer	3050-4435	4500-5700
Deputy Hydrographer	2640-3815	3900-5075
Marine Surveyor	2470-3675	3000-5000
Assistant Cartographer	2470-3675	3000-5000
Senior Technical Assistant (Electronics)	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common category
Technical Assistant (Electronics)	1330-2555	
Assistant Marine Surveyor	1450-2825	2060-3200
Chief Draftsman	1450-2825	2060-3200
Engine Driver Grade-I	1220-2150	1520-2660
Engine Driver Grade-II	950-1590	1200-2040
Engine Driver Grade-III	825-1290	950-1500
Draftsman Grade-I	1050-1830	1400-2300
* Draftsman Grade-II	905-1490	1125-1720
Field Assistant	1050-1830	1400-2300
Chief Survey Syrang	1220-2150	1520-2660
Do. Higher Grade	1330-2555	1640-2900
Survey Syrang Grade-I	950-1590	1200-2040
Do. Grade-II	825-1290	950-1500
Master Grade-III	825-1290	950-1500
Deck Tindal	950-1590	1200-2040
Tide Watcher	865-1450	975-1660
Cassab	825-1290	950-1500
Leadsman	825-1290	950-1500
Machine Room Attender	805-1190	825-1250
Seaman	805-1190	825-1250
Blue Printer	775-1160	800-1200
Cook	750-1025	775-1065
Officer's Cook-cum-Bearer	750-1025	775-1065
<i>Post held by personnel of other Departments</i>		
Financial Assistant	1590-3050	Common category
31. Indian Systems of Medicine		
Director of Indian Systems of Medicine	2825-4095	4200-5300
Joint Director	2640-3815	3900-5075
Deputy Director	2470-3675	3000-5000
District Medical Officer	2470-3675	3000-5000
Superintendent, Mental Hospital, Kottakkal	2070-3550	2650-4000
Senior Specialist, Mental Hospital, Kottakkal	1830-3425	2500-4000
Superintendent, Kannur Hospital	2070-3550	2650-4000
Superintendent, Nature Cure Centre	1830-3425	2500-4000
Senior Medical Officer (Specialist)	1830-3425	2500-4000
Chief Medical Officer	1830-3425	2500-4000
† Senior Medical Officer	1650-3175	2375-3500
Specialist, Government Ayurveda Mental Hospital, Kottakkal	1650-3175	2375-3500
Senior Specialist (Nature Cure Centre)	1650-3175	2375-3500
Accounts Officer	1590-3050	Common category
Administrative Assistant	1590-3050	
Senior Superintendent/Lay Secretary/Treasurer	1370-2640	2000-3200

* The existing ratio of 1 : 1 between Grade I and Grade II will continue.

† The existing ratio of 1 : 3 between Senior Medical Officer and Medical Officer will continue.

(1)	(2)	(3)
Specialist (Nature Cure)	1330-2555	1640-2900
*Medical Officer (Ayurveda & Unani)	1450-2825	2060-3200
*Medical Officer (Sidha)	1450-2825	2060-3200
Medical Officer (Specialist Visha/Netra/Marma)	1590-3050	2200-3500
**Pharmacist having BAM/DAM	1220-2150	1520-2660
Nursing Superintendent	1220-2150	1520-2660
Nurse Grade I	1000-1710	1350-2200
†Nurse Grade II	865-1450	975-1660
Pharmacist Grade I	950-1590	1200-2040
†Pharmacist Grade II	865-1450	975-1660
Pharmacist Grade II (Sidha)	825-1290	950-1500
Lab. Technician	905-1490	1125-1720
Lab. Assistant	865-1450	975-1660
Masseur	825-1290	950-1500
Pharmacy Attender Grade I	805-1190	825-1250
‡Pharmacy Attender Grade II	775-1160	800-1200
Nursing Assistant Grade I	805-1190	825-1250
Nursing Assistant Grade II	775-1160	800-1200
Attender Grade I	775-1160	800-1200
Attender Grade II	775-1160	800-1200
Skilled Assistant	775-1160	800-1200
Lab. Attender	775-1160	800-1200
Cook Grade I	750-1025	775-1065
Cook Grade II	750-1025	775-1065
Hospital Servant		
<i>Posts held by personnel of other Departments</i>		
Administrative Officer Grade II	1830-3425	Assin. parent.
Social Studies Instructor	1000-1710	Department
Pharmacist	905-1190	
32. Industrial Training		
Director	2825-4095	IAS 4200-5300
Additional Director	2640-3815	3900-5075
Joint Director	2470-3675	3000-5000
Deputy State Apprenticeship Adviser	2470-3675	3000-5000
Deputy Director	2070-3550	2650-4000
Inspector of Training	2070-3550	2650-4000
Principal Grade I	1830-3425	2500-4000
Principal Grade II		
Vice-Principal		
Training Officer	1650-3175	2375-3500
Trade Test Officer		
Accounts Officer	1450-2825	2060-3200
Accounts Officer	1330-2555	1640-2900
Junior Apprenticeship Adviser (Technical)		
Group Instructor		
Mill Wright Foremen		
Technical Assistant		
Junior Apprenticeship Adviser (Catering)		
Instructor, A. V. T. S.		
T.V. Technician Instructor	1220-2150	1520-2660
Junior Apprenticeship Adviser (Non-Technical)		
Officer-in-charge, Training-cum-Orientation Scheme	1220-2150	1520-2660
Secretary, Industrial Co-operative Society		
Store-Keeper (Special Grade)		
Senior Instructor	1220-2150	1520-2660
Mill Wright Instructor		

* Non-graduates directly recruited other than those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900

** Allowed to function as non-cadre Medical Officer.

† The Existing ratio of 1 : 3 between Grade I and II Posts will continue.

‡ 20% of the total Posts will be placed on Grade I.

(1)	(2)	(3)
Junior Instructor	1000-1710	1350-2200
Arithmetic-cum-Drawing Instructor		
Stenography Instructor	950-1590	1200-2040
Assistant Hostel Superintendent	865-1450	975-1660
Audio-Visual Technician	825-1290	950-1500
Workshop Attender		
Trade Assistant	775-1160	800-1200
Dresser		
<i>Posts held by Personnel of other Departments</i>		
Administrative Officer Grade-II	1830-3425	As in parent Department
Social Studies Instructor	1000-1710	
Pharmacist	905-1490	
33. Industrial Tribunal		
*Industrial Tribunal	3175-4605	5100-5700
Secretary	1370-2640	2000-3200
34. Industries and Commerce		
Director	IAS Cadre	4200-5300+
Director of Handloom	2825-4095+	Spl. pay Rs. 200
Director of Coir Development	Spl-pay Rs. 200	4200-5300
Director, CFSC	2825-4095	3900-5075
Additional Director	2640-3815	
Joint Director	2470-3675	3000-5000
General Manager, District Industries Centre		
Functional Manager, District Industries Centre	2070-3550	2650-4000
Deputy Director, District Industries Centre		
Assistant Director	1650-3175	2375-3500
Special Officer (RBI)		
Project Officer (Coir)		
Technical Assistant		
Superintendent, Foundry Service Centre	2070-3550	2650-4000
† Officer-in-charge (Research-cum-Design Centre)		
Women's Industries Officer	1590-3050	
‡ Administrative Assistant	1650-3175	2375-3500
Account Officer	1450-2825	2060-3200
Deputy Registrar of Co-operative Societies	1370-2640	2000-3200
Assistant Registrar of Co-operative Societies		
Assistant District Industries Officer	1650-3175	2375-3500
Superintendent, Cluster Type Training Centre	1370-2640	2000-3200
Superintendent, Chemical Industries Estate		
Foreman		
Foreman (Tool Room)		
Technical Assistant	1330-2555	1640-2900
Industries Extension Officer		
Technical Officer		
Technical Supervisor		
* Marketing Analyst		

* Those on the personnel Scale of Rs. 4435-5285. will be given the revised scale of Rs. 5100-6300.

† Reported to be not in existence now:

‡ Included under Common Category of posts

(1)	(2)	(3)
*Senior Co-operative Inspector Senior Supervisor (Handloom) Senior Coir Inspector, Liquidation Inspector (Coir)	Spl.Gr. 1250-2230 1330-2550	1600-2600 1640-2900
Development Officer (Handicrafts) Textile Assistant Handicraft Supervisor	1220-2150	1520-2660
†Superintendent (Quality Marking Depot) †Technical Assistant (Handloom)	1100-2070	1400-2600
Junior Scientific Officer	1330-2555	1640-2900
Quality Control Inspector Grade I, Superintendent, Demonstration-cum-Training Centre	1050-1830	1400-2300
†Co-operative Organising Officer *Junior Co-operative Inspector †Technical Assistant (Quality Control)	1100-2070	1400-2600
†Inspector (Quality Marking Scheme) †Inspector (Aluminium Utensils) †Inspector (Writing Ink) †Inspector (Scissors & Cutlery) Instructor (Cluster Type Training Centre)	1050-1830*	1400-2300
Propaganda Officer Technical Assistant (RCDG) Foreman-cum-Instructor Store Officer (CFSC)	1000-1710	1350-2200
Electrician (CFSC) Auditor		
Telephone Operator Documentation Assistant Information Assistant †Tester, Quality Marking Depot Inspector, Quality Marking Depot Analyst (CFSC) Senior Field Officer Warper-cum-Sizer Skilled Weaver Dye Maker Machine Operator (CFSC) Store Assistant (CFSC)	950-1590	1200-2040
†Bamboo Expert †Bamboo Designer †Bamboo Chemist †Designer (Jewellery) †Designer (Ivory) †Designer (Wood) †Master Potter Mechanic Foundry Service Centre Mechanic Chemical Industrial Estate, Aroor, Quality Control Inspector Gr. II.	950-1590	1200-2040
†Designer (Dolls) †Designer (Screw-pine) Designer (Conch Shell) Designer (Saw Dust) Designer (Glazed Pottery)	950-1590	1250-2040

* The existing ratio of 1:1 between Senior Inspector and Junior Inspector will be placed in the special category. Ten percent of total number of posts in the two grades together will be placed in the special category.

† Reported to be not in existence now.

	(1)	(2)	(3)
0	Junior Field Officer		
0	*Work Assistant		
	Helper (Quality Control)		
	*Inspector (Industrial Units), PID Projects		
	*Machine Operator (Mobile Van)	825-1290	950-1500
50	*Skilled Assistant (CFSC)		
	*Boiler Attender (CFSC)		
	*Library Assistant		
	Fireman		
	Laboratory Assistant		
00	*Tester (Quality Marking Depot)		
	*Craftsman (Ivory/Dolls/Wood)		
	*Instructor Grade I	805-1190	825-1250
00	Winder		
	*Instructor Grade II		
	*Laboratory Assistant		
00	*Craftsman		
	*Painter-cum-Modeller	775-1160	800-1200
	*Skilled Worker		
	*Trailer		
500	Helper (DCTC)		
	*Instructor Grade III		
	<i>Posts held by personnel of other Departments</i>		
	Administrative Officer Grade I.	2470-3675	As in parent Department/ Common category
	Finance Officer Grade I	1590-3050	
300	Assistant Director, Statistics	1450-2825	
	Research Officer		
	Man Power Officer	1220-2150	
200	Research Assistant		
	Market Analyst		
	Junior Statistical Inspector	950-1590	
	Upper Division Compiler	825-1290	
	Lower Division Statistical Inspector		
	35. Insurance Medical Services		
	Director of Insurance Medical Services	3050-4435	4500-5700
	Director of Insurance Medical Services (Vigilance)	3050-4435	4500-5700
040	Regional Deputy Director	2825-4095	4200-5300
	† Deputy Director (Homoeo)	2470-3675	3000-5000
	‡ Superintendent (Homoeo)	1330-3125	2500-4000
	‡ Insurance Medical Officer Grade I	2470-3675	3000-5000
	Insurance Medical Officer Grade II	1830-3425	2500-4000
	**Assistant Insurance Medical Officer	1450-2825	2060-3200
	**Assistant Insurance Medical Officer (Specialist)	1450-2825	2060-3200
	§ Nursing Superintendent Grade I	1590-3050	2200-3500
	§ Nursing Superintendent Grade II	1330-2555	1640-2900
	§ Head Nurse	1050-1830	1400-2300
	§ Staff Nurse	1000-1710	1350-2200
	§ Store Keeper	1050-1830	1400-2300
2040	|| Pharmacist Grade I	1000-1710	1350-2200
	|| Pharmacist Grade II	905-1490	1125-1720
	|| Detician	1050-1830	1400-2300
	|| Medical Record Librarian	1000-1710	1350-2200
	|| Blood Bank Technician Grade I	1050-1830	1400-2300
	|| Laboratory Technician Grade I	905-1490	1125-1720
	|| Laboratory Technician Grade II/Blood Bank Technician Grade II		
2040	|| Radiographer Grade I	1100-2070	1400-2600
	|| Radiographer Grade II	950-1590	1200-2040

|| continue special grade

* Reported to be not in existence now.
 † The ratio between Grade I and Grade II Insurance Medical Officers will be 1:3.
 § The ratio between Staff Nurse and Head Nurse will be 2:1.
 || The existing ratio of 1:2 between Grade I and Grade II posts will continue.
 ** M.B.B.S./B.D.S. holders will start at Rs. 2180.
 † The ratio between Grade I and Grade II Technician will be 1 : 1
 † Created in GO (MS)36/92/LBR dated 4/5/92.

(1)	(2)	(3)
X-ray Technician Grade I	1050-1830	1400-2300
*X-Ray Technician Grade II	905-1490	1125-1720
Auxiliary Nurse Midwife	905-1490	1125-1720
Electrician	825-1290	950-1500
Junior Laboratory Assistant	775-1160	800-1200
X-Ray Attender	775-1160	800-1200
Laboratory Attendant	865-1450	975-1660
Operation Theatre Technician	805-1190	825-1250
Theatre Attender	775-1160	800-1200
Nursing Assistant	750-1025	775-1065
Hospital Attendant	750-1025	775-1065
Dhobi	805-1190	825-1250
Head Cook	775-1160	800-1200
Cook Grade I	750-1025	775-1065
† Cook Grade II	825-1290	950-1500
Packer	775-1160	800-1200
Tailor	1450-2825	2060-3200
‡ Medical Officer (Ayurveda)	825-1290	950-1500
Pharmacist (Ayurveda)	775-1160	800-1200
Attender (Ayurveda)	1450-2825	2060-3200
‡ Medical Officer (Homoeo)	825-1290	950-1500
Pharmacist (Homoeo)	865-1450	975-1660
Nurse (Homoeo)	775-1160	800-1200
Nursing Assistant (Homoeo)	750-1025	775-1065
Hospital Attendant (Homoeo)	2470-3675	As in parent cadre
Finance Officer Grade I	1830-3425	common category
Administrative Officer Grade II		
36. Judiciary		
<i>High Court of Kerala</i>		
Registrar	3175-4605	§
Director of Training	3175-4605	
Joint Registrar	2825-4095	4200-5300
Deputy Registrar	2640-3815	3900-5075
Assistant Registrar	1830-3425	2500-4000
Private Secretary to Chief Justice	1830-3425	2500-4000
Personal Assistant to Chief Justice	1450-2825	2060-3200
Additional Personal Assistant to Chief Justice	1370-2640	2000-3200
Section Officer	1370-2640	2000-3200
|| Section Officer (Higher grade)	1590-3050	2200-3500
<i>Post held by personnel of other Departments</i>		
Court Officer	1370-2640	2000-3200
Court Fee Examiner	1590-3050	2200-3500
Librarian Grade I	1370-2640	2000-3200
Reference Librarian	1450-2825	2060-3200
Security Officer	1370-2640	2000-3200
Public Relation Officer		
Head Translator	1370-2640	2000-3200
¶ Selection Grade Shorthand Writer		
Accountant	1250-2230	1640-2900
¶ Senior Grade Assistant	1250-2230	1600-2660
¶ Senior Grade Typist	1000-1710	1350-2200
Translator	1000-1710	1350-2200
Kannada Translator	1330-2555 +	1640-2900
Office Superintendent	Spl. pay of Rs. 50	Rs. 50 Spl pay
Selection Grade Typist	1330-2555	1640-2900
Protocol Officer	1250-2230	1600-2660

§ Revised scales will be ordered separately.

* The ratio between Grade I and Grade II Technicians will be 1 : 1.

† The existing ratio of 3 : 1 between Grade II and Grade I posts will continue.

‡ Non-graduates directly recruited except those recruited under Special Recruitment scheme be given the Scale of Rs. 1640-2900

¶ The existing ratio of 1 : 1 : 1 among Selection Grade, Grade I, Grade II Shorthand Writer will continue.

¶ The existing ratio of 1 : 1 : 1 among Senior Grade, Grade I and Grade II Assistants/Typists will continue.

|| 20% of the posts (Section Officer) will be placed in the higher Grade.

	(1)	(2)	(3)
0-2300	* Shorthand Writer Grade I	1330-2555	1640-2900
5-1720	** Assistant Grade I	1000-1710	1350-2200
5-1720	** Typist Grade I		
0-1500	† Senior Grade Typist-copyist	950-1590	1200-2040
0-1200	† Typist Copyist Grade I	1050-1830	1400-2300
0-1200	Shorthand Writer Grade II	365-1450	1200-2040
0-1200	** Assistant Grade II/Junior Accountant	865-1450	1125-1720
5-1660	** Typist Grade II	865-1450	975-1660
25-1250	Telephone Operator/Telex Operator	825-1290	950-1500
00-1200	† Typist-Copyist Grade II	950-1590	1200-2040
75-1065	† Library Assistant (Higher Grade)	825-1290	950-1500
75-1065	† Library Assistant		
25-1250	† Photo Copier Operator		
00-1200	† Civil Sergeant		
75-1065	† Court Keeper	775-1160	800-1200
50-1500	<i>Post held by Personnel of other Departments</i>		
00-1200	Vigilance Office	IPS Cadre	IPS Cadre
60-3200	Deputy Superintendent of Police	1830-3425	As in parent Department
50-1500	Circle Inspector of Police	1370-2640	
00-1200	Head Constable	905-1490	
60-3200	Police Constable	825-1290	
150-1500	<i>Subordinate Judiciary</i>		
75-1660	Selection Grade District Judge	4435-5285	
00-1200	District Judge/Additional District Judge/Special Judge, Motor Accident Claims Tribunal	3175-4605	
75-1065	Sub Judge	2640-3815	
parent cadre	Munsiff	1830-3425	
on-category	Munsiff Magistrate	1830-3425	
§	Selection Grade Chief Judicial Magistrate	2825-4095	
	Chief Judicial Magistrate	2640-3815	
00-5300	Senior Grade Judicial Magistrate First Class	2070-3550	
00-5075	Judicial Magistrate of First Class	1830-3425	
500-4000	Judicial Magistrate of II Class	1590-3050	
500-4000	Sheristadar, District Court	1590-3050	2200-3500
060-3200	Sheristadar, Additional District Court	1590-3050	2200-3500
00-3200	Sheristadar, Chief Judicial Magistrate Court		
000-3200	Sheristadar, Special Court/Motor Accident Claims Tribunal	1370-2640	2000-3200
000-3200	Sheristadar, Sub Court	1220-2150	1520-2660
000-3200	Head Clerk, District Court		
000-3200	Head Clerk, M.A.C.T.		
000-3200	Head Clerk, Chief Judicial Magistrate Court		
000-3200	Head Clerk, Munsiff Magistrate Court		
060-3200	Bench Clerk, District Court		
000-3200	Bench Clerk, M.A.C.T.		
000-3200	Head Clerk, Chief Judicial Magistrate Court		
000-3200	Central Nazir		
000-3200	Deputy Nazir		
640-2900	Kannada Translator	950-1590	1200-2040
600-2660	Amin	825-1290	950-1500
350-2200	Copyist		
350-2200	Typist-Copyist	775-1160	800-1200
640-2900	Examiner		
50 Spl pay	Court-Keeper		
640-2900	Process Server		

- * The existing ratio of 1 : 1 : 1 among Selection Grade, Grade I and Grade II Shorthand Writers will continue.
- ** The existing ratio of 1 : 1 : 1 among Senior Grade, Grade II Assistant/Typist will continue.
- † The existing ratio of 1 : 1 : 2 among Senior Grade, Grade I and Grade II of Typist Copyist will continue.
- ‡ The ratio between Higher and Lower Grades of Library Assistant will be 1 : 2.
- § Revised scales will be ordered Separately.

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its/Typists

	(1)	(2)	(3)
37. Kerala Co-operative Tribunal			
Tribunal		3175-4605	5100-5700
Secretary		1650-3175	2375-3500
38. Kerala Gazetteers			
State Editor		2470-3675	3000-5000
Editor		2070-3550	2650-4000
Sub Editor		1370-2640	2000-3200
39. Kerala Institute for Research, Training and Development Studies of Scheduled Castes and Scheduled Tribes (KIRTADS)			
Director		2825-4095	4200-5300
*Special Officer			
Deputy Director (Anthropology)	}	1830-3425	2500-4000
Linguist			
Editor-cum-Translator			
Research Officer	}	1450-2825	2060-3200
Lecturer			
Statistician		1250-2230	1600-2660
Research Assistant	}	1220-2150	1520-2660
Cartographer			
Photographer-cum-Model Maker/Curator		1000-1710	1350-2200
Investigator		950-1590	1200-2040
Driver cum-Operator (Audio-visual)		865-1450	975-1660
40. Kerala State Transport Appellate Tribunal			
State Transport Appellate Tribunal		3175-4605	5100-5700
Sheristadar		1590-3050	2200-3500
Bench Clerk		1050-1830	1400-2300
Court Keeper		775-1160	800-1200
41. Labour			
Labour Commissioner		IAS	IAS
Additional Labour Commissioner		2825-4095	4200-5300
Joint Labour Commissioner	}	2640-3815	3900-5075
Chief Inspector of Plantations			
Deputy Labour Commissioner	}	2070-3550	2650-4000
Workmen's Compensation Commissioner			
Secretary, State Advisory Contract Labour Board			
District Labour Officer	}	1650-3175	2375-3500
Inspector of Newspaper Establishments			
Labour Officer, Idamalayar			
Regional Labour Inspector			
District Labour Officer (Spl.)			
**Administrative Assistant		1590-3050	
Deputy Labour Officer		1590-3050	2200-3500
Secretary, Minimum Wages Advisory Board	}	1370-2640	2000-3200
Secretary Labour Committee			

*. Not in existence

** Included under Common Category of posts.

	(1)	(2)	(3)	
700	Assistant Labour Officer Gr. I	1370-2640	2000-3200	
500	Inspector of Plantation			
	Inspector of Agricultural Labour	1220-2150	1520-2660	
	Assistant Labour Officer Grade II			
000	Carpentry Inspector	865-1450	975-2660	
000	Weaving Inspector			
200	Tailoring and Embroidary Inspector			
	<i>Posts held by personal of other Departments</i>			
	Administrative Officer Grade I	2470-3675	As in parent Department Common Category of posts	
	Finance Officer Gr. II	1830-3425		
5300	Publicity Officer	1590-3050		
	Research Officer	1450-2825		
	Publicity Assistant	1250-2230		
4000	Research Assistant	950-1590		
	Compiler U. D.	825-1290		
	Compiler L. D.			
3200	Presiding Officer	3175-4605		5100-5700
-2660	Secretary	1370-2640		2000-3200
-2660				
-2200	Land Use Commissioner	IAS		
-2040	Chief (Agricultural Economics)	2825-4095	The incumbents holding the posts as on 1-3-1992 or thereafter will be given the revised Scale of the respective cadre posts	
-1660	Chief (Scientist)	2825-4095		
	Chief (Geography)	2825-4095		
	*Assistant Commissioner (Statistics)	2070-3550		
	*Specialist (Social Science)	2070-3550		
	*Soil Survey Officer	1830-3425		
	Assistant Commissioner of Forests	2070-3550		
-5700	Deputy Director (Statistics)	2070-3550		
	*Specialist (Agronomy)	1650-3175		
	Agronomist	1650-3175		
-3500	Specialist (Soil Conservation)	1650-3175		
-2300	Specialist (Social Science)	1650-3175		
-1200	Specialist (Hydrogeology)	1650-3175		
	Specialist (Geography)	1590-3050		
	Administrative Assistant	1330-2555		
IAS	Forest Officer	1450-2825		
-5300	Assistant Geologist	1450-2825		
-5075	Soil Survey Assistant	1450-2825		
	Agricultural Officer	1220-2150	1520-2660	
	Publication Assistant			
	**Artist	1050-1830	1400-2300	
1-4000	Draftsman Grade-I	905-1490	1125-1720	
	Planning Surveyor Grade-II	905-1490	1125-1720	
	Laboratory Assistant			
5-3500	Principal	2825-4095	U. G. C. scale of pay.	
	Professor	2640-3815		
	Assistant Professor	1830-3425		
3-3500	†Lecturer	1590-3050		
3200	Part-Time Lecturer	1450 fixed		2200-3500 1640 fixed

* Temporarily upgraded posts.

** Included among common categories of posts.

† For other than those in U. G. C. Scales.

(1)	(2)	(3)
45. Local Fund Audit		
Examiner of Local Fund Accounts	2825-4095	4200-5300
Joint Examiner	2640-3815	3900-5075
† Deputy Examiner (Higher Grade)	2470-3675	3000-5000
Deputy Examiner	1830-3425	2500-4000
Inspector (Higher Grade)	1590-3050	2200-3500
‡ Inspector	1370-2640	2000-3200
Office Superintendent	1330-2555+	1640-2900+
	Spl. Pay Rs. 50	Spl. pay Rs. 50.
§ Selection Grade Typist	1330-2555	1640-2900
Senior Grade Auditor	1250-2230	1640-2900
Senior Grade Typist	1250-2230	1600-2660
Auditor Grade I	1000-1710	1350-2200
Typist Grade I	1000-1710	1350-2000
* Auditor Grade II	865-1450	1200-2040
* Typist Grade II	865-1450	1125-1720
46. Medical Education		
<i>Directorate</i>		
Director of Medical Education	4435-5285	} Already revised Common Category
Joint Director of Medical Education	3050-4435	
Administrative Assistant	1590-3050	
Accounts Officer	1590-3050	
<i>Colleges : A. Teaching-Medical (Clinical & Non-Clinical)</i>		
Principal	3050-4435	} Already revised
Vice Principal		
Director & Professor	2825-4095	} Already revised
Professor	2640-3815	
Associate Professor	2470-3675	
Assistant Professor	1830-3425	
Tutor	1450-2825+	
	Spl. Pay Rs. 90	
<i>Non-Medical</i>		
Professor	2640-3815	} Already revised
Associate Professor	2470-3675	
Assistant Professor	1830-3425	
Lecturer	1450-2825	} Already revised
Professor (Physical Education)	1830-3425	
Lecturer (Physical Education)	1450-2825	
Speech Pathologist & Audiologist	1450-2825	
Tutor in Dental Mechanics	1370-2640	
Health Surveillance Officer	1450-2825	
Tutor (Pharmacy)	1450-2825	
Pharmacist	1330-2555	
Tutor, Pharmaceutical Engineering	1450-2825	
Tutor, School of M. L. T. (Bio-Chemistry/Micro-biology)	1450-2825	

† The following existing posts of Deputy Examiners will continue to be in the higher grade

1. Government Auditor, University of Kerala
2. Government Auditor, University of Cochin
3. Government Auditor, University of Calicut
4. Government Auditor, Kerala Agricultural University
5. Government Auditor, Mahatma Gandhi University
6. Deputy Examiner, Kerala State Housing Board
7. Deputy Examiner, Greater Cochin Development Authority
8. Deputy Examiner, Guruvayur Devaswam
9. Deputy Examiner, Kerala State Rural Development Board.

§ The existing practice of placing 1/3 posts of Senior Grade Typist as Selection Grade Typist continue

‡ Twenty per cent of the posts of Inspectors of Local Fund Accounts will be placed in the Higher Grade

* The existing ratio of 1 : 1 : 1 among Senior Grade, Grade I and Grade II Auditors/Typists Continue.

B)	(1)	(2)	(3)
5300	Tutor Technician (M.L.T.)	1370-2640	2000-3200
5075	Orthoptist Technician		
5000	Tutor Technician, Optometry		
4000	Radiographer (Teaching)		
3500	Health Educator	1220-2150	1520-2660
3200	Social Scientist	1220-2150	1520-2660
2900+	Social Scientist	1050-1830	1400-2300
2900	Entomological Assistant	1220-2150	1520-2660
ay Rs. 50	Statistical Assistant	950-1590	1200-2040
2900	<i>College of Pharmaceutical Sciences :</i>		
2900	Director & Professor	2825-4095	} Already revised
2660	Professor	2640-3815	
2200	Associate Professor	2470-3675	
2000	Assistant Professor	1830-3425	
2040	Tutor	1450-2825	
1720	<i>Dental College :</i>		
	Director & Professor	2825-4095	} Already revised
	Professor	2640-3815	
	Associate Professor	2470-3675	
	Assistant Professor	1830-3425	
	Tutor	1450-2825+	
	<i>College of Nursing :</i>		
	Director	2470-3675	3000-5000
	Professor	2070-3550	2650-4000
	Associate Professor	1830-3425	2500-4000
	Assistant Professor	1590-3050	2200-3500
	Tutor	1370-2640	2000-3200
	<i>Non-Teaching (a) Medical :</i>		
	Associate Professor of Medicine (Research)	2470-3675	Already revised
	<i>(b) Non-Medical :</i>		
	Electronic Engineer-cum-Research Superintendent	2070-3550	2650-4000
	Senior Scientific Officer	1650-3175	2375-3500
	Senior Research Officer	1650-3175	2375-3500
	Senior Librarian	1650-3175	2375-3500
	Chief Occupational Therapist	1830-3425	2500-4000
	Chief Physiotherapist		
	Scientific Assistant (Physiotherapy)	1330-2555	1640-2900
	Scientific Assistant (Occupational Therapy)		
	Cytologist	1450-2825	2060-3200
	Bio-Chemist		
	Physiological Assistant	1370-2640	2000-3200
	* Senior Scientific Assistant		
	Scientific Assistant	1330-2555	1640-2900
	Junior Research Officer	1330-2555	1640-2900
	Research Assistant	1220-2150	1520-2660
	Junior Scientific Officer	1330-2555	1640-2900
	Clinical Psychologist		
	Accounts Officer	1450-2825	2060-3200
	Medical Statistician	1450-2825	2060-3200
	Superintendent of Press	1370-2640	2000-3200
	Litho Press Operator	865-1450	975-1660
	Medical Records Superintendent	1370-2640	2000-3200
	Medical Records Librarian Gr. I	1000-1710	1350-2200
	† Medical Records Librarian Gr. II	865-1450	975-1660
Typist	Security Officer	1370-2640	2000-3200

* The post of Scientific Assistant where basic qualification is Post-graduation is redesignated as Senior Scientific Assistant.

† The existing ratio of 1:1 between Grade I and Grade II Posts will continue.

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(1)	(2)	(3)
Security Assistant		
* Surgeant	1220-2150	1520-2660
* Sergeant Grade II		
** Mechanical Engineer (Junior)		
Rehabilitation Co-ordinator	1450-2825	2060-3200
Technical Assistant (Refrigeration & Air Conditioning)	1370-2640	2000-3200
Technical Asst. (Electronics)		
Technical Asst. (Mechanic)	1330-2555	1640-2900
Air Conditioning-cum Refrigeration Supervisor		
Maxillo Facial Prosthetic Technician	1330-2555	1640-2900
Pharmacist		
† Dental Mechanic Grade I	1330-2555	1640-2900
† Dental Mechanic Grade II	1050-1830	1400-2300
† Dental Hygienist Grade I	905-1490	1125-1720
† Dental Hygienist Grade II	1000-1710	1350-2200
Workshop Foreman/Foreman	865-1450	975-1660
Foreman	1250-2230	1600-2660
Perfusionist	1050-1830	1400-2300
Museum-cum-Photographic Assistant	1250-2230	1600-2600
Psychiatric Social Worker	1250-2230	1600-2600
Senior Technician	1220-2150	1520-2660
Serological Assistant	1220-2150	1520-2660
Laboratory Assistant	1050-1830	1400-2300
Laboratory Assistant (Dialysis)	1050-1830	1400-2300
† Laboratory Technician	1050-1830	1400-2300
† Mortuary Technician	1050-1830	1400-2300
† Blood Bank Technician		
† Lab. Techn. (Pharmacy)	905-1490	1125-1720
Curator		
Museum Curator	1050-1830	1400-2300
Artist Curator	1000-1710	1350-2200
Technician (Media Making) Gr. I	1000-1710	1350-2200
Technician (Media Making) Gr. II	1000-1710	1350-2200
Enquiry Officer	905-1490	1125-1720
Health Inspector Grade I	1220-2150	1520-2660
Health Inspector Grade II	1220-2150	1520-2660
Cyto Technician	1050-1830	1400-2300
Radiographer Grade I	1050-1830	1400-2300
† Radiographer Grade II	1100-2070	1400-2600
Technician Grade II (Radiology)	950-1590	1200-2040
X-Ray Technician	905-1490	1125-1720
Staff Nurse	905-1490	1125-1720
§ Refractionist/Orthoptist Senior Grade	1000-1710	1350-2200
§ Refractionist/Orthoptist Grade I	1370-2640	2000-3200
§ Refractionist/Orthoptist Grade II	1050-1830	1400-2300
† Sterilisation. Technician	905-1490	1125-1720
† Radium Technician		
† Nuclear Medicine Technician Grade II		
† EEG Technician	855-1450	975-1660
† ECG Technician	(Hr. Gr.) 1000-1710	1350-2200
† Clinical Audiometrician		
Scanner Operator		
Respiratory Technician	865-1450	975-1660
Haematology Technician		
V.D. Technician		
Theatre Technician	905-1490	1125-1720

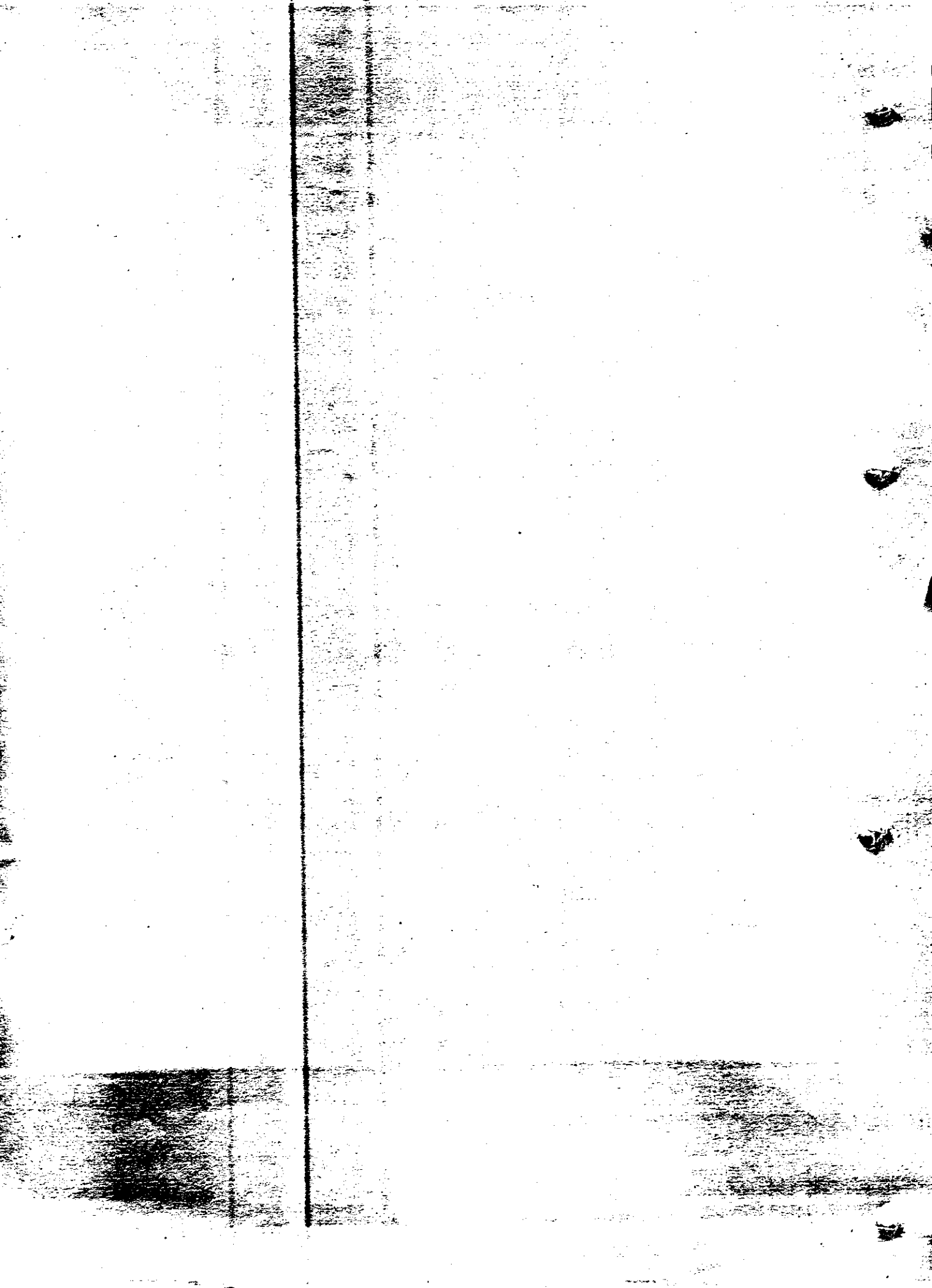
* . Included among common categories of posts.

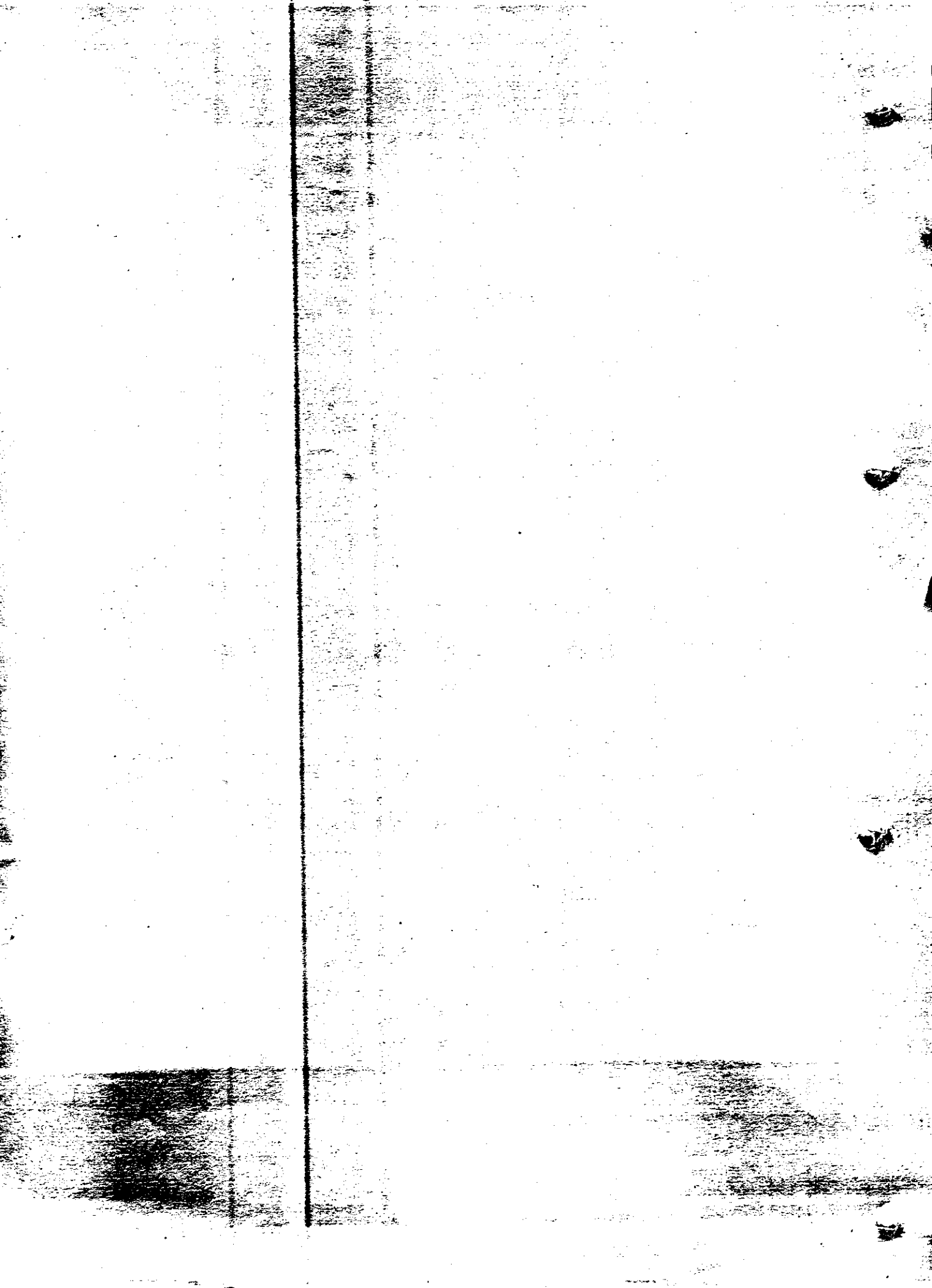
** Non-graduates directly recruited except those recruited under special recruitment scheme will be given the scale of Rs. 1640-2900.

† The ratio between Grade II and Grade I posts will be 1:1.

‡ The existing ratio of 3:1 between Grade II and Grade I posts will continue.

§ The ratio among Senior Grade, Grade I and Grade II will be 1:2:2.





	(1)	(2)	(3)
660	Dark Room Assistant	825-1290	950-1500
	Theatre Assistant	775-1160	800-1200
	Laboratory Assistant (Jr.)	825-1290	950-1500
2200	Rehabilitation Technician Grade I (Prosthetics/Ortho- tics/Leather)	950-1590	1200-2040
2200			
900	Rehabilitation Technician Gr. II (Prosthetics/Orthotics/Leather)	825-1290	950-1500
2900	Senior Store Officer (Technical)	1250-2230	1600-2660
	Junior Store Officer (Technical)	950-1590	1200-2040
2900	Refrigeration Mechanic	1000-1710	1350-2200
2900	Air Condition Mechanic	1000-1710	1350-2200
2300	Instrument Mechanic	950-1590	1200-2040
1720	Electrician-cum-Mechanic	950-1590	1200-2040
2200	Mechanic	865-1450	975-1660
1660	Electrician	825-1290	950-1500
2660	Carpenter	825-1290	950-1500
2300	Machinist	825-1290	950-1500
2600	Pump Operator	825-1290	950-1500
2600	Lift Mechanic	865-1450	975-1660
2660	Fitter		Grouped among common cate- gories of posts
2660	Plumber		
2300	Telephone Operator	775-1160	800-1200
2300	Painter	805-1190	825-1250
2300	Compositor	825-1290	950-1500
2300	House Keeper	775-1160	800-1200
2300	Supervisor, Gas Plant	950-1590	1200-2040
2300	Fireman, Gas House	805-1190	825-1250
2300	Gas House Foreman	825-1290	950-1500
2200	Glass Blower		
2200	Work Superintendent		
2200	Land Supervisor		
2660	Receptionist	825-1290	950-1500
2660	Printer		
2300	Steward		
2600	Helper	775-1160	800-1200
2040	Cobbler		
1720	X-Ray Attender	775-1160	800-1200
1720	Modeller	865-1450	975-1660
2200	Binder	825-1290	950-1500
3200	Marker	775-1160	800-1200
2300	<i>Posts held by personnel of other Departments :</i>		
1660	Administrative Officer Grade I	2470-3675	As in Parent Department/ Common Category
12200	Finance Officer Grade I	2470-3675	
	Administrative Officer Grade II	1830-3425	
47. Mining & Geology			
1660	Director	2825-4095	4200-5300
	Additional Director	2640-3815	3900-5075
1720	Deputy Director	2470-3675	3000-5000
	Senior Chemist	1830-3425	2500-4000
	Senior Geologist	1830-3425	2500-4000
	Geologist	1650-3175	2375-3500
	Audit Officer	1450-2825	2060-3200
	Senior Auditor	1220-2150	1520-2660
	Junior Auditor	950-1590	1200-2040

* The ratio of 1 : 3 between Senior Geologist and Geologist will continue.
4/434/93-5A

(1)	(2)	(3)
Junior Chemist	1450-2825	2060-3200
Assistant Geologist	1450-2825	2060-3200
* Assistant Drilling Engineer	1450-2825	2060-3200
Mineral Revenue Inspector	1220-2150	1520-2660
Technical Assistant	1000-1710	1350-2200
Driller Mechanic/Driller (Hr. gr.)	1220-2150	1520-2660
** Driller Mechanic/Driller	1000-1710	1350-2200
Draftsman-cum-Surveyor Grade II	905-1490	1125-1720
Drilling Assistant	825-1290	950-1500
Laboratory Assistant	825-1290	950-1500
Laboratory Attender	775-1160	800-1200
Section Cutter	805-1190	825-1250
<i>Posts held by personnel of other Departments :</i>		
Administrative-cum-Accounts Officer	1830-3425	As in parent cad
48. Motor Vehicles		
Transport Commissioner	I. A. S.	I. A. S.
Joint Transport Commissioner	I. P. S.	I. P. S.
Senior Deputy Transport Commissioner & Secretary, State Transport Authority	} 2825-4095	4200-5300
Senior Deputy Transport Commissioner (Taxes)		2640-3815	3900-5075
Sonal Deputy Transport Commissioner	2470-3675	3000-5000
Regional Transport Officer	1830-3425	2500-4000
Assistant Transport Commissioner	1830-3425	2500-4000
Joint Regional Transport Officer	1590-3050	2200-3500
Joint Regional Transport Officer (Administration)	1590-3050	2200-3500
Assistant Secretary, State Transport Authority	1590-3050	2200-3500
Accounts Officer	1590-3050	Common Category
Senior Superintendent (Accounts)	1370-2640	do.
Motor Vehicles Inspector	1370-2640	2000-3200
Assistant Motor Vehicle Inspector	1050-1830	1400-2300
<i>Posts held by personnel of other departments :</i>		
Senior Administrative Officer	2640-3815	} As in parent cad
Technical Adviser	2640-3815	
Finance Officer Grade I	2470-3675	
Law Officer	2470-3675	
Statistical Officer	1450-2825	
49. Municipal Administration		
Director	2825-4095	4200-5300
Regional Joint Director	2640-3815	3900-5075
Joint Director (Health)	2640-3815	3900-5075
Joint Director	2640-3815	3900-5075
Corporation Commissioner	2470-3675	3000-5000
Special Grade Municipal Commissioner	2470-3675	3000-5000
Municipal Commissioner Grade I	2070-3550	2650-4000
Law Officer	1830-3425	2500-4000
Municipal Commissioner Grade II	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common Category
Provident Fund Officer, Pension Officer	1590-3050	2200-3500
Municipal Commissioner Grade III	1450-2825	2060-3200
Executive Officer, Guruvayur Township	1450-2825	2060-3200
Assistant Municipal Commissioner	1450-2825	2060-3200
Special Officer	1450-2825	2060-3200
<i>Post held by personnel of other Department :</i>		
Finance Officer Grade II	1830-3425	As in parent Department/ Common Ca

* Non-graduates directly recruited except those recruited under Special Recruitment Scheme be given the scale of Rs. 1640-2900.

** Higher grade at 1 : 1 ratio will continue.

(1)	(2)	(3)
Junior Chemist	1450-2825	2060-3200
Assistant Geologist	1450-2825	2060-3200
* Assistant Drilling Engineer	1450-2825	2060-3200
Mineral Revenue Inspector	1220-2150	1520-2660
Technical Assistant	1000-1710	1350-2200
Driller Mechanic/Driller (Hr. gr.)	1220-2150	1520-2660
** Driller Mechanic/Driller	1000-1710	1350-2200
Draftsman-cum-Surveyor Grade II	905-1490	1125-1720
Drilling Assistant	825-1290	950-1500
Laboratory Assistant	825-1290	950-1500
Laboratory Attender	775-1160	800-1200
Section Cutter	805-1190	825-1250
<i>Posts held by personnel of other Departments :</i>		
Administrative-cum-Accounts Officer	1830-3425	As in parent cadre
48. Motor Vehicles		
Transport Commissioner	I.A.S.	I.A.S.
Joint Transport Commissioner	I.P.S.	I.P.S.
Senior Deputy Transport Commissioner & Secretary, State Transport Authority	2825-4095	4200-5300
Senior Deputy Transport Commissioner (Taxes)	2640-3815	3900-5075
Sonal Deputy Transport Commissioner	2470-3675	3000-5000
Regional Transport Officer	1830-3425	2500-4000
Assistant Transport Commissioner	1830-3425	2500-4000
Joint Regional Transport Officer	1590-3050	2200-3500
Joint Regional Transport Officer (Administration)	1590-3050	2200-3500
Assistant Secretary, State Transport Authority	1590-3050	2200-3500
Accounts Officer	1370-2640	Common Category do.
Senior Superintendent (Accounts)	1370-2640	2000-3200
Motor Vehicles Inspector	1050-1830	1400-2300
Assistant Motor Vehicle Inspector		
<i>Posts held by personnel of other departments :</i>		
Senior Administrative Officer	2640-3815	} As in parent cadre
Technical Adviser	2640-3815	
Finance Officer Grade I	2470-3675	
Law Officer	2470-3675	
Statistical Officer	1450-2825	
49. Municipal Administration		
Director	2825-4095	4200-5300
Regional Joint Director	2640-3815	3900-5075
Joint Director (Health)	2640-3815	3900-5075
Joint Director	2640-3815	3900-5075
Corporation Commissioner	2470-3675	3000-5000
Special Grade Municipal Commissioner	2470-3675	3000-5000
Municipal Commissioner Grade I	2070-3550	2650-4000
Law Officer	1830-3425	2500-4000
Municipal Commissioner Grade II	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common Category
Provident Fund Officer, Pension Officer	1590-3050	2200-3500
Municipal Commissioner Grade III	1450-2825	2060-3200
Executive Officer, Guruvayur Township	1450-2825	2060-3200
Assistant Municipal Commissioner	1450-2825	2060-3200
Special Officer	1450-2825	2060-3200
<i>Post held by personnel of other Department :</i>		
Finance Officer Grade II	1830-3425	As in parent Department/ Common Category

* Non-graduates directly recruited except those recruited under Special Recruitment Scheme be given the scale of Rs. 1640-2900.

** Higher grade at 1 : 1 ratio will continue.

	(1)	(2)	(3)
	50. Museum and Zoo		
	Director	2470-3675	3000-5000
	Superintendent (Higher Grade)	1830-3425	2500-4000
	* Superintendent	1650-3175	2375-3500
	Educational Officer	1650-3175	2375-3500
	** Curator Grade-I	1370-2640	2000-3200
	** Curator Grade-II	1050-1830	1400-2300
	* Draftsman Grade-I	1050-1830	1400-2300
	* Draftsman Grade-II	905-1490	1125-1720
	Photographer	1000-1710	1350-2200
	Taxidermist	905-1490	1125-1720
	Guide Lecturer	865-1450	975-1660
	Artist Modeller	865-1450	975-1660
	Operator	825-1290	950-1500
	Garden Supervisor	825-1290	950-1500
	Sergeant	950-1590	Common category
	Blacksmith		
	Mason		
	Carpenter		
	Laboratory Assistant		
	Laboratory Attender	775-1160	800-1200
	Specimen Collector		
	Dark Room Assistant		
	Gallery Assistant		
	Head Gardner	805-1190	825-1250
	Supervisor (Zoo)	825-1290	950-1500
	Gardner	775-1160	800-1200
	Keeper	775-1160	800-1200
	<i>State Chitra Art Gallery</i>		
	Superintendent	1650-3175	2375-3500
	Caretaker Clerk	1000-1710	1350-2200
	Caretaker	865-1450	975-1660
	Guide	865-1450	975-1660
	<i>Post held by Personnel of other Departments</i>		
	Veterinary Surgeon	1450-2825	
	Agricultural Officer	1450-2825	
	Lineman	805-1190	
	Veterinary Assistant	865-1450	As in parent Department
	Head Constable	950-1590	
	Naik	825-1290	
	Lance Naik	825-1290	
	Police Constable	825-1290	
	51. National Cadet Corps (NCC)		
	Director	Defence Service Officer	Defence Service Officer
	Publicity-cum-Liaison Officer	2070-3550	2650-4000
	Administrative Assistant	1590-3050	Common category
	Accounts Officer	1450-2825	2060-3200
	Aero-Modelling Instructor-cum-Store Keeper	1220-2150	1520-2660
	Ship Modelling Mechanic	1000-1710	1350-2200
	Ship Modelling Store Keeper	825-1290	950-1500
	Boat Keeper		
	Aero-Modelling Helper	775-1160	800-1200
	<i>Post Held by Personnel of other Departments</i>		
	Administrative Officer	2640-3815	Common category
	52. National Employment Service		
	Director of Employment & Training	IAS	IAS
	Joint Director of Employment	2640-3815	3900-5075
	Deputy Director	2070-3550	2650-4000
	Divisional Employment Officer	1830-3425	2500-4000
	State Vocational Guidance Officer	1830-3425	2500-4000

* The existing ratio of 1 : 1 between lower and higher grades of Superintendents will continue.

** A ratio of 1 : 1 between Curator Grade-I and Curator Grade-II will continue.

(1)	(2)	(3)	
Employment Officer, Professional and Executive Employment Officer	1830-3425	2500-4000	* Circle
Sub Regional Employment Officer	1830-3425	2500-4000	† Sub I
State Employment Market Information Officer	1830-3425	2500-4000	Assist
District Employment Officer	1590-3050	2200-3500	Head Police
Deputy Chief, University Employment Infor- mation & Guidance Bureau	1450-2825	2000-3200	Armed Res
Employment Officer	1250-2230	1600-2660	Deput
Placement Officer	1220-2150	1520-2660	† Assist
Instructor (Stenography)	1220-2150	1520-2660	Assist
Junior Employment Officer	1220-2150	1520-2660	* Reser
Investigator	1220-2150	1520-2660	Reser
Head Accountant	950-1590	1200-2040	† Reser
Malayalam Translator			Reser
53. National Savings Department			
Director	2640-3815	3900-5075	Police
Additional Director	2470-3675	3000-5000	Women P
Deputy Director	1830-3425	2500-4000	* Wom
Assistant Director	1590-3050	2200-3500	Wom
54. Panchayats			
Director	2825-4095	3200-5300	† Wom
Joint Director	2640-3815	3900-5075	Wom
Special Officer for Panchayat General Elections	2640-3815	3900-5075	† Wom
Deputy Director	2070-3550	2650-4000	Wom
Principal, Training Institute	2070-3550	2650-4000	Wom
District Panchayat Officer	1650-3175	2375-3500	mour
Administrative Assistant	1650-3175	2375-3500	* Chic
Deputy Chief Registrar of Births and Deaths	1650-3175	2375-3500	† Arm
Provident Fund Accounts Officer	1650-3175	2375-3500	Arm
Taluk Panchayat Officer	1370-2640	2000-3200	Arm
Special Grade Executive Officer	1330-2555	1640-2900	ounted
Publicity Officer	1220-2150	1520-2660	* Rese
Extension Officer for Panchayats	1220-2150	1520-2600	Rese
Panchayat Inspector	1220-2150	1520-2660	† Rese
Provident Fund Examiner	1050-1830	1520-2660	Hea
Executive Officer Grade-I	1000-1710	1520-2660	Car
Executive Officer Grade-II		+ Rs. 100 Spl. Pa	Pol
Posts held by Personnel of other Departments		1400-2300	chestr
Finance Officer Grade-I	1830-3425	+ Rs. 50 Spl. Pay	Hon
Law Officer	1830-3425		Ban
Instructor (Training Institute for Local Administration)	1370-2640		Ord
Overseer Grade-I	1050-1830		Hay
Junior Statistical Inspector	950-1590		POL
55. Police Department			
Police		IPS CADRE	
Director General of Police			
Inspector General of Police			
Deputy Inspector General of Police			
Superintendent of Police	2640-3815 +	3900-5075	
Local Police	Spl. Pay of Rs. 100	+ Rs. 100 Spl. Pa	
Superintendent of Police (Non IPS)	2640-3815	3900-5075	
Deputy Superintendent of Police (Senior Grade)	1830-3425	2500-4000	
* Deputy Superintendent of Police/Assistant Commissioner			

* 1/4 of posts of Deputy Superintendent of Police/Assistant Commissioner will be in the senior grade.

	(1)	(2)	(3)
* Circle Inspector		1370-2640	2000-3200
Circle Inspector (Hr. Gr.)		1590-3050	2200-3500
† Sub Inspector		1100-2070	1400-2600
Assistant Sub Inspector		1000-1710	1350-2200
Head Constable		950-1590	1200-2040
Police Constable		825-1290	950-1500
<i>Armed Reserve Police</i>			
Deputy Commandant		2640-3815 +	3900-5075
		Spl. pay of Rs. 100	+ Rs. 100 Spl. Pay
† Assistant Commandant		1830-3425	2500-4000
Assistant Commandant (Hr. Gr.)		2640-3815	3900-5075
* Reserve Inspector		1370-2640	2000-3200
Reserve Inspector (Hr. Gr.)		1590-3050	2200-3500
† Reserve Sub Inspector		1100-2070	1400-2600
Reserve Assistant Sub Inspector		1000-1710	1350-2200
Havildar		950-1590	1200-2040
Police Constable		825-1290	950-1500
<i>Women Police</i>			
* Women Inspector		1370-2640	2000-3200
Women Inspector (Hr. Gr.)		1590-3050	2200-3500
† Women Sub Inspector		1100-2070	1400-2600
Women Head Constable		950-1590	1200-2040
Women Police Constable		825-1290	950-1500
<i>Armour Wing</i>			
* Chief Inspector of Arms/Armourer Inspector		1370-2640	2000-3200
Do. Higher Grade		1590-3050	2200-3500
† Armourer Sub Inspector		1100-2070	1400-2600
Armourer Assistant Sub Inspector		1000-1710	1350-2200
Armourer Head Constable		950-1590	1200-2040
Armourer Police Constable		825-1290	950-1500
<i>Mounted Police</i>			
* Reserve Inspector		1370-2640	2000-3200
Reserve Inspector (Hr. Gr.)		1590-3050	2200-3500
† Reserve Sub Inspector		1100-2070	1400-2600
Head Constable			
Carrier Head Constable		950-1590	1200-2040
Police Constable		825-1290	950-1500
Spl. Pay			
<i>Orchestra/Bandman/Bugler</i>			
Honorary Director of Music		1500	1600
		(Fixed pay)	(Fixed pay)
Department			
Bandmaster (S.I.)		1100-2070	1400-2600
Orchestra Inspector (ASI)		1000-1710	1350-2200
Havildar		950-1590	1200-2040
Police Constable		825-1290	950-1500
<i>Motor Transport Unit</i>			
Motor Transport Officer		1830-3425	2500-4000
Motor Transport Inspector		1370-2640	2000-3200
Motor Transport Inspector (HG)		1590-3050	2200-3500
Motor Transport Sub Inspector		1100-2070	1400-2600
Havildar Mechanic		905-1490	1125-1720
Police Constable/Mechanic/Fitter,		825-1290	950-1500
Police Constable, Electrician.			

* 20% of posts will continue to be on the higher grade.

† Will Start at Rs. 1520.

‡ 1/4 of the post of Assistant Commandant will be in the senior grade.

§ Those on the Personal Scale of Rs. 2825-4095 will be given the Scale of Rs. 4200-5300.

(1)	(2)	(3)
<i>Police Driver/Motor Cycle Rider</i>	950-1590	1200-2040
Police Driver Grade-I	825-1290	950-1500
Police Driver Grade-II	950-1590	1200-2040
Motor Cycle Rider Grade-I	825-1290	950-1500
Motor Cycle Rider Grade-II	950-1590	1200-2040
Boat Driver Grade-I	825-1290	950-1500
Boat Driver Grade-II	950-1590	1200-2040
Syrang Grade-I	825-1290	950-1500
Syrang Grade-II	805-1190	825-1250
<i>Boat Lascar</i>		
<i>Armed Police Battalion</i>		
Commandant (Non-IPS)	Spl. pay Rs. 100 2640-3815+	Rs. 100 Spl. pay 3900-5075+
Deputy Commandant	Spl. pay Rs. 100 1830-3425	Rs. 100 Spl. pay 2500-4000
* Assistant Commandant	2640-3815	3900-5075
Assistant Commandant (HG)	1370-2640	2000-3200
† Armed Police Inspector	1590-3050	2200-3500
† Armed Police Inspector (Hr. Gr.)	1100-2070	1400-2600
‡ Armed Police Sub Inspector	1000-1710	1350-2200
‡ Armed Police Assistant Sub Inspector	950-1590	1200-2040
Havildar	825-1290	950-1500
Police Constable		
<i>Range Workshop at M. S. P. and Central Workshop at S. A. P.</i>		
† Motor Transport Inspector	1370-2640	2000-3200
† Motor Transport Inspector (Hr. Gr.)	1590-3050	2200-3500
<i>Police Training College</i>		
Vice Principal	1830-3425	2500-4000
Criminologist	1830-3425	2500-4000
† Armed Police Inspector/Chief Drill Instructor	1370-2640	2000-3200
Do. do. (Hr. Gr.)	1590-3050	2200-3500
Part-time Law Instructor	800 (Honorarium)	875 (Honorarium)
Senior Law Instructor	1370-2640	2000-3200
‡ Drill Instructor/Sub Inspector	1100-2070	1400-2600
Assistant Sub Inspector	1000-1710	1350-2200
Head Constable	950-1590	1200-2040
Police Constables	825-1290	950-1500
<i>Crime Branch CID</i>		
Superintendent of Police (Non-IPS)	Spl. pay Rs. 100 2640-3815+	Rs. 100 Spl. pay 3900-5075+
* Deputy Superintendent of Police	1830-3425	2500-4000
Do. (Sr. Gr.)	2640-3815	3900-5075
** Detective Inspector	1370-2640	2000-3200
Detective Inspector (Hr. Gr.)	1590-3050	2200-3500
‡ Detective Sub Inspector	1100-2070	1400-2600
Head Constable	950-1590	1200-2040
Police Constable	825-1290	950-1500
<i>Finger Print Bureau</i>		
Director	2640-3815	3900-5075
Deputy Director	2070-3550	2650-4000
† Tester Inspector	1450-2825	2060-3200
Tester Inspector (Hr. Gr.)	1590-3050	2200-3500
Finger Print Expert	1220-2150	1520-2660
Finger Print Searcher	1000-1710	1350-2200
<i>Photographic Section</i>		
Chief Photographer	1450-2825	2060-3200
Photographer	1220-2150	1520-2660
Attender	775-1160	800-1200

* $\frac{1}{4}$ of the posts of Deputy Superintendent of Police will be in the Senior Grade (Ratio 3:1)
† 20% of the posts will continue to be in the Higher Grade.
‡ Will start at Rs. 1520

	(1)	(2)	(3)
	<i>Forensic Science Laboratory</i>		
	Director	2825-4095	4200-5300
	Joint Director	2640-3815	3900-5075
	Assistant Director	1650-3175	2375-3500
	* Assistant Director (HG)	1830-3425	2500-4000
	Scientific Assistant	1450-2825	2060-3200
	Mechanic	950-1590	1200-2040
	Laboratory Technician	905-1490	1125-1720
	Technical Attender	775-1160	800-1200
	<i>Special Branch C. I. D.</i>		
	Superintendent of Police (Non-IPS)	2640-3815+	3900-5075+
	Deputy Commandant	Spl. pay Rs. 100 2640-3815+	Rs. 100 Spl. pay 3900-5075+
	† Deputy Superintendent of Police/ Assistant Commandant	Spl. pay Rs. 100 1830-3425	Rs. 100 Spl. pay 2500-4000
	Do. (Sr. Gr.)	2640-3815	3900-5075
	‡ Inspector of Police	1370-2640	2000-3200
	Inspector of Police (Hr. Gr.)	1590-3050	2200-3500
	§ Sub Inspector of Police	1100-2070	1400-2600
	Asst. Sub Inspector	1000-1710	1350-2200
	Head Constable	950-1590	1200-2040
	Police Constable*	825-1290	950-1500
	<i>Special Branch C. I. D. Ministerial</i>		
	Administrative Assistant	1590-3050	Included in the Common category
	Senior Superintendent	1370-2640	1640-2900
	Senior Grade Assistant	1330-2555	1400-2600
	Assistant Grade-I	1100-2070	1125-1720
	Assistant Grade-II	865-1450	
	<i>Shorthand Bureau</i>		
	Director	1590-3050+	2200-3500+
	† Chief Reporter (Inspector)	Spl. pay Rs. 50 1370-2640	Rs. 50 Spl. pay 2000-3200
	Do. (Higher Grade)	1590-3050	2200-3500
	Reporter Senior Grade	1100-2070	1400-2600
	(Sub Inspector)	1000-1710	1350-2200
	Reporter Grade I (A. S. I.)	950-1590	1200-2040
	Reporter Grade II (H. C.)		
	<i>Police Telecommunication</i>		
	Superintendent of Police	2640-3815+	3900-5075+
	† Deputy Superintendent of Police	Spl. pay Rs. 100 1830-3425	Rs. 100 Spl. pay 2500-4000
	Do. (Senior Grade)	2640-3815	3900-5075
	† Inspector (Telecommunication)	1370-2640	2000-3200
	Do. (Higher Grade)	1590-3050	2200-3500
	§ Sub Inspector (Telecommunication)	1100-2070	1400-2600
	Assistant Sub Inspector (Telecommunication)	1000-1710	1350-2200
	Head Constable Operator	950-1590	1200-2040
	Police Constable (Telecommunication)	825-1290	950-1500
	Draftsman	905-1490	1125-1720
	<i>Police Computer Centre</i>		
	Superintendent of Police (Non-IPS)	2640-3815+	3900-5075+
	† Deputy Superintendent of Police	Spl. pay Rs. 100 1830-3425	Rs. 100 Spl. pay 2500-4000
	Do. (Senior Grade)	2640-3815	3900-5075
	‡ Inspector of Police	1370-2640	2000-3200
	Do. (Higher Grade)	1590-3050	2200-3500

† 1/4 of the posts will be in the Senior Grade (Ratio 3:1)

‡ The ratio among Senior Grade, Grade-I and Grade-II will be 2:3:3.

† 1/4 of the post of Deputy Superintendent of Police will be in the Senior Grade (ratio 3:1)

† 20% of the posts will continue to be on the higher Grade.

§ Will start of Rs. 1520.

* 1/2 Post of Assistant Directors will be placed in the higher grade.

‡ The incumbent on the personal scale of Rs. 1100-2070 will be given the corresponding scale of Rs. 1400-2600.

o 3:1)

(1)	(2)	(3)
* Sub Inspector	1100-2070	1400-2600
Head Constable	950-1590	1200-2040
Police Constable	825-1290	950-1500
<i>Railway Police</i>		
Superintendent of Police (Non-IPS)	2640-3815+	3900-5075
† Deputy Superintendent of Police	Spl. pay Rs. 100	Rs. 100 Spl. pay
Do. Senior Grade	1830-3425	2500-4000
‡ Circle Inspector	2640-3815	3900-5075
Do. Higher Grade	1370-2640	2000-3200
* Sub Inspector	1590-3050	2200-3500
Head Constable	1100-2070	1400-2600
Police Constable	950-1590	1200-2040
	825-1290	950-1500
<i>Dog Squad</i>		
* Sub Inspector	1100-2070	1400-2600
Head Constable/Havildar	950-1590	1200-2040
Head Constable	825-1290	950-1500
Police Constable		
<i>Traffic Branch</i>		
† Deputy Superintendent of Police/Assistant Commissioner	1830-3425	2500-4000
Do. (Senior Grade)	2640-3815	3900-5075
‡ Inspector of Police	1370-2640	2000-3200
Do. (Higher Grade)	1590-3050	2200-3500
* Sub Inspectors	1100-2070	1400-2600
Assistant Sub Inspector	1000-1710	1350-2200
Head Constable	950-1590	1200-2040
Police Constable	825-1290	950-1500
<i>Tear Gas Squad</i>		
* Sub Inspector	1100-2070	1400-2600
Head Constable	950-1590	1200-2040
Police Constable	825-1290	950-1500
<i>Ministerial Staff other than those in the Special Branch</i>		
Manager/Accounts Officer (Police Headquarters)	1590-3050	Included under common category
Administrative Assistant		
Manager, District Police Office/City Police Office/Armed Police Battalion Office	1370-2640	
<i>Other Miscellaneous Categories—Technical Executive Staff</i>		
Blacksmith-cum-Tinker PC		
Welder P.C.		
Fitter P.C.		
Painter P.C.		
Lathe Operator P.C.		
Tailor P.C.		
Binder P.C.		
Carpenter P.C.		
Mason P.C.		
Ratton Weaver P.C.		
Cinema Operator P.C.		
A/C Mechanic P.C.		
Blacksmith P.C.		
Mechanic P.C.		
<i>Civilian Technical Staff</i>		
Mechanic Grade-I	825-1290	950-1500
	950-1590	1200-2040

* Will Start at Rs. 1520

† ½th of the posts of Deputy Superintendent of Police will be in the Senior Grade (Ratio 3:1)

‡ 20% of the posts will continue to be on the higher grade.

	(1)	(2)	(3)
pay	Mechanic Grade-II Electrician Blacksmith Upholsterer Mechinist Carpenter Camp Followers Canoeman	805-1190 825-1290 805-1190 750-1025 750-1025	825-1250 950-1500 825-1250 775-1065 775-1065
	<i>Posts held by personnel of other Departments</i>		
	Additional Director of Police Prosecution Medico Legal Advisor Liaison Officer Statistical Officer Sports Officer Coach Coach L.D. Compiler Assistant Surgeon Veterinary Surgeon Nurse Pharmacist Livestock Assistant Nursing Assistant Hospital Attendant Grade-I Hospital Attendant Grade-II	2640-3815 1640-3815 1590-3050 1450-2825 1830-3425 1370-2640 1250-2230 825-1290 1450-2825 1450-2825 1000-1710 905-1490 865-1450 775-1160 750-1025	As in Parent Dept.
	56. Ports		
under category	Director Port Officer Officer-in-charge Engineer-in-charge Administrative Assistant P.A. to Port Officer/Purser Port Conservator/Pier Master/ Reserve Port Conservator Warf Supervisor/Assistant Port Conservator/Cargo Supervisor/Assistant Pier Master/Chief Signaller Light Keeper and Signaller Driver Grade I/Master Grade I Driver Grade II/Master Gr. II Driver Grade III/Master Gr. III/ Assistant Tug Driver/ Assistant Tug Master Tug Clerk Crane Operator Assistant Crane Driver Mechanical Carpenter Oilman Seaman-Cum-Pump Attender Seaman Watchman-cum-Cook Head Watchman Supervisor (Refrigeration) * Assistant Engineer (Civil)	3050-4435 2825-4095 2470-3675 1590-3050 1370-2640 1220-2150 905-1490 825-1290 1220-2150 950-1590 825-1290 775-1160 825-1290 775-1160 805-1190 805-1190 775-1160 1330-2555 1450-2825	4500-5700 4200-5300 3000-5000 Common category 2000-3200 1520-2660 1125-1720 950-1500 1520-2660 1200-2040 950-1500 800-1200 950-1500 800-1200 825-1250 825-1250 800-1200 1640-2900 2060-3200

* Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900.

(1)	(2)	(3)
Draftsman Grade I	1050-1830	1400-2300
Draftsman Grade II	905-1490	1125-1720
Radio Operator	950-1590	1200-2040
Refrigeration Mechanic	905-1490	1125-1720
Mobile Crane Operator	865-1450	975-1660
Assistant Crane Operator-cum-Cleaner/Cook	775-1160	800-1200
Pier Light Keeper Topaz	750-1025	775-1065
<i>Mechanical Engineering Wing</i>		
Chief Mechanical Engineer	2470-3675	3000-5000
Shipwright/Naval Architect	1650-3175	2375-3500
*Assistant Executive Engineer (Mechanical)	2070-3550	2650-4000
Do. Hr. Gr.	1450-2825	2060-3200
†Assistant Engineer/ Head Draftsman	1050-1830	1400-2300
Draftsman Grade I/Chargehand Overseer (Electrical)	1050-1830	1400-2300
Diesel Mechanic Turner	..	Common category
Pier Tindal Assistant Lineman	775-1160	800-1200
<i>Dredging Unit</i>		
Captain/Dredger Master	3050-4435	4500-5700
Dredging Superintendent Chief Engineer	2825-4095	4200-5300
Officer Class I	2825-4095	4200-5300
Officer Class II	2470-3675	3000-5000
Engineer	2470-3675	3000-5000
Deputy Dredging Superintendent	2470-3675	3000-5000
Engineer-cum-Dredging Master	2070-3550	2650-4000
Officer Class III/Junior Officer	1590-3050	2200-3500
Navigator	1450-2825	2060-3200
Electrical Officer	1450-2825	2060-3200
Engine Driver	1220-2150	1520-2660
Cutter Section Dredger Operator	1220-2150	1520-2660
Greaser	1220-2150	1520-2660
Boat Swain/Syrang-cum-Quarter Master	1220-2150	1520-2660
Electrician	1050-1830	1400-2300
Radio Telephone Operator	950-1590	1200-2040
Operator-cum-Mechanic	865-1450	975-1660
Welder	825-1290	950-1500
‡ Driver-cum-operator	805-1190	825-1250
Cook-cum-Steward	805-1190	825-1250
Assistant Cook-cum-Steward	775-1160	800-1200
Topaz	750-1025	775-1065

* $\frac{1}{3}$ of the posts will be placed on higher grade.

† Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900.

‡ To be treated on par with Driver Grade II under common categories of posts.

57. Printing

	(1)	(2)	(3)
	Director of Printing & Stationery	IAS	IAS cadre
	Superintendent of Government Presses	2470-3675	3000-5000
	Deputy Superintendent of Government Press	2070-3550	2650-4000
	Controller of Forms	1590-3050	2200-3500
	Administrative Assistant	1590-3050	Common category
	Assistant Superintendent	1450-2825	2060-3200
	Manager, P. S. C. Form Store		
	Office Manager	1370-2640	2000-3200
	Publication Assistant		
	District Forms Officer		
	General Foreman		
	Head Reader		
	Head Computer	1330-2555	1640-2900
	Chief Forman (Electrical)		
	Chief Forman (Workshop)		
	Senior Foreman		
	Chief Operator		
	Senior Foundry Foreman	1250-2230	1600-2660
	Workshop Foreman		
	Senior Reader		
	Computing Supervisor		
	Type Store Keeper		
	Electrical Foreman		
	Supervisor		
	Junior Foreman	1220-2150	1520-2660
	Reader Grade I		
	Computer Senior Grade		
	Assistant Foreman		
	Chief Warehouseman		
	Senior Mechanic		
	Senior Carpenter	1100-2070	1400-2600
	Senior Electrician		
	Reader Grade II		
	Computer Grade I		
	Chief Time Keeper		
	Forms Inspector		
	Compositor Senior Grade		
	Binder Senior Grade		
	Printer Senior Grade		
	Mono Super Caster Operator Senior Grade		
	Linotype Operator Senior Grade		
	Mono Type Caster Operator Senior Grade		
	Linotype Operator Senior Grade	1050-1830	1400-2300
	Intertype Operator Senior Grade		
	Mono Key Board Operator Senior Grade		
	Foundry Worker Senior Grade		
	Sterotype Caster Operator Senior Grade		
	Rotaprint Operator Senior Grade		
	Rotaprint Typist Senior Grade		
	Warehouseman Senior Grade		
	Roller Caster Senior Grade		
	Electrician Senior Grade		
	Mechanic		
	Compositor Grade I		
	Printer Grade I		
	Binder Grade I		
	Mono Super Caster Operator Grade I	1000-1710	1350-2200
	Monotype Caster Operator Grade I		
	Linotype Operator Grade I		
	Intertype Operator Grade I		
	Mono Key Board Operator Grade I		
	Foundry Worker Grade I		

(1)	(2)	(3)		
Rotaprint Operator Grade I	1000-1710	1950-2200		
Rotaprint Typist Grade I				
Warehouseman Grade I				
Technician Grade I				
Electrician Grade I				
Senior Time Keeper				
Assistant Type Store Keeper				
Artist				
Sterotype Caster Operator Grade I				
Roller Caster Grade I				
Linotype Operator Grade II	950-1590	1200-2040		
Intertype Operator Grade II				
Mono Key Board Operator Grade II				
Technician Grade I				
Time Keeper				
Rotaprint Typist Grade II	905-1490 ⁺	1125-1720		
Engraver-cum-Punch Cutter				
Warehouseman Grade II				
Rotaprint Operator				
Electrician Grade II				
Copy Holder				
Computer Grade II				
Compositor Grade II				
Printer Grade II				
Binder Grade II ⁺				
Assistant Mono Super Caster Operator	845-1370	975-1540		
Assistant Type Caster Operator				
Monotype Caster Operator Grade II ⁺				
Foundry Worker Grade II				
Stereotype Caster Operator Grade II				
Technician Grade II				
Mono Mechanic				
Roller Caster Grade II				
Time Assistant				
Assistant Time Keeper				
Galley Pressman Grade I	825-1290	950-1500		
Examiner				
Galley Pressman Grade II				
Counter Grade I	805-1190 ⁺ Spl. pay Rs. 20	825-1250 ⁺ Spl. pay Rs. 20		
Packer Grade I				
Helper Grade I				
Lascar Grade I				
Gate Keeper Grade I				
Counter Grade II				
Packer Grade II				
Sweeper Grade I				
Helper Grade II				
Sanitary Worker Grade I				
Gate Keeper Grade II	775-1160 ⁺	300-1200 ⁺		
Lascar Grade II				
Sweeper Grade II				
Sanitary Worker Grade II				
<i>Posts held by personnel of other Departments :</i>				
Administrative Officer Grade II			1830-3425	As in parent department/ common category
Finance Officer Grade II				
Mechanical & Electrical Engineer				
Labour Welfare Officer				
Security Officer (S. I. of Police)				
Head Constable				
Police Constable				

	(1)	(2)	(3)	
<i>Posts in Government Press, Mannanthal :</i>				
	Assistant Superintendent	1450-2825	2060-3200	
900	Supervisor	1330-2555	1640-2900	
	Phototype Setter Grade I.	1050-1830	1400-2300	
	Phototype Setter Grade II	1000-1710	1350-2200	
	Camera Operator Grade I	1050-1830	1400-2300	
	Retouching Artist Grade II	} 1000-1710	1350-2200	
940	Pasteup Artist Grade II			
	Plate Maker Grade II			
	Grainer	950-1590	1200-2040	
	Offset Printing Machine Operator Grade I	1050-1830	1400-2300	
1720	Offset Printing Machine Operator Grade II	1000-1710	1350-2200	
	Gate Keeper Grade II	} 775-1160	800-1200	
	Sweeper Grade II			
	Scavanger Grade II			
58. Prisons				
	*Inspector General of Prisons	3050-4435	4500-5700	
1540	Deputy Inspector General of Prisons	2640-3815+ Spl. pay Rs. 100	3900-5075+ Spl. pay Rs. 100	
	Superintendent of Central Prisons/Open Prison	} 2470-3675	3000-5000	
	Assistant Inspector General of Prisons			
	Principal, State Institute of Correctional Administration			
	Administration			
1500	Jailor, Central Prison	1830-3425	2500-4000	
150+	Superintendent, District Jail	} 1370-2640	2000-3200	
1. pay	Deputy Jailor, Central Prison			
3. 20	Jailor, Special Sub Jail			
1250	Superintendent, Borstal School	} 1160-2070	1400-2600	
	Assistant Jailor Grade-I			
	Superintendent, Sub Jail			
	Supervisor, Borstal School/Open Prison,			
1200	Lecturer, State Institute of Correctional Administration	1000-1710	1350-2200	
	Assistant Jailor Grade-II	} 905-1490	1125-1720	
	Gate Keeper			
	Chief Warder			
	Chief Petty Officer			
	Ministerial Head Warder	} 905-1490	1125-1720	
	Head Warder			
	Matron Grade-I	1100-2070	1400-2600	
	Matron Grade-II	1000-1710	1350-2200	

* Now the post is held by an I. P. S. Officer.

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(1)	(2)	(3)
*Warder	825-1290	950-1500
Petty Officer	805-1190	825-1250
Female Supervisor, Borstal School for Girls	1050-1830	1400-2300
Graft Teacher	845-1370	975-1540
Female Petty Officer	805-1190	825-1250
Chief Audit Officer	1830-3425	2500-4000
Personal Assistant to Inspector General of Prison	1590-3050	2200-3500
Accounts Officer	1450-2825	2060-3200
Statistical Officer	} 1050-1830	} 1400-2300
Chief Accountant		
Stock Verifier		
Manager		
Welfare Officer Grade I	1830-3425	2500-4000
†Welfare Officer Grade II	1370-2640	2000-3200
P.D. Teacher/Teacher	845-1370	975-1540
Carpentry Foreman	1000-1710	1350-2200
Carpentry Inspector	} 1000-1710	} 1350-2200
Weaving Inspector		
Weaving Assistant		
Agricultural Demonstrator		
Boot Foreman	} 845-1370	} 975-1540
Blacksmithy Instructor		
Tailoring Instructor		
Industrial Instructor		
Physical Training Instructor		
Sweeper-cum-Sanitation Worker	} 775-1160	} 800-1200
Weaver		
Skilled Worker		
Wireman	} 805-1190	} 825-1250
Shoe Maistry		
Nursing Assistant	775-1160	800-1200
Warder Attendant	} 805-1190	} 825-1250
Engine Driver		
Packer Clerk		
<i>Post held by Personnel of other Department</i>		
Administrative Officer Grade I	2470-3675	} As in parent Department
Medical Officer	1830-3425	
Assistant Surgeon	1450-2825	
Pharmacist	905-1490	
Agricultural Officer	1450-2825	
Assistant Drill Instructor	905-1490	
59. Public Relations.		
Director	} 2825-4095	} 4200-5300
Director of Cultural Affairs		
Additional Director	2640-3815	3900-5075
Deputy Director	2470-3675	3000-5000
Accounts Officer	1830-3425	2500-4000
‡Information Officer and equated categories (Higher Grade)	1830-3425	2500-4000
†Information Officer and equated categories	} 1590-3050	} 2200-3500
Chief Photographer		
Assistant Cultural Development Officer/Assistant Editor/Research Officer/Assistant Scrutiny Officer/Designer	1250-2230	1600-2660

*The ratio of promotion between Female Warders and Matron Grade-II will be 4 : 1 and that between Matron Grade-II and Matron Grade-I will be 1 : 1

†The existing ratio of 1 : 1 between Grade-I and Grade-II posts will continue.

‡The existing ratio of 1 : 1 between higher and lower grades of Information Officer and equated categories will continue. The Chief Photographer will be excluded from the category of Information Officers for implementing the ratio.

	(1)	(2)	(3)
500	Photographer	1220-2150	1520-2660
250	Assistant Information Officer/Translator	1050-1830	1400-2380
300	Artist	1000-1710	1350-2250
540	Photo Artist		
250	Printer	950-1590	1200-2040
600	Motor Cycle Despatch Rider	805-1190	825-1250
200	Adrema Machine Operator		
300	Packer	775-1160	800-1200
	Dark Room Assistant		
60 Public Service Commission			
	Secretary	2825-4095+	4200-5300
		Spl. Pay Rs. 300	Spl. Pay Rs. 300
	Controller of Examinations	2640-3815	3900-5075
	Joint Secretary		
	Deputy Secretary	2470-3675	3000-5000
	Controller of Finance		
	Under Secretary	1830-3425	2500-4000
	Section Officer Higher Grade	1590-3050	2200-3500
	Section Officer	1370-2640	2000-3200
	Public Relations Officer	1370-2640	2000-3200
	Enquiry Officer		
	Private Secretary to Chairman	1830-3425	2500-4000
	Office Superintendent	1330-2555+	1640-2900+
		Spl. Pay Rs. 50	Spl. Pay Rs. 50
	† Selection Grade Typist	1330-2555	1640-2900
	† Senior Grade Assistant	1250-2230	1640-2900
	† Senior Grade Typist	1250-2230	1600-2660
	Sergeant	1100-2070	1400-2600
	† Assistant Grade I	1000-1710	1350-2200
	† Typist Grade I	1000-1710	1350-2200
	† Assistant Grade II	865-1450	1200-2040
	† Typist Grade II	865-1450	1125-1720
	Cashier	1250-2230	1640-2900
	Assistant Cashier	865-1450	1200-2040
	<i>Posts held by Personnel of other Departments</i>		
	Vigilance and Security Officer	1830-3425	As in parent Department
	Deputy Superintendent of Police		
	Sub-Inspector of Police		
	Police Constable		
	Police Constable Driver	825-1290	
61. Public Works Department including Irrigation Department			
	§ Chief Engineer	3175-4605	5100-5700
	Deputy Chief Engineer/Superintending Engineer/Director	2825-4095	4200-5300
	|| Executive Engineer/Design Assistant/Personal Assistant/ Joint Director	2470-3675	3000-5000
	(Higher Grade)	2640-3815	3900-5075
	|| Assistant Executive Engineer/Design Assistant/Personal Assistant/ Technical Assistant/Deputy Director	1650-3175	2375-3500
	(Higher Grade)	2070-3550	2650-4000
	** Assistant Engineer/Head Draftsman/Assistant Director/ Junior Designer	1450-2825	2060-3200

* Twenty per cent of the posts of Section Officers will be allowed Higher Grade.

† The existing practice of placing 3rd posts of Senior Grade Typists as Selection Grade Typists will continue.

‡ The existing ratio of 1 : 1 : 1 among Senior Grade, First Grade and Second Grade Assistants/Typists will continue.

§ The seniormost Chief Engineer (PWD) will be given the scale of Rs. 5100-6300.

** Non-graduate direct recruits other than those recruited under Special Recruitment Scheme will be given the scale of pay Rs. 1640-2900 only.

|| 25% of the posts of Executive Engineers and equated posts will be placed on the Higher Grade.

‡ 1/3 of the post of Assistant Executive Engineers and equated posts will be placed on the Higher Grade.

(1)	(2)	(3)	* Assi
Draftsman Grade I/Overseer Grade I/Research Assistant	1050-1830	1400-2300	Assi
Foreman	1050-1830	1400-2300	Plun
Scientific Assistant	1050-1830	1350-2200	For
Work Superintendent Grade I	1000-1710	950-1500	† Ove
Work Superintendent Grade II	825-1290	1200-2040	Sen
Sergeant	950-1590	1200-2040	Ov
Information Assistant	950-1590	1125-1720	Tr
* Draftsman/Overseer Grade II	905-1490	950-1500	He
Tracer/Overseer Grade III	825-1290	950-1500	Lig
Lab Assistant	825-1290	800-1200	Op
Blue Printer	775-1160		Bl
<i>Architectural Wing</i>			Ca
† Chief Architect		5100-5700	M
‡ Deputy Chief Architect		4200-5300	W
§ Architect (Higher Grade)		3000-5000	T
¶ Assistant Architect/Assistant Architectural Engineer/Quantity Surveyor (Higher Grade)		3000-5000	H
Do.		3900-5075	L
¶ Architectural Head Draftsman		2375-3500	C
‡ Draftsman Grade I (Architectural/Estimator)	1650-3175	2650-4000	T.B
Deflector	2070-3550	2060-3200	
Draftsman Grade II (Architectural)	1450-2825		
Tracer			
Artist			
Modeler			
Blue Printer			
<i>Electrical & Electronics Wing</i>			
Superintending Engineer (Electrical)		4200-5300	
§ Executive Engineer (Electrical)		3000-5000	
¶ Assistant Executive Engineer (Higher Grade)		3900-5075	
Do. (Higher Grade)		2375-3500	
¶ Assistant Engineer (Electrical)		2650-4000	
§ Executive Engineer (Electronics)		2060-3200	
Do. (Higher Grade)		3000-5000	
¶ Assistant Executive Engineer (Electronics)**		3900-5075	
Do. (Higher Grade)		2375-3500	
§ Assistant Engineer (Electronic)		2650-4000	
Overseer/Draftsman Grade I		2060-3200	
Refrigeration Mechanic		1400-2300	
Foreman (Electrical)/Lift Mechanic		1400-2300	
* Overseer/Draftsman Gr. II		1200-1240	
Lineman Grade I		1125-1720	
Lineman Grade II		950-1500	
Helper/Assistant Helper		800-1200	
Engineering Assistant (Electronics)		775-1065	
Camera Operator-cum-Section-in-charge		750-1025	
Dark Room Assistant		1050-1830	
Helper (Electrical)		1000-1710	
<i>Mechanical Wing</i>			
Chief Engineer			
Deputy Chief Engineer/Superintending Engineer/Director			
§ Executive Engineer			
Do. (Higher Grade)			
† The Seniormost Chief Architect having longer or comparable seniority in service as that of the most Chief Engineer in the Civil Wing of the P.W.D. will be given the scale of Rs. 5100-6			
* The existing ratio of 1 : 1 between Grade II and Grade I posts of Draftsman/Overseer will co			
† The existing ratio of 1 : 5 between Deputy Chief Architect/and Architect will continu			
¶ Non-graduate direct recruits other than those recruited under Special Recruitment f			
will be given the scale of Rs. 1640-2900.			
** The existing ratio of 1:4 between Executive Engineer and Assistant Executive E			
(Electrical/Electronics) will be continued.			
§ 25% of the posts of Architect and equated posts will be placed on the higher grade.			
¶ 1/3 of the posts of Asst. Architect and equated posts will be placed on the higher grade.			

	(1)	(2)	(3)
	* Assistant Executive Engineer	1650-3175	2375-3500
	Do. (Higher Grade)	2070-3550	2650-4000
	Assistant Engineer	1450-2825	2060-3200
	Plumbing Inspector	950-1590	1200-2040
	Foreman	1050-1830	1400-2300
	† Overseer/Draftsman Gr. I (including Foreman/Assistant Foreman)		
	Senior Mechanic	1050-1830	1400-2300
	Overseer/Draftsman Grade II (Mech).	950-1590	1200-2040
	Tracer	905-1490	1125-1720
	Heavy Machine Operator	825-1290	950-1500
	Light Machine Operator	950-1590	1200-2040
	Operator/Mechanic	825-1290	950-1500
	Blacksmith	805-1190	825-1250
	Carpenter-cum-Blacksmith		
	Moulder		Common category
	Welder		
	Turner	825-1290	950-1500
	Hacksaw Operator	825-1290	950-1500
	Telephone Operator	775-1160	800-1200
	Drill Driver	775-1160	800-1200
	Pile Driving Operator	775-1160	800-1200
	Grader Operator	775-1160	800-1200
	Workshop Assistant	865-1450	975-1660
	Pipeline Fitter	805-1190	825-1250
		775-1160	800-1200
	T. B. Staff		
	Steward Grade I		
	Steward Grade II	1050-1830	1400-2300
	Caretaker	825-1290	950-1500
	Butler	805-1190	825-1250
		775-1160	800-1200
	Lift Irrigation		
	Pump Operator/Pump Driver		
	Assistant Pump Operator	825-1290	950-1500
	Pump Cleaner/Canal Watcher	805-1190	825-1250
	† Dredger Driver	775-1160	800-1200
	Dredger Operator	950-1590	1200-2040
	Driver-cum-Operator	950-1590	1200-2040
	Roller Cleaner/Lorry Cleaner	825-1290	950-1500
		775-1160	Common category
	Canal and Ferry Staff		
	§ Chief Inspector of Boats (A.E.E.)		
	¶ Inspector of Boats/Dredger Captain/Foreman	1650-3175	2375-3500
	Assistant Foreman	1450-2825	2060-3200
	Canal Officer	1050-1830	1400-2300
	Canal Inspector	950-1590	1200-2040
	Boat Registration Officer	905-1490	1125-1720
	Jetty Superintendent	825-1290	950-1500
	Boat Syrang	825-1290	950-1500
	Motor Boat Syrang/Syrang	825-1290	950-1500
		825-1290	950-1500
	Administrative and Accounts		
	Administrative Assistant/Accounts Officer	1590-3050	Common category
	Divisional Accountant	1370-2640	Common category
	Miscellaneous Staff		
	Garden Supervisor		
	Boatman	805-1190	825-1250
	Gardener	775-1160	800-1200
		775-1160	800-1200

* 1/3 of the post of Assr. Executive Engineer will be placed on the higher grade.
 † The existing ratio of 1:1 between Grade I and II post will continue.
 ¶ Non-graduate direct recruits other than those recruited under Special Recruitment scheme will be given the scale of Rs. 1640-2900.
 § Incumbants having higher scales will be given the cadre scale.
 † They will be paid special pay as admissible to Driver Gr. II.

(1)	(2)	(3)	
Attender/Packer	775-1160	800-1200	As
Toll Clerk/Garden Maistry/Worker Grade I	775-1160	800-1200	Pr
Watchman-cum-Cook/Cook-cum-Watchman	775-1160	800-1200	Se
Sweeper-cum-Scavanger/l-B Watcher/Sweeper-cum-cleaner/	750-1025	775-1065	* BI
Worker Grade II/Camp Shed Watcher/Sweeper/Scavanger/			
Maity/Dhoby/Watchman/Lascar/Watcher/Ferryman*	805-1190	825-1250	† D
Staff Absorbed from Defunct Tramway Workshop	775-1160	800-1200	D
Turner/Moulder/Fitter/Machineman/Blacksmith	650-3175	2375-3500	G
Assistant Turner/Assistant Moulder/Assistant Fitter/			
Assistant Machineman/Tool Room Assistant/Time Keeper			
Staff Absorbed from K S E W Ltd.	1650-3175	2375-3500	A
Commercial Manager (A E E)	1450-2825	2060-3200	F
Assistant Works Manager (A E E)	905-1490	1125-1720	I
† Store Officer-I (Assistant Engineer)	825-1290	950-1500	I
Charge hand/D'man Grade II	805-1190	825-1250	I
Welder	805-1190	825-1250	I
Office Assistant Grade II	775-1160	800-1200	I
Blacksmith/Moulder/Mechanic/Fitter/Miller/Turner/	750-1025	775-1065	I
Machinist/Spray Painter/Upholstery Worker	6240-3815	As in parent Department/ Common category	I
Hand Painter/Blue Printer/Planner/Rattaner			
Unskilled Worker			
Post held by Personnel of other Departments			
Senior Administrative Officer			
Senior Finance Officer			
Law Officer			
Assistant Law Officer			
Finance Officer Grade I			
Financial Assistant			
Research Officer			
Statistical Officer			
Special Tahsildar			
Special Land Acquisition Officer			
Revenue Inspector			
Surveyor Grade II			
Village Assistant			
Copyist			
62. Registration		4200-5300	
Inspector General of Registration	2825-4095	3000-5000	
Joint Inspector General of Registration	2470-3675	2650-4000	
Deputy Inspector General of Registration	2070-3550	2375-3500	
Assistant Inspector General of Registration (Law)	631650-3175	2000-3200	
Assistant Inspector General of Registration (Chitty)			
District Registrar			
Chitty Prosecuting Inspector			
Senior Grade Sub Registrar			
Sub Registrar			
Chitty Auditor			
Chitty Inspector			
Cashier			
Binding Supervisor			
63. Rural Development		I A S Cadre	I A S Cadre
Commissioner for Rural Development	I A S Cadre	I A S Cadre	I A S Cadre
Additional Commissioner	I A S Cadre	I A S Cadre	I A S Cadre
Project Officer, ITDP, Attappady	2825-4095	4200-5300	
Additional Development Commissioner	2640-3815	3900-5075	
Joint Development Commissioner	2470-3675	3000-5000	
Deputy Development Commissioner	2470-3675	3000-5000	
Co-ordinator (W&CP/DWCRA)			

* The Boat hire charges given to Ferryman will continue to be Rs. 225 p.m. (Vide G.O. No. 64/91/(91)/Fin. dated 22-1-1991)

† Non graduate direct recruits other than these recruited under Special/ Recruitment Scheme will continue given the Scale of Rs. 1640-2900.

‡ The existing ratio of 1 : 3 between Senior Grade Sub Registrar and Sub Registrar will continue

	(1)	(2)	(3)
	Assistant Development Commissioner	1830-3425	2500-4000
	Principal, Extension Training Centre	1830-3425	2500-4000
	Senior Block Development Officer	1590-3050	2200-3500
	* Block Development Officer	1370-2640	2000-3200
	† District Womens Welfare Officer	1650-3175	2375-3500
	District Womens Welfare Officer, Higher Grade	1830-3425	2500-4000
	General Foreman	1590-3050	2200-3500
	Assistant Project Officer, ITDP, Attappady	1370-2640	2000-3200
	Functional Literacy Project Officer	1370-2640	2000-3200
	Lecturer in Home Science	1370-2640	2000-3200
	Extension Officer, IRD	1330-2555	1640-2900
	Extension Officer (Housing) Grade I	1330-2555	1640-2900
	Foreman	1330-2555	1640-2900
	Extension Officer (Women's Welfare, ITDP, Attappady)	1250-2230	1600-2660
	Junior Lecturer in Home Science	1250-2230	1600-2660
	Junior Lecturer in Social Education	1250-2230	1600-2660
	General Extension Officer	1100-2070	1400-2600
	Extension Officer (Housing) Grade II	1100-2070	1400-2600
	Extension Officer (Women's Welfare)	1100-2070	1400-2600
	Training Officer	1050-1830	1400-2300
	Artist-cum-Photographer-cum-Cinema Operator Grade I	1000-1710	1350-2200
	Mechanic	1000-1710	1350-2200
	Electrician	1000-1710	1350-2200
	‡ Village Extension Officer Grade I	950-1590	1200-2040
	‡ Lady Village Extension Officer Grade I	950-1590	1200-2040
	Artist-cum-Photographer-cum-Cinema Operator Grade II	865-1450	975-1660
	Balawadi Teacher	845-1370	975-1540
	‡ Village Extension Officer Grade II	825-1290	950-1500
	‡ Lady Village Extension Officer Grade II	825-1290	950-1500
	Carpenter-cum-Blacksmith Mechanic (Extension Training Centre)	} Common Category of Posts	
	Ayah			750-1025	775-1065
	<i>Posts Held by Personnel of other Departments</i>		
	Superintending Engineer	2825-4095	} As in Parent Department
	Senior Administrative Officer	2640-3815	
	Senior Finance Officer	2640-3815	
	Statistical Officer	2070-3550	
	Finance Officer Grade-II	1830-3425	
	Accounts Officer	1830-3425	
	Internal Audit Officer	1830-3425	
	Chief Officer, Rural Information Bureau	1830-3425	
	Assistant Executive Engineer	1650-3175	
	Lecturer in Agriculture	1650-3175	
	Lecturer in Animal Husbandry	1650-3175	
	Assistant Engineer	1450-2825	
	Junior Lecturer in Animal Husbandry	1450-2825	
	Extension Officer (Animal Husbandry)/ Veterinary Surgeon	1450-2825	
	Junior Lecturer in Agricultural Engineering	} 1450-2825	
	Junior Lecturer in Agriculture Agricultural Assistant (Farm Manager)		

* The existing ratio 3 : 1 between Lower and Senior Grade posts will continue.

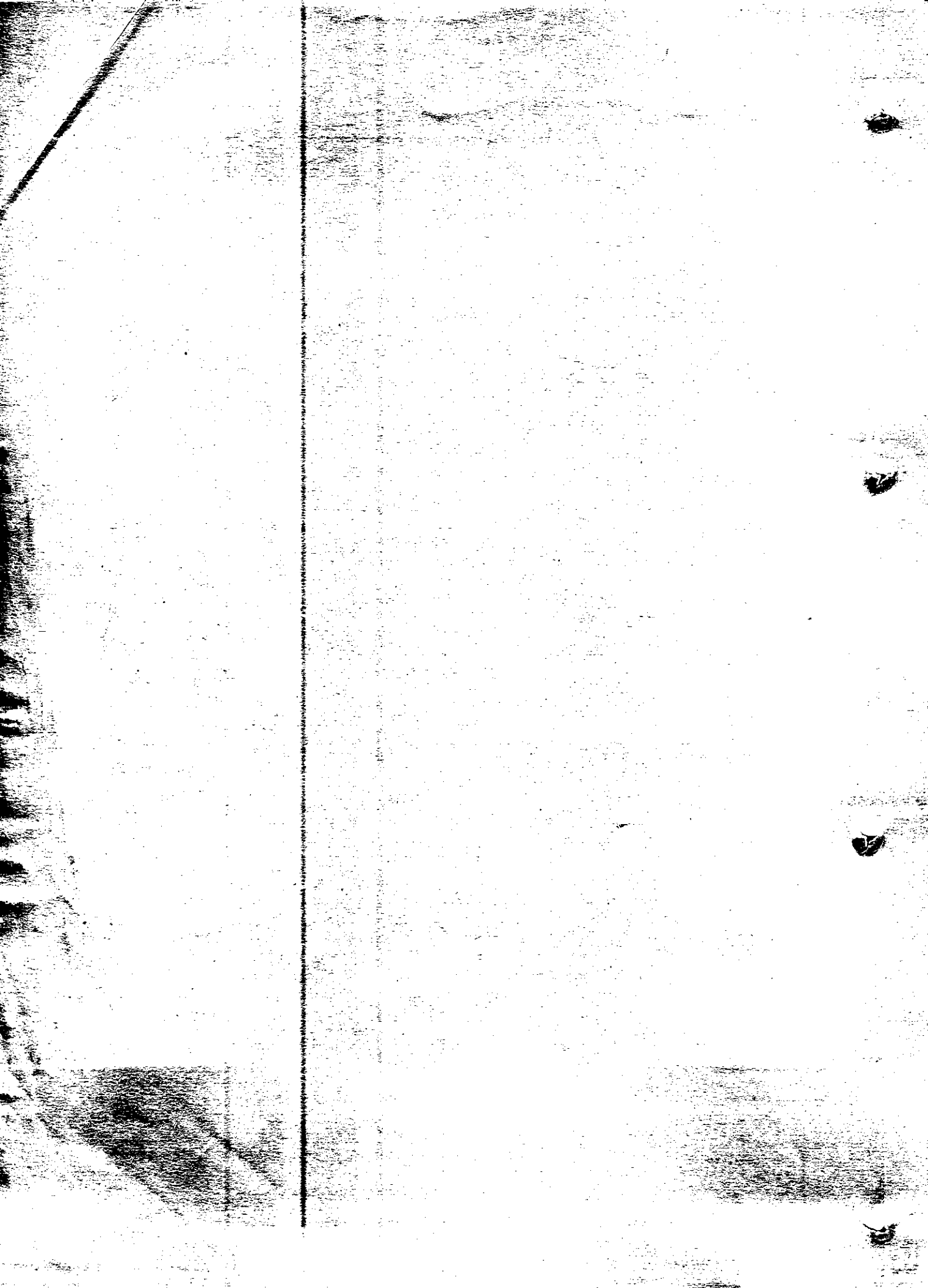
† 20% of the posts or three posts whichever is less will continue to be on higher Grade.

‡ The existing ratios for Higher Grades will continue.

(1)	(2)	(3)
Section Officer	1370-2640	} As in the Parent Department
Supervisor (CARE)	1370-2640	
Lecturer in Co-operation	1370-2640	
Assistant, Senior Grade	1250-2230	
Assistant Grade-I	1000-1710	
Assistant Grade-II	865-1450	
Assistant Campaign Officer	1250-2230	
Statistical Inspector	1220-2150	
Draftsman Grade-I	1050-1830	
Overseer Grade-I	1050-1830	
Demonstrator, Senior Grade	1050-1830	
U.D. Compiler	950-1590	
Extension Officer (Planning & Monitoring)	950-1590	
Demonstrator Grade-I	950-1590	
Overseer Grade-II	905-1490	
Physical Instructor-cum-Librarian	845-1370	
Farm Supervisor	825-1290	
Director, Food Processing and Nutrition Centre, Balussery	2470-3675	
Technical Assistant	950-1590	
Laboratory Attendant	775-1160	
64. Sainik Welfare		
Director	2470-3675	3000-5000
Assistant Director/Zilla Sainik Welfare Officer	1650-3175	2375-3500
Assistant Secretary/Personal Assistant/Manager	1370-2640	2000-3200
Welfare Organiser	950-1590	1200-2040
<i>Posts held by personnel of other Departments:</i>		
Administrative Officer Grade-II	1830-3425	} As in the Parent Department
Section Officer	1370-2640	
Junior Employment Officer	1220-2150	
65. Secretariat		
<i>(a) Government Secretariat</i>		
<i>(i) Administrative</i>		
Chief Secretary	} IAS Cadre	} IAS Cadre
Commissioner & Secretary		
Secretary		
Special Secretary		
Additional Secretary		
* Joint Secretary	2825-4095+ Spl. pay Rs. 300	4200-5300+ Rs. 300 Spl. pay
	2640-3815	3900-5075
* Deputy Secretary	2470-3675	3000-5000
* Under Secretary and Assistant Electoral Officer	} 1830-3425	} 2500-4000
Protocol Officer		
Additional Protocol Officer		
Senior Grade Librarian		
Language Expert	2470-3675	3000-5000
	1830-3425	2500-4000
‡ Section Officer	} (H.G) 1590-3050	} 2200-3500
Cashier		
Chief Reception Officer		
Translator		
Assistant Protocol Officer	1370-2640	2000-3200
Office Superintendent	1330-2555+ Spl. pay Rs. 50	1640-2900+ Rs. 50 Spl. pay
Cypher Assistant	1330-2555	1640-2900

* They will be paid Rs. 200 p.m. as Special Pay. The Special pay sanctioned in G.O. (P) 480/89/Fin. dated 1-11-1989 for J.S. and D.S. will be discontinued.

‡ 20% of the post of Section Officers will be in the Higher Grade.



(1)	(2)	(3)	
Assistant Engineer	1450-2825	} As in Parent Department/ Cadre.	
Senior Grade Assistant	1250-2230		
Assistant Grade-I	1000-1710		
Assistant Liaison Officer	1250-2230		
Senior Grade Typist	1250-2230		
Typist Grade-I	1000-1710		
Typist Grade-II	865-1450		
P. A. to Special Representative	865-1450		
Draftsman Grade-II	905-1490		
Chauffeur Grade-II	805-1190		
Motor Cycle Despatch Rider	805-1190		
<i>Science, Technology & Environment Department</i>			
Chairman	3175-4605	5100-5700	
Director	3050-4435	4500-5700	
Principal, Scientific Officer	2640-3815	3900-5075	
Scientific Officer	2470-3675	3000-5000	
Research Assistant	1450-2825	2060-3200	
Under Secretary	1830-3425	} As in parent Department/ Cadre	
Assistant Grade-II	865-1450		
Typist Grade-II	865-1450		
Librarian Grade-IV	865-1450		975-1660
<i>Bureau of Public Enterprises</i>			
Secretary	Fixed pay Rs. 4,600 p.m.	Fixed pay Rs. 5,000 p.m.	
Assistant Director	1650-3175	2375-3500	
Research Officer	1450-2825	2060-3200	
Commercial Accountant	1220-2150	1520-2660	
Under Secretary	1830-3425	} As in Parent Department/ Cadre.	
Section Officer	1370-2640		
Senior Grade Assistant	1250-2230		
Assistant Grade-II	865-1450		
Typist Grade-II	865-1450		
<i>Secretariat-Finance</i>			
Commissioner & Secretary	} IAS Cadre	IAS Cadre	
Special Secretary		2825-4095†	4200-5300+
Additional Secretary		Spl. pay Rs. 300	Spl. pay Rs. 300
* Joint Secretary	2640-3815	3900-5075	
* Deputy Secretary	2470-3675	3000-5000	
* Under Secretary	1830-3425	2500-4000	
Accounts Officer	1590-3050	2200-3500	
Section Officer (HQ)	1590-3050	2200-3500	
‡ Section Officer	1370-2640	2500-3200	
Personal Assistant	1450-2825	2060-3200	
Office Superintendent	1330-2555+	1640-2900+	
§ Selection Grade Typist	Spl. pay Rs. 50	Spl. pay Rs. 50	
Senior Grade Assistant	1330-2555	1640-2900	
Senior Grade Typist	1250-2230	1640-2900	
	1250-2230	1600-2660	

* They will be paid Rs. 200 p.m. as Spl. Pay. The Special Pay sanctioned in G.O. (P) 480/89/F dated 1-11-1989 to J.S. and D.S. will be discontinued.

‡ 20% of the posts of Section Officers will be in the higher grade.

§ The existing practice of placing 1/3 posts of Senior Grade Typist excluding Office Superintendents Selection Grade Typist will continue.

(1)	(2)	(3)
Assistant Grade-I ✓	1000-1710	✓1350-2200
Typist Grade-I	1000-1710	1350-2200
* Assistant Grade-II ✓	865-1450	✓1200-2040
* Typist Grade-II	865-1450	1125-1720
† Clerical Assistant Grade-I	845-1370	975-1540
‡ Clerical Assistant Grade-II	805-1190	825-1250
‡ Attender	775-1160	800-1200
<i>Data Processing Centre</i>		
System Analyst-cum-Programming Officer.	2640-3815	} As in the Parent Cadre/ Department:
Junior Programming Officer	1450-2825	
Data Entry Operator	865-1450	
Punch Card Operator	825-1290	
<i>Posts held by Personnel of other Departments</i>		
Chief Technical Examiner	3175-4605	} As in Parent Cadre/ Department
Technical Officer	2470-3675	
Executive Engineer		
Assistant Executive Engineer	1650-3175	
Technical Assistant		
Assistant Technical Officer		
Research Officer	1450-2825	} As in Parent Cadre/ Department
Assistant Engineer	1450-2825	
Divisional Accountant	1370-2640	
Senior Reader	1250-2230	
Research Assistant	1220-2150	
U.D. Compiler	950-1590	
(iii) <i>Secretariat—Law</i>		
Law Secretary	4435-5285	As in Parent Cadre/Dept.
Special Secretary (Law)	3175-4605	5100-5700
Additional Secretary	2825-4095+	} 4'00-5300+ Rs. 300 Spl. pay
Additional Secretary	Spl. pay Rs. 300	
Special Officer (Land Reforms)	2825-4095+	
§ Joint Secretary	Spl. Pay Rs. 300	} 3900-5075+ Rs. 200 Spl. pay
§ Deputy Secretary	2640-3815	
§ Under Secretary	2470-3675	} 3000-5000
§ Section Officer (Higher Grade)	1830-3425	
§ Section Officer	1590-3050	} 2500-4000+ Rs. 200 Spl. pay
Librarian	1370-2640	
Senior Tamil Translator (Higher Grade)	1370-2640	2000-3200
Senior Kannada Translator (Higher Grade)	1590-3050	2200-3500

* The existing ratio of 1:1:1 among Senior Grade, Grade-I and Grade-II Assistants/Typists will continue.

† The ratio between Grade-II and Grade-I posts will be 2:1.

‡ The existing ratio of 2:1 between Clerical Assistant and Attender will continue.

§ They will be paid Rs. 200 as Spl. Pay. The Spl. Pay sanctioned in G.O. (P) 480/89/Fin. dated 1-11-1989 to J.S. and D.S. will be discontinued.

¶ 20% of the Section Officers will be placed on the Higher Grade.

(1)	(2)	(3)
Senior Tamil Translator	1370-2640	2000-3200
Senior Kannada Translator	1450-2825	2060-3200
Personal Assistant	1250-2230	1640-2900
* Legal Assistant Grade-I	1000-1710	1350-2200
Legal Assistant Grade-II	1250-2230	1600-2660
Higher Grade Tamil Translator	1000-1710	1350-2200
Higher Grade Kannada Translator	1330-2555+	1640-2900+
Assistant Tamil Translator	Spl. pay Rs. 50	Spl. pay Rs. 50
Assistant Kannada Translator	1330-2555	1640-2900
Office Superintendent	1250-2230	1600-2660
† Typist Selection Grade	1000-1710	1350-2200
Typist Senior Grade	865-1450	1125-1720
Typist Grade-I	1000-1710	1350-2200
† Typist Grade-II	845-1370	975-1540
Librarian Grade-III	805-1190	825-1250
§ Clerical Assistant Grade-I	775-1160	800-1200
¶ Clerical Assistant Grade-II		
Attender		
<i>Posts held by Personnel of Other Departments:-</i>		
Deputy Secretary (Suits)	2470-3675	As in para Cadre/Depa ment.
Chauffeur Grade-II	805-1190	
<i>Governor's Secretariat:-</i>		
Secretary to Governor	2470-3675	3000-5000
¶ Deputy Secretary	2470-3675	
Comptroller	1830-3425	2500-4000
Private Secretary to Governor	1830-3425	2500-4000
¶ Public Relations Officer	1830-3425	2500-4000
¶ Under Secretary		
¶ Under Secretary (Tour)	1590-3050	2200-3500
Personal Assistant	1590-3050	2200-3500
Section Officer (Higher Gr.)	1370-2640	2000-3200
** Section Officer	1370-2640	2000-3200
Tour Superintendent	1330-2555	1640-2900
Cypher Superintendent	1330-2555	1640-2900
Cypher Assistant	1250-2230	1640-2900
Selection Grade Typist	1250-2230	1600-2660
†† Senior Grade Assistant	1000-1710	1350-2200
†† Senior Grade Typist	1000-1710	1350-2200
Assistant Grade-I		
Typist Grade-I		

- * The existing ratio of 1:2 between Grade-II and Grade-I Legal Assistant will continue.
- † The existing practice of placing 1/3 posts of Senior Grade Typists (excluding Office Superintendent) as Selection Grade Typist will continue.
- ‡ The existing ratio of 1:1:1 among Senior Grade Grade-I and Grade-II Typists will continue.
- § The ratio between Grade-II and Grade-I posts will be 2:1.
- ¶ The existing ratio of 2:1 between Clerical Assistant and Attender will continue.
- ¶ Incumbant holding the personal scale of 2470-3675 will be given the corresponding revised scale of Rs. 3000-5000.
- ** 20 per cent of the Section Officers will be placed on the higher grade.
- †† 1/3 of the posts of Senior Grade Typists excluding Office Superintendents will continue to be placed in the Selection Grade.
- †† They will be paid Rs. 200 p.m. as Special pay. The Special pay of Rs. 200 sanctioned in G.O. 480/89/Fin. dated 1-11-1989 to D.S. will be discontinued.

(1)	(2)	(3)
• Assistant Grade-II	865-1450	1200-2040
• Typist Grade-II	865-1450	1125-1720
Telephone Operator	865-1450	975-1660
Motor Cycle Despatch Rider	805-1190	825-1250
<i>Governor's Household</i>		
A. D. C. to Governor		LPS
A. D. C. to Governor	2470-3675	As in parent Cadre.
† Additional Private Secretary to Governor	1830-3425	2500-4000
Assistant Private Secretary to Governor	1830-3425	2500-4000
Special Assistant to Governor	1590-3050	2200-3500
Medical Officer	1450-2825	2050-3200
Stenographer Grade-I (Hindi)	1100-2070	1400-2600
Staff Nurse	1000-1710	1350-2200
Typist Grade-I (Hindi)	1000-1710	1350-2200
Pharmacist Grade-II	905-1490	1125-1720
Furniture Clerk		
Head Chauffeur		
Motor Section Clerk	865-1450	975-1660
Garden Supervisor		
Housekeeping Assistant		
Head Butler	805-1190	825-1250
Head Cook		
Head Gardener		
Personal Attender		
Caretaker		
Tailor	775-1160	800-1200
Cook		
Laundry Superintendent		
Head Dhobi		
Nursing Assistant		
Hospital Attendant	750-1025	775-1065
<i>Secretariat—Legislature</i>		
Secretary	4435-5285	As in parent cadre
Additional Secretary	2825-4095+	4200-5500
	Spl. pay Rs. 300	Rs. 300 Spl. Pay.
† Joint Secretary	2640-3815	3900-5075
† Deputy Secretary		
Chief Editor	2470-3675	3000-5000
Estate Officer		
Research Officer		
Deputy Chief Editor	2070-3550	2650-4000
† Under Secretary	1830-3425	2500-4000
Protocol Officer		
Editor of Debates	1830-3425	2500-4000
Librarian	1830-3425	2500-4000
Documentation Officer	1650-3175	2375-3500

* The existing ratio of 1:1:1 among Senior Grade, Grade-I and Grade-II Assistants/Typists will continue.

† The incumbent having the upgrade scale of Rs. 2470—3675 will be given the corresponding scale of Rs. 3000—5000.

† They will be paid Special pay of Rs. 200 p.m. The Special pay sanctioned in G.O. (P) 480/89, Fin. dated 1-11-1989 to J.S. and D.S. will be discontinued.

(1)	(2)	(3)
Deputy Librarian	1590-3050	2200-3500
Section Officer (Higher Gr.)	1590-3050	2200-3500
* Section Officer	1370-2640	2000-3200
Manager-cum-Superintendent	1370-2640	2000-3200
Personal Assistant to Secretary	1370-2640	2000-3200
† Selection Grade Reporter		
† Reporter Grade-I	1330-2555	1640-2900
Assistant Librarian	1330-2555	1640-2900
Office Superintendent	1330-2555 +	1640-2900 +
‡ Selection Grade Typist	Spl. pay Rs. 50 1330-2555	Rs. 50 Spl. pay 1640-2900
Senior Grade Assistant		
Assistant Manager	1250-2230	1640-2900
Senior Grade Typist	1250-2230	1600-2600
Assistant Grade-I	1000-1710	1350-2200
Typist Grade-I	1000-1710	1350-2200
§ Assistant Grade-II		
Assistant Manager	865-1450	1200-2040
Translator		
§ Typist Grade-II	865-1450	1125-1720
† Reporter Grade-II	1050-1830	1400-2300
Catalogue Assistant	1220-2150	1520-2660
Assistant Manager		
Cashier	1000-1710	1350-2200
Telephone Operator	865-1450	975-1660
Head Telephone Operator	1050-1830	1400-2300
Clerical Assistant Grade-I	845-1370	975-1540
Clerical Assistant Grade-II	805-1190	825-1250
Attender	775-1160	800-1200
Photo Copier Operator	825-1290	950-1500
Assembly Attendent	805-1190	825-1250
Library Boy	750-1025	775-1065
Lady Attendent		
Gardner	775-1160	800-1200
Head Waitor	825-1290	950-1500
Waiter	750-1025	775-1065
<i>Post held by personnel of Other Departments</i>		
Chief Marshal (in the grade of Deputy Superintendent of Police/Assistant Commissioner)	1830-3425	} As in the parent Department.
Deputy Chief Marshal	1370-2640	
Marshal Grade-I (in the grade of Sub Inspector of Police)	1100-2070	
Sergeant (in the grade of Head Constable)	950-1590	
Sergeant Assistant (in the grade of Constable)	825-1290	
Personal Assistant to M. L. A.		

* 20 per cent of the Section Officers will be in the Higher Grade.

† The existing ratio of 1:1:1 among Selection Grade-Grade-I and Grade-II Reporters will continue.

‡ The existing practice of placing 1/3 of the post of Senior Grade Typists excluding Office Superintendent in the Selection Grade will continue.

§ The existing ratio 1:1:1 among Senior Grade, Grade-I and Grade-II Assistants/Typists will continue.

|| The existing ratio of 2:1 between Clerical Assistants and Attenders will continue. The ratio between grade-II and Grade-I Clerical Assistant Posts will continue to be 2:1.

(1)

(2)

(3)

66. Social Welfare

Director of Social Welfare	2640-3815	3900-5075
Additional Director	2470-3675	3000-5000
Joint Director and Project Manager, WFP	2070-3550	2650-4000
Regional Inspector	1830-3425	2500-4000
Regional Assistant Director	1650-3175+	2375-3500+
	Spl. pay Rs. 100	Rs. 100 Spl. pay
Assistant Director	1650-3175+	2375-3500+
	Spl. pay Rs. 100	Rs. 100 Spl. pay
District Social Welfare Officer	1650-3175	2375-3500
District Probation Officer Grade—I	1590-3050	2200-3500
Programme Officer	1370-2640	2000-3200
Superintendent, Welfare Institution Grade—I	1370-2640	2000-3200
Child Development Project Officer	1370-2640	2000-3200
Officer-in-charge, Special Employment Bureau for Handicapped	1370-2640	2000-3200
Project Officer, Upgraded Special Nutrition Programme	1370-2640	2000-3200
Superintendent, Government Juvenile Home/Special Home	1370-2640	2000-3200
Inspector, Special Nutrition Programme	1220-2150	1520-2660
Inspector, W.F.P.	1220-2150	1520-2660
Store-Keeper-cum-Logistics Officer	1220-2150	1520-2660
Superintendent, Welfare Institution Grade—II	1220-2150	1520-2660
Assistant Child Development Project Officer	1220-2150	1520-2660
District Probation Officer Grade—II	1220-2150	1520-2660
Supervisor, Vocational Training Centre	1220-2150	1520-2660
Social Scientist, Vocational Training Centre	1220-2150	1520-2660
Nutritionist	1220-2150	1520-2660
Pre-School Educationist	1220-2150	1520-2660
Health Educationist	1220-2150	1520-2660
Sociologist	1220-2150	1520-2660
Printing Supervisor	1050-1830	1400-2300
Deputy Superintendent-cum-Headmaster Grade—I	1050-1830	1400-2300
Superintendent, Welfare Institution Grade-III	1050-1830	1400-2300
Inspector (Child Welfare)	1000-1710	1350-2200
Deputy Superintendent-cum-Headmaster Grade-II	1000-1710	1350-2200
Carpentry Foreman	1000-1710	1350-2200
Supervisor, ICIDS	1000-1710	1350-2200
Social Education Assistant	1000-1710	1350-2200
Special Teacher	950-1590	1200-2040
Warden, Hostel for working men	950-1590	1200-2040
Warden, Hostel for working Women	865-1450	975-1660
Senior Instructor, Vocational Training Centre		
Care Mother		
Literacy Teacher		
Teacher (Non-Industrial)		
Nursery Teacher		
Craft Instructor		
Music Teacher		
Tailoring Instructor	845-1370	975-1540
Agricultural Instructor		
Agricultural Demonstrator		
Carpentry Instructor		
Weaving Instructor		
Drill Instructor		
Physical Training Instructor		
Dance Master		

the parent
department.will continue
office Superintendent

assistants/Typists

The ratio between the present incumbent on the personal scale of Rs. 1650-3175 will be given the revised personal scale of Rs. 2375-3500

(1)	(2)	(3)	
Gramasevika (Defunct Board) Craft Instructor (Defunct Board) Matron Grade I Needle Work Teacher Craft Teacher Craft Instructor House Master Instructor (Book Binding) Instructor (Tailoring & Embroidery) Tailoring Instructor Instructor (Leather Works) Instructor (Plastic Works) Instructor (Pottery)	825-1290	950-1500	* Assa * Soil Fiel Fiel † Fiel Ov Dra Sur Dr Tr W
Electrician-cum-Pump Driver Supervisor, Balamandir	805-1190	825-1250	Soil Survey
Matron Grade II Male Attendant/Male Warden Guard Guard (Female) Head Cook Nurse Nursing Orderly Part Time Hindi Teacher Part Time Music Teacher Part Time Bhagavathar Part Time Tailoring Instructor	775-1160	800-1200	A D A S C I I I
Consultant in Psychiatry Consultant in Paediatrics Consultant in Psychology Part time Medical Officer Part time Medical Officer Part time Medical Officer Part time Medical Officer Honorary Psychiatrist Part time Medical Officer	400	450	
<i>Posts Held by Personnel of Other Departments</i>	1830-3425 1830-3425 1450-2825 1050-1830 1000-1710 950-1590 905-1490	As in parent Department/ Common category of posts	
Finance Officer Grade-II Administrative Officer Grade-II Assistant Surgeon Lady Health Inspector Staff Nurse Junior Statistical Inspector Lady Health Worker Grade II			
67. Soil Conservation			
Additional Director of Soil Conservation Joint Director of Soil Conservation Deputy Director of Soil Conservation Assistant Director/District Soil Conservation Officer/ Research Officer	2825-4095 2470-3575 2070-3550 1650-3175	4200-5300 5000-5000 2650-4000 2375-3500	

(1)	(2)	(3)
* Assistant Engineer	1450-2825	2060-3200
* Soil Conservation Officer	1450-2825	2060-3200
Field Assistant (Senior Grade)	1220-2150	1520-2650
Field Assistant (Grade I)	1000-1710	1350-2200
† Field Assistant (Grade II)	955-1450	975-1660
Overseer Grade I	1050-1830	1400-2300
Draftsman Grade I	1050-1830	
Surveyor	905-1490	1125-1720
Draftsman Grade II	905-1490	1125-1720
Tracer	825-1290	950-1500
Work Superintendent	825-1290	950-1500

Soil Survey

Additional Director	2825-4095	4200-5300
Deputy Director	2070-3550	2650-4000
Assistant Director	1650-3175	2375-3500
Senior Chemist	1650-3175	2375-3500
* Soil Survey Officer/Research Assistant/ Cartographer/Technical Assistant	1450-2825	2060-3200
Laboratory Assistant	1000-1710	1350-2200
Laboratory Assistant	950-1590	1200-2040
Blue Printer	775-1160	800-1200

Posts held by personnel of other Departments

Administrative Officer	1830-3425	As in parent Department
Finance Officer	1830-3425	

68. Sports and Youth Affairs

Director of Sports and Youth Affairs		I.P.S.
Deputy Youth Welfare Officer	1590-3050	2200-3500
Sports Officer	1590-3050	2200-3500
† Assistant Youth Welfare Officer	1330-2555	1640-2400
DO (HG)	1370-2640	2000-3200

* Non-Graduates directly recruited except those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900.

† The ratio among Grade II, Grade I and Senior Grade will continue to be at 5:3:2.

‡ 20% Post will be on the higher grade.

(1)	(2)	(3)
69. State Archives		
Director	2470-3675	3000-5000
Assistant Director	1650-3175	2375-3500
* Conservation Officer	1370-2640	2000-3200
* Editorial Archivist	1370-2640	2000-3200
Archivist	1370-2640	2000-3200
Junior Editor	1330-2555	1640-2900
Assistant Archivist Grade I	1330-2555	1640-2900
Junior Superintendent (Head of Regional Office)	1330-2555	1640-2900
Assistant Conservation Officer	1330-2555	1640-2900
Preservation Supervisor	1220-2150	1520-2660
Assistant Archivist Grade-II	950-1590	1200-2040
Editorial Assistant	950-1590	1200-2040
Photographer	950-1590	1200-2040
Mender	905-1490	1125-1720
70. State Central Library		
State Librarian	2470-3675	3000-5000
Deputy Librarian	1650-3175	2375-3500
Librarian Grade I ✓	1590-3050 ✓	2200-3500 ✓
Librarian Grade II ✓	1330-2555 ✓	1640-2900 ✓
Conservator	1330-2555	1640-2900
Camera Operator-cum-Section-in-charge/ Librarian Grade III ✓	1220-2150	1520-2660 ✓
Technical Assistant	1100-2070 ✓	1400-2600 ✓
Book Preservation Assistant	950-1590	1200-2040
Librarian Grade IV	905-1490	1125-1720
Xerox Operator	825-1290	950-1500
Sergeant		Common category
Janitor	775-1160	800-1200
71. State Insurance		
Director of Insurance	2640-3815	3900-5075
Deputy Director of Insurance	1830-3425	2500-4000
Assistant Director of Insurance/ District Insurance Officer	1590-3050	2200-3500
Inspector } Accounts Officer }	1370-2640	2000-3200
<i>Post held by personnel of other departments:</i>		
Accounts Officer	1830-3425 } 1370-2640 }	As in parent department.
Senior Superintendent	2640-3815	3900-5075
Director	2470-3675	3000-5000
Joint Director	1830-3425	2500-4000
Deputy Director		

* The incumbents having Personal Scale of Rs. 1650-3175 will be given the revised scale Rs. 2375-3500 [G.O. Ms. 478/90 (61)/Fin dated 27-9-1990.]

(1)

(2)

(3)

72. State Lotteries

* Accountant	1590-3050	2200-3500
District Lottery Officer	}	
Lottery Officer, New Delhi		
Personal Assistant	1450-2825	2060-3200
* Senior Auditor	1370-2640	2000-3200
Assistant District Lottery Officer	1370-2640	2000-3200
Manager	1220-2150	1520-2660
Personal Assistant to Director	1220-2150	1520-2660
Publicity Assistant	1220-2150	1520-2660
† Junior Auditor	825-1290	950-1500
Attender-cum-Packer	775-1160	800-1200
‡ Accounts Officer	1590-3050	2200-3500

Posts held by personnel of other departments

Finance Officer Grade-II	1830-3425	} As in parent Department
Publicity Officer	1590-3050	

73. State Planning Board

Member-Secretary	IAS Cadre	IAS Cadre
Chief	}	
Resource Economist Gr. I		
Joint Director (Selection Grade)	3050-4435	4500-5700
Joint Director	2640-3815	3900-5075
Programmer	2470-3675	3000-5000
Transport Economist	}	
Resource Economist Grade II		
Cost Analyst	}	
Market Analyst		
Engineer (Project Division)		
Agronomist		
Deputy Director	}	
Deputy Director (Plan Co-ordination)		
Plan Publicity Officer		
Deputy District Planning Officer Grade I	2070-3550	2650-4000
Private Secretary to Vice-Chairman	1830-3425	2500-4000
Deputy District Planning Officer Grade II	}	
Publication Officer		
Administrative Assistant		
Indexing Officer		
Statistician		
Assistant Director	}	
Technical Officer		
Research Officer	1450-2825	2060-3200
Personal Assistant	}	
Research Assistant		
Draftsman		
Telephone Operator		
	1220-2150	1520-2660
	1000-1710	1350-2200
	825-1290	950-1500

* Posts filled up by deputation from the Accountant General's Office.

† Posts formerly filled up by deputation from the Accountant General's Office. Now stand filled up by L.D. Clerk and hence revised scale of pay of L. D. Clerk given.

‡ New post.

4/434/93-7

scale

(1)	(2)	(3)
<i>Posts held by personnel of other Departments</i>		
Administrative Officer Grade I	2470-3675 } 1830-3425 } 905-1490 }	As in parent Department/Common category
District Planning Officer		
Senior Grade Librarian		
Librarian Grade IV		
74. Stationery		
Controller	2470-3675	3000-5000
Deputy Controller	1830-3425	2500-4000
Assistant Controller	1590-3050	2200-3500
Inspector of Stationery	1370-2640	2000-3200
Store Keeper	1370-2640	2000-3200
Chief Foreman	1330-2555	1640-2900
Mechanical Foreman	1250-2230	1600-2660
Assistant Foreman	950-1590	1200-2040
Asst. Store-Keeper (UD)	950-1590	1200-2040
Mechanic Grade-I	825-1290	950-1500
Asst. Store-Keeper (LD)	825-1290	950-1500
Mechanic Grade-II		
Packer	775-1160 }	800-1200
Store Assistant		
Store Attender		
75. Scheduled Caste development		
Director	IAS Cadre	IAS
Additional Director	2640-3815	3900-5075
Joint Director/Vigilance Officer	2470-3675	3000-5000
Deputy Director	2070-3550	2650-4000
District Development Officer	1830-3425 }	2500-4000
Special Officer		
Colonisation Administrator	1370-2640	2000-3200
Chief Publicity Officer	1650-3175	2375-3500
Chief Industrial Supervisor	1370-2640	2000-3200
Taluk Development Officer	1370-2640	2000-3200
Personal Asst. to Dist. Devpt. Officer	1220-2150 }	1520-2660
Block Extension Officer		
Asst. Publicity Officer	1450-2825	2060-3200
Instructor in Stenography	950-1590	1200-2040
Information Assistant	1330-2555	1640-2900
Industrial Supervisor	1220-2150	1520-2660
Manager (show room)	1000-1710	1350-2200
Supervisor	950-1590 }	1200-2040
Assit. Inspector of Training/Training Superintendent		
Instructor	825-1290	950-1500
Part-time Sewing Mistress	805-1190	825-1250
Nursery School Teacher	845-1370	975-1540
Steward	825-1290	950-1500
Warden (Higher Grade)	950-1590	1200-2040
Warden	825-1290	950-1500
<i>Post held by Personnel of Other Departments</i>		
Chief Planning Officer	2640-3815	As in the parent Department/Common Category of posts
Administrative Officer Grade-I	2470-3675	
Finance Officer Grade-I	2070-3550	
Principal, Pre-Examination Training Centre	1450-2825	
Lecturer	1450-2825	
Research Officer	1220-2150	
Research Assistant	950-1590	
U. D. Compiler	825-1290	
L. D. Compiler	1050-1830	
Junior Co-operative Inspector	1050-1830	
Revenue Inspector	950-1590	
Field Assistant		

(1)

(2)

(3)

76. Scheduled Tribe Development

Director	IAS Cadre	IAS Cadre
Joint Director	2470-3675	3000-5000
Deputy Director	2070-3550	2650-4000
Project Officer	2070-3550	2650-4000
Assistant Director (Education)	1650-3175	2375-3500
Publicity Officer	1650-3175	2375-3500
Tribal Development Officer	1650-3175	2375-3500
Personal Assistant to Tribal Development Officer	1370-2640	2000-3200
Asst. Project Officer	1370-2640	2000-3200
Special Officer, Tribal Collective Farm, Vattanchira	1650-3175	2375-3500
Special Extension Officer	1330-2555	1640-2900
Industrial Supervisor	1330-2555	1640-2900
Welfare Officer	1220-2150	1520-2660
Tribal Extension Officer		
Supervisor	1000-1710	1350-2200
Nursery School Teacher	845-1370	975-1540
Teacher-cum Warden		
Warden/Instructor	825-1290	950-1500
Record Keeper	805-1190	825-1250

Posts held by personnel of other Departments

Administrative Officer Grade-I	2470-3675	As in parent Dept.
Finance Officer Grade-II	1830-3425	
Research Officer	1450-2825	
Medical Officer	1450-2825	
Veterinary Surgeon		
Assistant Engineer		
Junior Agricultural Officer	1250-2230	
Medical Officer		
Extension Officer (Women's Welfare)		
Extension Officer (Co-opn.)	1220-2150	
Junior Employment Officer		
Research Assistant		
Overseer	1220-2150	
Pharmacist Grade-I	1050-1830	
Pharmacist Grade-II	1000-1710	
Midwife (Lady Health Worker Grade II)	905-1490	
Pharmacist Grade-II	845-1370	
Lady Extension Officer	865-1450	
U.D. Compiler	825-1290	
L.D. Compiler	950-1590	
Assistant Director (Sub Plan Cell)	825-1290	
Special Officer (Education)	1650-3175	
	1450-2825	

77. Tourism

Director	IAS Cadre	IAS Cadre
Additional Director	2640-3815	3900-5075
Joint Director	2470-3675	3000-5000
Deputy Director	1830-3425	2500-4000
* Manager Grade I (Higher Grade)	1590-3050	2200-3500
* Manager Grade I	1370-2640	2000-3200
Public Relations Officer	1450-2825	2060-3200
Superintendent, Government Gardens(Curator)		

* The existing ratio of 1:1 between Manager Higher Grade and Manager Grade I will continue.

(1)	(2)	(3)
Tourist Information Officer	1370-2640	2000-3200
Personal Assistant to Director	1050-1830	1400-2300
Inspecting Officer		
Chief Accountant		
Tourist Officer		
Guide	1050-1830	1400-2300
Receptionist		
Information Assistant		
Courier		
Manager Grade II		
Projectionist	950-1590	1200-2040
† Telephone Operator (Hr.Gr)	825-1290	950-1500
Manager Grade III		
† Telephone Operator		
Steward	865-1450	975-1660
‡ Chauffeur Grade I	805-1190	825-1250
‡ Chauffeur Grade II	950-1590	1200-2040
Head Mechanic		
Electrician		
Mechanic	825-1290	950-1500
Auto Electrician		
Garden Supervisor		
A. C. Mechanic-cum-Electrician		
Boat Driver		
Boat Syrang	805-1190	825-1250
Plumber		
Caretaker/Butler		
Cook Grade-I		
Cook Grade-II	775-1160	800-1200
Gardener		
Waiter		
Room Boy		
<i>Posts held by Personnel of other Departments</i>		
Administrative Officer Grade-I	2470-3675	
Finance Officer Grade-I		
Administrator		
Assistant Executive Engineer (Mechanical)	1650-3175	As in the parent Department
Assistant Executive Engineer (Civil)	1650-3175	
Research Officer	1450-2825	
Overseer (Civil)	1050-1830	
U. D. Compiler	950-1590	
L. D. Compiler	825-1290	
Lineman	805-1190	
Plumber		
<i>Kerala House, New Delhi</i>		
Controller	1590-3050	2200-3500
Catering Supervisor	950-1590	1200-2040
Steno Typist		
Telephone Operator		
Supervisor, House Keeping	825-1290	950-1500
Reception Assistant		
Store Keeper		
Steward		
Protocol Assistant		

† Ratio between Higher grade and Lower grade is 1 : 1.
 ‡ The existing ratio between grade I and grade II is 1 : 1 will be continue.

(1)

(2)

(3)

Plumber		
Cook		
Chauffeurs		
Peon/Messenger		
Electrician		
Lift Operator		
Bearer	750-1025	775-1065
Gardener		
Sweeper		
Room Attendant		
Kitchen Helper		
Chowkidar		
Helper to Electrician		
Helper to Plumber		

Posts held by Personnel of other Departments

Under Secretary	1830-3425	As in Parent Department
Protocol Officer		
Section Officer	1370-2640	
Head Clerk	1050-1830	

76. Town Planning

Chief Town Planner	3175-4605	5100-5700
Senior Town Planner	2825-4095	4200-5300
Town Planner	2470-3675	3000-5000
Town Planner (Higher Grade)	2640-3815	3900-5075
Junior Town Planner	1650-3175	2375-3500
† Junior Town Planner (Higher Grade)	2070-3550	2650-4000
Regional Geographer	2470-3675	3000-5000
Econometrician	2470-3675	3000-5000
Administrative Assistant	1590-3050	2200-3500
Research Associate	1450-2825	2060-3200
Junior Engineer/ Architectural Head Draftsman/ Assistant Town Planner Head Draftsman	1450-2825	2060-3200 ‡
§ Photographer-cum-Commercial Artist	1250-2230	1600-2660
§ Artist		
Draftsman Grade-I	1050-1830	1400-2300
Draftsman Grade-II	905-1490	1125-1720
Tracer	825-1290	950-1500
Town Planning Surveyor Grade-I	1050-1830	1400-2300
Town Planning Surveyor Grade-II	905-1490	1125-1720
Blue Printer	775-1160	800-1200

Posts held by personnel of other Departments

Deputy Director (Statistics)	2070-3550	As in parent Cadre Department
Economist-cum-Publicity Assistant	1650-3175	
Research Officer	1450-2825	
Statistical Inspector Research Assistant	1220-2150	
Upper Division Compiler		
Investigator	950-1590	
Lower Division Compiler		
Investigator	825-1290	

* 25% of the post will be on the higher grade.

† ¼ of the total posts will be placed in the higher grade.

‡ Non-graduates directly recruited other than those recruited under Special recruitment scheme will be given the scale of Rs. 1640-2900.

§ Included among Common Categories of Posts

¶ The existing ratio of 1:1 between Grade-I and Grade-II posts will continue.

(1)	(2)	(3)
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79. Treasuries

Director	2825-4095	4200-5300
Joint Director	2470-3675	3000-5000
Deputy Director	2070-3550	2650-4000
Assistant Director	1830-3425	2500-4000
District Treasury Officer	1830-3425	2500-4000
Assistant District Treasury Officer	1590-3050	2200-3500
Personal Assistant	1450-2825	2060-3200
Sub Treasury Officer	1370-2640	2000-3200
Assistant Treasury Officer	1370-2640	2000-3200
Officer In Charge of Stamp Depot	1220-2150	1520-2660
Passing Officer (Savings Bank)	1220-2150	1520-2660
Bradma Supervisor	1050-1830	1400-2300
Selection Grade Accountant	950-1590	1200-2040
Senior Accountant	950-1590	1200-2040
Treasurer	825-1290	950-1500
Junior Accountant	825-1290	950-1500
Comptometer Operator	825-1290	950-1500
Leave Reserve Junior Accountant	805-1190	825-1250
Stamp Examiner		

80. University Appellate Tribunal

University Appellate Tribunal	3175-4605	5100-5700
Secretary	1370-2640	2000-3200

81. Vigilance

Director of Vigilance Investigation
 Legal Adviser
 Additional Legal Adviser
 Manager

I. P. S.
 Cadre
 2640-3815
 2470-3675
 1650-3175

I. P. S.
 Cadre
 3900-5075
 3000-5000
 2375-3500

Posts held by personnel of Police Department

Inspector General of Police
 Deputy Inspector General of Police
 Superintendent of Police

Superintendent of Police
 (Non I. P. S.)
 Deputy Superintendent of Police
 Inspector of Police
 Sub Inspector of Police
 Head Constable/Havildar Driver
 Head Constable/Police Driver

2640-3815+
 Spl. pay Rs. 100
 1830-3425
 1370-2640
 1100-2070
 905-1490
 825-1290

As in Police Department

As in Police Department

Posts held by personnel of other Departments

Accounts Officer
 Assistant Executive Engineer

1830-3425
 1650-3175

As in common category/parent Department

(1)

(2)

(4)

62. Vigilance Tribunal

*Vigilance Tribunal	3175-4605	5100-5700
†Manager	1590-3050	2200-3500
Court Assistant	1250-2230	} As in percat Cadre/ Department
Assistant Grade-I	1000-1710	
Assistant Grade-II	865-1450	
Typist Grade-II	865-1450	

63. Water Transport

Director	2470-3675	3000-5000	
Works Manager	1650-3175	2375-3500	
Administrative Assistant	1590-3050	} Common Category	
Senior Superintendent (Audit)	1370-2640		
Traffic Superintendent	1370-2640		
† Station Master Grade I	1050-1830		
Station Master Grade II	950-1590		
Checking Inspector	950-1590		
Checker	905-1490		
Boat Master	} 865-1450		975-1660
Syrang Driver			
Lascar Grade I	825-1290		950-1500
Lascar Grade II	805-1190	825-1250	
Deckman	805-1190	825-1250	
Oil Supplier	400 p.m.	450 p.m.	
Foreman	1220-2150	1350-2660	
Time-Keeper	950-1590	1200-2040	
Chargeman	1050-1830	1400-2300	
Smithy Chargeman	1050-1830	1400-2300	
Mechanic Grade I	1000-1710	1350-2200	
Mechanic Grade II	865-1450	975-1660	
Carpenter Maistry	950-1590	1200-2040	
Assistant Carpenter Maistry	825-1290	950-1500	
Carpenter	805-1190	825-1250	
Caulker-Moopen	825-1290	950-1500	
Caulker	805-1190	825-1250	
Fitter Grade I	950-1590	1200-2040	
Fitter Grade II	825-1290	950-1500	
Blacksmith Grade I	950-1590	1200-2040	
Blacksmith Grade II	825-1290	950-1500	
Armature Winder	865-1450	975-1660	
Battery Charger	825-1290	950-1500	
Fuel Pump Mechanic	1000-1710	1350-2200	
Painter	805-1190	825-1250	
Upholsterer	825-1290	950-1500	
Moulder	865-1450	975-1660	
Pattern Maker	865-1450	975-1660	
Pump Operator	775-1160	800-1200	
Booking-Clerk	825-1290	950-1500	
Machinist	805-1190	825-1250	
Electrician/Welder/Turner/Fitter/Blacksmith		Common Category	
Machine Operator	805-1190	825-1250	
Cooly Worker	750-1025	775-1065	

‡ The ratio between Grade I and Grade II posts will be 1: 4

† The incumbent having the personnel scale of Rs. 1590-3050 will be given the revised scale of Rs. 2200-3500.

* The incumbent having the personnel scale of Rs. 4435-5285 will be given the revised scale of Rs. 5100-6300.

(1)	(2)	(3)
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84. Weights & Measures

Controller	2640-3815	3900-5075
Deputy Controller	2070-3550	2650-4000
Assistant Controller	1650-3175	2375-3500
* Senior Inspector	1370-2640	2000-3200
Senior Inspector (HG)	1590-3050	2200-3500
† Technical Assistant	1220-2150	1520-2660
Inspector		
Inspecting Assistant	865-1490	975-1660

LOCAL BODIES

85. Municipal Common Service

*Municipal Common Service
Office and Revenue:*

Deputy Commissioner	2070-3550	2650-4000
Personal Assistant to the Commissioner	1450-2825	2060-3200
Revenue Officer	1450-2825	2060-3200
Accounts Officer	1450-2825	2060-3200
Secretary to Council	1450-2825	2060-3200
Revenue Officer Grade II	1330-2555	1640-2900
Superintendent	1220-2150	1520-2660
Chief Accountant		
Assistant Revenue Officer		
Manager		
Fair Copy Superintendent		
Head Clerk	1050-1830	1400-2300
Revenue Inspector		
Manager (Relief Settlement)		
Manager (Poor Home)	950-1590	1200-2040
Steward	950-1590	1200-2040
Legal Assistant	950-1590	1200-2040
Senior Grade Typist	1050-1830	1400-2300
Upper Division Typist	950-1590	1200-2040
Lower Division Typist	825-1290	950-1500
Upper Division Clerk/Accountant	950-1590	1200-2040
Manager (Relief Settlement)		
Lower Division Clerk	825-1290	950-1500
Bill Collector		
Poor Home Manager Gr. I		
Senior Grade Confidential Assistant	1330-2555	1640-2900
Confidential Assistant Gr. I	1100-2070	1400-2600
Confidential Assistant Gr. II	865-1450	975-1660

* 20 percent of the posts will continue to be on higher grade

† To be grouped among Inspectors.

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(1)	(2)	(3)
Fee Collector Store Clerk Counter Clerk Checkpost Inspector Bus-Stand Superintendent Beggar Home Superintendent Assistant Steward Store Keeper-cum-Clerk Store Keeper-cum-Clerk (FT)	825-1290	950-1500
Market Superintendent	805-1190	825-1250
Duffadar Mochee PBX Operator Telephone Attender Attender (Stores) Clerical Attender Library Attender Bill Collector-cum-Lift Attender Warder (Poor Home)	775-1160	800-1200
Peon Watchman Bradma Operator Helper Sweeper Caretaker	750-1025	775-1065
<i>Engineering & Town Planning</i>		
Corporation Engineer Town Planning Officer Project Engineer Municipal Engineer	2470-3675	3000-5000
Assistant Executive Engineer Municipal Engineer	1650-3175	2375-3500
Assistant Engineer Town Planning Officer Grade II Asst. Town Planning Officer Municipal Engineer	1450-2925	2060-3200 *
Special Surveyor Public Works Overseer Gr. I Draftsman Grade I Water Works Inspector Gr. I Foreman Grade I	1050-1830	1400-2300
Metre Inspector	1000-1710	1350-2200
Town Planning & Building Inspector	950-1590	1200-2040
Surveyor	905-1490	1125-1720
Electrical Superintendent P.W. Overseer Grade II Draftsman Grade II Water Works Inspector Town Planning Surveyor Electrical Overseer	865-1450	975-1660
Driver Grade I	865-1450	975-1660

* Non-graduates directly recruited except those recruited under Special Recruitment scheme will be given the scale of Rs. 1640-2900.

(1)	(2)	(3)
* Driver Grade II Tractor Driver	805-1190	825-1250
Night Soil Treatment Plant Operator Furnace Operator Water Works Operator	865-1450	975-1660
Lorry Overseer Tracer-cum-Blue Printer Meter Mechanic Grade-I Chief Mechanic Revenue Surveyor Light Superintendent Works Superintendent Meter Reader	825-1290	950-1500
Electrician Plumber Road Roller Driver Switch Board Attender Driver (Mini Mixer) Mechanic Motor Mechanic	805-1190	825-1250
Meter Mechanic Grade II Lighting-Superintendent Pipe Line Fitter Fitter Workshop Welder Blacksmith Sewage Plant Operator Fitter	775-1160	800-1200
Operator Mechanic Turn Cock Lascar Mixer Operator Motor Mechanic Road Roller Cleaner Lineman Fitter	775-1160	800-1200
Foreman Lineman Chainman Welder Fitter	750-1025	775-1065
Health: Health Officer Grade I Health Officer Grade II T. B. Specialist	2470-3675 1830-3425 1830-3425	3000-5000 2500-4000 2500-4000
Health Officer Grade III Assistant Health Officer (Corporation) Medical Officer Veterinary Surgeon † Medical Officer Ayurveda † Homoco Medical Officer	1450-2825	2060-3200

* The existing ratio of 2:1 between Lower and Higher grade Drivers will continue.

† The revised scale is admissible only to directly recruited graduate Medical Officers. Other be given the scale of pay of Rs. 1640-2900. MBBS and BDS graduates will start at Rs.

	(1)	(2)	(3)
Health Supervisor		1370-2640	2000-3200
Health Inspector Grade I		1220-2150	1520-2660
Assistant Entomologist		1220-2150	1520-2660
Health Inspector Grade II		1050-1830	1400-2300
Junior Health Inspector Grade I		1000-1710	1350-2200
Junior Health Inspector Grade II		845-1370	975-1540
Staff Nurse		1000-1710	1350-2200
Public Health Nurse		905-1490	1125-1720
Junior Public Health Nurse Grade II		845-1370	975-1540
Radiographer		905-1490	1125-1720
Nurse		905-1490	1125-1720
Laboratory Technician		905-1490	1125-1720
Pharmacist Grade I		1000-1710	1350-2200
Pharmacist Grade II		905-1490	1125-1720
Pharmacist (Ayurveda) Compounder	}	825-1290	950-1500
Sanitary Maistry Lady Assistant Nursing Orderly Lascar Cleaner Laboratory Assistant Mazdoor Mesquito Control Maistries & Workers	}	775-1160	800-1200
Female Attendant Drainage Maistry Attendant Laboratory Attender	}	750-1025	775-1065
<i>Miscellaneous</i>			
Librarian Grade I		1590-3050	2200-3500
Librarian Grade II		1330-2555	1640-2900
Librarian Grade III		1000-1710	1350-2200
Librarian Grade IV		905-1490	1125-1720
Assistant Curator		1000-1710	1350-2200
Sergeant		950-1590	1200-2040
Nursery School Teacher		845-1370	975-1540
Librarian		825-1290	950-1500
Park Superintendent		825-1290	950-1500
Garden Superintendent		825-1290	950-1500
Gardener		775-1160	800-1200
Library Attender		775-1160	800-1200
Cook Room Boy Library Servant Ayah Teacher	}	750-1025	775-1065
		Rs. 250 (Consolidated)	Rs. 300 (Consolidated)

(1)	(2)	(3)
36. Panchayat Common Service		
<i>Panchayat Common Service</i>		
* Medical Officer	1450-2825	2060-3200
† Assistant Engineer	1450-2825	2060-3200
Overseer Grade I	1050-1830	1400-2300
Overseer Grade II	905-1490	1125-1720
Work Superintendent	825-1290	950-1500
Junior Superintendent	1220-2150	1520-2660
Head Clerk	1050-1830	1400-2300
U.D. Clerk	950-1590	1200-2040
L.D. Clerk	825-1290	950-1500
Full Time Librarian Gr. I	1050-1830	1400-2300
Full Time Librarian Gr. II	1000-1710	1350-2200
Full Time Librarian Gr. III	950-1590	1200-2040
Full Time Librarian Gr. IV	825-1290	950-1500
Nursery School Teacher	845-1370	975-1540
Junior Bill Collector	775-1160	800-1200
Ayah	775-1160	800-1200
Peon	750-1025	775-1065
Sanitary Inspector Higher Gr.	1000-1710	1350-2200
‡ Sanitary Inspector	950-1590	1200-2040
Pharmacist	905-1490	1125-1720
Nurse	905-1490	1125-1720
Midwife	845-1370	975-1540
Auxilliary Nurse-cum-Midwife	825-1290	950-1500
Tractor Driver		
Driver	805-1190	825-1250
Driver-cum-Peon	775-1160	800-1200
Nursing Assistant	750-1025	775-1065
Sanitary Maistry		

87. Medical Council, Nurses & Midwives Council and Dental Council

Registrar	1830-3425	2500-4000
Manager	1370-2640	2000-3200
Junior Superintendent	1220-2150	1520-2660
Upper Division Clerk	950-1590	1200-2040
Lower Division Clerk	825-1290	950-1500
Steno-Typist	1100-2070	1400-2600
Clerk-Typist	825-1290	950-1500
Attendant	750-1025	775-1065
Watcher	750-1025	775-1065

88. Kerala State Pharmacy Council

Manager	1220-2150	1520-2660
U.D. Typist	950-1590	1200-2040
L.D. Clerk	825-1290	950-1500
Record Attender	805-1190	825-1250
Peon	750-1025	775-1065

* MBBS/BDS holders will start at Rs. 2,180.

† Non-graduates directly recruited promotees except those recruited under Special Recruitment Scheme will be given the Scale of Rs. 1640-2900.

‡ The existing ratio 2:1 between Sanitary Inspector and Sanitary Inspector (Higher Grade) will continue

(1)	(2)	(3)
89. Regional Engineering College, Calicut		
Administrative Assistant	1590-3050	2200-3500
Resident Medical Officer/Lady Medical Officer	2070-3550	2650-4000
Health Inspector	1050-1830	1400-2300
Staff Nurse	1000-1710	1350-2200
Pharmacist	905-1490	1125-1720
Laboratory Technician Gr. II	865-1450	975-1660
Sanitary Lascar	775-1160	800-1200
Hostel Manager	1590-3050	2200-3500
Senior Steward	1220-2150	1520-2660
U. D. Steward	950-1590	1200-2040
L. D. Steward	825-1290	950-1500
Matron (L. H.)		
Manager-cum-Receptionist	1050-1830	1400-2300
Cook-cum-Butler	775-1160	800-1200
Bearer-cum-Room Boy	775-1160	800-1200
Librarian Grade II	1330-2555	1640-2900
Librarian Grade III	1220-2150	1520-2660
Librarian Grade IV	905-1490	1125-1720
Assistant Executive Engineer	1650-3175	2375-3500
Assistant Engineer	1450-2825	2060-3200*
Overseer Grade I	1050-1830	1400-2300
Workshop Superintendent	825-1290	950-1500
Pump Operator		
Filter House Operator		
Electrician-cum-Lineman	865-1450	975-1660
Workshop Foreman		
Supervisor	1450-2825	2060-3200*
Instructor	1370-2640	2000-3200
Senior Instrument Mechanic	1330-2555	1640-2900
Computer Technician	1050-1830	1400-2300
Laboratory Technician	1330-2555	1640-2900
Draftsman	1050-1830	1400-2300
Draftsman Grade II	1330-2555	1640-2990
Skilled Assistant Sr. Grade	1050-1830	1400-2300
Skilled Assistant Grade I	1000-1710	1350-2200
Skilled Assistant Grade II	865-1450	975-1660
Mason Grade I	1000-1710	1350-2250
Tracer	865-1450	975-1660
Lascar (Electrical)	775-1160	800-1200
Personnel Assistant to Principal		
Senior Store Keeper	1220-2150	1520-2660
Sergeant	950-1590	1200-2040
Computer Operator	1220-2150	1520-2660
System Analyst	1830-3425	2500-4000
System Programmer	1370-2640	2000-3200

(*) Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900.

ANNEXURE—III

Rules for Fixation of Pay

1. The revised scales of pay shall come into force from the 1st March 1992.
2. The initial pay of a Government servant in the revised scale shall be fixed in the following manner:
 - (a) the basic pay in the existing scale including the stagnation increment,
 - (b) personal pay, if any, not specifically ordered to be absorbed in future increase of pay,
 - (c) special pay drawn in lieu of higher time-scale of pay where the existing scale with special pay has been replaced by a scale of pay after merging the special pay,
 - (d) an amount representing 7 percent of basic pay in the existing scale of pay subject to a minimum of Rs. 75 (Rupees Seventy-five) and a maximum of Rs. 250 (Rupees two hundred and fifty) shall be added to the amount specified under Rule 2(a), (b) and (c) above.

Note:— In the case of employees who are in receipt of special pay in addition to pay in the existing scale and in whose case special pay continues with the revised scale of pay either at the same rate or at a different rate the pay in the revised scale shall be fixed excluding the special pay.

3. The pay shall be fixed in the revised scale at the stage next above the amount computed under rule 2 even if the same is a stage in the revised scale.
 - (i) If the amount computed under rule 2 is less than the minimum of revised scale, the pay shall be fixed at the minimum of that scale;
 - (ii) If the amount computed under rule 2 is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum, the difference being treated as 'personal pay' and it will not be absorbed in future increases in pay on account of granting increments (including stagnation increments).

Note:— Personal pay so treated will count for all purposes, viz., fixation of pay, calculation of leave salary, drawal of allowances and pension.

- (iii) In the fixation of pay, if the pay of employees drawing pay at more than five consecutive stages in an existing scale gets bunched, i.e., gets fixed in the revised scale at the same stage, the pay in the revised scale of such employees, who are drawing pay beyond the first five consecutive stages in the existing scale, shall be stepped up from the stage where such bunching occurs, by grant of increment/increments in the revised scale as below:

- (a) for employees drawing pay from the 6th stage upto the 10th stage in the existing scale—by one increment,
- (b) for employees drawing pay from the 11th stage up to the 15th stage in the existing scale, if there is bunching beyond 10th stage—by two increments; and
- (c) for employees drawing pay from 16th stage upto 20th stage in the existing scale, if there is bunching beyond the 15th stage—by three increments.

Note:— If by stepping up of the pay as above, the pay of an employee gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of an employee who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter may also be stepped up only to the extent by which it falls short of that of the former.

Refer the table in Appendix II

4. The pay of an employee appointed or promoted to the post on or after 1st March, 1992 shall be fixed in the following manner:
 - (a) If he was holding a post on the 1st March, 1992 and was promoted or appointed to another post subsequently his pay in the old post shall be fixed as on 1st March, 1992 or thereafter as per option of employees concerned under rules 2-3 of these rules in the revised pay scale and then his pay in the post which he held on or after 1st March, 1992 fixed in the appropriate revised scales in accordance with the relevant Service Rules governing the fixation of pay viz. Rule 28A/37A Part I, KSR as the case may be.
 - (b) If he was appointed to the service in the Government for the first time on or after 1st March, 1992 and before the date of Pay Revision Order, he will be deemed to have been appointed in the revised scale.

5. If a Government servant was under reduction of pay or stoppage of increment as a punishment on the 1st March 1992, his pay shall be fixed in the revised scale on the basis of present emoluments he drew on the 1st March 1992 and he shall continue to draw the pay so fixed in the revised scale till the expiry of the period of punishment. His pay in the revised scale shall be refixed immediately following the date of expiry of the period if punishment with reference to the emoluments which he would have drawn on the 1st March 1992 taking into consideration whether the punishment awarded is with or without cumulative effect.

6. Date of Increment

(i) The next increment of an employee in the revised scale shall be granted on the date he would have drawn increment had he continued in the existing scale.

(ii) If an employee draws his next increment in the revised scale under sub rule (i) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a later date, then the pay of such senior shall be refixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay.

Note:—In case where the pay of an employee is stepped up in terms of clause (ii) above and Rule 7 below the next increment shall be granted after completing the requisite qualifying service for the next increment.

7. In case where a senior employee promoted to a higher post before 1st March, 1992 draws less pay in the revised scale than his junior who is promoted to the higher post on or after 1st March 1992, the pay of the senior employee will be stepped up to that of the Junior with effect from the date on which the junior draws more pay, provided that;

(i) the Senior and the Junior employees should belong to the same category and should have been promoted to the same category of post;

(ii) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical and

(iii) the anomaly should have arisen directly as a result of the introduction of the revised scale of pay.

Note:—If in the lower post, the junior employee was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him, the seniors to such junior have no claim over the pay of the junior.

8. Exercise of Option

(a) A government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next increment or until he vacates his post or ceases to draw pay in that scale or until such date as the employee considers necessary.

Provided that the option to retain the existing scale under the proviso to this rule shall be admissible only in respect of one existing scale. In cases of subsequent reversions only, the employees will be allowed to exercise option in r/o the lower post also. Such option will be exercised within a period of 3 months from the date of order of reversion.

The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of March 1992, whether for the first time in Government service, or by transfer or promotion from another post and he shall be allowed pay in the new post, only in the revised scale.

(b) The option shall be exercised in writing in the form appended (APPENDIX I) so as to reach the Head of Office or the Accountant General as the case may be, within six months of the date of this Pay Revision Order and or where an existing scale has been revised by any amendment made to these orders, within three months of the date of order of such amendment.

Provided that—

(i) in the case of a Government servant who is, on date of such order, out of India on leave or deputation or foreign service, the said option shall be exercised in writing within three months of the date of his taking charge of his post; and

(ii) where a Government servant is under suspension on the 1st day of March 1992, the option exercised within three months of the date of his return to his duty if that date is later than the date in this sub-rule.

(c) If the intimation regarding option is not received within the time mentioned above, the Government servant shall be deemed to have elected to be governed by the revised scale of pay with effect from the 1st March 1992.

(d) The option once exercised shall be final.

Note:—1. Persons whose services were terminated on or after the 1st March 1992 and who could not exercise the option within the prescribed time-limit on account of death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, are entitled to the benefits of this rule.

Note:—2. Persons who died on or after the 1st day of March 1992 and could not exercise the option within the prescribed time-limit, be deemed to have opted for the revised scales from the 1st day of March 1992 or such later date as is most beneficial as desired by the Head of Office/Accountant General or the dependent.

9. A model Ready Reckoner for fixation of pay on the basis of rules 2 and 3 above is given in Appendix II.

APPENDIX I

FORM OF EXERCISING OPTION UNDER RULE 8 OF RULES FOR
FIXATION OF PAY

I.....

holding the post of.....

on Rs.....do hereby elect:

*to come under the revised scale of pay with effect from 1st March 1992/

*to retain the existing scale of pay for the period upto.....and
come under the revised scale with effect from.....

Place:

Signature

Date:

Name and Designation

*Strike out which ever is not applicable.

APPENDIX II

READY RECKONER FOR FIXATION OF PAY

(Vide Annexure III)

Table No. 1

Existing scale: 750-10-760-15-805-20-925-25-1025

Revised scale: 775-12-955-14-1025-20-1065

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit. Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
750	75	825	835	..	835
760	75	835	847	..	847
775	75	850	859	..	859
790	75	865	871	..	871
805	75	880	883	..	883
825	75	900	907	..	907
845	75	920	931	..	931
865	75	940	943	..	943
885	75	960	969	..	969
905	75	980	983	..	983
925	75	1000	1011	..	1011
950	75	1025	1045	..	1045
975	75	1050	1065	..	1065
1000	75	1075	1085	..	1065+20 p.p.
1025	75	1100	1105	..	1065+40 p.p.

Table No. 2

Existing scale: 775-15-805-20-925-25-1100-30-1160

Revised scale: 800-15-1010-20-1150-25-1200

(1)	(2)	(3)	(4)	(5)	(6)
775	75	850	860	..	860
790	75	865	875	..	875
805	75	880	890	..	890
825	75	900	905	..	905
845	75	920	935	..	935
865	75	940	950	..	950
885	75	960	965	..	965
905	75	980	995	..	995
925	75	1000	1010	..	1010
950	75	1025	1030	..	1030
975	75	1050	1070	..	1070
1000	75	1075	1090	..	1090
1025	75	1100	1110	..	1110
1050	75	1125	1130	..	1130
1075	75	1150	1175	..	1175
1100	77	1177	1200	..	1200
1130	79	1209	1200+9 p.p.	..	1200+9 p.p.
1160	81	1241	1200+41 p.p.	..	1200+41 p.p.

* Subject to a minimum of Rs. 75 and maximum of Rs. 250
p.p: Personal Pay

READY RECKONER FOR FIXATION OF PAY

Table No. 3

Existing scale: 805-20-925-25-1100-30-1190

Revised scale: 825-15-900-20-1200-25-1250

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
805	75	880	885	..	885
825	75	900	920	..	920
845	75	920	940	..	940
865	75	940	960	..	960
885	75	960	980	..	980
905	75	980	1000	..	1000
925	75	1000	1020	..	1020
950	75	1025	1040	..	1040
975	75	1050	1060	..	1060
1000	75	1075	1080	..	1080
1025	75	1100	1120	..	1120
1050	75	1125	1140	..	1140
1075	75	1150	1160	..	1160
1100	77	1177	1180	..	1180
1130	79	1209	1225	..	1225
1160	81	1241	1250	..	1250
1190	83	1273	1250+23 p.p.	..	1250+23 p.p.

Table No. 4

Existing scale: 805-20-925-25-1100-30-1190

Revised scale: 950-20-1150-25-1500

(1)	(2)	(3)	(4)	(5)	(6)
805	75	880	950	..	950
825	75	900	950	..	950
845	75	920	950	..	950
865	75	940	950	..	950
885	75	960	970	..	970
905	75	980	990	..	990
925	75	1000	1010	..	1010
950	75	1025	1030	..	1030
975	75	1050	1070	..	1070
1000	75	1075	1090	..	1090
1025	75	1100	1110	..	1110
1050	75	1125	1130	..	1130
1075	75	1150	1175	..	1175
1100	77	1177	1200	..	1200
1130	79	1209	1225	..	1225
1160	81	1241	1250	..	1250
1190	83	1273	1275	..	1275

*Subject to a minimum of Rs. 75 and maximum of Rs. 250
p.p: Personal Pay

READY RECKONER FOR FIXATION OF PAY

Table No. 5

Existing scale: 825-20-925-25-1100-30-1250-40-1290
 Revised scale: 950-20-1150-25-1500

Pay in the existing scale Rs.	*Fitment benefit—7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
825	75	900	950	..	950
845	75	920	950	..	950
865	75	940	950	..	950
885	75	960	970	..	970
905	75	980	990	..	990
925	75	1000	1010	..	1010
950	75	1025	1030	..	1030
975	75	1050	1070	..	1070
1000	75	1075	1090	..	1090
1025	75	1100	1110	..	1110
1050	75	1125	1130	..	1130
1075	75	1150	1175	..	1175
1100	77	1177	1200	..	1200
1130	79	1209	1225	..	1225
1160	81	1241	1250	..	1250
1190	83	1273	1275	..	1275
1220	85	1305	1325	..	1325
1250	88	1338	1350	..	1350
1290	90	1380	1400	..	1400

Table No. 6

Existing scale: 845-20-925-25-1100-30-1250-40-1370
 Revised scale: 975-25-1150-30-1540

(1)	(2)	(3)	(4)	(5)	(6)
845	75	920	975	..	975
865	75	940	975	..	975
885	75	960	975	..	975
905	75	980	1000	..	1000
925	75	1000	1025	..	1025
950	75	1025	1050	..	1050
975	75	1050	1075	..	1075
1000	75	1075	1100	..	1100
1025	75	1100	1125	..	1125
1050	75	1125	1150	..	1150
1075	75	1150	1180	..	1180
1100	77	1177	1180	..	1180
1130	79	1209	1210	..	1210
1160	81	1241	1270	..	1270
1190	83	1273	1300	..	1300
1220	85	1305	1330	..	1330
1250	88	1338	1360	..	1360
1290	90	1380	1390	..	1390
1330	93	1423	1450	..	1450
1370	96	1466	1480	..	1480

*Subject to a minimum of Rs. 75 and maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 7

Existing scale: 845-20-925-25-1100-30-1250-40-1370
 Revised scale: 1200-30-1560-40-2040

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
845	75	920	1200	..	1200
865	75	940	1200	..	1200
885	75	960	1200	..	1200
905	75	980	1200	..	1200
925	75	1000	1200	..	1200
950	75	1025	1200	30	1230
975	75	1050	1200	30	1230
1000	75	1075	1200	30	1230
1025	75	1100	1200	30	1230
1050	75	1125	1200	30	1230
1075	75	1150	1200	60	1260
1100	77	1177	1200	60	1260
1130	79	1209	1230	..	1260**
1160	81	1241	1260	..	1260
1190	83	1273	1290	..	1290
1220	85	1305	1320	..	1320
1250	88	1338	1350	..	1350
1290	90	1380	1410	..	1410
1330	93	1423	1440	..	1440
1370	96	1466	1470	..	1470

Table No. 8

Existing scale: 865-20-925-25-1100-30-1250-40-1450
 Revised scale: 975-25-1150-30-1660

(1)	(2)	(3)	(4)	(5)	(6)
865	75	940	975	..	975
885	75	960	975	..	975
905	75	980	1000	..	1000
925	75	1000	1025	..	1025
950	75	1025	1050	..	1050
975	75	1050	1075	..	1075
1000	75	1075	1100	..	1100
1025	75	1100	1125	..	1125
1050	75	1125	1150	..	1150
1075	75	1150	1180	..	1180
1100	77	1177	1180	..	1180
1130	79	1209	1210	..	1210
1160	81	1241	1270	..	1270
1190	83	1273	1300	..	1300
1220	85	1305	1330	..	1330
1250	88	1338	1360	..	1360
1290	90	1380	1390	..	1390
1330	93	1423	1450	..	1450
1370	96	1466	1480	..	1480
1410	99	1509	1510	..	1510
1450	102	1552	1570	..	1570

*Subject to a minimum of Rs. 75 and maximum of Rs. 250.

**See the note under para 3 (iv) of Annexure III.

READY RECKONER FOR FIXATION OF PAY

Table No. 9

Existing scale : 865-20-925-25-1100-30-1250-40-1450

Revised scale : 1125-25-1150-30-1720

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
865	75	940	1125	..	1125
885	75	960	1125	..	1125
905	75	980	1125	..	1125
925	75	1000	1125	..	1125
950	75	1025	1125	..	1125
975	75	1050	1125	25	1150
1000	75	1075	1125	25	1150
1025	75	1100	1125	25	1150
1050	75	1125	1150	..	1150
1075	75	1150	1180	..	1180
1100	77	1177	1180	..	1180
1130	79	1209	1210	..	1210
1160	81	1241	1270	..	1270
1190	83	1273	1300	..	1300
1220	85	1305	1330	..	1330
1250	88	1338	1360	..	1360
1290	90	1380	1390	..	1390
1330	93	1423	1450	..	1450
1370	96	1466	1480	..	1480
1410	99	1509	1510	..	1510
1450	102	1552	1570	..	1570

Table No.-10-

Existing scale : 865-20-925-25-1100-30-1250-40-1450

Revised scale : 1200-30-1560-40-2040

(1)	(2)	(3)	(4)	(5)	(6)
865	75	940	1200	..	1200
885	75	960	1200	..	1200
905	75	980	1200	..	1200
925	75	1000	1200	..	1200
950	75	1025	1200	..	1200
975	75	1050	1200	30	1230
1000	75	1075	1200	30	1230
1025	75	1100	1200	30	1230
1050	75	1125	1200	30	1230
1075	75	1150	1200	30	1230
1100	77	1177	1200	60	1260
1130	79	1209	1230	..	1260**
1160	81	1241	1260	..	1260
1190	83	1273	1290	..	1290
1220	85	1305	1320	..	1320
1250	88	1338	1350	..	1350
1290	90	1380	1410	..	1410
1330	93	1423	1440	..	1440
1370	96	1466	1470	..	1470
1410	99	1509	1530	..	1530
1450	102	1552	1560	..	1560

*Subject to a minimum of Rs. 75 and maximum of Rs. 250

**See the note under Para 3 (iv) of Annexure III

READY RECKONER FOR FIXATION OF PAY

Table No. 11

Existing scale: 905-20-925-25-1100-30-1250-40-1490

Revised scale: 1125-25-1150-30-1720

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
905	75	980	1125	..	1125
925	75	1000	1125	..	1125
950	75	1025	1125	..	1125
975	75	1050	1125	..	1125
1000	75	1075	1125	..	1125
1025	75	1100	1125	25	1150
1050	75	1125	1150	..	1150
1075	75	1150	1180	..	1180
1100	77	1177	1180	..	1180
1130	79	1209	1210	..	1210
1160	81	1241	1270	..	1270
1190	83	1273	1300	..	1300
1220	85	1305	1330	..	1330
1250	88	1338	1360	..	1360
1290	90	1380	1390	..	1390
1330	93	1423	1450	..	1450
1370	96	1466	1480	..	1480
1410	99	1509	1510	..	1510
1450	102	1552	1570	..	1570
1490	104	1594	1600	..	1600

Table No. 12

Existing scale: 905-20-925-25-1100-30-1250-40-1490

Revised scale: 1200-30-1560-40-2040

(1)	(2)	(3)	(4)	(5)	(6)
905	75	980	1200	..	1200
925	75	1000	1200	..	1200
950	75	1025	1200	..	1200
975	75	1050	1200	..	1200
1000	75	1075	1200	..	1200
1025	75	1100	1200	30	1230
1050	75	1125	1200	30	1230
1075	75	1150	1200	30	1230
1100	77	1177	1200	30	1230
1130	79	1209	1230	..	1230
1160	81	1241	1260	..	1260
1190	83	1273	1290	..	1290
1220	85	1305	1320	..	1320
1250	88	1338	1350	..	1350
1290	90	1380	1410	..	1410
1330	93	1423	1440	..	1440
1370	96	1466	1470	..	1470
1410	99	1509	1530	..	1530
1450	102	1552	1560	..	1560
1490	104	1594	1600	..	1600

*Subject to a minimum of Rs. 75 and maximum of Rs. 250

READY RECKONER FOR FIXATION OF PAY

Table No. 13

Existing scale: 950-25-1100-30-1250-40-1530-60-1590
 Revised scale: 1200-30-1560-40-2040

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
950	75	1025	1200	..	1200
975	75	1050	1200	..	1200
1000	75	1075	1200	..	1200
1025	75	1100	1200	..	1200
1050	75	1125	1200	..	1230
1075	75	1150	1200	30	1230
1100	77	1177	1200	30	1230
1130	79	1209	1230	..	1260
1160	81	1241	1260	..	1290
1190	83	1273	1290	..	1320
1220	85	1305	1320	..	1350
1250	88	1338	1350	..	1410
1290	90	1380	1410	..	1440
1330	93	1423	1440	..	1470
1370	96	1466	1470	..	1530
1410	99	1509	1530	..	1560
1450	102	1552	1560	..	1600
1490	104	1594	1600	..	1640
1530	107	1637	1640	..	1720
1590	111	1701	1720	..	1720

Table No. 14

Existing scale: 1000-25-1100-30-1250-40-1530-60-1710
 Revised scale: 1350-30-1440-40-1800-50-2200

(1)	(2)	(3)	(4)	(5)	(6)
1000	75	1075*	1350	..	1350
1025	75	1100	1350	..	1350
1050	75	1125	1350	..	1350
1075	75	1150	1350	..	1350
1100	77	1177	1350	..	1350
1130	79	1209	1350	30	1380
1160	81	1241	1350	30	1380
1190	83	1273	1350	30	1380
1220	85	1305	1350	30	1380
1250	88	1338	1410	..	1410
1290	90	1380	1440	..	1440
1330	93	1423	1440	..	1480
1370	96	1466	1480	..	1520
1410	99	1509	1520	..	1560
1450	102	1552	1560	..	1600
1490	104	1594	1600	..	1640
1530	107	1637	1640	..	1720
1590	111	1701	1720	..	1800
1650	116	1766	1800	..	1800
1710	120	1830	1850	..	1850

*Subject to a minimum of Rs. 75 and maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 15

Existing scale: 1000-25-1100-30-1250-40-1530-60-1710

Revised scale: 1400-40-1800-50-2300

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1000	75	1075	1400	..	1400
1025	75	1100	1400	..	1400
1050	75	1125	1400	..	1400
1075	75	1150	1400	..	1400
1100	77	1177	1400	..	1400
1130	79	1209	1400	40	1440
1160	81	1241	1400	40	1440
1190	83	1273	1400	40	1440
1220	85	1305	1400	40	1440
1250	88	1338	1400	40	1440
1290	90	1380	1400	80	1480
1330	93	1423	1440	80	1480
1370	96	1466	1480	..	1480
1410	99	1509	1520	..	1520
1450	102	1552	1560	..	1560
1490	104	1594	1600	..	1600
1530	107	1637	1640	..	1640
1590	111	1701	1720	..	1720
1650	116	1766	1800	..	1800
1710	120	1830	1850	..	1850

Table No. 16

Existing scale: 1000-25-1100-30-1250-40-1530-60-1710

Revised scale: 1400-40-1600-50-2300-60-2600

(1)	(2)	(3)	(4)	(5)	(6)
1000	75	1075	1400	..	1400
1025	75	1100	1400	..	1400
1050	75	1125	1400	..	1400
1075	75	1150	1400	..	1400
1100	77	1177	1400	..	1400
1130	79	1209	1400	40	1440
1160	81	1241	1400	40	1440
1190	83	1273	1400	40	1440
1220	85	1305	1400	40	1440
1250	88	1338	1400	40	1440
1290	90	1380	1400	80	1480
1330	93	1423	1440	..	1480†
1370	96	1466	1480	..	1480
1410	99	1509	1520	..	1520
1450	102	1552	1560	..	1560
1490	104	1594	1600	..	1600
1530	107	1637	1650	..	1650
1590	111	1701	1750	..	1750
1650	116	1766	1800	..	1800
1710	120	1830	1850	..	1850

*Subject to a minimum of Rs. 75 and maximum of Rs. 250.

†See the note under Para 3 (iv) of Annexure III.

READY RECKONER FOR FIXATION OF PAY

Table No. 17

Existing scale: 1050-25-1100-30-1250-40-1530-60-1830

Revised scale: 1400-40-1800-50-2300

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1050	75	1125	1400	..	1400
1075	75	1150	1400	..	1400
1100	77	1177	1400	..	1400
1130	79	1209	1400	..	1400
1160	81	1241	1400	..	1440
1190	83	1273	1400	40	1440
1220	85	1305	1400	40	1440
1250	88	1338	1400	40	1440
1290	90	1380	1440	..	1440
1330	93	1423	1480	..	1480
1370	96	1466	1520	..	1520
1410	99	1509	1560	..	1560
1450	102	1552	1600	..	1600
1490	104	1594	1640	..	1640
1530	107	1637	1720	..	1720
1590	111	1701	1800	..	1800
1650	116	1766	1850	..	1850
1710	120	1830	1900	..	1900
1770	124	1894	2000	..	2000
1830	128	1958			

Table No. 18

Existing scale: 1050-25-1100-30-1250-40-1530-60-1830

Revised scale: 1520-40-1800-50-2300-60-2660

(1)	(2)	(3)	(4)	(5)	(6)
1050	75	1125	1520	..	1520
1075	75	1150	1520	..	1520
1100	77	1177	1520	..	1520
1130	79	1209	1520	..	1520
1160	81	1241	1520	..	1520
1190	83	1273	1520	40	1560
1220	85	1305	1520	40	1560
1250	88	1338	1520	40	1560
1290	90	1380	1520	40	1560
1330	93	1423	1520	80	1600
1370	96	1466	1520	80	1600
1410	99	1509	1560	..	1600
1450	102	1552	1600	..	1600
1490	104	1594	1640	..	1640
1530	107	1637	1720	..	1720
1590	111	1701	1800	..	1800
1650	116	1766	1850	..	1850
1710	120	1830	1900	..	1900
1770	124	1894	2000	..	2000
1830	128	1958			

*Subject to a minimum of Rs. 75 and maximum of Rs. 250

†See the Note under para 3 (iv) of Annexure III.

READY RECKONER FOR FIXATION OF PAY

Table No. 19

Existing scale: 1100-30-1250-40-1530-60-1830-80-2070

Revised scale: 1400-40-1600-50-2300-60-2600

Pay in the existing scale Rs.	* Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1100	77	1177	1400	..	1400
1130	79	1209	1400	..	1400
1160	81	1241	1400	..	1400
1190	83	1273	1400	..	1400
1220	85	1305	1400	..	1400
1250	88	1338	1400	..	1400
1290	90	1380	1400	40	1440
1330	93	1423	1440	40	1440
1370	96	1466	1440	..	1440
1410	99	1509	1480	..	1480
1450	102	1552	1520	..	1520
1490	104	1594	1560	..	1560
1530	107	1637	1600	..	1600
1590	111	1701	1650	..	1650
1650	116	1766	1750	..	1750
1710	120	1830	1800	..	1800
1770	124	1894	1850	..	1850
1830	128	1958	1900	..	1900
1910	134	2044	2000	..	2000
1990	139	2129	2050	..	2050
2070	145	2215	2150	..	2150
			2250	..	2250

Table No. 20

Existing scale: 1220-30-1250-40-1530-60-1830-80-2150

Revised scale: 1520-40-1800-50-2300-60-2660

(1)	(2)	(3)	(4)	(5)	(6)
1220	85	1305	1520	..	1520
1250	88	1338	1520	..	1520
1290	90	1380	1520	..	1520
1330	93	1423	1520	..	1520
1370	96	1466	1520	..	1520
1410	99	1509	1520	..	1520
1450	102	1552	1520	40	1560
1490	104	1594	1560	..	1560
1530	107	1637	1600	..	1600
1590	111	1701	1640	..	1640
1650	116	1766	1720	..	1720
1710	120	1830	1800	..	1800
1770	124	1894	1850	..	1850
1830	128	1958	1900	..	1900
1910	134	2044	2000	..	2000
1990	139	2044	2050	..	2050
2070	145	2129	2150	..	2150
2150	151	2215	2250	..	2250
		2301	2360	..	2360

* Subject to a minimum of Rs. 75 and maximum of Rs. 250:

READY RECKONER FOR FIXATION OF PAY

Table No. 21

Existing scale: 1220-30-1250-40-1530-60-1830-80-2150
 Revised scale: 1640-60-2600-75-2900.

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1220	85	1305	1640	..	1640
1250	88	1338	1640	..	1640
1290	90	1380	1640	..	1640
1330	93	1423	1640	..	1640
1370	96	1466	1640	60	1700
1410	99	1509	1640	60	1700
1450	102	1552	1640	60	1700
1490	104	1594	1640	60	1760
1530	107	1637	1760	..	1820
1590	111	1701	1820	..	1880
1650	116	1766	1880	..	1940
1710	120	1830	1940	..	2000
1770	124	1894	2000	..	2060
1830	128	1958	2060	..	2180
1910	134	2044	2180	..	2240
1990	139	2129	2240	..	2360
2070	145	2215	2360	..	..
2150	151	2301	..	..	..

Table No. 22

Existing scale: 1250-40-1530-60-1830-80-2230
 Revised scale: 1600-50-2300-60-2550

(1)	(2)	(3)	(4)	(5)	(6)
1250	88	1338	1600	..	1600
1290	90	1380	1600	..	1600
1330	93	1423	1600	..	1600
1370	96	1466	1600	..	1600
1410	99	1509	1600	50	1650
1450	102	1552	1600	50	1650
1490	104	1594	1650	..	1750
1530	107	1637	1750	..	1800
1590	111	1701	1800	..	1850
1650	116	1766	1850	..	1900
1710	120	1830	1900	..	2000
1770	124	1894	2000	..	2050
1830	128	1958	2050	..	2150
1910	134	2044	2150	..	2250
1990	139	2129	2250	..	2360
2070	145	2215	2360	..	2420
2150	151	2301	2420	..	..
2230	156	2386	..	..	..

*Subject to a minimum of Rs. 75 and maximum of Rs. 250

READY RECKONER FOR FIXATION OF PAY.

Table No. 23

Existing scale: 1250-40-1530-60-1830-80-2230

Revised scale: 1640-60-2600-75-2900

Pay in the existing scale Rs.	*Fitment benefit- 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1250	88	1338	1640	..	1640
1290	90	1380	1640	..	1640
1330	93	1423	1640	..	1640
1370	96	1466	1640	..	1640
1410	99	1509	1640	..	1640
1450	102	1552	1640	..	1640
1490	104	1594	1640	60	1700
1530	107	1637	1640	60	1700
1590	111	1701	1760	60	1700
1650	116	1766	1820	..	1760
1710	120	1830	1880	..	1820
1770	124	1894	1940	..	1880
1830	128	1958	2000	..	1940
1910	134	2044	2060	..	2000
1990	139	2129	2180	..	2060
2070	145	2215	2240	..	2180
2150	151	2301	2360	..	2240
2230	156	2386	2420	..	2360
				..	2420

Table No. 24

Existing scale: 1250-40-1530-60-1830-80-2230

Revised scale: 2000-60-2300-75-3200

(1)	(2)	(3)	(4)	(5)	(6)
1250	88	1338	2000	..	2000
1290	90	1380	2000	..	2000
1330	93	1423	2000	..	2000
1370	96	1466	2000	..	2000
1410	99	1509	2000	..	2000
1450	102	1552	2000	..	2000
1490	104	1594	2000	60	2060
1530	107	1637	2000	60	2060
1590	111	1701	2000	60	2060
1650	116	1766	2000	60	2060
1710	124	1894	2000	60	2060
1830	128	1958	2000	120	2120
1910	134	2044	2000	120	2120
1990	139	2129	2060	..	2120†
2070	145	2215	2180	..	2180
2150	151	2301	2240	..	2240
2230	156	2386	2375	..	2375
			2450	..	2450

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

†See the Note under para 3 (iv) of Annexure III.

READY RECKONER FOR FIXATION OF PAY

Table No. 25

Existing scale: 1330-40-1530-60-1830-80-2470-85-2555

Revised scale: 1640-60-2600-75-2900

Pay in the existing scale Rs.	*Fitment benefit- 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1330	93	1423	1640	..	1640
1370	96	1466	1640	..	1640
1410	99	1509	1640	..	1640
1450	102	1552	1640	..	1640
1490	104	1594	1640	..	1640
1530	107	1637	1640	60	1700
1590	111	1701	1760	..	1760
1650	116	1766	1820	..	1820
1710	120	1830	1880	..	1880
1770	124	1894	1940	..	1940
1830	128	1958	2000	..	2000
1910	134	2044	2060	..	2060
1990	139	2129	2180	..	2180
2070	145	2215	2240	..	2240
2150	151	2301	2360	..	2360
2230	156	2386	2420	..	2420
2310	162	2472	2480	..	2480
2390	167	2557	2600	..	2600
2470	173	2643	2675	..	2675
2555	179	2734	2750	..	2750

Table No. 26

Existing scale: 1330-40-1530-60-1830-80-2470-85-2555

Revised scale: 2000-60-2300-75-3200-100-3500

(1)	(2)	(3)	(4)	(5)	(6)
1330	93	1423	2000	..	2000
1370	96	1466	2000	..	2000
1410	99	1509	2000	..	2000
1450	102	1552	2000	..	2000
1490	104	1594	2000	..	2000
1530	107	1637	2000	60	2060
1590	111	1701	2000	60	2060
1650	116	1766	2000	60	2060
1710	120	1830	2000	60	2060
1770	124	1894	2000	60	2060
1830	128	1958	2000	20	2120
1910	134	2044	2060	..	2120**
1990	139	2129	2180	..	2180
2070	145	2215	2240	..	2240
2150	151	2301	2375	..	2375
2230	156	2386	2450	..	2450
2310	162	2472	2525	..	2525
2390	167	2557	2600	..	2600
2470	173	2643	2675	..	2675
2555	179	2734	2750	..	2750

* Subject to a minimum of Rs. 75 and maximum of Rs. 250.

** See the Note under para 3 (iv) of Annexure III

READY RECKONER FOR FIXATION OF PAY

Table No. 27

Existing scale: 1370-40-1530-60-1830-80-2470-85-2640

Revised scale: 2000-60-2300-75-3200

Pay in the existing scale Rs.	*Fitment benefit 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1370	96	1466	2000	--	2000
1410	99	1509	2000	--	2000
1450	102	1552	2000	--	2000
1490	104	1594	2000	..	2000
1530	107	1637	2000	..	2000
1590	111	1701	2000	60	2060
1650	116	1766	2000	60	2060
1710	120	1830	2000	60	2060
1770	124	1894	2000	60	2060
1830	128	1958	2000	60	2060
1910	134	2044	2060	..	2060
1990	139	2129	2180	..	2180
2070	145	2215	2240	..	2240
2150	151	2301	2375	..	2375
2230	156	2386	2450	..	2450
2310	162	2472	2525	..	2525
2390	167	2557	2600	..	2600
2470	173	2643	2675	..	2675
2555	179	2734	2750	..	2750
2640	185	2825	2900	..	2900

Table No. 28

Existing scale: 1370-40-1530-60-1830-80-2470-85-2640

Revised scale: 2000-60-2300-75-3200-100-3500

(1)	(2)	(3)	(4)	(5)	(6)
1370	96	1466	2000	..	2000
1410	99	1509	2000	..	2000
1450	102	1552	2000	..	2000
1490	104	1594	2000	..	2000
1530	107	1637	2000	..	2000
1590	111	1701	2000	60	2060
1650	116	1766	2000	60	2060
1710	120	1830	2000	60	2060
1770	124	1894	2000	60	2060
1830	128	1958	2000	60	2060
1910	134	2044	2060	..	2060
1990	139	2129	2180	..	2180
2070	145	2215	2240	..	2240
2150	151	2301	2375	..	2375
2230	156	2386	2450	..	2450
2310	162	2472	2525	..	2525
2390	167	2557	2600	..	2600
2470	173	2643	2675	..	2675
2555	179	2734	2750	..	2750
2640	185	2825	2900	..	2900

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 29

Existing scale: 1450-40-1530-60-1830-80-2470-85-2725-100-2825		Revised scale: 2000-60-2300-75-3200-100-3500			
Pay in the existing scale Rs.	*Fitment benefit 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1450	102	1552	2000	..	2000
1490	104	1594	2000	..	2000
1530	107	1637	2000	..	2000
1590	111	1701	2000	..	2000
1650	116	1766	2000	60	2060
1710	120	1830	2000	60	2060
1770	124	1894	2000	60	2060
1830	128	1958	2060	..	2060
1910	134	2044	2180	..	2180
1990	139	2129	2240	..	2240
2070	145	2215	2375	..	2375
2150	151	2301	2450	..	2450
2230	156	2386	2525	..	2525
2310	162	2472	2600	..	2600
2390	167	2557	2675	..	2675
2470	173	2643	2750	..	2750
2555	179	2734	2900	..	2900
2640	185	2825	2975	..	2975
2725	191	2916	3050	..	3050
2825	198	3023			

Table No. 30

Existing scale: 1450-40-1530-60-1830-80-2470-85-2725-100-2825
 Revised scale: 2060-60-2300-75-3200

(1)	(2)	(3)	(4)	(5)	(6)
1450	102	1552	2060	..	2060
1490	104	1594	2060	..	2060
1530	107	1637	2060	..	2060
1590	111	1701	2060	..	2060
1650	116	1766	2060	60	2120
1710	120	1830	2060	60	2120
1770	124	1894	2060	60	2120
1830	128	1958	2060	60	2120
1910	134	2044	2180	..	2180
1990	139	2129	2240	..	2240
2070	145	2215	2375	..	2375
2150	151	2301	2450	..	2450
2230	156	2386	2525	..	2525
2310	162	2472	2600	..	2600
2390	167	2557	2675	..	2675
2470	173	2643	2750	..	2750
2555	179	2734	2900	..	2900
2640	185	2825	2975	..	2975
2725	191	2916	3050	..	3050
2825	198	3023			

* Subject to a minimum of Rs. 75 and maximum of Rs. 250.

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-READY RECKONER FOR FIXATION OF PAY

Table No. 31

Existing scale : 1590-60-1830-80-2470-85-2725-100-2925-125-3050

Revised scale : 2200-75-2800-100-3500

Pay in the existing scale Rs.	Fitment benefit 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1590	111	1701	2200	..	2200
1650	116	1766	2200	..	2200
1710	120	1830	2200	..	2200
1770	124	1894	2200	..	2200
1830	128	1958	2200	..	2200
1910	134	2044	2200	75	2275
1990	139	2129	2200	75	2275
2070	145	2215	2275	..	2275
2150	151	2301	2350	..	2350
2230	156	2386	2425	..	2425
2310	162	2472	2500	..	2500
2390	167	2557	2575	..	2575
2470	173	2643	2650	..	2650
2555	179	2734	2800	..	2800
2640	185	2825	2900	..	2900
2725	191	2916	3000	..	3000
2825	198	3023	3100	..	3100
2925	205	3130	3200	..	3200
3050	214	3264	3300	..	3300

Table No. 32

Existing scale : 1590-60-1830-80-2470-85-2725-100-2925-125-3050

Revised scale : 2200-75-2800-100-4000

(1)	(2)	(3)	(4)	(5)	(6)
1590	111	1701	2200	..	2200
1650	116	1766	2200	..	2200
1710	120	1830	2200	..	2200
1770	124	1894	2200	..	2200
1830	128	1958	2200	..	2200
1910	134	2044	2200	75	2275
1990	139	2129	2200	75	2275
2070	145	2215	2275	..	2275
2150	151	2301	2350	..	2350
2230	156	2386	2425	..	2425
2310	162	2472	2500	..	2500
2390	167	2557	2575	..	2575
2470	173	2643	2650	..	2650
2555	179	2734	2800	..	2800
2640	185	2825	2900	..	2900
2725	191	2916	3000	..	3000
2825	198	3023	3100	..	3100
2925	205	3130	3200	..	3200
3050	214	3264	3300	..	3300

Subject to a minimum of Rs. 75 and maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 33

Existing scale: 1650-60-1830-80-2470-85-2725-100-2925-125-3175

Revised scale: 2375-75-3200-100-3500

Existing scale	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.	Pay in the existing scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)	(1)
1650	116	1766	2375	..	2375	2070
1830	120	1830	2375	..	2375	2150
2470	124	1894	2375	..	2375	2230
2725	128	1958	2375	..	2375	2310
2925	134	2044	2375	..	2375	2390
3175	139	2129	2375	75	2450	2470
	145	2215	2375	75	2450	2555
	151	2301	2375	75	2450	2640
	156	2386	2450	..	2450	2725
	162	2472	2525	..	2525	2825
	167	2557	2600	..	2600	2925
	173	2643	2675	..	2675	3050
	179	2734	2750	..	2750	3175
	185	2825	2900	..	2900	3300
	191	2916	2975	..	2975	3425
	198	3023	3050	..	3050	3550
	205	3130	3200	..	3200	
	214	3264	3300	..	3300	
	222	3397	3400	..	3400	

Table No. 34

Existing scale: 1830-80-2470-85-2725-100-2925-125-3425

Revised scale: 2500-75-2800-100-4000

Existing scale						Existing scale
(1)	(2)	(3)	(4)	(5)	(6)	(1)
1830	128	1958	2500	..	2500	2470
2470	134	2044	2500	..	2500	2555
2725	139	2129	2500	..	2500	2640
2925	145	2215	2500	..	2500	2725
	151	2301	2500	..	2500	2825
	156	2386	2500	75	2575	2925
	162	2472	2500	75	2575	3050
	167	2557	2575	..	2575	3175
	173	2643	2650	..	2650	3300
	179	2734	2800	..	2800	3425
	185	2825	2900	..	2900	3550
	191	2916	3000	..	3000	3675
	198	3023	3100	..	3100	
	205	3130	3200	..	3200	
	214	3264	3300	..	3300	
	222	3397	3400	..	3400	
	231	3531	3600	..	3600	
	240	3665	3700	..	3700	

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 35

Existing scale: 2070-80-2470-85-2725-100-2925-125-3550

Revised scale: 2650-75-2800-100-4000

Pay in the existing scale Rs.	*Fitment benefit 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
2070	145	2215	2650	..	2650
2150	151	2301	2650	..	2650
2230	156	2386	2650	..	2650
2310	162	2472	2650	..	2650
2390	167	2557	2650	..	2650
2470	173	2643	2650	75	2725
2555	179	2734	2800	..	2800
2640	185	2825	2900	..	2900
2725	191	2916	3000	..	3000
2825	198	3023	3100	..	3100
2925	205	3130	3200	..	3200
3050	214	3264	3300	..	3300
3175	222	3397	3400	..	3400
3300	231	3531	3600	..	3600
3425	240	3665	3700	..	3700
3550	249	3799	3800	..	3800

Table No. 36

Existing scale: 2470-85-2725-100-2925-125-3675

Revised scale: 3000-100-3500-125-5000

(1)	(2)	(3)	(4)	(5)	(6)
2470	173	2643	3000	..	3000
2555	179	2734	3000	..	3000
2640	185	2825	3000	..	3000
2725	191	2916	3000	..	3000
2825	198	3023	3100	..	3100
2925	205	3130	3200	..	3200
3050	214	3264	3300	..	3300
3175	222	3397	3400	..	3400
3300	231	3531	3625	..	3625
3425	240	3665	3750	..	3750
3550	249	3799	3875	..	3875
3675	250	3925	4000	..	4000

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 37

Existing scale: 2640-85-2725-100-2925-125-3675-140-3815

Revised scale: 3900-125-4775-150-5075

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
2640	185	2825	3900	...	3900
2725	191	2916	3900	...	3900
2825	198	3023	3900	...	3900
2925	205	3130	3900	...	3900
3050	214	3264	3900	...	3900
3175	222	3397	3900	125	4025
3300	231	3531	3900	125	4025
3425	240	3665	3900	125	4025
3550	249	3799	3900	125	4025
3675	250	3925	4025	...	4025
3815	250	4065	4150	...	4150

Table No. 38

Existing scale: 2825-100-2925-125-3675-140-4095

Revised scale: 4200-125-4700-150-5300

(1)	(2)	(3)	(4)	(5)	(6)
2825	198	3023	4200	...	4200
2925	205	3130	4200	...	4200
3050	214	3264	4200	...	4200
3175	222	3397	4200	...	4200
3300	231	3531	4200	...	4200
3425	240	3665	4200	125	4325
3550	249	3799	4200	125	4325
3675	250	3925	4200	125	4325
3815	250	4065	4200	125	4325
3955	250	4205	4325	...	4325
4095	250	4345	4450	...	4450

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 39

Existing scale: 3050-125-3675-140-4095-170-4435
 Revised scale: 4500-150-5700

Pay in the existing scale Rs.	*Fitment benefit-- 7% of basic pay Rs.	Total Rs.	Next stage in. the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
3050	214	3264	4500	..	4500
3175	222	3397	4500	..	4500
3300	231	3531	4500	..	4500
3425	240	3665	4500	..	4500
3550	249	3799	4500	..	4500
3675	250	3925	4500	..	4500
3815	250	4065	4500	150	4650
3955	250	4205	4500	150	4650
4095	250	4345	4500	150	4650
4265	250	4515	4650	..	4650
4435	250	4685	4800	..	4800

Table No. 40

Existing scale: 3175-125-3675-140-4095-170-4605
 Revised scale: 5100-150-5700.

(1)	(2)	(3)	(4)	(5)	(6)
3175	222	3397	5100	..	5100
3300	231	3531	5100	..	5100
3425	240	3665	5100	..	5100
3550	249	3799	5100	..	5100
3675	250	3925	5100	..	5100
3815	250	4065	5100	..	5100
3955	250	4205	5100	150	5250
4095	250	4345	5100	150	5250
4265	250	4515	5100	150	5250
4435	250	4685	5100	150	5250
4605	250	4855	5100	300	5400

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 41

Existing scale: Rs. 4435-170-5285

Revised scale: Rs. 5100-150-6300

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
4435	250	4685	5100	..	5100
4605	250	4855	5100	..	5100
4775	250	5025	5100	..	5100
4945	250	5195	5250	..	5250
5115	250	5365	5400	..	5400
5285	250	5535	5550	..	5550

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

APPENDIX III

FIXATION OF PAY IN THE TIME BOUND GRADES

Illustration No. 1

[Para 9 (x) (b) (i) of the Scheme for Time Bound Higher Grades]

A Lower Division Clerk entered in Service on 1-3-1981 drawing a pay of Rs. 1075 in the scale of Rs. 825-1290 from 1-7-1991 was granted Higher Grade in the scale of Rs. 950-1590 and his pay was fixed at Rs. 1130 on 1-7-1991. As he has not completed 12 years of service on the date of option on 1-3-1992, his pay shall be fixed as shown below:

1. Pay in the scale of Rs. 825-1290 on 1-3-1992	Rs. 1075.00
2. 7% fitment	Rs. 75.00
3. Total	Rs. 1150.00
4. Next Stage in the revised scale of Rs. 950-20-1150-25-1500 on 1-3-1992	Rs. 1175.00

The pay will be stepped up to Rs. 1200 on account of accrual of increment in the existing scale on 1-7-1992. On completion of 12 years of service and on his option for Higher grade, he will be granted the Higher Grade in the scale of Rs. 975-25-1150-30-1660 as specified in the Table in Para 8 of the scheme for Higher Grades. His pay will be fixed as follows by applying Rule 28A Part I KSR.

1. Pay in the scale of Rs. 950-1500 on 1-7-1993	Rs. 1225.00
2. Notional Increment	Rs. 25.00
3. Pay notionally arrived at	Rs. 1250.00
4. Next stage in the higher scale on Rs. 975-1660 on 1-7-1993	Rs. 1270.00

As he is not eligible for any refixation under Rule 28A Part I KSR, he will be getting the next increment only on 1-7-1994.

Illustration No. 2 [Para 9 (x) (b) (ii)]

An Assistant Engineer entered in service on 1-5-1974, who has enjoyed the 10 years Higher Grade on 16-9-1985 in the pre-revised scale of Rs. 1150-2270 is drawing a pay of Rs. 2555 in the scale of Rs. 1650-60-1830-80-2470-85-2725-100-2925-125-3175 from 1-9-1991. He has opted the revised scale w. c. f. 1-3-1992 and hence his pay may be fixed as shown below:—

1. Pay in the pre-revision scale of Rs. 1650-3175 on 1-3-1992	Rs. 2555.00
2. 7% fitment	Rs. 179.00
3. Total	Rs. 2734.00
4. Next stage in the revised scale of Rs. 2200-75-2800-100-3500 on 1-3-1992	Rs. 2800.00

The pay on the normal date of increment in the lower post on 1-9-1992 may be stepped upto Rs. 2900 in the revised scale of Rs. 2200-3500. On completion of 24 years service he will be granted the Second Higher Grade in the scale of Rs. 2500-75- 2800-100-4000 on the date on which he is completing 24 years or on the date of option for Higher Grade, the pay will be fixed by applying Rule 28A Part I KSR.

Para 9 (x) (b) (iii)

A Lower Division Clerk entered in service on 1-4-1969 drawing a pay of Rs. 1650 in the 2nd Higher Grade Scale of Rs. 1050-25-1100-30-1250-40-1590-60-1830 from 1-7-1991 has opted the revised scale with effect from 1-3-1992. As he has already enjoyed the 20 years Higher Grade and has not completed 24 years of total service, he may be fitted in the revised scale of the 12 years Higher Grade on Rs. 975-25-1150-30-1660 with effect from the date of option on 1-3-1992 and his pay may be fixed as shown below as per pay fixation rules:

1. Pay in the pre-revision scale of Rs. 1050-1830 on 1-3-1992	Rs. 1650.00
2. 7% fitment	Rs. 116.00
3. Total	Rs. 1766.00
4. Pay fixed in the revised scale of 12 year Higher Grade on Rs. 975-25-1150-30-1660 on 1-3-1992	Rs. 1660.00 + 106 (pp)

As he has completed 24 years of total service on 1-4-1993 his pay in the 24 years Higher Grade on Rs. 1400-40-1800-50-2300 may be fixed at Rs. 1760 being the lower stage of the scale and, the difference of Rs. 6 will be retained as personal pay on 1-4-1993 by applying Rule 30 Part I KSR.

Para 9 (x) (b) (iv)

A Junior Public Health Nurse entered in service on 1-4-1962 drawing a pay of Rs. 2150 from 1-7-1991 in the 3rd Higher Grade for 25 years in the scale of Rs. 1250-40-1530-60-1830-80-2230 has opted the revised scale from 1-3-1992. As she has already enjoyed the 25 years Higher Grade, she may be fitted in the revised scale of 24 years Higher Grade on Rs. 1400-40-1600-50-2300-60-2600 with effect from the date of option on 1-3-1992 and her pay may be fixed as shown below as per Pay Fixation Rules—

1. Pay in the scale of Rs. 1250-2230 on 1-3-1992	Rs. 2150.00
2. 7% fitment	Rs. 151.00
3. Total	Rs. 2301.00
4. Next stage in the revised scale of Rs. 1400-40-1600-50-2300-60-2600 on 1-3-1992	Rs. 2360.00

This pay of Rs. 2360 will be stepped up to Rs. 2420 on the normal date of increment in the pre-revision scale on 1-7-1992 and the normal date of next increment will be on 1-7-1993.

APPENDIX IV

List of Classification of Cities, Municipalities etc.

(vide para 15.2 of the G.O.)

I. B2 Class Cities (Urban Agglomeration) (referred to in column 2 of the Table)

1. Thiruvananthapuram (U.A)
2. Kochi (U.A)
3. Kozhikode (U.A)

II. C Class Cities (referred to in column 3 of the Table)

- | | |
|-------------------|-----------------|
| 1. Alappuzha | 9. Kollam |
| 2. Vadakara | 10. Kasaragode |
| 3. Kannur | 11. Thiruvalla |
| 4. Changanacherry | 12. Thrissur |
| 5. Kayamkulam | 13. Kanhangad |
| 6. Kottayam | 14. Payyannur |
| 7. Manjeri | 15. Ponnani |
| 8. Palakkad | 16. Taliparambu |

III. District Headquarters, Municipal Towns, Taluk Headquarters and Townships other than B2 and C Class cities.

(referred to in column 4 of the Table)

- | | |
|----------------------------|--------------------|
| 1. Pathanamthitta | 34. Eloor |
| 2. Idukki—Painavu | 35. Perinthalmanna |
| 3. Malappuram | 36. Quilandi |
| 4. Wayanad—Kalpetta | 37. Koothuparambu |
| 5. Neyyattinkara | 38. Kalamassery |
| 6. Varkala | 39. Adoor |
| 7. Punalur | 40. Pathanapuram |
| 8. Chengannur | 41. Kunnathoor |
| 9. Pala | 42. Ranni |
| 10. Aluva | 43. Kuttanad |
| 11. Perumbavur | 44. Peerumedu |
| 12. Kothamangalam | 45. Devikulam |
| 13. Thripunithura | 46. Kunnathunadu |
| 14. Irinjalakuda | 47. Thajappilly |
| 15. Chalakudy | 48. Chirayinkeezhu |
| 16. Chavakkad | 49. Kottarakara |
| 17. Shornur | 50. Karunagappally |
| 18. Tirur | 51. Kozhencherry |
| 19. Attingal | 52. Mallappally |
| 20. Paravur | 53. Ambalappuzha |
| 21. Cherthala | 54. Karthikappally |
| 22. Mavelikara | 55. Meenachil |
| 23. Vaikom | 56. Udumbanchola |
| 24. Thodupuzha | 57. Kanayannoor |
| 25. North Paravoor | 58. Mukundapuram |
| 26. Muvattupuzha | 59. Alathur |
| 27. Angamaly | 60. Vythiri |
| 28. Kunnankulam | 61. Mananthavady |
| 29. Kodungallur | 62. Kanjirappally |
| 30. Guruvayoor (Township) | 63. Mannarghat |
| 31. Chittur—Thathamangalam | 64. Ernad |
| 32. Nedumangad | 65. Sulthanbathery |
| 33. Ottappalam | 66. Hosdurg |