



GOVERNMENT OF KERALA

Abstract

REVISION OF SCALES OF PAY AT CENTRAL RATES—AMENDMENTS TO THE ORDERS IN G. O. DATED 25-9-1993—  
ORDERS ISSUED

FINANCE (PRG. C) DEPARTMENT

G. O. (P) 930/93 (2) /Fin.

Dated, Thiruvananthapuram, 8th December, 1993

- Read:—1. G. O. (P) 600/93/Fin. dated 25-9-1993.  
2. G. O. (P) 627/93 (1)/Fin. dated 5-10-1993.

ORDER

As per G. O. read as 1st paper above, scales of pay of State Government employees and teachers have been revised with effect from 1-3-1992. Some of the service associations of employees and teachers and also some individual employees represented that certain decisions taken as per the G. O. dated 25-9-1993 have adversely affected them and hence requested to reconsider those issues. The Cabinet Sub Committee, after discussion with various Service Associations and detailed study of the representations, made its recommendations in this regard. Based on these recommendations, Government are pleased to issue the following orders in modification of the orders already issued. Date of effect of these orders will be 1-3-1992 unless otherwise specified.

2. Annexure I to G. O. (P) 600/93/Fin. dated 25-9-1993 (schedule of scales of pay), referred to in para 4 *ibid*, is replaced by the Annexure I to this order. The revised scales of pay given therein are corresponding scales. These will take effect from 1-3-1992 itself. The revised scales of pay for various posts given in Annexure II to G. O. dated 25-9-1993 will be in force, subject to the modifications ordered below:

(a) Scales of pay of posts under "General Education" will be as shown in Annexure II to this order.

(b) The posts having the following pre-revised scales will be assigned the new revised scales as hereunder:

Existing scale	Revised scale already given	Modified revised scale
845-1370 865-1450	975-1540 1200-2040 975-1660	1050-1660

Annexure II to G. O. dated 25-9-1993 stands modified to this extent.

(c) The revised scales of pay shown as Sl. Nos. 12, 20 and 22 in Annexure I to G. O. dated 25-9-1993 are modified as follows for regulating increment rates uniform in comparison with immediate lower and higher scales and also to improve the maximum of the scale of pay.

Revised Scale	Modified Revised Scale
1. 1520-40-1800-50-2300-60-2660	1520-40-1600-50-2300-60-2660
2. 2375-75-3200-100-3500	2375-75-2900-100-3500
3. 2650-75-2800-100-4000	2650-75-2800-100-4200

The posts mentioned in Annexure II to G. O. dated 25-9-1993 with the above revised scales stand modified to this extent.

(d) The revised scale of pay of Rs. 1760-60-2600-75-3050 will be given to the post, of Office Superintendent in the Secretariat, Kerala Public Service Commission, Advocate General's Office and Local Fund Audit Department whose pre-revised scale of pay is Rs. 1330-2555+Rs. 50 special pay. Annexure II to G. O. dated 25-9-1993 stands modified to this extent.

(e) In Annexure II to the G. O. dated 25-9-1993 following addition/modifications are ordered:—

Page No.	Designation	Existing scale	Revised scale
3 (Common categories)	Gardener	775-1160	800-1200
77 (Secretariat)	Security Guard } Chowkidar } Watchman }	805-1190	825-1250
Do.	do.	Higher Gr. 865-1450	1050-1660

### Promotion Prospects

3. Orders issued in paras 8 and 9 of G. O. read as 1st paper above are cancelled and the following revised orders are issued:

(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(138) Fin. dated 6-11-1992 will be followed, subject to the following specified/modified conditions:—

2. 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 to Rs. 1400-2300 will be granted three higher grades as follows with the scales of pay indicated in Table I.

(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 in the entry post and the 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 (a) together.

TABLE I

Revised pay scale of entry post	1st time bound higher grade for 10 years of service in the entry post	2nd time bound higher grade for 20 years of service with ref. to entry post	3rd time bound higher grade on completion of 25 years of service with ref. to entry post
(1)	(2)	(3)	(4)
775-1065	800-1200	825-1250	950-1500
800-1200	825-1250	950-1500	1050-1660
825-1250	950-1500	1050-1660	1125-1720
950-1500	1050-1660	1200-2040	1400-2300
1050-1660	1200-2040	1400-2300	1400-2600
1125-1720	1200-2040	1400-2300	1400-2600
1200-2040	1350-2200	1400-2600	1640-2900
1350-2200	1400-2600	1640-2900	1760-3050
1400-2300	1520-2660	1640-2900	1760-3050

(ii) Those on entry posts with pay scales ranging from Rs. 1400-2600 to Rs. 2375-3500 will be granted two time bound grades; the 1st on completion of 10 years of service in the entry post and the second on completion of either 10 years of service in the first promotion post or 20 years of total service in the entry post and 1st promotion post/higher grade together, whichever is earlier, as specified in Table II below:

TABLE II

<i>Revised pay scale 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 reference to entry post</i>
(1)	(2)	(3)
1400-2600	1600-2660	1760-3050
1520-2660	1640-2900	2000-3200
1600-2660	1760-3050	2060-3200
1640-2900	2000-3200	2200-3500
2000-3200	2200-3500	2500-4000
2060-3200*	2200-3500	2500-4000
2200-3500	2500-4000	2650-4200
2375-3500		

\*This Table is not applicable in the case of Assistant Surgeons/Dental Surgeons of Health Department and Assistant Insurance Medical Officers of Insurance Medical Services. Their time bound grade are given separately in para 6.

(iii) The second higher grade as mentioned under Table I and II above will be available to all those who may get their first promotion even in a shorter span than ten years by the operation of any of the existing norms for such promotion.

(iv) Clerks and Accountants in all departments will be allowed higher grade on Rs. 1520-2660 (equivalent to the scale of pay of Junior Superintendent) on completion of total service of 25 years as at present. The existing benefit of higher grade in the scale of pay of Junior Superintendent allowed to L.D. Clerks in Aided Schools on completion of total service of 23 years will also continue. Similarly, Last Grade Employees in Aided Schools will be allowed the scale of pay of Rs. 950-1500 on completion of 23 years of service as at present.

(v) In the case of professional colleges (where U.G.C./AICTE pattern of scales are not applicable) where there exist four levels from the entry grade to the Professor's grade, a total period of 10 years of service in the first two levels will qualify for the 1st higher grade specified in Table II above.

(vi) For direct recruits against posts carrying the scale of Rs. 2500-4000, one higher grade promotion in the scale of pay of Rs. 2650-4200 will be given on completion of ten years of service. However, a direct recruit will get the benefit of 10 year time bound promotion only if his non-direct recruit senior has been promoted. For incumbents of posts on scales of pay above Rs. 2500-4000, no time bound higher grade will be allowed.

(vii) If there is a promotion post in respect of the categories of posts (entry) coming under pay range from Rs. 775-1065 to 1640-2900 and its scale of pay is higher than the time bound grade proposed above, then the qualified incumbent will be given the scale of pay of the promotion post in the direct line of promotion as time bound higher grade. While assigning higher grades, only qualified hands i.e. those possessing the qualifications prescribed for the promotion post, will get the scales of pay of regular promotion posts. Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay.

If the scale of pay of the promotion post is lower than the time-bound higher grade proposed, the total service in both the lower posts will be taken together for the time-bound higher grade specified above. In such cases the fixation under Rule 28-A Part I, KSR for the 10-year grade will be based on the basic pay of the lowest post.

(viii) In the case of entry posts whose scales of pay are Rs. 2000-3200 and above, time bound higher grade scales will be as specified in the table given above. Scales of pay of promotion posts will not be given as time bound higher grade in these cases.

(ix) The persons enjoying time-bound higher grades in various posts in accordance with the pre-revision pattern will be given only the specified grades of pay indicated in the Tables above and not the corresponding scales of their present time bound grades unless ordered otherwise.

### Qualifying Service and Determination of Grades

4. (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 granted further time bound higher grade during that period.

(ii) Scales of pay in column 1 of the tables above denotes 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 the regular promotion post is higher than the time-bound higher grade allowed as specified in the tables 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 20/25 year higher grades as per the tables above are equal to or lower than the 1st promotion post/second-promotion post as the case may be, that grade(s) will be modified and fixed at the next higher scale(s) above that of the promotion post(s) in the list of standard scales of pay.

(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. The 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 promotion subject to the modifications referred to above.

(ix) 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 above; but time bound grades under the pre-revision scheme will not be allowed on or after 1-3-1992.

(x) 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, based on the above rules.

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

### Teachers

5. (a) Orders issued in paras 10 and 11 of G.O. (P) 600/93/Fin. dated 25-9-1993 are hereby cancelled instead, Government are pleased to order that the time bound grade promotion schemes existed earlier which was applicable to teachers and Headmasters of primary and secondary schools will continue as such. All the rules/guidelines which were followed for the above purpose will be continued. Similarly, Headmasters of Primary Schools and Headmasters of Secondary Schools will be eligible for their higher grades on the basis of the same rules/guidelines which were being followed earlier.

(b) Revised scales of pay of all the categories of posts coming under the 'General Education Department' are also modified as shown in Annexure II to this order. The schedule coming under the heading "II General Education" (up to and including the sub heading "District Institute of Education and Training") (vide pages 19-25 of G. O. dated 25-9-1993) stands modified to the above extent.

## Doctors

6. Assistant Surgeon/Dental Surgeon and equated categories of Health Services Department and the Assistant Insurance Medical Officers of Insurance Medical Services Department will be given the scales of pay of Rs. 2500-4000 and Rs. 3000-5000 as their 12 years and 24 years time-bound higher grade scales respectively.

The rules for fixation will be:—

(i) Those having 10 years higher grade but not completed 12 years of service on the date of option of the revised scale 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 entry post following the pay fixation rules given in Annexure III of G. O. dated 25-9-1993.

(ii) Those having 12 years of service or more with 10 years grade will be fitted in the new 12 years time-bound grade following the fixation rules in Annexure III to the G. O. dated 25-9-1993. On completion of 24 years of qualifying service, they will be given the new 24 years grade with fixation of pay under Rule 28A Part-I, KSR.

(iii) Those having 20 years higher grade but not completed 24 years of service on the date of option of the revised scale will be fitted in the new 12 year higher grade following the fixation in Annexure III. On completion of 24 years of service they will be assigned the new 24 years grade and their pay fixed following the principles in Government Decision below Rule-30, Part I, KSR, since they have already enjoyed Rule 28A benefit in the pre-revision second higher grade.

(iv) Those who have completed 24 years of service as on 1-3-1992 or date of option will be fitted in the 24 years grade following the fixation rules in Annexure III.

## Rules for Fixation

7. Following modifications are made to Annexure III of G. O. (P) 600/93/Fin. dated 25-9-1993, containing the rules for fixation of pay and referred to in para 6 of the G. O.

(i) In the said Annexure III under para 4 (a), the following will be added:

"However, if an employee wishes to opt the revised scale of pay of his promoted post to which he was promoted on or after 1-3-1992 he will be permitted to opt the revised scale of the promoted post with effect from the date of promotion and his pay in the revised scale fixed on the basis of the pay he drew in the pre-revision scale of the promoted post on that date. The restriction that option will be limited to one post will be applicable to those also."

(ii) In the above Annexure III under third sub para of para 8 (a), the following will be added:—

"However, this will not be applicable in the case of those who exercise option in the promoted post on the date of promotion on or after 1-3-1992—vide amended para 4 (a) of the rules for Fixation of Pay"

## Payment of Revised Salary

8. (a) In partial modification of the orders issued in para 7 of G. O. (P) 600/93/Fin. dated 25-9-1993, Government order that arrears of salary on fixation of pay in the revised pay scales for the period upto 31-8-1993 to be impounded and credited to P. F. account will not be allowed to be withdrawn till 30-9-1995. However, in the case of P. T. Contingent employees, the arrears will be paid in cash. Para 7 of G. O. dated 25-9-1993 stands modified to the extent.

(b) Arrears (both to be credited to PF and that to be encashed) should be claimed as part of salary bill for any month upto June 1994. 'NIL' bills for crediting arrear to G.P.F. should be avoided. For claiming the salary for July 1994, a certificate should be attached to the salary bill to the effect that the arrears of salary for the period from 1-3-1992 to 31-8-1993 have been claimed and credited to P. F. account of the employee.

## Increments

9. Para 13(a) of G. O. (P) 600/93/Fin. dated 25-9-1993 is substituted by the following:

*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 increment 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 increment in the revised scale or on promotion or on revision of scales of pay. On promotion/revision of scales of pay, this personal pay will be merged with basic pay and the pay in the promoted scale fixed on the basis of it. In cases where there is difference between the increment rate drawn in the pre-revision scale and the rate in the promoted post, that difference will be protected as personal pay. The personal pay will also be taken into account for calculating D. A., H. R. A. and C. C. A. rates.

An illustration is given below:—

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 reached 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+40 P.P. to continue without change)

#### Stagnation Increments

10. Para 13 (b) of G.O. (P) 600/93/Fin. dated 25-9-1993 is substituted as follows:—

“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. This scheme will continue”.

#### Leave and Surrender of Earned Leave

11. Para number 17 appearing in page viii of Government order dated 25-9-1993 should be read as 16.

Under sub para (iv) of the above para the following will be added:

“Recovery of such amount will be limited to 50% of the arrears of salary payable for the period upto 31-8-1993 and the quantum of Earned Leave corresponding to the amount so recovered will be credited back to the leave account of the employee. In cases where no arrear amount is available for recovery, credit back of Earned Leave will not be allowed”.

Note:—1. For reckoning the admissible quantum of Earned Leave during the year 1991-92, on the basis of the revised orders dated 25-9-1993, the days of Earned Leave surrendered in excess of 15 days during 3/92 alone will be taken into account.

2. For reckoning the days of Earned Leave to be credited to the employees leave account corresponding to the amount of recovery made, fractions less than 0.5 day will be omitted and fractions above 0.5 day will be rounded to the full day.

**General**

12. The Government are pleased to issue the following further orders :

(a) The Accountant General will authorise the drawal of revised salary only in the case of Gazetted Officers whose scale of pay is Rs. 2000-3200 and above, on the basis of their option, following the existing practice.

(b) Spécial pay of Rs. 100 and Rs. 50 sanctioned to Executive Officer Grade I and Executive Officer Grade II respectively of the Panchayat Department in the Government Order dated 25-9-1993 is *not* in lieu of higher timescale.

(c) In Appendix II referred to in para 3 (iii) of Annexure III to Government Order dated 25-9-1993 the following modifications are made :

(i) Six more new tables (given as Appendix I to this order) incorporated.

(ii) Table Nos. 6, 7, 8, 16, 20, 21, 26, 28, 29, 32, 33 and 35 cancelled.

(d) In the case of posts created/upgraded in the pre-revision scales of pay on or after 1-3-1992, they will be assigned the corresponding revised scales of pay as given in Annexure I to this order.

(e) Amendments, if any, required in respect of rules/guidelines issued in G.O read as 1st paper above and these orders, including revision of scales of pay, grades, ratios etc. will be order'd only by the Finance (PRC) Department. Proposals in this regard should be sent by the Heads of Department through the Administrative Department of the Secretariat.

(f) Options, if any, already exercised on the basis of the Government Order read as 1st paper above can be withdrawn and revised option submitted, if found necessary, on the basis of these orders.

**Erratum**

13. Some printing mistakes are noticed in the Government order read as 1st paper above. Those have been rectified as shown in Appendix II to this order.

By order of the Governor,

M. MOHAN KUMAR,

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 Deputy Secretary to the Chief Secretary.

## Annexure I

## Schedule of Pay Scales

<i>Existing scales</i>	<i>Revised scales (Corresponding scales)</i>
1. 750-10-760-15-805-20-925-25-1025	775-12-955-14-1025-20-1065
2. 775-15-805-20-925-25-1100-30-1160	800-15-1010-20-1150-25-1200
3. 805-20-925-25-1100-30-1190	825-15-900-20-1200-25-1250
4. 825-20-925-25-1100-30-1250-40-1290	950-20-1150-25-1500
5. 845-20-925-25-1100-30-1250-40-1370	1050-25-1150-30-1660
6. 865-20-925-25-1100-30-1250-40-1450	
7. 905-20-925-25-1100-30-1250-40-1490	1125-25-1150-30-1720
8. 950-25-1100-30-1250-40-1530-60-1590	1200-30-1560-40-2040
9. 1000-25-1100-30-1250-40-1530-60-1710	1350-30-1440-40-1800-50-2200
10. 1050-25-1100-30-1250-40-1530-60-1830	1400-40-1800-50-2300 ✓
11. 1100-30-1250-40-1530-60-1830-80-2070	1400-40-1600-50-2300-60-2600
12. 1220-30-1250-40-1530-60-1830-80-2150	1520-40-1600-50-2300-60-2660 ✓
13. 1250-40-1530-60-1830-80-2230	1600-50-2300-60-2660
14. 1330-40-1530-60-1830-80-2470-85-2555	1640-60-2600-75-2900
(a) 1330-40-1530-60-1830-80-2470-85-2555 + Rs. 50 Spl. pay	1760-60-2600-75-3050
15. 1370-40-1530-60-1830-80-2470-85-2640	2000-60-2300-75-3200
16. 1450-40-1530-60-1830-80-2470-85-2725-100-2825	2060-60-2300-75-3200
17. 1590-60-1830-80-2470-85-2725-100-2925-125-3050	2200-75-2800-100-3500
18. 1650-60-1830-80-2470-85-2725-100-2925-125-3175	2375-75-2900-100-3500
19. 1830-80-2470-85-2725-100-2925-125-3425	2500-75-2800-100-4000
20. 2070-80-2470-85-2725-100-2925-125-3550	2650-75-2800-100-4200
21. 2470-85-2725-100-2925-125-3675	3000-100-3500-125-5000
22. 2640-85-2725-100-2925-125-3675-140-3815	3900-125-4775-150-5075
23. 2825-100-2925-125-3675-140-4095	4200-125-4700-150-5300
24. 3050-125-3675-140-4095-170-4435	4500-150-5700
25. 3175-125-3675-140-4095-170-4605	5100-150-5700
26. 4435-170-5285	5100-150-6300



## Annexure II

<i>Designation</i>	<i>Existing scale</i> Rs.	<i>Revised scale</i> Rs.
(1)	(2)	(3)
<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
Joint Director Statistical Officer	2470-3675	3000-5000
Deputy Director (Employment Programme) Chief Planning Officer	2070-3550	2650-4200
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	2650-4200
Assistant Secretary, Examinations	1650-3175	2375-3500
Personal Assistant to the Secretary to the Commissioner for Government Examinations	1450-2825	2060-3200
<i>Text Books</i>		
Text Book Officer	2070-3550	2650-4200
Note Book Officer	1830-3425	2500-4000
Personal Assistant to the Text Book Officer	1450-2825	2060-3200
Chief Accountant Store Keeper, Central Stores Store Keeper, District Stores	1370-2640 1220-2150	2000-3200 1520-2660
<i>Adult Education</i>		
State Adult Education Officer	2470-3675	3000-5000
Assistant State Adult Education Officer	1590-3050	2200-3500
District Adult Education Officer	1650-3175	2375-3500

(1)	(2)	(3)
<i>Office of the Deputy Director</i>		
Deputy Director	2070-3550	2650-4200
Administrative Assistant Accounts Officer	1590-3050	2200-3500
<i>District &amp; Sub District Office</i>		
District Educational Officer	1650-3175	2375-3500
Personal Assistant Assistant Educational Officer Inspector of Muslim Education Inspector of Muslim Education	1450-2825 1330-2555	2060-3200 1640-2900
<i>Centre for Inservice Training in Hindi Teachers Training Institute</i>		
Chief Instructor Instructor Instructor	1450-2825 1220-2150	2060-3200 1520-2660
<i>Higher Secondary Education</i>		
Director	IAS Cadre	IAS Cadre
Joint Director	2825-4095	4200-5300
Administrative Officer Grade I Finance Officer Grade I	2470-3675 2470-3675	As in common category
Higher Secondary School Teachers Higher Secondary School Teachers	1450-2825 Rs. 1000 fixed pay	2060-3200 Rs. 1200 fixed pay
<i>Secondary School (Including Training Schools)</i>		
Headmaster (Higher Grade) *Headmaster	1590-3050 1450-2825	2200-3500 2060-3200
Graduate Teacher (Selection Gr.) Language Teacher do.	1370-2640	2000-3200
**Graduate Teacher Senior Grade **Language Teacher Senior Grade)	1330-2555	1640-2900
Graduate Teacher Grade I Language Teacher Grade I	1220-2150	1520-2660
Graduate Teacher Grade II Language Teacher Grade II	1000-1710	1350-2200
Instructor (Engineering) Instructor (Printing Technology) Instructor (Agriculture)	1330-2555	1640-2900
Instructor Instructor (Engineering)	1050-1830	1400-2300
Instructor (Home Science) Instructor (Physical Trng.) Instructor (Art) Instructor (Bharathanatyam) Instructor (Kathakali Vesham) Instructor (Fishery Technology) Instructor (Engineering) Instructor (Drawing & Painting)		
Teacher (Physical Education) Teacher (Veena) Teacher (Commercial) Teacher (Hindustani-Urdu) Domestic Science Assistant Secretarial Assistant Dance Master (Kathakali) Pandit	1000-1710	1350-2200

\* Headmasters of Secondary Schools will be allowed Higher Grade on completion of 7 years service as Headmaster/AEO or 27 years of total service as Teacher and Headmaster/AEO together.

\*\* Graduate Teacher/Language Teacher (Senior Grade) will be eligible for the selection grade on completion of 25 years service in the three grades taken together.

(1)	(2)	(3)
Instructor (Commerce-Senior Grade)	1330-2555	1640-2900
Instructor (Commerce-Grade I)	1220-2150	1520-2660
Instructor (Commerce-Grade II)	1000-1710	1350-2200
**Craft/Specialist Teacher (Selection Grade)	1330-2555	1640-2900
Craft/Specialist Teacher Senior Grade	1250-2230	1600-2660
Craft/Specialist Teacher Grade I	1050-1830	1400-2300
Craft/Specialist Teacher Grade II	865-1450	1050-1660
Instructor		
Instructor (Bharathanatyam)		
Instructor (Physical Training)		
Instructor (Kathakali)		
Instructor (Wood Work)	Selection Grade**	1250-2230
Instructor (Fine Arts)	Sr. Grade	1220-2150
Instructor (Fishery Technology)	Grade I	1000-1710
Teacher (Ratton Works)	Grade II	845-1370
Teacher (Music)		
Teacher (Craft)		
Drawing Master		
Bhagavathar		
Sewing Mistress		
Specialist		
Dance Master		
Special Teacher		
N. D. S. Instructor	1330-2555	1640-2900
<i>Upper Primary and Lower Primary Schools:</i>		
Headmaster (Higher Grade)	1370-2640	2000-3200
† Headmaster	1330-2555	1640-2800
**Teacher (P.D.) Selection Grade	1250-2230	1600-2660
Teacher (P.D.) Senior Grade	1220-2150	1520-2660
Teacher (P.D.) Grade I	1000-1710	1350-2200
Teacher (P.D.) Grade II	845-1370	1050-1660
Primary Education Extension Officer	1000-1710	1350-2200
Teacher (Ratton Works)		
Teacher (Crafts)		
Teacher (Training Reserve)		
Teacher (Industrial)		
Teacher (Special)		
Teacher (Language)		
Teacher (Hebrew)		
Teacher (Arabic)		
Teacher (Hindustani)	Sel. Grade**	1250-2230
Teacher (Sewing)	Sr. Grade	1220-2150
Teacher (Needle Work)	Grade I	1000-1710
Teacher (Music)	Grade II	845-1370
Teacher (Music-cum-Needle Work)		
Teacher (Music & Drill)		
Teacher (Drawing & Music)		
Teacher (Drawing-cum-Needle)		
Teacher (Drawing)		
Teacher (Physical Education)		
Teacher (Thiruvathirakkali)		

\*\* On completion of 25 years in the three grades taken together.

† Headmasters of Primary Schools will continue to get Higher Grade on completion on 10 years of service as Headmaster or on completion of 30 years service as Teacher and Headmaster together.

(1)	(2)	(3)
Teacher (Mohiniyattom)		
Teacher (Mridangom)		
Teacher (Kaikottikkali)		
Teacher (Weaving)		
Teacher (Tailoring)		
Teacher (Book Binding)		
Teacher (Manual Training)		
Teacher (Physical Training)		
Teacher (Girls Guide)	Sel. Grade*	1250-2230
Teacher (Technological Fishing)	Sr. Grade	1220-2150
Instructor (Kathakali Ghutti)	Grade I	1000-1710
Instructor (Kathakali)	Grade II	845-1370
Instructor (Mridangom)		1600-2660
Instructor (Chenda)		1520-2660
Instructor (Art)		1350-2200
Fishing Technology Assistant		1050-1660
Assistant Teacher (Nursery)		
Matron		
Pandit		
Junior Pandit		
Hindi Pandit		
Sewing Mistress		
Drill Master		
Drawing Master	Sel. Grade*	1250-2230
Bhagavathar	Sr. Grade	1220-2150
Bhagavathar (Bharathanatyam)	Grade I	1000-1710
Bhagavathar (Kathakali)	Grade II	845-1370
Chenda Player		1600-2660
Art Assistant		1520-2660
Art Master		1350-2200
Assistant Dance Teacher		1050-1660
Attender (Kathakali Chutti)		
Teacher (Craft)		
Instructor (Work Experience Programme)	845-1370	1050-1660
<i>School for the Handicapped</i>		
Headmaster (Higher Grade)		1590-3050
Headmaster		1450-2825
Headmaster (Under Graduate)		1330-2555
Graduate Assistant (Training Centre for Handicapped)		1330-2555
Resource Teacher		1220-2150
Teacher (Graduates who are themselves handicapped)	Sel. Grade*	1370-2640
Assistant Teacher (with special training)	Sr. Grade	1330-2555
	Grade I	1220-2150
	Grade II	1000-1710
Assistant Teacher (without special training)	Sel. Grade*	1250-2230
Teacher (under graduate who are themselves handicapped)	Sr. Grade	1220-2150
Brailist Craft, Music and Drawing Teacher	Grade I	1000-1710
	Grade II	845-1370
Matron		845-1370
Teacher (Part-time)		825-1290
Brailist (Part-time)		950-1500
Mobility Instructor-cum-Physical Education Teacher	Sel. Grade*	1250-2230
	Sr. Grade	1220-2150
	Grade I	1000-1710
	Grade II	845-1370
Part-time Instrumental Music Teacher		825-1290
Audiologist		950-1500
Instructor in Plumbing		1000-1710
		1350-2200

\*Selection Grade on completion of 25 years of service in the three grades taken together.

(1)	(2)	(3)
Skilled Assistant (Printing & Composing)	865-1450	1050-1660
Skilled Assistant (Plumbing)		
Instructor in Composing	1000-1710	1350-2200
Ayah	750-1025	775-1065
<i>Subordinate Staff:</i>		
Accountant CARE	1050-1830	1400-2300
Manager		
Depot Officer	950-1590	1200-2040
Assistant Depot Officer		
Calculator Operator	865-1450	1050-1660
Assistant Librarian	825-1290	950-1500
Godown Keeper		
Record Keeper		
Tally Clerk		
Computer	825-1290	950-1500
* Sergeant		
Printer	825-1290	950-1500
Compositor		
Store Assistant	805-1190	825-1250
Mechanic	845-1370	1050-1660
Packer	775-1160	800-1200
Counter		
<i>Part-time Posts:</i>		
Language Teacher	825-1290	950-1500
Teacher (Craft)		
Teacher (Physical Education)		
Instructor		
Instructor (Manual Training)		
Pandit		
Teacher (P. D.)		
Teacher (Arabic)		
Teacher (Drawing & Drill)		
Teacher (Music)		
Teacher (Needle Work)		
Specialist Teacher	825-1290	950-1500
Drawing Master		
Drill Master		
Brailist		
<i>Posts held by Personnel of Other Departments</i>		
<i>Directorate:</i>		
Senior Administrative Officer	2640-3815	As in parent department/ G. drc/common category of posts
Senior Finance Officer		
Law Officer	2470-3675	
Deputy Secretary, Super Check		
Finance Officer Grade II	1830-3425	
Accounts Officer		
Liaison Officer	1590-3050	
Taluk Statistical Officer	1370-2640	
Research Officer (Statistics)	1450-2825	
Research Assistant (Statistics)	1220-2150	
Compiler (Upper Division)	950-1590	
Compiler (Lower Division)	825-1290	
<i>State Institute of Education</i>		
Director	2470-3675	3000-5000
Deputy Director	2070-3550	2650-4200

\*Grouped among common categories of posts.

(1)	(2)	(3)
Education Officer, Science		
Science Consultant		
Education Officer, Hindi		
Special Officer, Sanskrit		
State Evaluation Officer	1650-3175	2375-3500
Research Officer, Text Book & Curriculam		
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	2650-4200
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	1450-2825	2060-3200
Evaluation Officer (Junior)		
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	1000-1710	1350-2200
Research Asst. (Guidance Unit)		
Foreman, Work Experience Unit		
Regional Foreman, Work Experience Unit		
Wood Work Instructor		
Skilled Asst. Work Experience Unit	845-1370	1050-1660
Artist, Edn. & Technology Unit		
Education Officer (Malayalam)	1450-2825	2060-3200
Education Extension Officer (HSA)		
Tamil Assistant, Unit Head,	1220-2150	1520-2660
Tamil/Kannada		
<i>District Institute of Education &amp; Training</i>		
Principal	2070-3550	2650-4200
Senior Lecturer	1450-2825	2060-3200
Lecturer	1000-1710	1350-2200
Educational Extension Officer	1450-2825	2060-3200
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	950-1500

Table No. 5

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

Revised Scale : 2375-75-2900-100-3500

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)
1650	116	1766	2375	..	2375
1710	120	1830	2375	..	2375
1770	124	1894	2375	..	2375
1830	128	1958	2375	..	2375
1910	134	2044	2375	..	2375
1990	139	2129	2375	75	2450
2070	145	2215	2375	75	2450
2150	151	2301	2375	75	2450
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
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

Table No. 6

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

Revised Scale : 2650-75-2800-100-4200

(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

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

## APPENDIX II

Page No.	Existing position	Corrected position
10 (Col. 3)	Rs. 800-1250 (Nursing Asst.-Gr. I etc.)	Rs. 800-1200
37 (Col. 3)	(Urban Health Educator/ Circle Supervisor) 2060-3200	Rs. 2000-3200
41 (Col. 3)	(Sub Editor) 1640-2400	Rs. 1640-2900
41 (Col. 3)	(Welder) 925-1500	Rs. 950-1500
48 (Col. 3)	(Designer Dolls etc.) 1250-2040	Rs. 1200-2040
56 (Col. 3)	(Perfusionist) 1600-2600	Rs. 1600-2660
56 (Col. 3)	Museum-cum-Photographic Assistant 1600-2600	Rs. 1600-2660
60 (Col. 3)	(Panchayat Inspector) 1520-2600	Rs. 1520-2660
62 (Col. 3)	(Syrang Gr. I) 1200-2400	Rs. 1200-2040
63 (Col. 1)	Draftsman	**Draftsman
63	¶ The incumbent on personal scale of Rs. 1100-2070.... scale of Rs. 1400-2600	** The incumbent on the personal scale of Rs. 1100-2070.... scale of Rs. 1400-2600
63 (Col. 1)	† Inspector (Telecommunications)	† Inspector (Telecommunications)
77 (Col. 3)	(Asst. Cashier) Rs. 1640-2000	Rs. 1640-2900
85 (Col. 3)	Asst. Youth Welfare Officer) Rs. 1640-2400	Rs. 1640-2900
98	‡ Non-graduates directly recruited/promotees except those recruited under Spl. recruitment scheme will be given the scale of Rs. 1640-2900	‡ Non-graduates directly recruited except those recruited under special recruitment scheme will be given the scale of Rs. 1640-2900.
100 [para 4 (a)]	Rule 28A/37A	Rule 28A/37 (a)



## APPENDIX I

## SUPPLEMENTARY READY RECKONER FOR FIXATION OF PAY

Table No. 1

Existing Scale :- 845-20-925-25-1100-30-1250-40-1370

Revised Scale : 1050-25-1150-30-1660

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	1050	..	1050
865	75	940	1050	..	1050
885	75	960	1050	..	1050
905	75	980	1050	..	1050
925	75	1000	1050	..	1050
950	75	1025	1050	25	1075
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

Table No. 2

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

Revised Scale : 1050-25-1150-30-1660

(1)	(2)	(3)	(4)	(5)	(6)
865	75	940	1050	..	1050
885	75	960	1050	..	1050
905	75	980	1050	..	1050
925	75	1000	1050	..	1050
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	1120	..	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

Table No. 3

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

Revised Scale : 1520-40-1600-50-2300-60-2660

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	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	40	1560
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
1770	124	1894	1900		1900
1830	128	1958	2000		2000
1910	134	2044	2050		2050
1990	139	2129	2150		2150
2070	145	2215	2250		2250
2150	151	2301	2360		2360

Table No. 4

Existing Scale : 1330-40-1530-60-1830-80-2470-85-2555 + Rs. 50 Spl. pay

Revised Scale : 1760-60-2600-75-3050

(1)	(2)	(3)	(4)	(5)	(6)
1330	93	1423	1760		1760
1370	96	1446	1760		1760
1410	99	1509	1760		1760
1450	102	1552	1760		1760
1490	104	1594	1760		1760
1530	107	1637	1760	60	1820
1590	111	1701	1760	60	1820
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

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