



GOVERNMENT OF KERALA

FINANCE DEPARTMENT

**GOVERNMENT ORDER ON
THE RECOMMENDATIONS OF THE TENTH PAY REVISION
COMMISSION ON REVISION OF
PAY AND ALLOWANCES OF
STATE GOVERNMENT EMPLOYEES AND TEACHERS**

G.O.(P) No.7/2016/Fin. Dated 20/01/2016

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GOVERNMENT OF KERALA

Abstract

Revision of Pay and Allied Matters - Recommendations of the Tenth Pay Revision Commission - Implementation - Orders issued.

FINANCE (PRC-D) DEPARTMENT

G.O. (P) No.7/2016/Fin. Dated, Thiruvananthapuram, 20th January, 2016

Read :-1. G.O.(Ms) No.583/2013/Fin Dated 30/11/2013

2. G.O.(Ms) No.79/2014/Fin Dated 22/02/2014

3. G.O.(Ms) No.358/2015/Fin Dated 13/08/2015

ORDER

Government vide the Orders read as 1st and 2nd papers above appointed the 10th Pay Revision Commission with the following Terms of Reference:

- i) To suggest modifications, if found necessary, for the pay and allowances of
 - a. Posts under Government Service, including Part-time Contingent Service and Casual Sweepers.
 - b. Posts under Education Institutions of the Government, Aided Schools and Colleges and also such institutions covered by Direct Payment Scheme, including employees in part-time posts and casual sweepers and excluding those posts covered by UGC/AICTE schemes of Scales of Pay and also posts for which, Central Scale of Pay have already been allowed such as Teaching Staff in Medical Colleges and Judicial Officers etc. and
 - c. Posts under Local Bodies and Universities except those covered by AICTE/UGC/Central Schemes.

- ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, promotional avenues and fringe benefits available to the above categories of employees and suggest changes, if any, required.
- iii) To examine the scope of introducing non-cadre promotion to various categories of both gazetted and non-gazetted posts who continue in the entry cadres for long periods of service, in the lines of the Career Advancement Scheme, which has been introduced for professional categories.
- iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.
- v) To consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees.
- vi) To look into the anomalies created by the last Pay Revision, due to undue and unexplainable hike given to certain categories of employees and make suggestions to rectify the same.
- vii) To look into the cases of anomalies in the last Pay Revision specifically referred to the Commission by Government and suggest remedial measures.
- viii) To examine the scope and viability of introducing a new health package as in Central Government/any other State Government/Other Sectors for the employees and service pensioners of the State and make recommendations thereon.
- ix) Feasibility of introducing a Health Insurance Scheme for employees and pensioners by collecting premium from them.
- x) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly in the light of newly enacted Right to Service Act, 2012.
- xi) To review the existing systems of lateral entries to different categories of posts in State Government Service and to make recommendation for streamlining selection procedure for such lateral entries.
- xii) To consider feasibility of deployment of IT enabled services with a view to

reduction of cost of public services and to make suitable recommendations thereon.

- xiii) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises.
- xiv) To assess and indicate the additional financial commitment on account of implementation of its recommendations, indicating the methodology/assumptions adopted for such assessment.

2. The Pay Revision Commission submitted its report to Government in two parts- Part I of the Report on 13/07/2015 and Part II of the Report on 31/12/2015. As per the Government Order read as 3rd paper above, Government have constituted a Cabinet Sub Committee to study and submit suggestions on the recommendations of the Pay Revision Commission. The Cabinet Sub Committee, after detailed examination of Part I of the Report, has submitted its recommendations. After carefully considering the recommendations, Government are pleased to issue orders as contained in the subsequent paragraphs.

Revised Scales of Pay

3. The existing scales of pay will be revised as shown in the Annexure-I to this Government Order. The revised scales will come into force from 01/07/2014. The revised scales of pay of different categories of posts in various Departments are shown in Annexure-XVI.

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

5. The rules for fixation of pay in the revised scales of pay are given in Annexure-II. Some illustrations for fixation of pay are shown in Annexure-II A. Proforma for statement of fixation of pay in the revised scales of pay is given in Annexure-II B.

Ratio/Percentage Based Grade Promotions

6. The existing and the modified ratio/percentage based grade promotions to various

categories of posts are indicated at the appropriate places under Common Category/Department schedule of posts in Annexure-XVI. The asterisks assigned adjacent to each category will have the meaning assigned in the footnote at the end of each schedule. The existing ratio/percentage based grade will continue unless modified in this Order. The modified ratio/percentage based grade promotion will have effect from 01/04/2016.

Time Bound Higher Grade Promotion scheme

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

TBHG to School Teachers

8.(1) Lower Primary and Upper Primary School Teachers working in Government/Government Aided Schools will be allowed Grade Promotions as Grade I, Senior Grade and Selection Grade on completion of 8,15 and 22 years of service respectively as LPSA/UPSA. LP/UP school Headmasters will be allowed TBHG on completion of 8 years as Headmaster or 28 years of service as Headmaster and LPSA/UPSA taken together and another grade promotion on completion of 20 years as Headmaster. But on becoming eligible for Higher Grade Promotion in the post of Headmaster, the notional Senior Grade/Selection Grade enjoyed by them based on the length of service as teacher had they continued as teacher need not be reviewed.

(2) High School Assistants will be allowed higher grade promotions as High School Assistant (Higher Grade), High School Assistant (Senior Grade) and High School Assistant (Selection Grade) in the scales of pay of Rs. 32300-68700, Rs.35700-75600 and Rs.36600-79200 respectively on completion of 7, 15 and 22 years of service.

(3) Higher Secondary School Teacher/Vocational Higher Secondary School Teacher/Non Vocational Higher Secondary School Teacher will be allowed two

TBHG promotions as Higher Secondary School Teacher/Vocational Higher Secondary School Teacher/Non Vocational Higher Secondary School Teacher (Higher Grade) and Higher Secondary School Teacher/Vocational Higher Secondary School Teacher/Non Vocational Higher Secondary School Teacher (Selection Grade) on completion of 8 years and 15 years of service in the scales of pay of Rs.40500-85000 and Rs.42500-87000.

(4) TBHG to teachers will be regulated as per the existing Government Orders relating to TBHG and all other conditions contemplated in various Government Orders issued by the General Education Department from time to time for the grant of TBHG. Other conditions for Time Bound Higher Grade to teachers (including method of pay fixation) will be as indicated in Annexure-III.

TBHG to Doctors

9. The entry cadre of Medical Officers in Health Service Department, viz. Assistant Surgeon, Dental Assistant Surgeon, and equated categories and Assistant Insurance Medical Officer (Allopathy) of Insurance Medical Services Department will be allowed the scales of pay of respective promotion posts as TBHG on completion of 8 and 15 years of service. The existing conditions will continue to apply for the grant of TBHGs.

TBHG to Civil Police Officer/Police Constable

10. Civil Police Officers/Police Constables in Police Department will be allowed four Time Bound Higher Grade in relaxation to Para 2 in Annexure-III to this order. Qualified incumbents for promotions to respective posts will be allowed the scale of pay of Rs.27800-59400, Rs.30700-65400, Rs.32300-68700 and Rs.35700-75600 on completion of 8,15,22 and 27 years of service respectively as 1st, 2nd, 3rd and 4th TBHG.

Career Advancement Scheme

11. The Pay Revision Commission has recommended a review of the existing designation system in the Career Advancement Scheme so as to avoid situations of a regular cadre officer with a subordinate officer but with a higher designation (Non-Cadre) reporting to him. Accordingly, with a view to avoiding administrative inconsistency the present system of conferring higher designation will be dispensed with. The guidelines for the Career Advancement Scheme are revised as follows:

(1) Only the directly recruited employees to the posts for which professional degree is the basic qualification for appointment in the entry post will be allowed the scale of pay of respective promotion posts as appended in Annexure-IV to this order on completion of 8 and 15 years of service. The existing system of giving designation of the respective promotion post as Non-Cadre shall be discontinued. However, on their retirement from service, they will be deemed to have retired from the Non-Cadre post corresponding to scale of pay at the time of retirement.

(2) Scale of pay of the promotion post will be admissible only if corresponding regular promotion post exists in that Department.

(3) Only Officers who have the prescribed qualifications for the respective regular promotion posts will be allowed higher scale of pay.

(4) All the conditions applicable for reckoning qualifying service for Time Bound Higher Grade will apply for calculation of qualifying service for career advancement scheme also.

(5) The benefit of Career Advancement Scheme and Time Bound Higher Grade Scheme will not be allowed simultaneously. In cases where intermediary higher grade post exist between two cadre posts, promotion to such higher grade will be allowed with no change in pay and scale of pay to those who benefited under the Career Advancement Scheme.

(6) The officers who are placed in the higher scale under Career Advancement Scheme will not exercise the delegation of power of the respective regular promotion posts. They shall continue to discharge the duties of their respective cadre posts.

Stagnation Increment

12. The existing scheme of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed the maximum of the master scale of Rs. 1,20,000.

Dearness Allowance

13. The revised scale of pay has been formulated after merging the full Dearness allowance of 80% as on 01/07/2014 with the basic pay. That is, 239.92 points of

AICPI (IW)(2001=100) has been neutralised and 239.92 points of AICPI (IW) shall be taken as the index factor for calculating further DA with effect from 01/07/2014. Therefore, the new formula to be adopted for the calculation of further DA is as follows:

$$\text{Dearness Allowance} = \frac{(\text{Average AICPI for past 12 months} - 239.92)}{239.92} \times 100$$

Accordingly, the rates of Dearness Allowance admissible with effect from 01/07/2014 will be as follows:

Date	Rate of DA	Total DA
01/07/2014	0%	0%
01/01/2015	3%	3%
01/07/2015	3%	6%

House Rent Allowance

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

Sl.No	Pay Range	B2 Class Cities & above	Other Cities/Town	Other places
1	16500-26500	1500	1250	1000
2	27150-42500	2000	1500	1250
3	43600-68700	2500	1750	1500
4	70350 & above	3000	2000	1750

Notes:

1. The State Government employees working in New Delhi and other states will be eligible for House Rent Allowance at Government of India rates as applicable at those places.
2. B2 class city and above for the purpose of HRA means the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur.
3. Government Institutions situated within a radius of 3 kilometres from Civil Station Kakkanad, and in the case of other cities (mentioned in

Note 2) within 1 Kilometre will be considered as B2 Class city and above for the purpose of granting House Rent Allowance and City Compensatory Allowance.

- 4. The employees working in Forest complex at Mathottam (Kozhikkode) is eligible for HRA at the rates applicable to the city limits of Kozhikkode.*
- 5. Other Cities and Towns include all other Municipal areas and townships as well as District and Taluk headquarters not coming under B2 class city & above.*

Rent Recovery

15. Rent at the following rates will be recovered from Government employees residing in Government quarters with effect from 01.02.2016.

Range	Rate
Those who are in the scale of pay up to 32300-68700	No recovery
Those who are in the scale of pay of and above 35700-75600	2% of basic pay

Note:

For employees who do not come under the State Government scales of pay (e.g. All India Service Officers, those on UGC/AICTE/NJPC scale), existing orders and rates will continue.

City Compensatory Allowance

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

Pay Range	Amount (Rs.)
16500-26500	350
27150-42500	400
43600-68700	450
70350 & above	500

Spectacle Allowance

17. The cost incurred towards the purchase of spectacles will be reimbursed subject to a maximum of Rs.1200. Reimbursement will be allowed once in five years.

Footwear allowance

18. The existing rate of Footwear Allowance to eligible categories will be enhanced to Rs.450 per annum as shown in Annexure VII. The eligibility conditions will remain the same.

Special Commando Allowance

19. Special Commando Allowance @ 15% of basic pay will be allowed to special commandos in Police Department irrespective of the rank or branch or the police unit to which they belong. This allowance is subject to the following conditions:

- 1.** Maximum number of persons eligible for this allowance shall not exceed 60 at a time.
- 2.** The physical and commando efficiency of individuals enjoying this allowance should be assessed annually by a competent board appointed for the purpose and list of commandos eligible for this allowance should be published by the appropriate authority.
- 3.** The standard and training of commandos should be continuously monitored.
- 4.** The allowance shall be discontinued to those who are found not satisfactory in maintaining the required standards.
- 5.** Fresh personnel who pass the test and undergo competent training should be taken into the commando Platoon to replace those who cease to be commandos.

Training Allowance

20. The revised rates of Training Allowance payable to officers of the Police Training College, Thiruvananthapuram and Kerala Police Academy, Thrissur will be as follows:

Designation	Rate per month (Rs.)
Vice –Principal, Police Training College (SP)	1600
Assistant Commandant	1600

Designation	Rate per month (Rs.)
Senior Law Lecturer (CI)/Law Instructor (CI)	1300
Senior Drill Instructor (Armed Police Inspector)	1300
Drill Instructor (Armed Police Inspector/Reserve Sub Inspector)	1100
Assistant Law Instructor (Sub Inspector)	1100
Assistant Drill Instructor (Head Constable/Havildar)	800
Assistant Sub Inspector (from Battalions)	900
Armed Police Inspector	1300
Armed Police Sub Inspector	1100
Havildar	800
Senior Instructors and Instructors	1300

Project Allowance

21. The Project Allowance payable to Project Officer, Tribal Development Officer and Tribal Extension Officer in the Scheduled Tribe Development Department will be at the rate of Rs. 500/- per month.

Hill Tract Allowance

22. The rate of Hill Tract Allowance admissible to employees under different pay ranges will be as shown below:

Pay range	Rate per month (Rs.)
30700 and above	500
Above 18500 and below 30700	450
Up to 18500	300

Special Allowance to differently abled employees

23. The rate of Special Allowance admissible to differently abled employees is revised to Rs.800 per month. The existing conditions for sanctioning the allowance will continue.

Education Allowance to the Parents having differently abled children

24. The rate of Education Allowance admissible to parents who have mentally/physically challenged children studying in general schools and special

schools will be enhanced to Rs.600 per month. The other existing conditions for the admissibility of this allowance will continue.

Child Care Allowance

25. Child Care Allowance admissible to female employees and single parent male employees (wife expired/legally divorced) having mentally/physically challenged child/ children will be revised to Rs.1500 per month, and the annual ceiling for each child is fixed at Rs.18000. The existing conditions for availing the allowance will continue.

Special Allowance to employees working in New Delhi

26. The following allowances are admissible to State Government employees working in State Government offices in New Delhi:

- (a) New Delhi allowance @ 10% of basic pay subject to the maximum of Rs.8000.
- (b) Transport allowance @ Rs.750 p.m.
- (c) Warm cloth allowance @ Rs.5000 once in four years.
- (d) Uniform allowance @ Rs.3000 for summer season and Rs.1800 for winter season once in two years.
- (e) Shoe allowance @ Rs.1200 per annum.
- (f) Educational allowance @ Rs.600 p.m. per child subject to the maximum of 2 children.
- (g) Special Allowance to cooks @ Rs.500 p.m.
- (h) Mobile Phone Allowance @ Rs.600 p.m. to the officer in charge of Norka Cell, New Delhi.
- (i) LTC/HTA once in two years for visiting home town with family and once in a year for single travel (for the officer only).
- (j) Special Allowance to Protocol Officer, Assistant Protocol Officer in New Delhi at the same rate as admissible to equivalent cadres in General Administration (Political A) Department.

Other Specific Allowances

27. The following allowances will be revised as shown in the respective annexures. Allowances which are not specifically mentioned therein shall be treated as withdrawn.

- (1) **Special Allowances:-** The revised rates of Special Allowance and the list

of employees eligible will be as shown in Annexure-VIII. Special Allowance except in cases where it is admissible as percentage of basic pay will be enhanced @10% of the amount provided now, on the 1st day of every financial year (1st indexing will be done with effect from 01/04/2017) and rounded off to the nearest multiple of ten, subject to the condition that such enhanced total shall not exceed Rs.2000.

(2) **Compensatory Allowance:-**The revised rates of Compensatory Allowances and the list of categories eligible are shown in Annexure-IX.

(3) **Risk Allowances:-** The revised rates of Risk Allowance and the list of employees eligible will be as shown in Annexure-X. Risk allowance also will be allowed annual enhancement @ 10% as in the case of Special Allowance.

(4) **Non-Practising Allowance:-** The revised rates of Non Practising Allowance and the list of categories eligible will be as shown in Annexure-XI.

(5) **Uniform Allowance:-**The categories of posts, the Uniform Allowance payable and the periodicity of payment will be as shown in Annexure-XII. Payment of Uniform Allowance will be subject to the following conditions:

- (a) Uniform Allowance is inclusive of stitching and washing charges and cost of cloth.
- (b) Uniform specifications (colour, type, item, size etc.) have to be fixed by the Head of the Department concerned in respect of different categories of employees under his control.
- (c) The employees who are recipient of uniform allowance should wear uniform during duty time. The controlling officers should ensure the position and are free to discontinue sanctioning Uniform Allowance and even recover the amount already paid if an employee is seen not wearing uniform during duty time.

(6) **Additional Special Allowance:-**The revised rates of Additional Special Allowance and the list of categories eligible will be as shown in Annexure-XIII.

(7) **Permanent Travelling Allowance:-**The revised rates of Permanent Travelling Allowance and the list of categories eligible will be as shown in Annexure-XIV.

(8) **Permanent Conveyance Allowance:-**The revised rates of Permanent Conveyance Allowance and the list of categories eligible will be as shown in Annexure-XV.

Charge Allowance

28. The revised rate of charge allowance will be 4% for holding full additional charge and that for discharging current duties will be 2% of the minimum of the scale of pay of additional post, with effect from 1/02/2016. The maximum period for which charge allowance is payable will be 3 months.

Travelling Allowance

29.(1) Classification of Officers:-For the purpose of travelling allowance, Officers are classified into the following four grades

Grade I	All Officers who draw an actual basic pay of Rs.50400 and above and Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the Pay drawn by them.
Grade II (a)	Officers with actual basic pay of Rs.42500 and above, but below Rs.50400
Grade II (b)	Officers with actual basic pay of Rs.27800 and above, but below Rs.42500. Non gazetted Officers, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Grade II (b)
Grade III	Officers with actual basic pay of Rs.18000 and above, but below Rs.27800
Grade IV	Officers with actual basic pay below Rs.18000

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

(2) **Class of travel:-**The eligible class of travel by train for each grade will be as follows.

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

(3) **Air Journey:-** Officers in the revised scale of pay of Rs.55350-101400 and above will be eligible for air journey.

(4) **Mileage Allowance:-** Mileage Allowance for road journey will be enhanced to Rs.2 per Kilometre for all grades of officers.

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

Grades	<u>Road/Rail</u> Rate (Rs) per Km	<u>Air</u> Rate per journey
Grade I	0.80	Limited to 1 Daily Allowance
Grade II (a)	0.60	
Grade II (b)	0.50	
Grade III	0.50	
Grade IV	0.50	

(6) **Daily Allowance:-** The revised rates of Daily Allowance for different grades of employees are as follows.

Grades	Inside State (Rs.)	Outside State (Rs.)
Grade I	400	550
Grade II (a)	320	450
Grade II (b)	320	450
Grade III	250	350
Grade IV	250	350

(7) **Classification of Government Officials for carrying personal effects on transfer:-** The classification of government officials for the purpose of carrying personal effects on transfer will be as follows:-

SI. No.	Category of Officers	Weight (kg)
1	Officers whose actual basic pay is Rs.50400 and above	3000
2	Officers whose actual pay is Rs.27800 and above but below Rs.50400	2000
3	All other Officers	1500

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

Grades	Rate (Rs)
Grade I	800 at each end
Grade II (a)	450 at each end
Grade II (b)	450 at each end
Grade III	400 at each end
Grade IV	400 at each end

(9) **Reimbursement of room rent:-**The revised rates of reimbursement of room rent admissible to Officers for stay outside the State subject to the production of voucher are given below:

Grades	New Delhi, Mumbai, Kolkata, Chennai (Rs.)	Other Cities/Towns outside State (Rs.)
Grade I	2000	1500
Grade II (a)	2000	1500
Grade II (b)	1600	1000
Grade III	1600	1000
Grade IV	1100	1000

(10) **Taxi fare for Grade I Officials:-**Grade I Officials travelling to metropolitan cities and other larger cities are allowed to hire taxies as in the case of Government of India Officials. They are entitled to taxi fare at the rates fixed by Government from time to time for journeys on tour from residence to airport/railway station/bus stand and back. The existing status will be continued.

(11) **Auto Rickshaw/Taxi fare for journeys on tour:-**Auto rickshaw/Taxi fare at the rate fixed by the Government from time to time will be allowed. Maximum number of such journeys allowed a day will be two (plus one journey per tour from residence to airport/railway station/bus stand and one journey from airport/railway station/bus stand to residence) limiting the maximum distance of single journey as 15 kilometre as per rate fixed by government from time to time.

(12) **TA Ceiling:-**The existing rates of monthly/quarterly TA ceiling will continue until Government issue orders enhancing the same.

Medical Benefits

30. The existing scheme of medical reimbursement in the State will continue.

House Building Advance

31. The existing system of sanctioning House Building Advance to government employees with a maximum amount of 50 times of basic pay will continue. The maximum limit will be enhanced to Rs.20 lakh. It will have effect for the applications received on or after 01/04/2016.

Surrender of earned leave

32. The existing system of surrender of earned leave for 30 days in a financial year will continue.

Leave Travel Concession

33. The existing scheme will continue.

Special Leave for undergoing Organ transplantation

34. Special leave for 90 days will be allowed to employees who are undergoing kidney and other major organ transplantation. Detailed orders in this regard will be issued later.

Part-Time Contingent Employees

35. (1) The existing scales of pay of various categories of Part-Time Contingent employees including Patient Employees in Health Services Department are revised as follows with effect from 01/07/2014.

Category	Existing Scale of Pay	Revised Scale of Pay
Category I	5520-120-6000-140-6700-160-7500-180-8400	10620-240-12300-260-13600-300-15100-340-16460
Category II	4850-110-5400-120-6000-140-6700-160-7500	9340-220-11100-240-12300-260-13600-300-14800
Category III	4250-100-4850-110-5400-120-6000-140-6700	8200-200-10000-220-11000-240-12300-260-13340

(2) The method of fixation of pay in the revised scales of pay is given in Annexure-VI. Some illustrations for fixation of pay are shown in Annexure-VI B.

(3) The existing scheme of granting one additional increment each on completion of qualifying service of 8,15,22 and 27 years will continue.

Note:-The additional increment will be granted on completion of qualifying service and it will not affect the normal increment dates. The maximum number of such increment admissible shall be limited to one, two, three and four respectively on completion of 8,15,22 and 27 years of qualifying service including the benefit availed as per G.O (P) No.85/2011/Fin dated 26/02/2011.

(4) Part-Time Contingent employees will be given stagnation increment. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.

(5) Part-Time Contingent employees working in designated cities shall be eligible for City Compensatory Allowance @ Rs.100 per month. The existing Hill Tract Allowance to employees who are working in designated area will be enhanced to Rs.300 per month.

Casual sweepers

36. The existing remuneration of Rs.4000 per month admissible to casual sweepers will be enhanced to a consolidated amount of Rs.6000 per month with effect from 01/04/2016.

Applicability

37. The revised scales of pay and other benefits, sanctioned in this order, will be applicable to all State government employees, staff of aided schools, colleges and polytechnics (excluding those covered by UGC/AICTE scale of pay and also posts for which central scales of pay have already been allowed such as staff of Medical College, Judicial Officers drawing pay as per the recommendation of Shetty Commission/Padmanabhan Commission) full time employees borne on the contingent and work charged establishment employees of local bodies and personal staff of Chief Minister, Other Ministers, Leader of Opposition, Government Chief whip and MLAs to whom State scales of pay apply. Those State government employees who are not on the State scales of pay (e.g. Those on UGC/AICTE scale of pay), will get other benefits and allowances at revised rates if they were entitled to such benefits and allowances before implementation of this Order. Para 35 of this Order is applicable to Part- Time Contingent employees and Para 36 is applicable to Casual Sweepers.

38. In respect of Public Sector Undertakings, Statutory Corporations/Boards, Autonomous Bodies and Government grant-in-aid institutions, where State scales of pay and DA rate are allowed to the employees, formal approval/sanction of the government will have to be obtained for extending the revised pay scales and other benefits to their employees.

Amendments to Rule 28A and 37(a) Part I KSR

39. As per the existing Rule 28 A Part I KSRs which took effect from 26.03.2006, where an Officer holding a post in a substantive, temporary or officiating capacity is promoted or appointed in a substantive, temporary or officiating capacity to another post carrying a higher time scale of pay, his initial pay in the higher time scale of pay shall be fixed at the stage next above the pay notionally arrived at in the lower time scale of pay by increasing the actual pay drawn by him in the lower time scale by one increment. A promotee is given the following options to elect the date on which his pay is to be fixed in the higher time scale of pay under Rule 28 A:

Option (a): Pay will be fixed in the higher time scale of pay on the date of promotion, under Rule 28 A.

Option (b): Pay on the date of promotion will be initially fixed at the stage of the higher time scale of pay of the promoted post next above the pay in the lower time scale. Thereafter fixation of pay under Rule 28 A will be allowed, based on the pay in the lower post on the date of increment in the lower post.

Prior to 26.03.2006, Rule 28 A Part I KSRs had operated without any options for fixation of pay. It had allowed only initial fixation on the date of promotion and a re-fixation whenever there was a change of pay in the lower time scale.

40. The method of fixation of pay contemplated under Rule 28 A *ibid* in force prior to 26.03.2006 will be restored with effect from 01/02/2016. Accordingly, where an officer holding a post in a substantive, temporary or officiating capacity is promoted or appointed in a substantive, temporary or officiating capacity to another post

carrying a higher time-scale of pay, his initial pay in the higher time-scale of pay, shall be fixed at the stage next above the pay notionally arrived at in the lower time-scale of pay by increasing the actual pay drawn by him in the lower time-scale by one increment. A refixation of pay will be allowed whenever there is a change of pay in the lower time-scale. Fixation of pay will be done as above in respect of promotions/appointments taking effect from that date onwards. However, Rule 28 A Part I will not apply to promotions/appointments to posts carrying higher time scale of pay, the minimum of which exceeds Rs.68700. In such cases fixation will be allowed under Rule 37 (a),Part I KSRs.

41. In all cases of Time Bound Higher Grade promotions to higher scales of pay, the existing practice of fixation of pay under Rule 28 A Part I KSRs will continue without the option facility. Detailed guidelines for fixation of pay are shown in Annexure III.

42. In all cases of regular promotions from time bound grades to posts (equivalent to that of the grade post) carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30 Part I KSRs. The next increment in the same or higher scale will fall due on the date of increment in the time bound grade scale.

43. Where promotion/appointment by transfer to posts happen to have the same scale of pay of the feeder category posts, one advance increment will be granted to the incumbents appointed by promotion or by transfer to posts carrying the same scale of pay as the feeder category posts without prejudice to the normal increments. This advance increment will not be granted in the case of promotion from time bound higher grade to a regular promotion post in the same scale of pay and in the case of appointment to interchangeable posts in the same scale of pay. This will take effect from 01.07.2014.

44. In the case of an officer who was promoted prior to 01.07.2014 and enjoyed the benefit of fixation of pay under Rule 28 A Part I KSRs on the date of increment in the pre-revised lower scale due after 01.07.2014 in terms of option(b), his pay in the

revised scale of the promoted post on the date of increment in the pre-revised lower scale will be fixed at the stage next above the pay notionally arrived at in the promoted scale by increasing the actual pay drawn by him in that time scale by one increment.

Date of Effect

45. The date of effect of the revised scales of pay will be 01/07/2014. Revised pay will be admissible with the salary of February 2016. The date of effect of revised rates of monthly allowance will be 01/02/2016. Modified ratio/percentage based higher grade promotions, other periodical allowances will have effect from 01/04/2016. Modification to Rule 28A and 37(a), Part I KSR (*vide* Paras 39-44 above) will apply to promotions taking effect from 01/02/2016.

Arrears

46. The revised pay and allowances will be granted in cash from February 2016. Employees will be entitled to draw arrears on account of pay revision in four instalments, each at 25% of the arrears, in cash on 1.4.2017, 1.10.2017, 1.4.2018 and 1.10.2018 respectively along with interest on the arrears not drawn as on the above dates at the rate of interest admissible on their Provident Fund. In the event of death of any employee, the entire arrears on account of pay revision not drawn by the employee will be paid along with interest accrued as on the date of death, to the legal heirs of the employee.

(For e.g. an employee entitled to Rs.1 lakh as arrears of pay revision, will be allowed to draw the first instalment of Rs.25,000 on 1.4.2017 along with interest at the current rate on State Government Employee Provident Fund (say 8.7%) for 14 months on Rs. 1 lakh, the second instalment of Rs.25,000 on 1.10.2017 along with interest at 8.7% for 6 months on Rs.75,000, the third instalment of Rs.25,000 on 1.10.2017 along with interest at 8.7% for 6 months on Rs.50,000 and the fourth and last instalment of Rs.25,000 along with interest at 8.7% for 6 months on Rs.25,000.)

47. 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 the drawing and disbursing officer concerned should take steps to get the revised salary fixed by the Accountant General. The pay fixation statement of non-gazetted employees should be pasted in the Service Book after countersignature by the Drawing Officer.

48. (1) Pension contribution based on the pay in the revised scale of pay will be recovered from 01/07/2014. Foreign employers will arrange the remittance at the revised rates from 01/07/2014.

(2) In the case of employees who come under National Pension System, the pension contribution on the basis of revised scale of pay will be recovered from the salary of February 2016 onwards.

49. Omissions/errors/inclusion of new category (temporary posts) if any, in respect of posts or scales of pay indicated in Annexure-XVI to this Order should be reported to Government by the Heads of Departments within a month positively from the date of this Order with relevant supporting documents for timely rectification. The Heads of Departments will be held responsible for any lapse in this regard.

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

51. The Heads of Departments and other officers who inspect their subordinate offices, will check all cases of fixation of pay in the revised scales and indicate in the Service Books the fact of having checked the pay fixation. In case where fixation or grant of higher grade or payment of increased benefits is found to be incorrect, the inspecting officer should record the same in the Service Books concerned and instructions should be given to concerned officers to rectify the defects. In the Departments where there are arrangements for internal audit, the audit team shall review fixation of pay, verify the entries in the Service Book and record therein that such verification has been done. If defects are detected in the case of gazetted officers, the inspecting officers should

intimate them to the Accountant General for appropriate action.

52. Certain changes ordered above will require amendment to the existing provisions in KSRs. Such amendments will be done separately with retrospective effect from the relevant date indicated in this order.

53. Recoveries will be insisted upon where overpayments are made on account of wrong fixation. If an officer competent to fix pay under these orders or approve/countersign the pay fixation has any doubt regarding the application of these orders, he shall seek clarification of the Pay Revision Cell in the Finance Department in Government before approving the pay fixation and disbursing the pay.

54. Revised classification of Government employees into Group A, Group B, Group C and Group D based on the revised scales of pay is shown in Annexure-V.

55. Detailed orders on pension and other related benefits will be issued by Finance Department separately.

56. A Committee with the following composition is hereby constituted to examine the following and submit recommendations to Government.

- i. The recommendations in Part I of the Report of the Commission not specifically taken up in this Order
- ii. Part II Report of the Commission

Chief Secretary – Chairman

Additional Chief Secretary (Home)

Additional Chief Secretary (Finance)

Secretary (GAD)

Secretary (P&ARD)

Director General (IMG)

Principal Secretary (Finance-Expenditure) – Convenor

Orders on the items referred to the Committee above will be issued appropriately after considering the recommendations of this Committee and after due consultation with representatives of employees.

By Order of the Governor,

Dr. K.M. ABRAHAM
Additional Chief Secretary (Finance)

To

The Principal Accountant General (A&E), Kerala, Thiruvananthapuram.

The Principal Accountant General (G&SSA) Kerala, Thiruvananthapuram

The Accountant General (E&RSA) Kerala, Thiruvananthapuram

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

All Heads of Departments and Officers.

All Departments (All sections) of the Secretariat.

The Secretary, Kerala Public Service Commission (with C.L)

The Registrar, University of Kerala/Cochin/Calicut/M.G/Kannur/Sanskrit (with C.L)

The Registrar, Kerala Agricultural University Thrissur (with C.L)

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)

The Private Secretaries to Chief Minister and Other Ministers

The Private Secretaries to Speaker, Deputy Speaker, The Leader of Opposition and Government Chief Whip

Director of Public Relations, Thiruvananthapuram

The Secretary to Governor

The Chief Manager, Finance and Accounts, State Bank of Travancore, Thiruvananthapuram

The Regional Manager, Union Bank of India, Ernakulam.

The Assistant Divisional Manager, Central Bank of India, Thiruvananthapuram

The Senior Manager, Canara Bank, Thiruvananthapuram

The Chief Regional Manager, State Bank of India, Thiruvananthapuram

The Divisional Manager, Syndicate Bank, Thiruvananthapuram

The Regional Manager, Vijaya Bank, Thiruvananthapuram

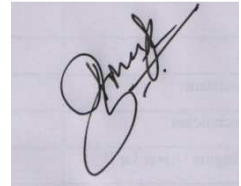
The Regional Manager, Indian Overseas Bank, Thiruvananthapuram

The Director of Treasuries, Thiruvananthapuram

The District Treasuries/Sub Treasuries

The Nodal Officer, www.finance.kerala.gov.in

Forwarded by Order,

A rectangular box containing a handwritten signature in black ink. The signature is stylized and appears to be written on a light-colored background.

Section Officer

Existing and Revised Scales of Pay

Scale No.	Existing scales of Pay (2009)	Revised Scales of Pay (2014)
1	8500-230-9190-250-9940-270-11020-300-12220-330-13210	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-35700
2	8730-230-9190-250-9940-270-11020-300-12220-330-13540	17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500
3	8960-230-9190-250-9940-270-11020-300-12220-330-13540-360-14260	17500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-39500
4	9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-15780	18000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-41500
5	9940-270-11020-300-12220-330-13540-360-14980-400-16580	19000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-43600
6	10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-18300	20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-45800
7	11620-300-12220-330-13540-360-14980-400-16980-440-18740-500-20240	22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000
8	13210-330-13540-360-14980-400-16980-440-18740-500-21240-560-22360	25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000
9	13900-360-14980-400-16980-440-18740-500-21240-560-24040	26500-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-56700
10	14620-360-14980-400-16980-440-18740-500-21240-560-24040-620-25280	27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400
11	15380-400-16980-440-18740-500-21240-560-24040-620-25900	29200-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-62400

Scale No.	Existing scales of Pay (2009)	Revised Scales of Pay (2014)
12	16180-400-16980-440-18740-500-21240-560-24040-620-27140-680-29180	30700-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400
13	16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-31360	32300-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-68700
14	18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680	35700-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-75600
15	19240-500-21240-560-24040-620-27140-680-29860-750-32860-820-34500	36600-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-79200
16	20740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140	39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000
17	21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-37040	40500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-85000
18	22360-560-24040-620-27140-680-29860-750-32860-820-36140-900-37940	42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-87000
19	24040-620-27140-680-29860-750-32860-820-36140-900-38840	45800-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-89000
20	29180-680-29860-750-32860-820-36140-900-40640-1000-43640	55350-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-101400
21	32110-750-32860-820-36140-900-40640-1000-44640	60900-1500-65400-1650-72000-1800-81000-2000-97000-2200-103600
22	36140-900-40640-1000-48640-1100-49740	68700-1650-72000-1800-81000-2000-97000-2200-108000-2400-110400

Scale No.	Existing scales of Pay (2009)	Revised Scales of Pay (2014)
23	40640-1000-48640-1100-57440	77400-1800-81000-2000-97000-2200-108000-2400-115200
24	42640-1000-48640-1100-57440-1200-58640	81000-2000-97000-2200-108000-2400-117600
25	44640-1000-48640-1100-57440-1200-58640	85000-2000-97000-2200-108000-2400-117600
26	46640-1000-48640-1100-57440-1200-59840	89000-2000-97000-2200-108000-2400-120000
27	48640-1100-57440-1200-59840	93000-2000-97000-2200-108000-2400-120000
Master Scale	8500-230-9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-40640-1000-48640-1100-57440-1200-59840.	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-108000-2400-120000.

Rules for Fixation of Pay in the Revised Scale of Pay

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

Existing emoluments

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

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

Fitment Benefit and Service Weightage

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

Note:-Service for the purpose of this rule means full time regular service including broken periods of service qualifying for normal increments in the

scale of pay. Time spent on leave not counting for normal increment shall not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned. Prior regular service in aided schools/colleges/polytechnics, Municipal Common Service, University Service, Panchayat Service and High Court of Kerala Service will also be reckoned.

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

8. If the amount arrived at under Rule 6 above is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes, viz fixation of pay, calculation of leave salary, drawal of allowances including dearness allowance and pension.

Stepping up of pay of seniors

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

(a) The senior and the junior employee should belong to the same category and should have been promoted to the same category of post.

(b) The pre-revised and revised scale of pay of the lower and higher posts should be identical.

(c) The senior employee at the time of promotion has been drawing equal or more pay than the junior.

(d) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay and fixation rules.

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

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

(ii) In case where pay of an employee is stepped up in terms of Rule 8 above, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of pay.

Increment

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

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

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

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

revised scale will be sanctioned after the expiry of the period of increment bar, subject to Rule 10 of pay fixation rules.

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

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

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

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

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

19. Heads of departments and offices shall fix the pay of all employees under them in the revised scales of pay within two months from the date of this order.

20. Heads of departments and offices should see that the contents of the Pay Revision Order are communicated to their subordinates, including those who are on leave, deputation and foreign service. The fixation rules may be published in Notice Board.

Annexure-II A**Illustrations of Pay Fixation**

(1) An employee with less than one year of service and drawing basic pay of Rs.8500 in the existing scale of pay (Date of entry in service: 01/08/2013).

1	Existing Scale of Pay		8500-13210
2	Basic Pay as on 01.07.2014		8500
3	DA at 80%		6800
4	Total (2+3)		15300
5	Fitment Benefit at 12% (minimum Rs.2000)	2000	
6	Service Weightage at ½ % per completed year (maximum 15%)	0	
7	Total of 5+6 (maximumRs.12000)		2000
8	Total (4+7)		17300
9	Revised scale of pay		16500-35700
10	Pay fixed at next stage in the revised scale of pay		17500
11	Next increment on 01/08/2014		18000

(2) An employee having 8 years of service and drawing basic pay of Rs.19740 in the existing scale of pay (Date of last increment: 01/06/2014)

1	Existing Scale of Pay		16980-31360
2	Basic Pay as on 01.07.2014		19740
3	DA at 80%		15792
4	Total (2+3)		35532
5	Fitment Benefit at 12% (minimum Rs.2000)	2369	
6	Service Weightage at ½ % per completed year (maximum 15%)	790	
7	Total of 5+6 (Max. Rs.12000)		3159
8	Total (4+7)		38691
9	Revised scale of pay		32300-68700
10	Pay fixed at next stage in the revised scale of pay		39500
11	Next increment on 01/06/2015		40500

(3) An employee having 18 years of service and drawing basic pay of Rs.24040 in the existing scale of pay (Date of last increment: 01/04/2014)

1	Existing Scale of Pay		16980-31360
2	Basic Pay as on 01.07.2014		24040
3	DA at 80%		19232
4	Total (2+3)		43272
5	Fitment Benefit at 12% (minimum Rs.2000)	2885	
6	Service Weightage at ½ % per completed year (maximum 15%)	2164	
7	Total of 5+6 (Max. Rs.12000)		5049
8	Total (4+7)		48321
9	Revised scale of pay		32300-68700
10	Pay fixed at next stage in the revised scale of pay		49200
11	Next increment on 01/04/2015		50400

(4) An employee having 16 years of service and drawing basic pay of Rs.25280 in the existing scale of pay (Date of last increment: 01/07/2013)

1	Existing Scale of Pay		21240-37040
2	Basic Pay as on 01.07.2014		25900
3	DA at 80%		20720
4	Total (2+3)		46620
5	Fitment Benefit at 12% (minimum Rs.2000)	3108	
6	Service Weightage at ½ % per completed year (maximum 15%)	2072	
7	Total of 5+6 (Max. Rs.12000)		5180
8	Total (4+7)		51800
9	Revised scale of pay		40500-85000
10	Pay fixed at next stage in the revised scale of pay		52800
11	Next increment on 01/07/2015		54000

(5) An employee having 28 years of service and drawing basic pay of Rs.18300 in the existing scale of pay (Date of last increment: 01/09/2013)

1	Existing Scale of Pay		11620-20240
2	Basic Pay as on 01.07.2014		18300
3	DA at 80%		14640
4	Total (2+3)		32940
5	Fitment Benefit at 12% (minimum Rs.2000)	2196	
6	Service Weightage at ½ % per completed year (maximum 15%)	2562	
7	Total of 5+6 (Max. Rs.12000)		4758
8	Total (4+7)		37698
9	Revised scale of pay		22200-48000
10	Pay fixed at next stage in the revised scale of pay		38500
11	Next increment on 01/09/2014		39500

(6)An employee having 30 years of service and drawing basic pay of Rs.47640 in the existing scale of pay (Date of last increment: 01/11/2013)

1	Existing Scale of Pay		44640-58640
2	Basic Pay as on 01.07.2014		47640
3	DA at 80%		38112
4	Total (2+3)		85752
5	Fitment Benefit at 12% (minimum Rs.2000)	5717	
6	Service Weightage at ½ % per completed year (maximum 15%)	7146	
7	Total of 5+6 (Max. Rs.12000)	12863	12000
8	Total (4+7)		97752
9	Revised scale of pay		85000-117600
10	Pay fixed at next stage in the revised scale of pay		99200
11	Next increment on 01/11/2014		101400

(7) An employee having 33 years of service and drawing basic pay of Rs.33680+ 4 stagnation increments @ 820/- in the existing scale of pay (Date of last increment: 01/12/2013)

1	Existing Scale of Pay		18740-33680
2	Basic Pay as on 01.07.2014		33680+3280
3	DA at 80%		29568
4	Total (2+3)		66528
5	Fitment Benefit at 12% (minimum Rs.2000)	4435	
6	Service Weightage at ½ % per completed year (maximum 15%)	5544	
7	Total of 5+6 (Max. Rs.12000)		9979
8	Total (4+7)		76507
9	Revised scale of pay		35700-75600
10	Pay fixed at next stage in the revised scale of pay		75600+907 PP
11	Next increment on 01/12/2014 (stagnation)		75600+1800 (1 st stagnation increment)+907 PP

(8) An employee having 32 years of service and drawing basic pay of Rs.59840 in the existing scale of pay (Date of last increment: 01/12/2013)

1	Existing Scale of Pay		48640-59840
2	Basic Pay as on 01.07.2014		59840
3	DA at 80%		47872
4	Total (2+3)		107712
5	Fitment Benefit at 12% (minimum Rs.2000)	7181	
6	Service Weightage at ½ % per completed year (maximum 15%)	8976	
7	Total of 5+6 (Max. Rs.12000)	16157	12000
8	Total (4+7)		119712
9	Revised scale of pay		93000-120000
10	Pay fixed at next stage in the revised scale of pay		120000
11	Next increment on 01/12/2014		No further increment

Annexure-II B

STATEMENT OF FIXATION OF PAY IN THE REVISED SCALE

[G.O.(P) No. 7/2016/Fin dated 20/01/2016]

1	Permanent Employee Number (PEN)	:	
2	Name (in block letters)	:	
3	Designation	:	
4	Post held as on 01-07-2014	:	
5	Date of Commencement of full time regular service	:	
6	Completed years of full time regular service as on 01-07-2014 (Ref. : Note below Rule 6 in Annexure II) *	:	
7	Existing Scale of Pay (in full) as on 01-07-2014	:	
8	Revised Scale of Pay(in full) as on 01-07-2014	:	
9. (a)	Basic pay in the existing scale of pay including increments/stagnation increments on the date of change over to the revised scale (Rule 5 (a)) of Annexure II)	:	
(b)	Personal Pay, if any, not specifically ordered to be absorbed in future increase of pay	:	
(c)	Special pay drawn in lieu of higher time scale of pay, provided there is no special pay attached to the revised scale <i>Note: Any other Special pay drawn, in addition to pay drawn in the existing scale shall not be reckoned for fixation in the revised scale.</i>	:	
(d)	DA admissible at the rate of 80% on pay as above	:	
10 (i)	Fitment Benefit (@ 12% of basic pay at 9(a) subject to a minimum of Rs. 2000)	:	
(ii)	Service Weightage (@ ½ % of basic pay at 9(a) for every completed year of service subject to a maximum of 15 %)	:	
11	Total of 10 (i) + (ii)(Maximum limit Rs. 12000)	:	
12	Total [(9) + (11)]	:	

13	Next stage (The amount computed against item 12 may be stepped up to the next stage in the Revised scale)	:	
14	Pay fixed in the revised scale **	:	
15 (i)	Date of Increment (Next Increment will accrue on the date of increment in the pre revised scale)	:	
(ii)	Pay on Accrual of Increment	:	
16	Remarks	:	

Station:
Date:

Signature:
Drawing Officer:
Name:
Designation:

Signature:
Countersigning Officer:
Name:
Designation:

*** Note:**
(Vide Item 6)

Service for the purpose of this rule means full time regular service including broken periods of service qualifying for normal increments in the scale of pay. Time spent on leave not counting for normal increment shall not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned. Prior full time regular service in aided schools / colleges / polytechnics, Municipal Common Service, University Service, Panchayat Service and High Court of Kerala Service will also be reckoned.

**** Note:**
(Vide Item 14)

If the amount arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of the revised scale and the difference shall be treated as personal pay and will not be absorbed in future increase on pay on account of granting increments. This personal pay will count for all purposes viz. fixation of pay, calculation of leave salary, drawal of allowances and pension. If the amount computed is less than the minimum of the revised scale, pay shall be fixed at the minimum of the revised scale.

Scheme for Time Bound Higher Grade Promotion

1. Employees who remain in their entry posts in the scales of pay ranging from Rs. 16500-35700 to Rs. 19000-43600 will be granted four higher grades on completion of the following specified periods of service in their posts, subject to para 6 below:

- (1) The first Time Bound Higher Grade on completion of eight years of service in the entry post.
- (2) The second Time Bound Higher Grade on completion of 15 years of service in the entry post and the first regular promotion post/time bound higher grade taken together.
- (3) The third Time Bound Higher Grade on completion of 22 years of total service in the entry post and the regular promotion post(s)/time bound higher grade(s) taken together.
- (4) A fourth Time Bound Higher Grade on completion of 27 years of total service in the entry post and the regular promotion post(s) /time bound higher grade(s) taken together.

2. Employees who remain in their entry post on scales of pay ranging from Rs. 16500-35700 to Rs. 26500-56700 will be granted Time Bound Higher Grades (TBHG) on completion of the period of qualifying service in their posts as follows with the scales of pay shown in TABLE – I below:

TABLE - I

Revised scale of pay in the entry post	1st TBHG in the entry post	2nd TBHG	3rd TBHG	4th TBHG
16500-35700	17000-37500	17500-39500	19000-43600	20000-45800
17000-37500	17500-39500	18000-41500	19000-43600	20000-45800
17500-39500	18000-41500	19000-43600	20000-45800	22200-48000
18000-41500	19000-43600	22200-48000	26500-56700	27800-59400

Revised scale of pay in the entry post	1stTBHG in the entry post	2ndTBHG	3rdTBHG	4thTBHG
19000-43600	22200-48000	26500-56700	27800-59400	30700-65400
20000-45800	22200-48000	26500-56700	27800-59400	NIL
22200-48000	25200-54000	26500-56700	30700-65400	NIL
25200-54000	26500-56700	30700-65400	32300-68700	NIL
26500-56700	27800-59400	30700-65400	32300-68700	NIL

3. Those on entry posts with pay scales ranging from Rs.27800-59400 to Rs.40500-85000 will be granted two time bound higher grades, the first on completion of 8 years of service in the entry post and the second on completion of 15 years of total service in the entry post and first promotion post/ higher grade taken together, as shown in Table II below:

TABLE - II

Revised scale of pay in the entry post	1st TBHG for 8 years of service in the entry post	2ndTBHG for 15 years of service
27800-59400	30700-65400	35700-75600
29200-62400	32300-68700	36600-79200
30700-65400	35700-75600	39500-83000
32300-68700	35700-75600	39500-83000
35700-75600	39500-83000	42500-87000
36600-79200	39500-83000	42500-87000
39500-83000	42500-87000	45800-89000
40500-85000	42500-87000	45800-89000

4. For direct recruits against posts carrying the scales of Rs.42500-87000 to Rs.55350-101400, one higher grade promotion in the scale as shown below will be given on completion of 8 years of service, as shown in Table III below:

TABLE III

Revised pay scale in the entry post	TBHG for 8 years of service in the entry post
42500-87000	45800-89000
45800-89000	55350-101400
55350-101400	68700-110400

5. For the incumbents in the posts on scales of pay above Rs.55350-101400 no Time Bound Higher Grade will be allowed.

6. If there is a regular promotion post (including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from Rs.16500-35700 to Rs.32300-68700 and its scale of pay is higher than the Time Bound Higher Grade proposed above, then the qualified incumbent will be given the scale of pay of the regular promotion post in the direct line of promotion as Time Bound Higher Grade scale. (While assigning higher grade, only qualified hands eligible for regular promotion will get the scales of pay of regular promotion posts). In cases where there exist no such immediate regular promotion post under common category in a department, the scale of pay of immediate regular promotion post as shown in the schedule of posts under common category as per Special Rules alone will be admissible as grade scale (ie. in case where there are only Junior Superintendent post and no intermediary post of Head Clerk in a department, a UD Clerk will be eligible for higher grade in the scale of pay of Head Clerk only). Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay in Annexure I.

7. If the scale of pay of the regular promotion post is lower than the Time Bound Higher Grade proposed in the Table, the scale of pay of Time Bound Higher Grade specified above will be given on completion of prescribed years of qualifying service by reckoning the total service in both the lower post and promotion post taken together. In such cases the fixation under Rule 30, Part I KSR will be admissible and the next increment will be allowed on the normal increment date in the earlier promoted post.

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

9. In respect of categories of post coming under the pay scale ranging from Rs.35700-75600 to 40500-85000 the Time Bound Higher Grade will be as specified in Table II. Scales of pay of regular promotion post will not be given in these cases. This is applicable in the case of employee enjoying scale of pay 35700-75600 and above whether by regular promotion or by Time Bound Higher Grade.

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

11. In the case of Time Bound Higher Grade promotion the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSR i.e. one notional increment will be given and thereafter the pay in the higher grade scale will be fixed at the next stage above the pay in the lower time scale, arrived after adding notional increment, as on the date of the higher grade promotion. However, he will draw his next increment in the grade scale on the date he would have drawn his normal increment in the lower scale. But in the case of an officer who got the benefit of more than two increments on

account of fixation of pay on sanction of higher grade, he will draw his next increment on completion of one year service in the grade scale. The existing option facility for Time Bound Higher Grade Promotion is withdrawn with effect from 01/02/2016. The fixation on Time Bound Higher Grade Promotion shall be done on the due date itself. The revised fixation rule will be made applicable for Time Bound Higher Grade promotion due on or after 01/02/2016.

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

13. Non-teaching staff in Aided Schools, Private Colleges and Polytechnics who come under the scheme of direct payment of salary by Government are also eligible for Time Bound Higher Grade promotion subject to the above conditions. The existing benefit of third Time Bound Higher Grade in the scale of pay of Junior Superintendent allowed to LD Clerk in Aided School will continue.

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

15. 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 made by PSC, “by transfer” from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of Time Bound Higher Grade. An employee who has been initially appointed in a post in one department gets appointment subsequently by direct recruitment (PSC) or by other means in another post in the same /other department, his entry post will be the newly appointed post, in such cases Time Bound Higher Grade Promotion will be granted based on the new entry post only. Service in different posts having same scale will not be treated as qualifying service. Similarly in the case of employees who get inter departmental

transfer (interdepartmental transferees), their prior service in the entry post in the former department will also be reckoned as qualifying service for time bound higher grade. 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.

16. All promotions in the regular line of promotion from Subordinate Service to State Service (e.g. promotion as Senior Superintendent from Junior Superintendent, Section Officer from Assistant Section Officer, Assistant Engineer from First Grade Overseer etc) are also termed as 'by transfer' appointment. However, further Time Bound Higher Grade promotion will not be granted by reckoning the service in the promoted posts(Senior Superintendent, Section Officer, Assistant Engineer etc) taken as entry post on analogy with by transfer appointment i.e. promotion to a post in the direct line of promotion in a Department made on the basis of select list prepared by the Departmental Promotion Committee, will not be treated as direct recruitment for allowing the benefit of Time Bound Higher Grade. All appointment 'by transfer' except the promotions/appointments from Subordinate Service to State Service as mentioned above will be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.

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

18. The employees in the entry scales of pay of Rs.17000-37500 and Rs.17500-39500 will be eligible for reckoning their last grade service also for allowing 22 years third Time Bound Higher Grade. This benefit will not be allowed to first, second and fourth Time Bound Higher Grades. The employees in the posts having the revised entry scale of Rs. 18000 - 41500 and above are also not eligible for this benefit.

19. Military service which counts for civil pension of Ex-servicemen will be reckoned as qualifying service for allowing first higher grade. However, on the basis of Judgement dated 25.3.15 of the Hon'ble Supreme Court of India in Civil Appeal No. 3136/15 and other connected Civil Appeals, Government have issued GO(P)No.408/15/Fin dated 14.9.2015, in which it has been clarified that the ex-servicemen who were under War/Military service got appointment in the State Civil Service in Gazetted and Non-Gazetted posts are eligible to get the benefit of first Time Bound Higher Grade counting the War/Military service without refunding their mustering out benefits. The Civilian service under Military will not be counted for granting higher grade. The State Government employees who are in service on 14.9.2015 (date of order) and who joined State Government Service after 14.9.2015 are eligible to get the benefits in GO(P)No.408/15/Fin dated 14.9.2015. As per the said Government Order, a State Government employee having 10/8 or more years of War/Military service prior to the date of joining in Government Service, as the case may be, are eligible to get first Time Bound Higher Grade on the date of joining in Government service itself in the next higher scale above the scale of pay of the entry post in the list of standard scales in **Annexure 1**, with KSRs Part I Rule 28 A fixation benefit. The scale of pay of regular promotion post / table scale will be admissible with KSRs Part I Rule 30 fixation benefit only after the declaration of satisfactory completion of probation and on acquiring qualifications of regular promotion posts as the case may be. Ex-servicemen, enjoying protection of pay will not be allowed this benefit, and in that case service under State Government alone will be reckoned as qualifying service.

20. All other existing general terms and conditions governing grant of Time Bound Higher Grade Promotions will continue subject to the modifications issued by Government from time to time.

Annexure-IV

Career Advancement Scheme

Sl.No	Department	Entry Post and Scale of Pay	Scale of pay admissible for 8 years of qualifying service	Scale of pay admissible for 15 years of qualifying service
1	2	3	4	5
1	Agriculture	Agriculture Officer (39500-83000)	42500-87000	45800-89000
		Assistant Engineer (Agri) (39500-83000)	42500-87000	68700-110400
2	Animal Husbandry	Veterinary Surgeon (39500-83000)	42500-87000	45800-89000
3	Prosecution	Assistant Public Prosecutor Gr.II (40500-87000)	42500-87000	68700-110400
4	Dairy Development	Dairy Extension Officer (39500-83000)	42500-87000	45800-89000
5	Drugs Control	Drugs Inspector (39500-83000)	42500-87000	45800-89000
		Analyst Gr.III (39500-83000)	42500-87000	45800-89000
6	Electrical Inspectorate	Assistant Electrical Inspector (39500-83000)	42500-87000	68700-110400
7	Factories & Boilers	Inspector of Factories and Boilers Gr.II (39500-83000)	45800-89000	68700-110400
		Medical Officer (Factories & Boilers) (45800-89000)	68700-110400	Nil
8	Harbour Engineering	Assistant Engineer (39500-83000)	42500-87000	68700-110400
9	Health Services	Scientific Officer (39500-83000)	42500-87000	
10	Homoeopathy	Medical Officer (39500-83000)	42500-87000	45800-89000
11	Indian Systems of Medicine	Medical Officer (39500-83000)	42500-87000	45800-89000

Sl.No	Department	Entry Post and Scale of Pay	Scale of pay admissible for 8 years of qualifying service	Scale of pay admissible for 15 years of qualifying service
1	2	3	4	5
12	Insurance Medical Services	Assistant Insurance Medical Officer (Homoeo) (39500-83000)	42500-87000	45800-89000
		Assistant Insurance Medical Officer (Ayurveda) (39500-83000)	42500-87000	45800-89000
13	Irrigation	Assistant Engineer (39500-83000)	42500-87000	68700-110400
14	Land Use Board	Agricultural Officer/Soil Survey Officer/Soil Survey Assistant (39500-83000)	42500-87000	45800-89000
15	Ports (Mechanical Engineering Wing)	Assistant Engineer (39500-83000)	42500-87000	68700-110400
16	Public Works	Assistant Engineer (39500-83000)	42500-87000	68700-110400
17	Soil Survey & Soil Conservation	Soil Conservation Officer (39500-83000)	42500-87000	45800-89000
		Soil Survey Officer/Research Assistant/Technical Assistant/Cartographer (39500-83000)	42500-87000	45800-89000
18	LSG Engineering Wing	Assistant Engineer (39500-83000)	42500-87000	68700-110400

Annexure-V**Revised Classification of Government Employees into
Group A, Group B, Group C and Group D**

Group A	Group B	Group C	Group D
Scale of Pay	Scale of Pay	Scale of Pay	Scale of Pay
55350-101400	35700-75600	17000-37500	16500-35700
60900-103600	36600-79200	17500-39500	
68700-110400	39500-83000	18000-41500	
77400-115200	40500-85000	19000-43600	
81000-117600	42500-87000	20000-45800	
85000-117600	45800-89000	22200-48000	
89000-120000		25200-54000	
93000-120000		26500-56700	
		27800-59400	
		29200-62400	
		30700-65400	
		32300-68700	

Method of Fixation of Pay for Part-Time Contingent Employees

1. All the existing Part-Time Contingent employees including Patient Employees in Health Services Department will come over to the revised scales of pay on 01/07/2014.

2. The basic pay in the revised scale of pay will be fixed by adding the following items:

- (i) Existing Basic Pay as on 01/07/2014, including increments due on 01/07/2014.
- (ii) 80% of Dearness Allowance on (i) above.
- (iii) Fitment Benefit of 12% of the existing basic pay as on 01/07/2014, and a Service Weightage @ $\frac{1}{2}\%$ for each completed years of service as on 01/07/2014, subject to a maximum of 15%. A minimum benefit of Rs.1250/- will be ensured.

The amount so arrived at shall be fixed at the immediate higher stage in the corresponding revised scale of pay.

Annexure-VI A**Illustrations of Pay Fixation—Part Time Contingent Employees**

1. Category I - Part Time Contingent employee having 28 years of service and drawing basic pay of Rs.7500 in the existing scale of pay (Date of last increment: 01/07/2013)

1	Existing Scale of Pay		5520-8400
2	Basic Pay as on 01.07.2014		7680
3	DA at 80%		6144
4	Total (2+3)		13824
5	Fitment Benefit at 12%	922	
6	Service Weightage at ½ % per completed year of service (maximum 15%)	1075	
7	Fitment Benefit + Service Weightage (5+6) (minimum Rs.1250)	1997	1997
8	Total (4+7)		15821
9	Revised scale of pay		10620-16460
10	Pay fixed at next stage in the revised scale of pay		16120
11	Next increment on 01/07/2015		16460

2. A Category II - Part Time Contingent employee having 2 years of service and drawing basic pay of Rs. 5070 in the existing scale of pay (Date of last increment: 01/07/2013)

1	Existing Scale of Pay		4850-7500
2	Basic Pay as on 01.07.2014		5070
3	DA at 80%		4056
4	Total (2+3)		9126
5	Fitment Benefit at 12%	608	
6	Service Weightage at ½ % per completed year of service (maximum 15%)	51	
7	Fitment Benefit + Service Weightage (5+6) (minimum Rs.1250)	659	1250

8	Total (4+7)		10376
9	Revised scale of pay		9340-14800
10	Pay fixed at next stage in the revised scale of pay		10440
11	Next increment on 01/12/2014		10660

3. Category III- Part-Time Contingent Employee having 8 years of service and drawing basic pay of Rs.4750 in the existing scale of pay (Date of increment: 01/07/2013)

1	Existing Scale of Pay		4250-6700
2	Basic Pay as on 01.07.2014		4850
3	DA at 80%		3830
4	Total (2+3)		8730
5	Fitment Benefit at 12%	582	
6	Service Weightage at ½ % per completed year of service (maximum 15%)	194	
7	Fitment Benefit + Service Weightage (5+6) (minimum Rs.1250)	776	1250
8	Total (4+7)		9980
9	Revised scale of pay		8800-13600
10	Pay fixed at next stage in the revised scale of pay		10000
11	Next increment on 01/07/2015		10220

FOOTWEAR ALLOWANCE

Designation	Rate per month (Rs.)
Ayurveda Medical Education	
Ayurveda Colleges, Thiruvananthapuram, Thripunithura and Kannur	
Theatre Asst., Anatomy Department	450
Scavenger, Anatomy Department	450
Dravya Attender	450
X-ray Technician	450
Govt. Ayurveda Colleges	
Nursing Assistant Gr I & II	450
Ayurveda Therapist	450
Attender Gr.I& Gr.II	450
Structure Carrier	450
Cook	450
Dhoby	450
Mess Attender	450
Sanitation Worker	450
Watcher	450
Pharmacy Attender	450
Gardener	450
Technician & Assistant Technician (X-Ray Section)	450
Sweeper	450
Scavenger	450
Sweeper-cum-Scavenger	450
Female Attender	450
Chemical Examiner's Laboratory	
Junior Laboratory Assistant	450
Packer/Bottle Cleaner/ Lascar	450
Health Service	
Foreman Mechanic	450
Motor Mechanic	450
Helper	450
Electrician	450
Blacksmith	450
Tinker	450
Security Guards	450
Welder	450
Van Cleaner	450
Assistant Sergeant	450
Surgeant	450
Nursing Assistant	450
Junior Lab Assistant	450
Hospital Attendant	450

Designation	Rate per month (Rs.)
Museum and Zoo	
Zoo Keeper	450
Part Time Zoo Keeper	450
Gardener	450
Sweeper	450
Guard	450
Cleaner	450
Van Cleaner	450
Deffadar	450
Blacksmith	450
Lab Attendent	450
Driver	450
Lab Assistant	450
Carpenter	450
Night Watcher	450
Sweeper Scavenger	450
Scavenger	450
Part Time Gardener /Sweeper/ Watcher	450
Zoo Supervisor	450
Printing	
Technical Employees - Male/Female	450
Mechanical Employees (Workshop wing)	450
Prison	
Gardener	450
Full Time Gardener	450
Full Time Sweeper	450
Part Time Sweeper	450
State Water Transport	
Boat Lascar	450
Chargeman	450
Smithy Chargeman	450
Mechanic	450
Chargeman (Carpenter)	450
Assistant Chargeman (Carpenter)	450
Caulker Chargeman	450
Caulker	450
Carpenter	450
Fitter	450
Blacksmith	450
Time Keeper	450
Armature Winder	450
Battery Charger	450
Painter	450
Upholsterer	450
Moulder	450
Patternmaker	450

Designation	Rate per month (Rs.)
Pump Operator	450
Electrician	450
Welder	450
Turner	450
Coolie Worker	450
Machinist	450
Foreman	450
Storekeeper/Assistant Storekeeper	450

SPECIAL ALLOWANCE

Designation	Rate per month (Rs.)
Common Category	
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Chairman KPSC, Advocate General, Principal Secretaries, Secretaries to Govt. And Special Secretaries to Govt. Commissioners, Commercial Taxes, Land Revenue, Civil Supplies and Excise, DPI, Director of Agriculture, Principal CCF, Enquiry Commissioner and Spl. Judges, DHS, DME, Transport Commissioner, DGP, Chief Engineer (PWD/Irrigation Admn.), District Collectors and District Judges	550
Driver attached to the above Officers	400
Office Attendant, Duffedar attached to the above Officers	320
Personal Assistant /Confidential Assistant of Members, KPSC and of Additional Director General of Police ,Personal Assistant (HG) to Members of KPSC	400
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to , Addl. Advocate General, Other Heads of Departments, SPs and Higher Ranked Police Officers of and including the level of Inspector General of Police, DIG(Vig.), Legal Advisor (Vig.), Addl. Legal Advisor(Vig.) and Presiding Officers of other subordinate Courts	200
Personal Assistant and Confidential Assistant to Additional Secretaries to Govt., Secretary Legislature, Additional Secretary Legislature, Addl Advocate General,Other Heads of Department,SPs and High Rank Police Officers of and including the level of Inspector General of Police, DIG(Vig), Legal Advisor(Vig)Addl Legal Advisor(Vig)and Presiding Officers of Subordinate Courts	200
Peons/Duffedars attached to the above Officers	120
Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver	200
Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs	250
Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists	120
Peon doing work as Night Watcher	300
Last Grade Employees attending to Treasury Duty where in the average monthly transaction of the office shall be above RS.1,00,000/-.	200
Secret Section	
Superintendent	130
Clerk/Typist	120
Peon	100

Designation	Rate per month (Rs.)
Advocate General's Office	
<i>Officers attending work in the Office of the Director of Public Prosecution</i>	
Section Officer	180
Confidential Assistant	140
Personal Assistant to the Advocate General attending Secret Section work	140
Driver	300
General Education Department	
Headmaster, Govt. Vocational & Higher Secondary School for Deaf, Thiruvananthapuram	400
Special Officer (Work Experience)	250
Graduate Headmasters in Special Schools	350
Assistant Teacher (Without Training) and Special Teacher, School for Handicapped	130
Teachers in Special Schools	130
Teacher in charge of Incomplete High School	200
Headmaster of High School not eligible for Headmaster's scale	200
Graduate Headmasters of UP School	120
Headmaster of Aided UP Schools not eligible for Headmaster's scale of pay	150
Headmaster of Aided LP Schools not eligible for Headmaster's scale of pay	140
Headmaster of Incomplete LP School	140
Teacher in charge of Incomplete UP School	140
Education Extension Officer and Instructor (Training School)	200
Senior Clerk, Vigilance Section, D.P.I.'s Office	100
Confidential Assistant to the Additional DPI	130
Office Attendant to the Additional D.P.I.	100
Deputy Secretary to Government (Super Check Cell)	300
A.E.O. (HM), Super Check Cell	200
Teacher in charge of Lab / Library/IT	300
Physical Education Teacher attending the Higher Secondary/ VHSE School Section	300
Staff of the Commissionerate of Government Examinations	
Pay range of 20550 & above	250
Pay range between 18000 & 20549	200
Pay range between 17000 & 17999	160
Pay below 17000	140
Higher Secondary Education Department	
Higher Secondary School Teachers / Principal having Ph.D in the respective subject	500
Higher Secondary School Teacher having Special Training working in Special Schools	400

Designation	Rate per month (Rs.)
Clerk attending the work of Higher Secondary Section in Higher Secondary Schools	200
Office Attendant attending the work of Higher Secondary section in Higher Secondary Schools	100
Technical Education Department	
Principal, Engineering Colleges	450
Principal of Engineering Colleges where Part-time Courses are conducted	600
Principal of Polytechnics where Part-Time Diploma Courses are conducted at night	300
Driver-cum-Mechanic, Polytechnic Colleges	130
Staff in the Examination wing of the Directorate	
Pay Range of Rs.21100/- and above	250
Pay Range of Rs.18000/- and above but below Rs.21100/-	200
Pay Range of Rs.17000/- and above but below Rs.18000/-	160
Pay Range below Rs.17000/-	140
Vocational Higher Secondary Education Department	
<i>(a) High School</i>	
Principal	1250
Teacher holding the charge of Academic Head	700
Science Teacher (in charge of laboratories)	160
Person in charge of Library	250
<i>(b) Technical High Schools</i>	
Person in charge of Library	160
Excise Department	
Assistant Excise Commissioner, Inspection and Training	200
Circle Inspector of Excise-in-charge of Training	160
Fire & Rescue Service Department	
Fireman Driver-cum-Pump Operator	300
Staff Car Driver of the Commandant General	250
Station Officer, Fire & Rescue Service Academy, Viyoor, Thrissur	140
Leading Fireman, Fire & Rescue Service Academy, Viyoor, Thrissur	120
Fisheries Department	
Head Master, Regional Fisheries Technical High Schools	250
Forest Department	
Principal, Forest School, Arippa	200
Instructor (Ranger), Forest School, Arippa	200
Instructor, Forest School, Walayar	200
Vigilance and Evaluation Wing	
Assistant Conservator of Forests	200
Divisional Forest Officer	200
Range Forest Officer	180
Section Forest Officer	120
Beat Forest Officer	100

Designation	Rate per month (Rs.)
<i>Wild Life Wing</i>	
Range Forest Officer	180
Wild Life Assistant	180
Deputy Range Forest Officer	150
Section Forest Officer	120
Beat Forest Officer	100
Warder	100
<i>Flying Squad</i>	
Assistant Conservator of Forest	200
Divisional Forest Officer	200
Range Forest Officer	180
Deputy Range Forest Officer	150
Section Forest Officer	120
Beat Forest Officer	100
Driver	100
<i>Marayoor Sandal Division</i>	
Deputy Range Forest Officer	10% of Basic Pay
Section Forest Officer	10% of Basic Pay
Beat Forest Officer	10% of Basic Pay
Watcher	10% of Basic Pay
Driver	10% of Basic Pay
Health Services Department	
Doctors in Health Services (General Cadre)(PG Diploma Allowance)	800
Doctors in Health Services(General Cadre) (PG Degree Allowance)	1000
Doctors in Health Services(General Cadre) (Charge Allowance)	500
Doctors in Health Services (Specialist Allowance)	1000
Doctors in Health Services (Senior Specialist Allowance)	1500
Postmortem Allowance (per case)	600
Exhumation Allowance(Per exhumation)	1000
Specialist Doctors working in Radiology, TB, Pathology, Leprosy, Anaesthetics	1200
Thorasic Surgeon working in Thorasic surgery unit in District Hospitals and TB Hospitals.	1200
Pharmacist attending clerical work	100
Lift Operator	100
Homoeopathy Medical Colleges	
Principal	750
Indian Systems of Medicines Department	
Medical Officer (Specialist Allowance)	2000
Superintendent (Medical)	400
Pharmascist Ayurveda Hospital doing clerical work	100
Superintendent, Mental Hospital, Kottakkal	400
Specialist Medical Officer (PG Degree allowance)	1000

Designation	Rate per month (Rs.)
Industrial Training Department	
Principal, I.T.I. (Kalamasserry, Kozhikode and Thiruvananthapuram)	150
<i>Staff attached to the examination wing of the Directorate</i>	
Pay Range of Rs.19000/- and above	250
Pay Range between Rs.18000/- and Rs.18999/-	200
Pay Range between Rs.17000/- and Rs.17999/-	170
Pay Range below Rs.17000/-	150
Industries & Commerce Department	
Designer & Craftsman who is the recipient of State Awards	150
Designer & Craftsman who is the recipient of National Awards	200
Information & Public Relations	
Staff Car Driver	300
Insurance Medical Services	
<i>ESI Allowance</i>	
Cook	100
Irrigation Department	
The Engineers deployed from the IDRB to the Dam Safety Authority	As admissible to the corresponding post in IDRB
<i>Irrigation, Design and Research Board</i>	
Chief Engineer	800
Superintending Engineer (Director)	600
Executive Engineer (Joint Director)	600
Assistant Executive Engineer (Deputy Director)	500
Assistant Engineer(Assistant Director)	500
All Technical Staff other than Engineers	350
Judiciary	
Confidential Assistant of District Court, CJM Court, Sub Court	600
Confidential Assistant of munsiff Court.	400
Amins and Process Servers	150
Clerk in-charge of Record/ Property Rooms	250
Bench Clerk (Civil/Criminal Court)	200
Medical Education Department	
Medical officers(Postmortem Allowance per case)	600
Medical Officer (Exhumation allowance per exhumation)	1000
Lift Operator	100
Police Department	
<i>(i) Special Branch and Crime Branch</i>	
Dy.Suptd. of Police	200
Inspector	160
Woman Inspector of Police	160
Sub Inspector	130
Woman Sub- Inspector	130
Asst.Sub Inspector	120
Ministerial staff (all categories working in Special Branch)	200

Designation	Rate per month (Rs.)
<i>(ii) Finger Print Bureau</i>	
Director/Tester Inspector	200
Finger Print Expert	150
Finger Print Searcher	120
<i>(iii) Telecommunication Unit</i>	
Dy.Suptd. Of police	200
Inspector	160
Sub Inspector	140
Asst.Sub Inspector	130
Head Constable(Operator)	110
Police Constable	100
<i>(iv) Dog Squad</i>	
Sub Inspector	160
Senior Civil Police Officer	120
Civil Police Officer	110
<i>(v) Armourer</i>	
Armourer Inspector (Chief Inspector of Arms)	150
Armourer Sub Inspector	140
Armourer Asst. Sub Inspector	130
Armourer Senior Civil Police Officer	130
Armourer Civil Police Officer	120
<i>(vi) Shorthand Bureau</i>	
Chief Reporter	160
Reporter Senior Grade	140
Reporter Grade I	140
Reporter Grade II	120
<i>(vii) District Crime Intelligence Bureau</i>	
Sub Inspector	140
Senior Civil Police Officer	120
Civil Police Officer (DCIB) of Tvm City	100
<i>(viii) Personal Guard</i>	
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	300
Asst.Sub Inspector	250
Senior Civil Police Officer	250
Civil Police Officer	220
<i>(ix) Miscellaneous</i>	
Veterinary Surgeon of the Mounted Police	180
Staff Car Driver	220
Band Master (SI/Armed Police SI)	140
Supdt.Confidential Section	140
Confidential Assistant/ Clerk (Confidential Section)	120
Brass Band Man/Orchestra Man/Bugler Man	100
Tailor (PC)	60
Cinema Operator (PC)	60
Station Writer (CPO)/ Circle Writer (CPO)/ Co-Clerk /	100

Designation	Rate per month (Rs.)
Carpenter (PC)/ Motor Cleaner	
(x) Executive Staff	
Mechanic (M.T.Check)/ Mason /Binder/ Rattan Weaver/Lathe Operator / Boat Crew	100
(xi) Civil Staff	
Electrician/Fitter/Welder/Blacksmith/Mechanic/ Binder/Upholsterer/Packer/Store Attender/Lascar	100
(xii) Motor Transport Unit	
Motor Transport Officer	200
Motor Transport Inspector	160
Motor Transport Sub Inspector	140
Havildar Mechanic	120
Civil Police Officer Mechanic/Fitter/Electrician	100
(xiii) Band Unit	
Bugler/Drummer	100
Band and Orchestra personnel	100
(xiv) Police Personnel	
Station House Officer Allowance	1000
Printing Department	
Superintendent of Govt. Presses	250
General Foreman	120
Worker with LPT Diploma in Printing Technology	100
Cleaner	150
Staff of Confidential Section	
Pay Range between Rs 35700-75600 to 45800-89000	220
Pay Range between Rs26500-56700 to 30700-65400	160
Pay Range between Rs 25200-54000 to 26500-56700	150
Pay Range between Rs 20000-45800 to 22200-48000	140
Pay Range between Rs17500-39500 to18000-41500	140
Pay Range between Rs 17000-37500 & below	130
Prisons	
Deputy Inspector General of Prisons	250
Staff of Central Prison Press, Thiruvananthapuram	
Medical Officer, Central Prisons, Thiruvananthapuram, Viyyur and Kannur	180
Medical Officer, Ayurveda, Central Prison, Thiruvananthapuram and Kannur	180
Lady Medical Officer, Central Prison, Thiruvananthapuram	180
Compounder/Pharmacist, Central Prison, Thiruvananthapuram, Viyyur, Kannur	100
Compounder, District Jail, Kozhikode	100
Gate Keeper, Central Prison, Thiruvananthapuram, Viyyur and Kannur	200
Prison Officer, Central Prison, Thiruvananthapuram, Viyyur and Kannur	200

Designation	Rate per month (Rs.)
<i>Open Prison, Nettukaltheri</i>	
Superintendent	150
Agricultural Officer	150
Supervisor	120
Welfare Officer	120
Chief Accountant	120
Assistant Superintendent Gr I	150
Clerk	120
Deputy Prison Officer	120
Assistant Prison Officer	100
Pharmacist	100
Part Time Medical Officer	250
Public Works Department	
Lift Operator	120
<i>Design, Research, Investigation and Quality Control Board</i>	
Chief Engineer	800
Superintending Engineer (Director)	600
Executive Engineer (Joint Director)	600
Assistant Executive Engineer(Deputy Director)	500
Assistant Engineer (Assistant Director)	500
All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.)	350
Manager Gr.II of Rest Houses	200
Rain Coat Allowance to Ferryman per year	300
Rural Development	
Chief Instructor, Work shop wing	280
Physical Instructor-cum-Librarian	100
Village Extension Officer	150
Lady Village Extension Officer	150
SECRETARIAT	
<i>Governor's Secretariat</i>	
Deputy Secretary/Joint Secretary	750
Private Secretary to Governor/ Additional Private Secretary to Governor	750
Under Secretary (Tours)/Under Secretary	750
Comptroller, Governor's Household	750
Personal Assistant to Governor /Section Officer /Section Officer (Accounts) /Tours Superintendent	550
Assistant	500
Typist	300
Cypher Assistant	500
Confidential Assistant	500
Head Chauffeur/ Chauffeur	480
Motor Section Clerk/ Furniture Clerk	230
Duffedar	200

Designation	Rate per month (Rs.)
Personal Attendant/Motor Cycle Despatch Rider/ Office Attendants working with Governor, Secretary to Governor and other Officers and posted for duty in the V.I.P. Room	200
Head Butler/Head Cook	200
Cook/Waiter/Cleaner	200
Matey/Lascar	200
Garden Supervisor/Caretaker	200
Telephone Operator	230
Medical Officer	400
Staff Nurse	250
Pharmacist	200
Nursing Assistant/ Hospital Attendant	180
Clerical Assistant/ Attender	200
Police Driver	230
<i>Administrative Secretariat</i>	
Additional Secretary/Joint Secretary in the O/o the Chief Secretary	1000
Deputy Secretary /Under Secretary , General Administration (SC) Department	900
Section Officer/ Assistant/Typist	750
Personal Assistant/ Confidential Assistant, General Administration (SC) Department	650
Chauffer/Attender/Office Attendant in the O/o Chief Secretary	600
Section Officer, General Administration (SS), Home (SS) and General Administration C.R. Cell) Department	230
Assistant/Typist, General Administration (SS) and Home (SS) Department	150
Personal Assistant and Confidential Assistants in the office of Chief Secretary	750
Gunman in the O/o Chief Secretary	350
Security Guard in the O/o Chief Secretary	350
Office Attendant/ Attender, General Administration (SS) and Home (SS) Department	120
Office Superintendent, General Administration (Office Section)	180
Assistant, General Administration (Office Section) Department	150
Office Attendant, General Administration (Office Section) Department	120
Office Superintendent, Teleprinter Section	200
Assistant, Central Agency	320
Office Attendant/ Messenger, Central Agency	200
Assistant, General Administration (Official Language Translation) Department	120
Assistant, Labour Department (Working in the office of the Director of Rehabilitation)	120
Personal Assistant/Confidential Assistant in the Office of Additional Chief Secretaries including Finance	650

Designation	Rate per month (Rs.)
Driver/Attender/Office Attendant in the Office of Additional Chief Secretaries including Finance	600
<i>(i) General Administration (Accounts) Department</i>	
<i>Cash Branch</i>	
Cashier	500
Assistant Cashier/ Accounts Officer	500
Nottam	200
<i>(ii) General Administration (Political-A) Department</i>	
Special Secretary /Additional Secretary to Government working as State Protocol Officer	900
Under Secretary and State Protocol Officer/ Additional State Protocol Officer	750
Assistant Protocol Officer/ Section Officer	650
Assistant	650
Typist	650
Confidential Assistant	650
Office Attendant	400
Chauffeur attached to G.A. (Pol.) Department	400
<i>(iii) Personal Staff of Ministers/Leader of Opposition/Govt. Chief Whip</i>	
Private Secretary/ Additional Private Secretary/Special Private Secretary/Assistant Private Secretary/ Press Secretary and Political Secretary to Chief Minister and Leader of opposition	900
Personal Assistant/ Additional Personal Assistant/Special Personal Assistant/Section Officer	800
Clerk/Assistant/ Confidential Assistant/ Typist	750
Chauffeur/Driver	700
Head Office Attendant/ Duffedar	350
Clerical Assistant/ Attender	600
Office Attendant/ Contingent Employees	600
<i>(iv) Personnel in the Computer Cell attached to the office of the Chief Minister</i>	
Section Officer	550
Assistant	550
Typist	550
Peon	550
<i>(v) Office of the Principal Secretary to the Chief Minister</i>	
Joint Secretary	750
Deputy Secretary/ Under Secretary	550
Section Officer	550
<i>(vi) Office of the Principal Secretary (Finance)</i>	
Under Secretary	600
<i>(vii) Election Department</i>	
Section Officer handling cash	300
<i>(viii) Other Categories</i>	
Drivers (including Drivers in the Finance and Law Departments)	300

Designation	Rate per month (Rs.)
Chief Security Officer	250
Security Officer	200
Assistant Security Officer/	180
Station Officer (Fire Force)	180
Sergeant	180
Garden Supervisor	140
Lift Supervisor	300
Security Guard	120
Office Attendant, General Administration (English Records) Department	100
Lift Operator	120
Finance Department	
System Analyst-cum-programming Officer (Data Processing Centre)	450
Section Officer, Secret Section	300
Section Officer attending the work relating to Secretaries Committee	250
Cashier	250
Assistant attending the work relating to Secretaries Committee	200
Typist attending the work relating to Secretaries Committee	170
Office Attendant attending the work relating to Secretaries Committee	120
Assistant/Typist, Secret Section	170
Office Attendant/Typist, Secret Section	120
Chief Technical Examiner	450
Executive Engineer/ Technical Officer	350
Assistant Executive Engineer / Technical Assistant	250
Assistant Engineer/ Assistant Technical Officer	200
Additional Secretary attending the work relating to Secretaries Committee	350
Deputy Secretary & above working on other duty as Vigilance Officer & equated posts in other departments	300
Under Secretary working on other duty as Accounts Officer in other departments	250
Law Secretariat	
Personal Assistant and Confidential Assistants in the O/o Additional Secretary and Special Secretary	250
Legislature Secretariat	
Driver	300
Lift Operator	120
Telephone Operator	120
Office Superintendent	180
Cashier	200
Assistant (Cash)	170
Chief Marshal	350
Deputy Chief Marshal	300

Designation	Rate per month (Rs.)
Marshall	250
Sergeant	200
Sergeant Assistant	150
Personal Assistant and Confidential Assistants in the O/o Additional Secretary and Special Secretary	250
<i>Personal Staff of Speaker /Deputy Speaker/Chairman, Financial Committee</i>	
Private Secretary/ Additional Private Secretary /Assistant Private Secretary	750
Section Officer/Personal Assistant/Additional Personal Assistant	550
Typist/Assistant/Confidential Assistant	500
Chauffeur	450
Duffdars	320
Office Attendant	320
Gardener	320
Out of State Allowance	
<i>Tourist Information Office, Chennai/Mumbai/Jaipur/Goa and Agra</i>	
Tourist Information Officer	2500
Information Assistant	2000
Office Attendant	1500
Sainik Welfare	
Director	750
Scheduled Tribes Development Department	
Teacher-cum-Warden	250
Social Justice Department	
Superintendents of Homes for the Mentally Retarded, Thiruvananthapuram and Kozhikode and Custodial Care Home, Manjeri	350
Ayaks of the above Homes	300
Superintendent, Government Children's Home and Special School, Thiruvananthapuram, Kollam, Kottayam, Thrissur and Kozhikode	150
Part Time Medical Officer, Government Children's Home and Special Schools	180
Caretaker	100
State Insurance	
Director	400
State Planning Board	
Private Secretary/Additional Private Secretary /Special Private Secretary to Vice Chairman	750
Chiefs of different Planning Divisions	700
Personal Assistant/ Technical Assistant	550
Driver	500
Office Attendant/ Security Staff/	320
Cook	320

Designation	Rate per month (Rs.)
Chowkidar	120
State Water Transport	
Boat Master	250
Boat Syrang	250
Boat Driver	250
Tool kit allowance	100
Rain Coat Allowance to Lascar per year	300
Running Bata @ Rs.5.00 per hour, Stay Bata @ Rs.3.00 per hour and Special Bata @ Rs.10.00 per hour .	
Stationery Department	
Mechanic attending to the duty of winding the secretariat Tower Clock	160
Survey and Land Records Department	
Instructor in Higher Survey/Instructor for Computer Draftsman Course (in the grade of Head Surveyor)	130
Instructor in Chain Survey in the grade of Surveyor Gr. I	120
Tourism	
Head Chauffeur	500
Chauffeur	450
Cleaner attached to File Van	150
Lascar attached to Central Stores, Thiruvananthapuram	150
Treasuries	
Director	450
Teller	300
Treasurer	900
Junior Accountant (Data Entry)	120
Staff discharging the duties of System Assistance in Treasuries	450
Chief Co-ordinator	4000
State Co-ordinator	3000
District Co-ordinator	2000
System Administrator	1000
System Attender	500
Sub Treasury Officer holding the charge of Taluk Head Quarters Sub Treasury	600
Vigilance & Anti-Corruption Bureau	
Legal Adviser	400
Additional Legal Adviser	300
Superintendent of Police (Non-I.P.S)	300
Deputy Superintendent of Police	200
Circle Inspector	160
Sub Inspector	150
Havildar Driver (Staff Car)	250
Head Constable	120
Police Constable	120
Ministerial Staff (All Categories)	130

Designation	Rate per month (Rs.)
Vigilance Tribunal	
Confidential Assistant	400
Driver	350
Office Attendant/ Duffedar/Sweeper cum Watchman	300
<i>Special Allowance to the Staff of the O/o Commissioner of Entrance Examinations</i>	
Pay Range Rs.30700 and above	850
Pay Range Rs.27800to Rs.30699	800
Pay Range Rs.22200 to Rs.27799	700
Pay Range below Rs.22200	650
<i>Special allowance admissible to employees handling cash</i>	
Over Rs.1,00,000/- and up to Rs.2,00,000/-	350
Over Rs.2,00,000 and up to Rs.5,00,000/-	400
Over Rs.5,00,000/- and up to Rs.10,00,000/-	450
Over Rs.10,00,000/-	500

COMPENSATORY ALLOWANCE

Designation	Rate per month (Rs.)
Common Categories	
Cook	120
Office Attendant/ Attender/ Typist/ Confidential Assistant (operating photocopiers)	100
Advocate General's Office	
Librarian	200
Assistant officiating as Assistant Librarian	180
Library Attender	140
Last Grade Employee in the Library	100
Library Assistant (Catalogue work)	350
<i>Those Attending Cause list work</i>	
Under Secretary	1000
Section Officer	1000
Assistant	1000
Computer Assistant	1000
Confidential Assistant	1000
Officer Superintendent	1000
Office Attendant	1000
Ayurveda Medical Education	
Deputy Warden (Hostels)	130
Collegiate Education Department	
Warden, College Hostels	200
Higher Secondary Education	
Physical Education Teacher attending the Higher Secondary School Section	200
Technical Education	
<i>(i)Engineering College, Thiruvananthapuram</i>	
Librarian	120
Assistant Librarian	100
Library Attender	70
<i>(ii)M.Tech Course (Engineering College, Thiruvananthapuram</i>	
Teaching Staff(per hour)	150
Co-ordinator of the course	600
Clerk-cum-Typist Accountant	300
Class IV Employee	250
<i>(iii)Hostels and Engineering Colleges and Polytechnics</i>	
Warden (Above 200 inmates)	250
Warden (up to 200 inmates)	200
Resident Tutor	150
Part Time Medical Officer (Above 100 inmates)	250
Part Time Medical Officer (upto 100 inmates)	200
<i>(iv)Pre Vocational Training Centre</i>	
Senior Craft Instructor	120

Designation	Rate per month (Rs.)
<i>(v)Part Time Staff engaged for teaching in both High Schools and Junior Technical Schools</i>	
For Technical Subjects(per hour)	100
For English and Non Technical Subjects (per hour)	100
Fire & Rescue Service	
Fireman Driver-cum-Pump Operator	100
Driver Mechanic	100
Forest Department	
Van Driver (Publicity Unit)	150
Health Services	
Medical Officer,Primary Health Centre	700
Health Inspector, Public Health Training School, Thiruvananthapuram	130
Homoeopathy Medical College, Kozhikkode	
Warden, Men's Hostel	150
Industrial Training	
Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)	300
Part Time Medical Officer, I.T.I.	250
Assistant Hostel Superintendent (PT), ITI, Kozhikode	120
Group Instructor (Foreman ITI, Kalamasserry)	120
Clerk, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	100
Peon, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	80
Information & Public Relations	
<i>(a)Information Office, New Delhi</i>	
Information Officer	600
Assistant/Confidential Assistant	600
<i>(b)Directorate</i>	
Assistant working in the Cellar	150
Clerical Assistant working in the Cellar	120
Office Attendant working in the Cellar	100
Insurance Medical Services	
<i>ESI Allowance</i>	
Insurance Medical Officer (Allopathy)	700
Director/ Joint Director /	700
Regional Deputy Director	700
Nursing Superintendent	120
Radiographer	100
Head Nurse	100
Laboratory Technician	100
X-Ray Technician	100
Staff Nurse	100
Pharmacist	100
Auxiliary Nurse & Midwife	100
Laboratory Attender	100
X-Ray Attender	100
Nursing Assistant	100

Designation	Rate per month (Rs.)
Scientific Assistant (Physiotherapy), ESI Hospital, Peroorkada	150
Dietician	100
Staff working in Laboratories, X-ray unit and sanatorium for chest diseases Mulakkunnathukavu and VD section	
Nursing Superintendent	120
Radiographer	100
X-ray Technician	100
Laboratory Technician	100
Head Nurse	100
Staff Nurse	100
Pharmacist	100
Junior Laboratory Attender	100
Nursing Assistant	100
Irrigation	
Overseer Grade II and Gr.I (only during the period they are actually engaged in the work of gauging)	450
Land Board	
Confidential Assistants to Appellate Authorities, Deputy Collectors (Land Tribunals) Special Deputy Collectors(Land Tribunals)	120
Office Attendent (Personnel attached to the above offices)	100
Legal Metrology	
Inspecting Assistant	100
Medical Education	
Resident Medical Officer	300
Assistant Resident Medical Officer	250
Warden(or rent free quarters)	220
Assistant Warden(or rent free quarters)	180
Resident Warden, College of Nursing(or rent free quarters)	180
Medical Officers working in the Health Centre attached to the Medical Colleges	300
Museum and Zoo	
Veterinary Surgeon/ Assistant Director .Thiruvananthapuram Zoo	300
Watcher	100
Employees working on holidays	1DA
Police	
Asistant (2) Typists (1) of SB	150
Cinema Operator (PC)	50
Prisons	
Psychiatrist, Central Prison	300
District Medical Officer visiting Central Prison (for each visit subject to a maximum of 800)	150
Homoeo Medical Officer attending the Homoeo Clinic in the Central Prison, Thiruvananthapuram	300
Warder Attendant, Leprosy Sanatorium Noornad	150
Public Service Commission	
Staff working in the Cellar	
Assistant	150

Designation	Rate per month (Rs.)
Attender/Clerical Assisstant/ Binder	120
Office Attendant	100
Public Works	
Ferry Man	200
Watchman in the PWD Rest House	100
Secretariat	
<i>Governor's Secretariat (Household)</i>	
A.D.C	330
Physician to Governor	330
Head Gardener	100
Gardener	100
Sweeper	100
Pharmacist	100
Hospital Attender/ Nursing Assistant	100
Administrative Secretariat	
Sergeant	100
Security Guard	100
Lift Operator	100
Watchman/ Chowkidars	100
<i>(i)Allopathic Clinic attached to Secretariat</i>	
Chief Medical Officer	600
Medical Officer	600
Gynaecologist	600
Dental Surgeon/ Paediatrician	500
Pharmacist	250
Nurse	250
Dental Hygienist	200
Clerical Assistant	200
Scavenger	200
<i>(i)Homoeo Clinic attached to Secretariat</i>	
Medical Officer	600
Pharmacist	250
Sweeper/Office Attendant	150
<i>(ii)Other Establishments</i>	
Head Gardener	100
Gardener	100
Sweeper of Secretariat Garden	100
Chauffeurs in Kerala House and Office of the Resident Commissioner, New Delhi	1500
<i>(iii)Ayurveda Clinic attached to Secretariat</i>	
Medical Officer	600
Pharmacist	250
Attender	150
Law Department	
Clerical Assistant attached to the Library	120
Office Attendant attached to the Library	100
Binder attached to the Library	130

Designation	Rate per month (Rs.)
Legislature Secretariat	
Lift Operator	100
Telephone Operator	130
Office Attendant (attending Chamber duty)	100
Sweeper (including higher Grade)/Scavenger/ Gardener/Waiter	100
Duffedar	100
Senior Assembly Attendants	100
Social Justice	
Caretaker	200
State Archives	
Superintendent posted in the Secretariat Cellar	150
Assistant/Clerk posted in the Secretariat Cellar	130
Office Attendant posted in the Secretariat Cellar	100
Preservation Section	
Preservation Supervisor/ Mender	100
Binder/Lascar	100
State Lotteries	
District Lottery Officer	450
Personal Assistant	450
Senior Superintendent/ Assistant District Lottery Officer	450
Class III Officers	400
Class IV Officers (including Attender-cum-Packer and Driver)	330
State Water Transport	
Running Staff	100
Dock & Repair Staff	100
Stationery	
Packer/Store Assistant/ Store Attendant	100
Tourism	
Waiter and Room Boy of Guest House, Thiruvananthapuram , Ernakulam and Kozhikode	250
Waiter and Room Boy in other Guest Houses	200
Manager ,Kerala House, Kanyakumari/Mumbai	300
Steward/Clerk ,Kerala House, Kanyakumari/Mumbai	220
Cook/Kitchen Mate/Room Boy/ Waiter/ Gardener /Lascar /Sweeper /Scavenger/ Watcher Kerala House, Kanyakumari/Mumbai	150
Vigilance & Anti-Corruption Bureau	
Deputy Superintendent of Police	250
Circle Inspector	200
Sub Inspector	200
Havildar Driver (Staff Car)	150
Head Constable	150
Police Constable	130
Police Driver	130

RISK ALLOWANCE

Designation	Rate per month (Rs.)
Agriculture	
<i>Seed Garden Complex Munderi, Nilambur</i>	
Deputy Director	180
Farm Superintendent (Assistant Director)	150
Agricultural Officer	110
Junior Engineer	110
Agriculture Assistant	80
Head Clerk	90
Clerk/Typist/CA	80
Work Superintendent	80
Overseer	80
Driver	80
Mechanic	80
Tractor Driver	80
Office Attendant	50
Watchman	50
Lascar	50
Animal Husbandry	
X-Ray Technician	100
Fire & Rescue Services	
Driver Mechanic	100
Leading Fireman	100
Fireman	100
Fireman Gr.I & Gr.II	100
Fisheries	
Inspector of Guards	300
Sub Inspector of Guards	250
Head Guards	200
Fishery Guards	170
Assistant Director	300
Boat Driver	170
Syrang	170
Deckman	170
Lascar	170
Forest	
Deputy Range Forest Officer	250
Beat Forest Officer	200
Forest Watcher	200

Designation	Rate per month (Rs.)
Tribal Watcher	200
Section Forest Officer	250
Mahouts and Cavadies	150
<i>Wild Life Wing</i>	
Deputy Range Forest Officer	250
Section Forest Officer	250
Beat Forest Officer	250
Health Services	
<i>(i) X-ray Sections of Hospitals</i>	
Medical Officer	300
Head Nurse	100
Staff Nurse	100
Mechanic	100
Radiographer	100
Technician	100
Dark Room Assistant	100
Other full time employees like Attender/Attendant/ Cleaner/Warder etc.	100
<i>(ii) Radium Sections of Hospitals</i>	
Medical Officer	300
Technician	150
Radiographer	150
Staff Nurse	150
Attender	100
Cleaner	100
Warder	100
Lascar	100
<i>(iii) Sanatorium for Chest Diseases, Pulayanarkotta Chest Hospital, Mulamkunnathukavu, Pariyaram TB clinics/TB Wards/TB Centres</i>	
Medical Officer	300
Bacteriologist	180
Nursing Superintendent	180
Manager/Lay Secretary and Treasurer	180
Head Nurse	150
Staff Nurse	150
Treatment Organizer Gr.I and Gr.II	150
Pharmacist/Pharmacist Storekeeper	100
Laboratory Technician GrI &II / Health Welfare Worker/ Medical Records Librarian	100
Statistician/Statistical Assistant / Steward/Head Clerk/ Clerk/Store Keeper/ Typist/Instructor (Tailoring)/ Driver/LD	100

Designation	Rate per month (Rs.)
Compiler	
Social Worker	100
Dietician	100
Physiological Assistant	100
Blood Bank Technician	100
Mechanic	100
House Keeper	100
All other Class III (except ministerial) & Class IV officers	100
(iv) Specialist Medical Officer, Govt. Hospital, Mavelikkara, visiting the Leprosy Hospital, Nooranad (One Eye Specialist, One Dental Surgeon and One Surgeon)	300
(v) V.D. Section of Hospitals/V.D. Clinics	
Medical Officer	250
Nursing Superintendent (V.D), Medical Colleges	180
Head Nurse	100
Staff Nurse	100
Serological Assistant/ Social Worker	100
Technician	100
Cleaner/Warder/Sweeper/Attender	100
(vi) Mental Health Centres	
Medical Officer	200
Nursing Superintendent	150
Psychiatric Social Worker (Non-Gazetted)	150
Head Nurse	100
Staff Nurse	100
Deputy Overseer	100
Laboratory Technician	100
Weaving Instructor/ Bunoy Instructor	100
Nursing Assistant/ Laboratory Attender/ Work Mistress	100
All other Class-III & Class-IV Officers	100
(vii) Laboratory Section of Hospitals	
Medical Officer	150
Chemist	100
Laboratory Technician	100
Laboratory Technicians working in Public Health Centres	100
Attender/Attendant/ Cleaner/Lascar	100
(viii) Contagious Disease Hospital	
Medical Officer	200
Head Nurse	100
Midwife	100
Pharmacist	100

Designation	Rate per month (Rs.)
Clerk/Typist	100
All other Last Grade Employees	100
<i>(ix) Psychiatric Clinic attached to the Medical College Hospital, Kottayam</i>	
Staff Nurse	100
Nursing Assistant	100
<i>(x) Public Health Laboratory</i>	
Director	200
Senior Assistant Director/ Assistant Director	150
Medical Officer	150
Micro Biologist/Scientific Officer/Junior Protozoologist	150
Laboratory Assistant/ Attender	100
Bottle Cleaner/ Glass Blower	100
<i>(xi) Regional District Public Health Laboratories</i>	
Medical Officer (Pathology)	150
Chief Scientific Officer	150
Research Officer/Scientific Officer/Junior Scientific Officer	150
Technical Assistant/ Laboratory Technician	100
Laboratory Assistant/ Laboratory Attender/ Last Grade Employees	100
<i>(xii) Leprosy Wing</i>	
Non-medical Supervisor/ Assistant leprosy Officer	150
<i>(xiii) Reconstructive Unit of Leprosy Sanatorium, Nooranad</i>	
Staff Nurse	150
Nursing Assistant	100
Homoeopathy Medical Colleges	
Radiographers and X-ray Technicians	100
Laboratory Technicians	100
Hydrographic Survey	
Master	100
Engine Driver	100
Syrang	100
Seaman/ Cook-cum-Steward	100
Indian Systems of Medicines	
<i>Ayurveda Mental Hospital, Kottakkal</i>	
Superintendent	250
Senior Specialist	250
Specialist Physician	250
Nursing Superintendent	250
Laboratory Assistant	100
Nurse	100

Designation	Rate per month (Rs.)
Pharmacist	100
Laboratory Attender	100
Clerk/Typist (Administration)	100
Insurance Medical Services	
<i>Staff working in Laboratories, X-ray unit and sanatorium for chest diseases, Mulakkunnathukavu and VD section</i>	
Insurance Medical Officer	350
Nursing Superintendent	150
Radiographer	100
X-ray Technician	100
Laboratory Technician	100
Head Nurse	100
Staff Nurse	100
Pharmacist	100
Junior Laboratory Attender	100
Nursing Assistant	100
Hospital Attendant	100
Office Attendant	100
Medical Education	
<i>(i) College of Pharmaceutical Sciences</i>	
Scientific Officer, Nuclear Medicine/Assistant Professor, Nuclear Medicine	200
Scavenger-cum-Sewage Cleaner	100
<i>(ii) Radiology Department</i>	
X-Ray Mechanic/X-Ray Technician/Radiographer	100
X-Ray Attender	100
Receptionist	100
<i>(iii) Dermatology and Venerology</i>	
Serological/Scientific Assistant	150
<i>(iv) Anatomy Department</i>	
Curator	100
Laboratory Technician	100
Junior Laboratory Assistant	100
Mortuary Man	100
Theatre Assistant	100
Sweeper/ Cleaner	100
<i>(v) Forensic Medicine</i>	
Mortuary Technician	100
Laboratory Technician	100
Junior Laboratory Assistant	100
Mortuary Attender/ Sweeper/ Cleaner	100

Designation	Rate per month (Rs.)
<i>(vi) Other Categories</i>	
Bio-Chemist/Scientific Assistant (Pathology)	150
Laboratory Technician/ Laboratory Assistant	100
Junior Laboratory Assistant/ Photographic Attender	100
Laboratory Attender	100
Technician (Media making)	100
<i>(vii) Staff working in T.B. Unit of Kozhikode Medical College</i>	
Pharmacist/Health Visitor	100
Staff Nurse	100
Clerk	100
Hospital Attender/ Nursing Assistant	100
Museum and Zoo	
Veterinary Surgeon/ Assistant Director , Thiruvananthapuram Zoo	200
Zoo Keeper	200
Part Time Zoo Keeper	100
Police Department	
<i>(i) Telecommunication Unit</i>	
Inspector	120
Sub Inspector	100
Asst. Sub Inspector	100
Head Constable (Operator)	100
Police Constable	100
<i>(ii) Police Personnel</i>	
Circle Inspector (HG)	120
Circle Inspector	120
Station House Officer	100
Sub Inspector	100
Assistant Sub Inspector	100
Senior Civil Police Officer	100
Civil Police Officer	100
Driver (Sr CPO)	100
Driver (CPO)	100
<i>(iii) Armed Police (Battalion)</i>	
Armed Police Inspector	120
Armed Police Sub Inspector	100
Armed Police Asst Sub Inspector	100
Havildar	100
Civil Police Officer	100
Driver (PC)	100

Designation	Rate per month (Rs.)
Driver (Head Constable)	100
<i>(iv) Armed Reserve Police</i>	
Reserve Inspector	120
Sub Inspector	100
Assistant Sub Inspector	100
Havildar	100
Civil Police Officer	100
Driver (PC)	100
Driver (HC)	100
Port Department	
Driver-cum-operator	100
Captain/Dredger master	200
Chief Engineer/Officer I	200
Engineer/Officer II	150
Engineer-cum-Dredger Master	150
Officer III/Junior Officer	150
Electrical Officer/Assistant Engineer	150
Navigator	150
Electrician	100
Syrang-cum-Quarter Master/Greaser	100
Operator cum Mechanic/ Engine Driver	100
Master Gr. I, II and III	100
Driver Gr. I and II	100
C.S.D. Operator/Radio Telephone Operator	100
Welder	100
Seaman/Cook/Steward	100
Assistant Cook /Topaz/ Part Time Cook	100
Prisons	
Superintendent, Sub Jail/ Supervisor, Open Prison/ Supervisor, Borstal School	100
Assistant Superintendent Gr.I	100
Assistant Superintendent Gr. II	100
Chief Petty Officer	100
Petty Officer	100
Prison Officer	100
Deputy Prison Officer	100
Gate Keeper	100
Assistant Prison Officer	100
Ministerial Head Warder	100
Matron	100

Designation	Rate per month (Rs.)
<i>Open Prison Nettukaltheri</i>	
Assistant Superintendent Gr.I	100
Deputy Prison Officer	100
Assistant Prison Officer	100
State Archives	
Menders	100
State Water Transport	
Running Staff	200

NON-PRACTISING ALLOWANCE

Designation	Rate per month (Rs.)
Factories & Boilers	
Joint Director (Medical)	1200
Health Services	
Director	2000
Additional Director	1700
Deputy Director	1600
Principal, Public Health Training School	1600
Assistant Director (HE)	1600
Assistant Director (CD)	1600
Assistant Director(MCH)	1600
Deputy Director (TB)	1600
Deputy Director (Leprosy)	1600
Deputy Director (FW)	1600
Deputy Director (Ophthalmology)	1600
Assistant Director (Physical Medicine Rehabilitation)	1600
Zonal Malaria Officer	1600
District Medical Officer(Health) / Deputy District Medical Officer (Health)	1600
Principal, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode	1600
Medical Lecturer-cum-Demonstrator, Family Welfare Training Centre, Thiruvananthapuram/ Kozhikode	900
Supervisory Medical Officer, BCG Campaign (Civil Surgeon)	900
District Immunisation Officer	900
Medical Officer in charge (I.U.C.D) (Civil Surgeon)	900
Civil Surgeon (Non Cadre) (Family Welfare Programme)	900
RMO (in the cadre of Civil Surgeon)	900
District Leprosy Officer	900
Medical Officer, Pilot Survey Unit	650
RMO in the cadre of Asst. Surgeon	650
Assistant Surgeon-in-charge, Mobile Medical Unit (Attapady, Kalpetta, Thaliparamba & Floating Dispensary, Chambakulam)	650
Assistant Surgeon (Family Welfare Programme)	650
Medical Officer, School Health Programme	650
Medical Officer, Raj Bhavan Dispensary	650
Public Health Laboratory	
Director	1000
Senior Assistant Director	1000
Assistant Director and Senior Medical Officer	800
Assistant Director (Nutrition) (Civil Surgeon Gr. II)	800
Medical Officer	650
Regional Laboratories	
Medical Officer (Civil Surgeon Gr. II)	800

Designation	Rate per month (Rs.)
Medical Officer (Assistant Surgeon)	650
District Laboratories	
Medical Officer	650
Medical Officer (Pathology)	650
Medical Officer (Microbiology)	650
Homoeopathy	
Director	800
Deputy Director	800
District Medical Officer	750
Homoeopathy Medical Colleges	
<i>Non Technical</i>	
Principal	800
Professor	750
Assistant Professor/Tutor	650
Indian Systems of Medicines	
District Medical Officer	800
Superintendent District Ayurveda Hospital, Kannur	800
Superintendent, Mental Hospital, Kottakkal	800
Insurance Medical Services	
<i>ESI Allowance</i>	
Director/ Joint Director /	1500
Regional Deputy Director	1000
RMO (In the cadre of Civil Surgeon)	800
RMO (In the cadre of Assistant Surgeon)	650
Prisons	
Medical Officer, Central Prisons, Thiruvananthapuram, Viyyur and Kannur	650

UNIFORM ALLOWANCE

Designation	Rate (Rs.)	Period in Years
Common Category		
Driver	1600	1
Advocate General's Office		
Driver	2400	1
Duffedar	2400	1
Officers attending work in the Office of the Director of Public Prosecution		
Driver	2400	1
Agriculture		
Driver	2400	1
Boat Driver	2400	1
Boat Syrang	2400	1
Mechanic	2400	1
Driver-cum-operator	2400	1
Full Time gardener	2400	1
Tractor Driver	2400	1
Animal Husbandry		
Driver	2400	1
Duffedars	2400	1
Archaeology		
Head Gardener	2400	1
Waiter	2400	1
Driver	2400	1
Gardener	2400	1
Watcher	2400	1
Cook	2400	1
Ayurveda Medical Education		
<i>Ayurveda College, Thiruvananthapuram, Thripunithura and Kannur</i>		
Theatre Asst., Anatomy Department	2400	1
Scavenger, Anatomy Department	2400	1
Govt. Ayurveda Colleges		
Lady Heath Worker (Allopathic Midwife)	1800	1
Nursing Supdt.	2400	1
Nurse	2400	1
Pharmacist	1800	1
Lab Technician	1800	1
Driver	2400	1
Nursing Assistant Gr I & II	2400	1
Ayurveda Therapist	2400	1
Attender Gr I & II	2400	1
Theatre Asst., Anatomy Department	2400	1
Structure Carrier	2400	1
Cook	2400	1

Designation	Rate (Rs.)	Period in Years
Dhoby	2400	1
Mess Attender	2400	1
Sanitation Worker	2400	1
Watcher	2400	1
Pharmacy Attender	2400	1
Gardener	2400	1
Radiographer(X-Ray Section)	1000	1
Technician & Assistant Technician (X-Ray Section)	1000	1
Sweeper	2400	1
Scavenger	2400	1
Sweeper-cum-Scavenger	2400	1
Female Attender	2400	1
Chemical Examiner's Laboratory		
Assistant Chemical Examiner	1800	1
Junior Scientific Officer	1800	1
Serological Assistant	1800	1
Technical Assistant	1800	1
Laboratory Assistant	1800	1
Junior Laboratory Assistant	1800	1
Packer/Bottle Cleaner/ Lascar	1800	1
Glass Blower	1800	1
Night Watcher	1800	1
Civil Supplies		
Driver	2400	1
Commercial Taxes		
Driver	2400	1
Co-operation		
Driver	2400	1
Dairy Development		
Driver	2400	1
Directorate of Prosecution		
Assistant Public Prosecutors	4500	1
Deputy Director of Prosecution	4500	1
Economics and Statistics		
Driver	2400	1
Timely Reporting Survey of Agricultural Statistics		
Driver	2400	1
Collegiate Education		
Sweeper	2400	1
Cook	2400	1
Sanitation Worker	2400	1
Driver	2400	1
Gardener	2400	1
Vocational Higher Secondary Education		
<i>(a) High School</i>		
Driver	2400	1

Designation	Rate (Rs.)	Period in Years
Electrical Inspectorate		
Driver	2400	1
Excise		
Assistant Excise Commissioner	3000	1
Deputy Commissioner	3000	1
Excise Circle Inspector	4000	1
Excise Inspector	4000	1
Assistant Excise Inspector	4000	1
Preventive Officer	4500	1
Civil Excise Officer	4500	1
Driver	4500	1
Factories & Boilers		
Sweeper	2400	1
Driver	2400	1
Fire & Rescue Services		
Director (T)/Director (Administration)	3000	1
Fireman Driver-cum-Pump Operator	4500	1
Staff Car Driver of the Commandant General	2400	1
Station Officer, Fire & Rescue Service Academy, Vayalar, Thrissur	4000	1
Leading Fireman, Fire & Rescue Service Academy, Vayalar, Thrissur	4500	1
Driver Mechanic	4500	1
Leading Fireman	4500	1
Fireman	4500	1
Fireman Gr.I & Gr.II	4500	1
Station Officer	4000	1
Assistant Station Officer	4000	1
Assistant Divisional Officer	3000	1
Divisional Officer	3000	1
Fisheries		
Driver	2400	1
Forest		
Range Forest Officer (Range)	3000	1
Senior Grade Range Forest Officer	3000	1
Deputy Range Forest Officer	3000	1
Wild Life Assistant	3000	1
Beat Forest Officer	4000	1
Forest Watcher	4000	1
Tribal Watcher	4000	1
Section Forest Officer	4000	1
Driver	4000	1
Driver (attached to Stations)	4000	1
Boat Driver	4000	1
(i) Vigilance and Evaluation Wing		
Range Forest Officer	3000	1

Designation	Rate (Rs.)	Period in Years
Section Forest Officer	4000	1
Beat Forest Officer	4000	1
(ii) Wild Life Wing		
Range Forest Officer	3000	1
Wild Life Assistant	3000	1
Deputy Range Forest Officer	3000	1
Section Forest Officer	4000	1
Beat Forest Officer	4000	1
(iii) Flying Squad		
Range Forest Officer	3000	1
Deputy Range Forest Officer	3000	1
Section Forest Officer	4000	1
Beat Forest Officer	4000	1
Driver	4000	1
(iv) Marayoor Sandal Division		
Deputy Range Forest Officer	3000	1
Section Forest Officer	4000	1
Beat Forest Officer	4000	1
Watcher	4000	1
Driver	4000	1
Ground Water		
Drilling Staff		
Master Driller	2000	1
Senior Driller	2000	1
Drilling Mechanic/Driller	2000	1
Compressor Driver	2000	1
Drilling Assistant	2000	1
Foreman	2000	1
Store in Charge	2000	1
Motor Mechanic	2000	1
Store Assistant	2000	1
Tractor Driver	2000	1
Electrician	2000	1
Machinist	2000	1
Blacksmith	2000	1
Tinker	2000	1
Turner	2000	1
Fitter	2000	1
Pump Operator	2000	1
Lorry Cleaner	2000	1
Workshop Attender	2000	1
Skilled Worker	2000	1
Driver	2400	1
Lascar	2000	1
Watcher	2000	1
Unskilled Worker	2000	1

Designation	Rate (Rs.)	Period in Years
Harbour Engineering		
Driver	2400	1
Health Services		
Nursing Superintendent	2600	1
Nursing Sister(Matron and Head Nurse)	2600	1
Nursing Tutor	2600	1
Head Nurse	2600	1
Lady Health Inspector	2400	1
Lady Health Supervisor	2400	1
Public Health Nurse	2400	1
Public Health Nurses Instructor	2400	1
MCH Officer	2600	1
Nursing Officer(Principal)	2600	1
Lady Health Worker (Allopathic Midwife)	2000	1
Junior Public Health Nurse	2400	1
Pupil Nurse	2000	1
Nurse (Male & Female)	2400	1
Vice Principal (Nursing)	2600	1
Staff Nurse	2400	1
Pharmacist	2000	1
Driver	2400	1
Foreman Mechanic	2000	1
Motor Mechanic	2000	1
Helper	2000	1
Electrician	2000	1
Blacksmith	2000	1
Tinker	2000	1
Security Guard	2000	1
Welder	2000	1
Van Cleaner	2000	1
Assistant Sergeant	2000	1
Lab Technician	2000	1
Sergeant	2000	1
Nursing Assistant	2400	1
Cook	2400	1
Junior Lab Assistant	2000	1
Hospital Attendant	2400	1
Offset Machine Operator	2000	1
Grinning Machine Operator	2000	1
LD Printer	2000	1
Compositor	2000	1
(i) X-ray Sections of Hospitals		
Head Nurse	2600	1
Staff Nurse	2400	1
Mechanic	2000	1
Radiographer	2000	1

Designation	Rate (Rs.)	Period in Years
Technician	2000	1
Dark Room Assistant	2000	1
Other full time employees like Attender/Attendant/ Cleaner/Warder etc.	2400	1
<i>(ii) Radium Sections of Hospitals</i>		
Technician	2000	1
Radiographer	2000	1
Staff Nurse	2400	1
Attender	2400	1
Cleaner	2400	1
Warder	2400	1
Lascar	2400	1
<i>(iii) Sanatorium for Chest Diseases, Pulayanarkotta Chest Hospital, Mulamkunnathukavu, Pariyaram TB clinics/TB Wards/TB Centres</i>		
Nursing Superintendent	2600	1
Head Nurse	2600	1
Staff Nurse	2400	1
Pharmacist/Pharmacist Storekeeper	2000	1
Laboratory Technician Gr.I &II / Health Welfare Worker/ Medical Records Librarian	2000	1
Blood Bank Technician	2000	1
Mechanic	2000	1
<i>(iv) V.D. Section of Hospitals/V.D. Clinics</i>		
Nursing Superintendent (V.D), Medical Colleges	2600	1
Head Nurse	2600	1
Staff Nurse	2400	1
Serological Assistant/ Social Worker	2000	1
Technician	2000	1
Cleaner/Warder/Sweeper/Attender	2400	1
<i>(v) Mental Health Centres</i>		
Nursing Superintendent	2600	1
Head Nurse	2600	1
Staff Nurse	2400	1
Laboratory Technician	2000	1
Nursing Assistant/ Laboratory Attender/ Work Mistress	2400	1
<i>(vi) Laboratory Section of Hospitals</i>		
Chemist	2000	1
Laboratory Technician	2000	1
Laboratory Technicians working in Public Health Centres	2000	1
Attender/Attendant/ Cleaner/Lascar	2400	1
<i>(vii) Contagious Disease Hospital</i>		
Head Nurse	2600	1
Midwife	1800	1
Pharmacist	2000	1

Designation	Rate (Rs.)	Period in Years
<i>(viii) Psychiatric Clinic attached to the Medical College Hospital, Kottayam</i>		
Staff Nurse	2400	1
Nursing Assistant	2400	1
<i>(ix) Public Health Laboratory</i>		
Laboratory Assistant/ Attender	2000	1
Bottle Cleaner/ Glass Blower	2400	1
<i>(x) Regional District Public Health Laboratories</i>		
Technical Assistant/ Laboratory Technician	2000	1
Laboratory Assistant/ Laboratory Attender/ Last Grade Employees	2400	1
<i>(xi) Reconstructive Unit of Leprosy Sanatorium, Nooranad</i>		
Staff Nurse	2400	1
Nursing Assistant	2400	1
Health Services		
Lady Health Inspector	2400	1
Junior Public Health Nurse Gr.I	2400	1
Junior Public Health Nurse	2400	1
Homoeopathy		
Nurse	2400	1
Pharmacist	1800	1
Attender	1800	1
Dispenser	1800	1
Nursing Assistant	2400	1
Lab Attender	1800	1
Driver	2400	1
Cook	2400	1
Cleaner	2400	1
Homoeopathy Medical Colleges		
Nurse	2400	1
Radiographers and X-ray Technicians	2000	1
Laboratory Technicians	2000	1
Hydrographic Survey		
Master	2400	1
Engine Driver	2400	1
Syrang	2400	1
Deck Tindal	2400	1
Tide Watcher	2400	1
Cassab	2400	1
Leadsman	2400	1
Machine room Attender	2400	1
Driver	2400	1
Seaman/Cook-cum-Steward	2400	1
Indian Systems of Medicines		
Nurse	2400	1

Designation	Rate (Rs.)	Period in Years
Industrial Training Department		
Driver	2400	1
Information & Public Relations		
Staff Car Driver	2400	1
Insurance Medical Services		
Nursing Superintendent	2600	1
Radiographer	2000	1
Head Nurse	2600	1
Laboratory Technician	2000	1
X-Ray Technician	2000	1
Staff Nurse	2400	1
Pharmacist	2000	1
Auxiliary Nurse & Midwife	1800	1
Laboratory Attender	2400	1
X-Ray Attender	2000	1
Nursing Assistant	2400	1
Lady Health Worker	1800	1
Driver	2400	1
Cook	2400	1
Blood Bank Technician	2000	1
Dental Hygienist	2000	1
Dhobi	2400	1
ECG Technician	2000	1
Attender (Ayur)	2400	1
<i>Staff working in Laboratories, X-ray unit and sanatorium for chest diseases Mulakkunnathukavu and VD section</i>		
Nursing Superintendent	2600	1
Radiographer	2000	1
X-ray Technician	2000	1
Laboratory Technician	2000	1
Head Nurse	2600	1
Staff Nurse	2400	1
Pharmacist	2000	1
Junior Laboratory Attender	2000	1
Nursing Assistant	2400	1
Hospital Attendant	2000	1
Irrigation Department		
Driver	2400	1
KIRTADS		
Driver	2400	1
Watchman	2400	1
Sweeper cum Watchman	2400	1
Judiciary		
Security Officer	2400	1
Labour		
Deffadar	2400	1

Designation	Rate (Rs.)	Period in Years
Driver	2400	1
Land Revenue		
Driver	2400	1
Land Use Board		
Driver	2400	1
Legal Metrology		
Inspector/Assistant Controller	2000	1
Medical Education		
Principal	1600	1
Professor	1600	1
Associate Professor	1600	1
Assistant Professor	1600	1
Lecturer	1600	1
Assistant Leprosy Officer	1600	1
Barber	2000	1
Biomedical Engineer (Teaching)	1600	1
Blood Bank Technician	2000	1
Boiler Attender	2000	1
Boiler Fireman	2000	1
Carpenter	2000	1
Chemist	2000	1
Chief Occupational Therapist	2000	1
Chief Physiotherapist	2000	1
Clinical Audio Metrician	2000	1
Clinical Psychologist	2000	1
Cobbler	2400	1
Cook	2400	1
CSR Technician	2000	1
Cyto Technician	2000	1
Dark Room Assistant	2000	1
Dental Hygenist	2000	1
Dental Mechanic	2000	1
Duffadar	2000	1
Dhobi	2400	1
Dialysis Machine Operator	2000	1
Dialysis Technician	2000	1
Dietician	2000	1
ECG/TMT/EEG Technician	2000	1
ECG Attender	2000	1
Electric Mechanic	2000	1
Electrical Lascar	2000	1
Electrician	2000	1
Electrician-cum-Mechanic	2000	1
Electrician Overseer	2000	1
Electronic Engineer-cum-Research Superintendent	2000	1
Entomological Assistant	2000	1

Designation	Rate (Rs.)	Period in Years
Female Physiotherapy Assistant	2000	1
Fitter(H)	2000	1
Foreman-cum-Litho Press Operator	2000	1
Forman (Power laundry)	2000	1
Full Time Sweeper	2400	1
Gardener	2000	1
Glass Blower	2400	1
Head Nurse	2600	1
Health Educator	2000	1
Health Inspector	2000	1
Health Supervisor	2000	1
Helper	2400	1
Hematology Technician	2000	1
Hospital Attendant	2400	1
Hospital Attender	2400	1
House Keeper	2400	1
Instrument Mechanic	2400	1
Junior Health Inspector	2000	1
Junior Laboratory Assistant	2000	1
Junior Public Health Nurse	2400	1
Junior Research Officer	2000	1
Lab Assistant	2000	1
Lab Attender	2000	1
Lab Technician	2000	1
Lady Health Inspector	2400	1
Lady Health Supervisor	2400	1
Lascar	2400	1
Lecturer in Health Education	1600	1
Lift Mechanic	2400	1
Machinist	2400	1
Marker	2400	1
Maxillo Facial Prosthetic Technician	2000	1
Mechanic	2000	1
Mechanical Engineer	1600	1
Medical Photographer	2000	1
Medical Radio Isotop Technician	2000	1
Medical Record Librarian	2000	1
Medical Record Superintendent	2000	1
Medical Social Worker	2000	1
Medical Statician	2000	1
Mess Girl	2400	1
Museum Curator	2000	1
Museum-cum-Photographic Assistant	2000	1
Nuclear Medicine Technician	2000	1
Nursing Assistant	2400	1
Nursing Officer	2600	1

Designation	Rate (Rs.)	Period in Years
Nursing Superintendent	2600	1
Orthotic Technician	2000	1
Painter	2400	1
Part Time Sweeper	2400	1
Perfusionist	2000	1
Pharmaseutical Chemist	2000	1
Pharmascist	2000	1
Physiological Assistant	2000	1
Plumber	2400	1
Power Laundry Attender	2400	1
Printer	2000	1
Projectionist	2000	1
Prosthetics and Orthotics Engineer	2000	1
Psychiatric Social Worker	2000	1
Pump Operator	2000	1
Radiographer (Teaching)	2000	1
Radiographer	2000	1
Radium Technician	2000	1
Refractionist	2000	1
Orthoptist	2000	1
Ophthalmic Assistant	2000	1
Refrigeration Mechanic	2000	1
Rehabilitation Co-ordinator	2000	1
Rehabilitation Technician	2000	1
Research Assistant	2000	1
Respiratory Technician	2000	1
Scientific Officer	2000	1
Scientific Assistant	2000	1
Security Officer	2400	1
Security Assistant	2400	1
Research Officer	2000	1
Store Officer	2000	1
Senior Technician	2000	1
Sergeant	2400	1
Serological Assistant	2000	1
Social Worker	2000	1
Social Scientist	2000	1
Speech Pathologist & Audiologist	2000	1
Staff Nurse	2400	1
Statistical Assistant	2000	1
Sterilization Technician	2000	1
Steward	2000	1
Store Keeper (Pharmacist)	2000	1
Store Superintendent	2000	1
Technical Assistant	2000	1
Technician	2000	1

Designation	Rate (Rs.)	Period in Years
Theatre Assistant	2000	1
Theatre Mechanic	2000	1
Theatre Technician	2000	1
Tutors	2000	1
Tutor Technician	2000	1
van Cleaner	2000	1
Watchman	2000	1
Workshop Foreman/Foreman	2000	1
X-Ray Attender	2000	1
X-Ray Mechanic	2000	1
X-Ray Technician	2000	1
Lift Operator	2400	1
<i>(i) Non Medical Staff</i>		
Social Worker	2000	1
<i>(ii) College of Pharmaceutical Sciences</i>		
Scientific Officer, Nuclear Medicine/Assistant Professor, Nuclear Medicine	2000	1
Scavenger-cum-Sewage Cleaner	2400	1
<i>(iii) Radiology Department</i>		
X-Ray Mechanic/X-Ray Technician/Radiographer	2000	1
X-Ray Attender	2000	1
<i>(iv) Dermatology and Venerology</i>		
Serological/Scientific Assistant	2000	1
<i>(v) Anatomy Department</i>		
Curator	2000	1
Laboratory Technician	2000	1
Junior Laboratory Assistant	2000	1
Mortuary Man	2400	1
Theatre Assistant	2400	1
Sweeper/ Cleaner	2400	1
<i>(vi) Forensic Medicine</i>		
Mortuary Technician	2400	1
Laboratory Technician	2000	1
Junior Laboratory Assistant	2000	1
Mortuary Attender/ Sweeper/ Cleaner	2400	1
<i>(vii) Other Categories</i>		
Bio-Chemist/Scientific Assistant (Pathology)	2000	1
Laboratory Technician/ Laboratory Assistant	2000	1
Junior Laboratory Assistant/ Photographic Attender	1600	1
Laboratory Attender	2400	1
Technician (Media making)	2000	1
<i>(viii) Staff working in T.B. Unit of Kozhikode Medical College</i>		
Pharmacist/Health Visitor	2000	1
Staff Nurse	2400	1
Hospital Attender/ Nursing Assistant	2400	1

Designation	Rate (Rs.)	Period in Years
Medical College, Alappuzha		
Driver	2400	1
Bus Cleaner	2400	1
Medical College, Thiruvananthapuram (For visiting health Centres)		
Public Health Nursing Tutor/ Health Inspector/Health Visitor	2400	1
Mining & Geology		
Driller	2400	1
Drilling Assistant	2400	1
Full Time Sweeper	2400	1
Sanitary Worker	2400	1
Gardener	2400	1
Driver	2400	1
Motor Vehicles		
Regional Transport Officer	3000	1
Joint Transport Officer	3000	1
Motor Vehicle Inspector	3000	1
Assistant Motor Vehicle Inspector (1 Taluk)	3000	1
Museum and Zoo		
Watcher	2400	1
Zoo Keeper	2400	1
Part Time Zoo Keeper	2400	1
Gardener	2400	1
Sweeper	2400	1
Guard	2400	1
Gallery Attendent	2000	1
Gallery Assistant	2000	1
Cleaner	2400	1
Van Cleaner	2400	1
Deffadar	2400	1
Blacksmith	2400	1
Lab Attendent	2400	1
Driver	2400	1
Lab Assistant	2400	1
Carpenter	2400	1
Night Watcher	2400	1
Mason	2400	1
Sweeper Scavenger	2400	1
Scavenger	2400	1
Part Time Gardener /Sweeper/ Watcher	2400	1
Zoo Supervisor	2000	1
National Cadet Corps		
Driver	2400	1
Lascar	2400	1
Chowkidar	2400	1

Designation	Rate (Rs.)	Period in Years
Full Time Sweeper	2400	1
National Employment Service		
Driver	2400	1
Panchayats		
Midwife	1800	1
Driver	2400	1
Police		
<i>(i) Special Branch and Crime Branch</i>		
Superintendent of Police (Non -IPS)	2625	1
Dy. Superintendent of Police	2625	1
Inspector	2550	1
Woman Inspector of Police	2550	1
Sub Inspector	2550	1
Woman Sub- Inspector	2550	1
Driver SI	2550	1
Assistant Sub Inspector	5100	1
Senior Civil Police Officer(District Special Branch)	5000	1
Woman Senior Civil Police Officer	5000	1
Civil Police Officer (District Special Branch)	5000	1
Woman Civil Police Officer(District Special Branch)	5000	1
Driver	5000	1
<i>Note:-Uniform allowance will be given as half rate for the officers of and above the rank of Sub Inspectors in the SBCID</i>		
<i>(ii) Telecommunication Unit</i>		
Dy. Superintendent Of police	5250	1
Inspector	5100	1
Sub Inspector	5100	1
Assistant Sub Inspector	5100	1
Head Constable (Operator)	5000	1
Police Constable	5000	1
<i>(iii) Dog Squad</i>		
Sub Inspector	5100	1
Senior Civil Police Officer	5000	1
Civil Police Officer	5000	1
<i>(iv) Armourer</i>		
Armourer Inspector (Chief Inspector of Arms)	5100	1
Armourer Sub Inspector	5100	1
Armourer Assistant Sub Inspector	5100	1
Armourer Senior Civil Police Officer	5000	1
Armourer Civil Police Officer	5000	1
<i>(v) District Crime Intelligence Bureau</i>		
Sub Inspector	5100	1
Senior Civil Police Officer	5000	1
Civil Police Officer (DCIB) of Tvm City	5000	1
<i>(vi) Personal Guard</i>		

Designation	Rate (Rs.)	Period in Years
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	5100	1
Assistant Sub Inspector	5100	1
Senior Civil Police Officer	5000	1
Civil Police Officer	5000	1
(vii) Miscellaneous		
Brass Band Man/Orchestra Man/Bugler Man	5000	1
Tailer (PC)	5000	1
Cinema Operator (PC)	5000	1
Station Writer (CPO)/ Circle Writer (CPO)/Co-Clerk / Carpenter (PC)/ Motor Cleaner	5000	1
(viii) Police Personnel		
Superintendent of Police (Non IPS)	5250	1
Deputy Superintendent of Police (HG)	5250	1
Deputy Superintendent of Police	5250	1
Deputy Commandant	5250	1
Circle Inspector (HG)	5100	1
Circle Inspector	5100	1
Station House Officer Allowance	5100	1
Sub Inspector	5100	1
Assistant Sub Inspector	5100	1
Senior Civil Police Officer	5000	1
Civil Police Officer	5000	1
Driver (Sr CPO)	5000	1
Driver (CPO)	5000	1
Camp Follower	4000	1
(ix) Armed Police (Battalion)		
Armed Police Inspector	5100	1
Armed Police Sub Inspector	5100	1
Armed Police Asst Sub Inspector	5100	1
Havildar	5000	1
Civil Police Officer	5000	1
Driver (PC)	5000	1
Driver (Head Constable)	5000	1
(x) Armed Reserve Police		
Reserve Inspector	5100	1
Sub Inspector	5100	1
Assistant Sub Inspector	5100	1
Havildar	5000	1
Civil Police Officer	5000	1
Driver (PC)	5000	1
Driver (HC)	5000	1
Port		
Port Conservator/ Assistant Port Conservator	2000	1
Cargo Supervisor/ Assistant Pier Master/ Wharf Supervisor	1800	1

Designation	Rate (Rs.)	Period in Years
Printing		
Technical Employees - Male/Female	1800	1
Mechanical Employees (Workshop wing)	2200	1
Prisons		
Inspector General Of Prisons (non-IPS)	4500	1
Deputy Inspector General of Prisons	4500	1
Assistant Inspector General of Prisons	4500	1
Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Woman Open Prison/Special Sub Jail/ Borstal School	4500	1
Dy. Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Woman Open Prison	4500	1
Junior Superintendent Central Prison/Open Prison	4500	1
Principal, State Institute of correctional Administration	4500	1
Joint Superintendent	4500	1
Deputy Superintendent/ Joint Superintendent Special Sub Jail	4500	1
Superintendent, Sub Jail/ Supervisor, Open Prison/ Supervisor, Borstal School	4500	1
Assistant Superintendent Gr.I	4500	1
Assistant Superintendent Gr. II	4500	1
Chief Petty Officer	4500	1
Petty Officer	4500	1
Prison Officer	4500	1
Deputy Prison Officer	4500	1
Gate Keeper	4500	1
Assistant Prison Officer	4500	1
<i>(i) Staff of Central Prison Press, Thiruvananthapuram</i>		
Senior Lecturer/ Lecturer SICA	4500	1
<i>(ii) Open Prison, Nettukaltheri</i>		
Assistant Superintendent Gr I	4500	1
Deputy Prison Officer	4500	1
Assistant Prison Officer	4500	1
Public Service Commission		
<i>Staff working in the Cellar</i>		
Security Guard/Sergeant	3500	1
Gardener	2500	1
Full Time Gardener	2500	1
Full Time Sweeper	2500	1
Part Time Sweeper	2500	1
Lift Operator	2500	1
Duffedar	2500	1
Driver-cum-Office Attendant	2500	1
Driver	2500	1
Public Works		
Lift Operator	2400	1

Designation	Rate (Rs.)	Period in Years
Registration		
Driver	2400	1
Rural Development		
Driver	2400	1
Secretariat		
<i>(i) Governor's Secretariat</i>		
Head Butler/Head Cook	2400	1
Cook/Waiter/Cleaner	2400	1
Matey/Lascar	2400	1
Garden Supervisor/Caretaker	2400	1
Staff Nurse	2400	1
Nursing Assistant/ Hospital Attendant	2400	1
<i>(i)(a) Governor's Secretariat (Household)</i>		
Gardener	2400	1
Sweeper	2400	1
Pharmacist	2000	1
Hospital Attender/ Nursing Assistant	2400	1
<i>(ii) Administrative Secretariat</i>		
<i>(a) Other Categories</i>		
Security Officer	3500	1
Assistant Security Officer/	3500	1
Sergeant	3500	1
Security Guard	3500	1
Lift Operator	2500	1
Durbar/Conference Hall Watchman	2500	1
Full Time Gardner	2500	1
Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker	2500	1
<i>(b) Allopathic Clinic attached to Secretariat</i>		
Pharmacist	2000	1
Nurse	2400	1
Scavenger	2400	
<i>(c) Homoeo Clinic attached to Secretariat</i>		
Pharmacist	2000	1
<i>(d) Other Establishments</i>		
Head Gardener	2500	1
Gardener	2500	1
Sweeper of Secretariat Garden	2500	1
<i>(e) Ayurveda Clinic attached to Secretariat</i>		
Pharmacist	2000	1
Attender	2400	1
<i>(iii) Finance Department</i>		
Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker	2500	1
<i>(iv) Law Department</i>		

Designation	Rate (Rs.)	Period in Years
Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker	2500	1
(v) Legislature Secretariat		
Head Driver	2500	1
Driver	2500	1
Lift Operator	2500	1
Sweeper (including higher Grade)/Scavenger/ Gardener/Waiter	2500	1
Duffedar	2500	1
Senior Assembly Attendants	3000	1
Full Time Gardner	2500	1
Full -time Sweeper/Full-time Sweeper-cum-Sanitation Worker	2500	1
Chief Marshal	As in PD	1
Deputy Chief Marshal	As in PD	1
Marshal	As in PD	1
Sergeant	3500	1
Sergeant Assistant	3500	1
Assembly Attendant/ Hostel Attendant/ Cleaner/Driver	3000	1
Driver/ Head Driver	2500	1
Social Justice		
Ayachs in the Home for Mentally Retarded Children	2000	1
State Audit		
Driver	2400	1
State Central Library		
Sergeant	2400	1
Driver	2400	1
Full Time Gardner	2400	1
Full Time Scavenger-cum Sweeper	2400	1
Part Time Gardener	2400	1
State Planning Board		
Driver	2400	1
Office Attendant/ Security Staff/		1
Cook	2400	1
Full Time Sanitary Worker	2400	1
Chowkidar	2400	1
State Water Transport		
Boat Master	2400	1
Boat Syrang	2400	1
Boat Driver	2400	1
Driver	2400	1
Boat Lascar	2400	1
Checking Inspector	2400	1
Checker	2400	1
Station Master	2400	1
Chargeman	2400	1

Designation	Rate (Rs.)	Period in Years
Smithy Chargeman	2400	1
Mechanic	2400	1
Chargeman (Carpenter)	2400	1
Assistant Chargeman (Carpenter)	2400	1
Caulker Chargeman	2400	1
Caulker	2400	1
Carpenter	2400	1
Fitter	2400	1
Blacksmith	2400	1
Time Keeper	2400	1
Armature Winder	2400	1
Battery Charger	2400	1
Painter	2400	1
Upholsterer	2400	1
Moulder	2400	1
Patternmaker	2400	1
Pump Operator	2400	1
Electrician	2400	1
Welder	2400	1
Turner	2400	1
Coolie Worker	2400	1
Machinist	2400	1
Stationery		
Driver	2400	1
Tourism		
Head Chauffeur	3000	1
Chauffeur	3000	1
Manager	2400	1
Steward	2400	1
Cook	2400	1
Butler	2400	1
Hospitality Attendant	2400	1
Lascar/Sweeper	2400	1
Treasuries		
Driver	2400	1
University Appellate Tribunal		
Driver	2400	1
Vigilance & Anti-Corruption Bureau		
Superintendent of Police (Non-I.P.S)	2625	1
Deputy Superintendent of Police (HG)	2625	1
Deputy Superintendent of Police	2625	1
Circle Inspector (HG)	2550	1
Circle Inspector	2550	1
Sub Inspector	2550	1
Assistant Sub Inspector	2550	1
Havildar Driver (Staff Car)	2000	1

Designation	Rate (Rs.)	Period in Years
Head Constable	2000	1
Police Constable	2000	1
Police Driver	2000	1
Municipal Common Service		
Health Inspector Gr I & II	2000	1
Health Supervisor	2000	1
Jr. Health Inspector Gr I & II	2000	1
Junior Public Health Nurse Grade II & II (HG)	1800	1
Driver	2400	1

ADDITIONAL SPECIAL ALLOWANCE

Designation	Rate per month (Rs.)
Animal Husbandry	
<i>1. Special Allowances</i>	
Veterinary Surgeons working in rural areas	3000
Veterinary Surgeons working in difficult rural areas	4500
Excise	
<i>1. Special Allowances</i>	
Assistant Excise Commissioner	150
Excise Circle Inspector	140
Excise Inspector	140
Assistant Excise Inspector	120
Preventive Officer	120
Civil Excise Officer	120
<i>2. Day off Allowance*</i>	
Excise Circle Inspector	500
Excise Inspector	500
Assistant Excise Inspector	500
Preventive Officer	460
Civil Excise Officer	400
Driver	400
<i>*Day off Allowance granted for officers working in the field units compensating their off duty on Onam and Christmas festivals</i>	
Fire & Rescue Services	
<i>1. Smartness Allowance</i>	
Fireman Driver-cum-Pump Operator	80
Driver Mechanic	80
Leading Fireman	80
Fireman	80
Fireman Gr.I & Gr.II	80
<i>2. Day off Allowance</i>	
Fireman Driver-cum-Pump Operator	150
Driver Mechanic	150
Leading Fireman	150
Fireman	150
Fireman Gr.I & Gr.II	150
Station Officer	170
Assistant Station Officer	150
<i>3. Water & Electricity</i>	
Fireman Driver-cum-Pump Operator	50
Driver Mechanic	50
Leading Fireman	50
Fireman	50
Fireman Gr.I & Gr.II	50

Designation	Rate per month (Rs.)
4. Special Allowance	
Fireman Driver-cum-Pump Operator	140
Driver Mechanic	140
Leading Fireman	140
Fireman	140
Fireman Gr.I & Gr.II	140
Station Officer	160
Assistant Station Officer	150
Assistant Divisional Officer	170
Divisional Officer	180
P.A. To Director of Fire Force	180
5. Feeding Charges	
Fireman Driver-cum-Pump Operator	80
Driver Mechanic	80
Leading Fireman	80
Fireman	80
Fireman Gr.I & Gr.II	80
Station Officer	80
Assistant Station Officer	80
Assistant Divisional Officer	100
6. Ration Money	
Fireman Driver-cum-Pump Operator	150
Driver Mechanic	150
Leading Fireman	150
Fireman	150
Fireman Gr.I & Gr.II	150
Station Officer	150
Assistant Station Officer	150
Forest	
1. Day off Allowance	
Range Forest Officer (Range)	100
Senior Grade Range Forest Officer	100
Deputy Range Forest Officer	200
Beat Forest Officer	160
Forest Watcher	160
Tribal Watcher	160
Section Forest Officer	200
Driver	160
Driver (attached to Stations)	160
Boat Driver	160
2. Special Allowance	
Range Forest Officer (Range)	140
Senior Grade Range Forest Officer	140
Deputy Range Forest Officer	170
Wild Life Assistant	120
Beat Forest Officer	150

Designation	Rate per month (Rs.)
Forest Watcher	120
Tribal Watcher	120
Section Forest Officer	160
Driver	120
Driver (attached to Stations)	120
Boat Driver	120
Health Service	
<i>1. Special Allowance</i>	
Doctors working in Rural areas	3500
Doctors working in difficult Rural areas	5000
Casualty Allowance (Except in rural area)	2000
Special Difficult area allowance to Doctors working in Attapady Region	20000
Special Difficult area allowance to Other staff working in Attapady Region	15% of basic pay
Homoeopathy	
Doctors working in rural areas	3000
Doctors working in difficult rural areas	4500
Indian Systems of Medicines	
Doctors working in rural areas	3000
Doctors working in difficult rural areas	4500
Police Department	
(1) Special Branch and Crime Branch	
<i>1. Smartness Allowance</i>	
Senior Civil Police Officer	80
Women Senior Civil Police Officer	80
Civil Police Officer	80
Women Civil Police Officer	80
<i>2. Special Allowance</i>	
Dy. Supdt. of Police	350
Inspector	350
Women Inspector of Police	350
Sub Inspector	300
Women Sub- Inspector	300
Driver SI	300
Asst .Sub Inspector	300
Senior Civil Police Officer	220
Women Senior Civil Police Officer	220
Civil Police Officer	220
Women Civil Police Officer	220
Driver	220
<i>3. Day off Allowance</i>	
Inspector	500
Woman Inspector of Police	500
Sub Inspector	500
Woman Sub- Inspector	500

Designation	Rate per month (Rs.)
Driver SI	500
Asst. Sub Inspector	500
Senior Civil Police Officer	460
Women Senior Civil Police Officer	460
Civil Police Officer	400
Women Civil Police Officer	400
Driver	400
4. SBCID	
Supdt. Of Police (Non-IPS)	2000
Dy.Supdt. of Police	1200
Inspector	950
Women Inspector of Police	950
Sub Inspector	800
Women Sub- Inspector	800
Driver SI	800
Asst .Sub Inspector	700
Senior Civil Police Officer	650
Women Senior Civil Police Officer	650
Civil Police Officer	500
Women Civil Police Officer	500
Driver	500
(2) Telecommunication unit	
1. Smartness Allowance	
Inspector	80
Sub Inspector	80
Asst. Sub Inspector	80
Head Constable(Operator)	80
Police Constable	80
2. Day off Allowance	
Inspector	500
Sub Inspector	500
Asst. Sub Inspector	500
Head Constable(Operator)	460
Police Constable	400
3. Special Allowance	
Dy. Supdt. Of police	350
Inspector	350
Sub Inspector	300
Asst. Sub Inspector	300
Head Constable(Operator)	220
Police Constable	220
4. Feeding Charges	
Inspector	100
Sub Inspector	100
Asst. Sub Inspector	100
Head Constable(Operator)	100

Designation	Rate per month (Rs.)
Police Constable	100
5. Ration Money	
Sub Inspector	250
Asst. Sub Inspector	250
Head Constable(Operator)	250
Police Constable	250
(3) Dog Squad	
1. Smartness Allowance	
Sub Inspector	80
Senior Civil Police Officer	80
Civil Police Officer	80
2. Day off Allowance	
Sub Inspector	500
Senior Civil Police Officer	460
Civil Police Officer	400
3. Special Allowance	
Sub Inspector	300
Senior Civil Police Officer	220
Civil Police Officer	220
4. Feeding Charges	
Sub Inspector	100
Senior Civil Police Officer	100
Civil Police Officer	100
5. Ration Money	
Sub Inspector	250
Senior Civil Police Officer	250
Civil Police Officer	250
(4) Armourer	
1. Smartness Allowance	
Armourer Senior Civil Police Officer	80
Armourer Civil Police Officer	80
2. Day off Allowance	
Armourer Sub Inspector	500
Armourer Asst. Sub Inspector	500
Armourer Senior Civil Police Officer	460
Armourer Civil Police Officer	400
3. Special Allowance	
Armourer Inspector (Chief Inspector of Arms)	350
Armourer Sub Inspector	300
Armourer Asst. Sub Inspector	300
Armourer Senior Civil Police Officer	220
Armourer Civil Police Officer	220
4. Feeding Charges	
Armourer Sub Inspector	100
Armourer Asst. Sub Inspector	100
Armourer Senior Civil Police Officer	100

Designation	Rate per month (Rs.)
Armourer Civil Police Officer	100
5. Ration Money	
Armourer Sub Inspector	250
Armourer Asst. Sub Inspector	250
Armourer Senior Civil Police Officer	250
(5) District Crime Intelligence Bureau	
1. Smartness Allowance	
Senior Civil Police Officer	80
Civil Police Officer (DCIB) of Tvm City	80
2. Day off Allowance	
Sub Inspector	500
Senior Civil Police Officer	460
Civil Police Officer (DCIB) of Tvm City	400
3. Special Allowance	
Sub Inspector	300
Senior Civil Police Officer	220
Civil Police Officer (DCIB) of Tvm City	220
4. Feeding Charges	
Sub Inspector	100
Senior Civil Police Officer	100
Civil Police Officer (DCIB) of Tvm City	100
5. Ration Money	
Sub Inspector	250
Senior Civil Police Officer	250
Civil Police Officer (DCIB) of Tvm City	250
(6) Personal Guard	
1. Smartness Allowance	
Senior Civil Police Officer	80
Civil Police Officer	80
2. Battalion Allowance	
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	100
Asst. Sub Inspector	80
Senior Civil Police Officer	80
Civil Police Officer	70
3. Day off Allowance	
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	500
Asst. Sub Inspector	500
Senior Civil Police Officer	460
Civil Police Officer	400
4. Special Allowance	
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	300
Asst. Sub Inspector	300
Senior Civil Police Officer	220

Designation	Rate per month (Rs.)
Civil Police Officer	220
5. Feeding Charges	
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	100
Asst. Sub Inspector	100
Senior Civil Police Officer	100
Civil Police Officer	100
6. Ration Money	
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	250
Asst. Sub Inspector	250
Senior Civil Police Officer	250
Civil Police Officer	250
(7) Miscellaneous	
1. Smartness Allowance	
Band Master (SI/Armed Police SI)	80
Brass Band Man/Orchestra Man/Bugler Man	80
Tailer (PC)	50
Cinema Operator (PC)	50
Station Writer (CPO)/ Circle Writer (CPO)/Co-Clerk / Carpenter (PC)/ Motor Cleaner	80
2. Battalion Allowance	
Band Master (SI/Armed Police SI)	80
Brass Band Man/Orchestra Man/Bugler Man	80
Tailer (PC)	50
Cinema Operator (PC)	50
3. Day off Allowance	
Band Master (SI/Armed Police SI)	500
Station Writer (CPO)/ Circle Writer (CPO)/ Co-Clerk / Carpenter (PC)/ Motor Cleaner	400
4. Special Allowance	
Band Master (SI/Armed Police SI)	300
Brass Band Man/Orchestra Man/Bugler Man	150
Tailer (PC)	150
Cinema Operator (PC)	150
Station Writer (CPO)/ Circle Writer (CPO)/Co-Clerk / Carpenter (PC)/ Motor Cleaner	220
5. Feeding Charges	
Band Master (SI/Armed Police SI)	100
Station Writer (CPO)/ Circle Writer (CPO)/ Co-Clerk / Carpenter (PC)/ Motor Cleaner	100
6. Ration Money	
Band Master (SI/Armed Police SI)	250
Brass Band Man/Orchestra Man/Bugler Man	250
Tailer (PC)	250
Cinema Operator (PC)	250
Station Writer (CPO)/ Circle Writer (CPO)/ Co-Clerk / Carpenter	250

Designation	Rate per month (Rs.)
(PC)/ Motor Cleaner	
(8) Band Unit	
1. Special Allowance	
Sub Inspector (Band)	300
(9) Police Personnel	
1. Smartness Allowance	
Senior Civil Police Officer	80
Civil Police Officer	80
Driver (Sr CPO)	80
Driver(CPO)	80
Camp Follower	80
2. Day off Allowance	
Circle Inspector (HG)	500
Circle Inspector	500
Station House Officer Allowance	500
Sub Inspector	500
Assistant Sub Inspector	500
Senior Civil Police Officer	460
Civil Police Officer	400
Driver (Sr CPO)	460
Driver (CPO)	400
Camp Follower	300
3. Traffic Point Duty	
Senior Civil Police Officer	300
Civil Police Officer	300
4. Water & Electricity	
Senior Civil Police Officer	50
Civil Police Officer	50
Driver (Sr CPO)	50
Driver (CPO)	50
5. Special Allowance	
Deputy Superintendent of Police (HG)	350
Deputy Superintendent of Police	350
Deputy Commandant	350
Circle Inspector (HG)	350
Circle Inspector	350
Station House Officer Allowance	300
Sub Inspector	300
Assistant Sub Inspector	300
Senior Civil Police Officer	220
Civil Police Officer	220
Driver (Sr CPO)	220
Driver (CPO)	220
6. Feeding Charges	
Circle Inspector (HG)	100
Circle Inspector	100

Designation	Rate per month (Rs.)
Station House Officer Allowance	100
Sub Inspector	100
Assistant Sub Inspector	100
Senior Civil Police Officer	100
Civil Police Officer	100
Driver (Sr CPO)	100
Driver (CPO)	100
7. Camp Follower	
Camp Follower	120
8. Ration Money	
Station House Officer Allowance	250
Sub Inspector	250
Assistant Sub Inspector	250
Senior Civil Police Officer	250
Civil Police Officer	250
Driver (Sr CPO)	250
Driver (CPO)	250
Camp Follower	250
9. Vigilance	
Superintendent of Police (Non IPS)	2000
Deputy Superintendent of Police (HG)	1800
Deputy Superintendent of Police	1800
Circle Inspector (HG)	1050
Circle Inspector	950
Sub Inspector	800
Assistant Sub Inspector	750
Senior Civil Police Officer	650
Civil Police Officer	500
Driver (Sr CPO)	500
Driver (CPO)	500
10. Camp Office	
Deputy Superintendent Of Police(HG)	250*
Deputy Superintendent of Police	250*
*Note:-Those who are as Sub Divisional Police Officers	
(10) Armed Police (Battalion)	
1. Smartness Allowance	
Armed Police Inspector	80
Armed Police Sub Inspector	80
Armed Police Asst Sub Inspector	80
Havildar	80
Civil Police Officer	80
Driver (PC)	80
Driver (Head Constable)	80
2. Battalion Allowance	
Armed Police Inspector	120
Armed Police Sub Inspector	100

Designation	Rate per month (Rs.)
Armed Police Asst Sub Inspector	80
Havildar	80
Civil Police Officer	70
Driver (PC)	70
Driver (Head Constable)	80
3. Day Off Allowance	
Armed Police Inspector	500
Armed Police Sub Inspector	500
Armed Police Asst Sub Inspector	500
Havildar	460
Civil Police Officer	400
Driver (PC)	400
Driver (Head Constable)	460
4. Special Allowance	
Armed Police Inspector	350
Armed Police Sub Inspector	300
Armed Police Asst Sub Inspector	300
Havildar	220
Civil Police Officer	220
Driver (PC)	220
Driver (Head Constable)	220
5. Feeding Charges	
Armed Police Inspector	100
Armed Police Sub Inspector	100
Armed Police Asst Sub Inspector	100
Havildar	100
Civil Police Officer	100
Driver (PC)	100
Driver (Head Constable)	100
6. Ration Money	
Armed Police Inspector	250
Armed Police Sub Inspector	250
Armed Police Asst Sub Inspector	250
Havildar	250
Civil Police Officer	250
Driver (PC)	250
Driver (Head Constable)	250
(11) Armed Reserve Police	
1. Smartness Allowance	
Reserve Inspector	80
Sub Inspector	80
Assistant Sub Inspector	80
Havildar	80
Civil Police Officer	80
Driver (PC)	80
Driver (HC)	80

Designation	Rate per month (Rs.)
<i>2. Battalion Allowance</i>	
Reserve Inspector	120
Sub Inspector	100
Assistant Sub Inspector	80
Havildar	80
Civil Police Officer	70
Driver (PC)	70
Driver (HC)	70
Technical categories in Armed Police and Armed Reserve Battalion	70
<i>3. Day off Allowance</i>	
Reserve Inspector	500
Sub Inspector	500
Assistant Sub Inspector	500
Havildar	460
Civil Police Officer	400
Driver (PC)	400
Driver (HC)	400
<i>4. Special Allowance</i>	
Reserve Inspector	350
Sub Inspector	300
Assistant Sub Inspector	300
Havildar	220
Civil Police Officer	220
Driver (PC)	220
Driver (HC)	220
Canoeman/Boat Lascar/Syrang	120
<i>5. Feeding Charge</i>	
Sub Inspector	100
Assistant Sub Inspector	100
Havildar	100
Civil Police Officer	100
Driver (PC)	100
Driver (HC)	100
<i>6. Ration Money</i>	
Sub Inspector	250
Assistant Sub Inspector	250
Havildar	250
Civil Police Officer	250
Driver (PC)	250
Driver (HC)	250
<i>7. Camp Follower</i>	
Cook/Water Carrier/ Barber/ Dhobi/Sweeper/Cobbler/ Gardener	120
<i>Note:- All allowances sanctioned to Police Personnel under the sub heading 'Armed Reserve Police' is extended to Police Personnel in Mounted Police, Motor Transport Unit, Short Hand</i>	

Designation	Rate per month (Rs.)
<i>Bureau and Technical Executive Staff under the head “Other Miscellaneous Categories”.</i>	
Prison	
1. Smartness Allowance	
Deputy Prison Officer	80
Assistant Prison Officer	80
2. Day off Allowance	
Assistant Superintendent Gr.I	220
Assistant Superintendent Gr. II	200
Chief Petty Officer	180
Petty Officer	180
Prison Officer	180
Deputy Prison Officer	180
Gate Keeper	180
Assistant Prison Officer	180
Ministerial Head Warder	180
3. Water & Electricity	
Deputy Prison Officer	60
Gate Keeper	60
Assistant Prison Officer	60
4. Special Allowance	
Assistant Inspector General of Prisons	220
Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Woman Open Prison/Special Sub Jail/ Borstal School	220
Dy. Superintendent of Central Prison/Open Prison/ District Jail/ Women Prison/ Woman Open Prison	220
Junior Superintendent Central Prison/Open Prison	220
Principal, State Institute of correctional Administration	220
Joint Superintendent	220
Deputy Superintendent/ Joint Superintendent Special Sub Jail	200
Superintendent, Sub Jail/ Supervisor, Open Prison/ Supervisor, Borstal School	200
Assistant Superintendent Gr.I	200
Assistant Superintendent Gr. II	180
Chief Petty Officer	150
Petty Officer	150
Boat Foreman/ Industrial Instructor/ Weaving Instructor/ Assistant Weaving Foreman	150
Agricultural Demonstrator / Weaving Assistant/ Pharmacist/Teacher	150
Weaver/Skilled Worker/ Engineer Driver etc.	130
Electrician Cum Pump Operator	130
Prison Officer	150
Deputy Prison Officer	150
Gate Keeper	150
Assistant Prison Officer	150

Designation	Rate per month (Rs.)
Ministerial Head Warder	150
<i>Staff of Central Prison Press, Thiruvananthapuram</i>	
<i>1. Special Allowance</i>	
Assistant Superintendent	150
General Foreman	130
Class III Employees	120
Class IV Employees	110
Legislature Secretariat	
Personal Assistant of MLAs in the Legislative Assembly	750
Social Justice	
<i>1. Day off Allowance</i>	
Supervisor/Chief Guard /Scavenger/ Cook/ Assistant Cook	120
Guard	120
Female Guard	120
<i>2. Special Allowance</i>	
Superintendent, Govt. Children's Home and Special Schools.	180
Deputy Superintendent /Assistant Superintendent	150
Industrial Instructor	140
Head Guard/Agricultural Instructor/Physical Training Instructor/Teachers	140
Guard	120
Female Guard	120
Head Cook/Gardener/ Ayah /Watchmanm /Electrician cum Pump Operator/Driver etc.	110
Kerala State Election Commission	
<i>Special allowance granted to the staff in the Kerala State Election Commission during the Election</i>	
Pay Range of Rs.30700 and above	850
Pay Range of Rs.27800 to Rs.30699	800
Pay Range of Rs.22200 to Rs.27799	700
Pay Range below Rs.22200	600
Vigilance and Anti-Corruption Bureau	
<i>Vigilance Allowance</i>	
Superintendent of Police (Non-I.P.S)	2000
Deputy Superintendent of Police (HG)	1800
Deputy Superintendent of Police	1200
Circle Inspector (HG)	1050
Circle Inspector	950
Sub Inspector	800
Assistant Sub Inspector	750
Head Constable	650
Police Constable	500
Executive Engineer (Mech)	1600
Executive Engineer (Civil)	1700
Asst. Executive Engineer (Civil)	1600
Police Driver	500

PERMANENT TRAVELLING ALLOWANCE

Designation	Rate per month (Rs.)	Area of Jurisdiction	Average No. of days of tour in a month
Civil Supplies			
Taluk Supply Officer	500	One Taluk	15
Assistant Taluk Supply Officer	300	One Taluk	15
Commercial Taxes			
Commercial Tax Officer	500	1 Taluk and below	15
Commercial Tax Officer	600	more than 1 Taluk and below 2 taluks	15
Commercial Tax Officer	650	more than 2 taluk but less than 4	15
Commercial Tax Officer	700	4 Taluks and more	15
Co-operation			
Unit Auditor of Co-operative Societies/Unit Inspector of Cooperative Societies	300	One Taluk	15
Economics and Statistics			
<i>Timely Reporting Survey of Agricultural Statistics</i>			
Statistical Inspector (NSS)	700	One District	15
Statistical Inspector	500	One Taluk	15
Investigator (L.D/U.D)	330	One Taluk	15
Investigator (L.D/U.D)	500	One District	15
Taluk Statistical Officer	550	One Taluk	15
Excise			
Excise Inspector	400	One Range	15
Assistant Excise Inspector	300	One Range	15
Preventive Officer	200	One Range	15
Civil Excise Officer	200	One Range	15
Fisheries			
Statistical Investigator Thiruvananthapuram, Kollam and Alappuzha	300	One District	15
Statistical Investigator. Kollam	250	Two Taluks	15
Inspector of Fisheries, Kollam and Alappuzha	300	One District	15
Sub Inspector of Fisheries, Backwaters	220	1. Kollam Back waters, 2.Vaikom & Meenachil, 3.Cherthala Taluks	15

Designation	Rate per month (Rs.)	Area of Jurisdiction	Average No. of days of tour in a month
Senior Co-operative Inspector, Vizhinjam and Thiruvananthapuram	250	Two Taluks	15
Fishery Development Officer, Vizhinjam	250	One District	15
Fishery Development Officer, Thiruvananthapuram	250	Two Taluks	15
Senior Co-operative Inspector, Kollam and Alappuzha	250	One District	15
Fishery Development Officer, Kollam	250	One District	15
Sub Inspector of Fisheries, North Parur	150	One Taluk	15
Fishery Development Officer, Ernakulam, Alappuzha	250	Two Districts	15
Senior Co-operative Inspector, Ernakulam	250	Two Districts	15
Sub Inspector of Fisheries, Thevaravattom	220	Thevaravattom Fisheries Section	15
L.D. Investigator, Alappuzha, (Part of a District)	250	Part of a District	15
<i>Office of the Deputy Director of Fisheries, Thrissur</i>			
Senior Co-operative Inspector	250	One District	15
Fishery Development Officer, Chavakkad	250	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Ponnani</i>			
Fishery Development Officer, Ponnani and Thanur	250	One Taluk	15
Senior Co-operative Inspector, Ponnani and Thanur	250	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kozhikkode</i>			
Fishery Development Officer, Vadakara	250	One Taluk	15
Senior Co-operative Inspector	250	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kannur</i>			
Fishery Development Officer, Kannur	250	One Taluk	15
Senior Co-operative Inspector	250	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kasaragod</i>			
Fishery Development Officer, kasaragod.	250	One Taluk	15
Senior Co-operative Inspector	250	One Taluk	15
<i>Office of the Assistant Director of Fisheries, Kottayam</i>			
Sub Inspector of Fisheries, Backwater	220	One District	15

Designation	Rate per month (Rs.)	Area of Jurisdiction	Average No. of days of tour in a month
Forest			
Range Forest Officer	350	Range	20
Senior Grade Range Forest Officer	350	Range	15
Deputy Range Forest Officer	300	Range	15
Beat Forest Officer	220	Range	15
Forest Watcher	170	Section	20
Tribal Watcher	170	Section	20
Section Forest Officer	300	Section	15
Surveyor	150	Range	20
Boat Driver	170	Section	20
Syrang	170	Section	20
Cleaner	170	Section	20
Wild Life Wing			
Range Forest Officer	350		
Deputy Range Forest Officer	300		
Section Forest Officer	300		
Beat Forest Officer	220		
Flying Squad			
Range Forest Officer	350		
Deputy Range Forest Officer	300		
Section Forest Officer	300		
Beat Forest Officer	220		
Marayoor Sandal Division			
Deputy Range Forest Officer	300		
Section Forest Officer	300		
Beat Forest Officer	220		
Watcher	170		
Health Services			
District PH Nurse/District Extension Educator/BCH Team Leader/Malaria Insepctor Gr.I & II/Health Educator/	300	Parts of a District	15
Health Inspector	300	Parts of a District	15
Health Supervisor	300	Parts of a District	15
Industries & Commerce			
Extension Officer	300	One Taluk	15
Inspector (Quality control)	250	Block/District	15
Junior Co-operative Inspector	300	One Block	15
Senior Co-operative Inspector	300	One to three Taluks	15
Supervisor, Handloom	300	One to three Taluks	15

Designation	Rate per month (Rs.)	Area of Jurisdiction	Average No. of days of tour in a month
Field Assistant (Junior Field Officer)	220	One Circle	15
Labour			
Deputy Labour Officer	400	One District	15
Assistant Labour Officer Gr.I & II	300	One Taluk	15
Inspector of Plantations	350	One or more Revenue Districts	15
Land Revenue			
Tahsildar	700	One Taluk	15
Special Tahsildar	350	One Taluk and more	15
Special Tahsildar	400	2 Taluks and more	15
Special Tahsildar	500	3 Taluks and more	15
Deputy Tahsildar/Special Deputy Tahsildar	500	One Taluk	15
Deputy Tahsildar/ Special Deputy Tahsildar	350	2 Taluks	15
Deputy Tahsildar/Special Deputy Tahsildar	400	3 Taluks	15
Revenue Inspector/Special Revenue Inspector	300	Over 1 Taluk but less than 3 Taluks	15
Revenue Inspector/Special Revenue Inspector (attached to the Offices of Special Tahsildar, TVM & Kollam)	350	One District	15
Taluk Surveyor/Additional Taluk Surveyor	250	One Taluk	15
Chainman (Under Special Deputy Surveyor)	170	One Taluk	15
Special Chainman/Special Office Attendant	170	One Taluk	15
Special Chainman/Special Office Attendant	200	2 Taluks and more	15
Special Chainman/Special Office Attendant	220	3 Taluks and more	15
Special Chainman/Special Office Attendant	250	More than 3 Taluks	15
Village Officer	200	More than 1 Village and up to One Taluk	15
Village Officer	220	2 Taluks	15
Village Officer	250	3 Taluks	15
Village Officer	300	More than 3 Taluks	15
Village Assistant	170	More than 1 Village up to 1 taluk	15

Designation	Rate per month (Rs.)	Area of Jurisdiction	Average No. of days of tour in a month
Village Assistant	180	2 Taluks	15
Village Assistant	220	3 Taluks	15
Village Assistant	250	More than 3 Taluks	15
Villageman	170	More than 1 village & up to 2 Taluks	15
Villageman	180	3 Taluks	15
Villageman	200	More than 3 Taluks	15
Legal Metrology			
Senior Inspector/Inspector	350	One Taluk	15
Motor Vehicles			
Assistant Motor Vehicle Inspector	350	One Taluk	15
National Savings			
Assistant Director	500	One District	15
Police			
<i>Special Branch and Crime Branch</i>			
Driver SI	250	32 Km from HQ	
Senior Civil Police Officer(District Special Branch for PTA)	350	32 Km from HQ	
Women Senior Civil Police Officer	350	32 Km from HQ	
Civil Police Officer (District Special Branch for PTA)	250	32 Km from HQ	
Women Civil Police Officer(District Special Branch for PTA)	250	32 Km from HQ	
Driver	250	32 Km from HQ	
<i>Telecommunication Unit</i>			
Sub Inspector	250	32 Km from HQ	
Asst.Sub Inspector	250	32 Km from HQ	
Head Constable(Operator)	250	32 Km from HQ	
Police Constable	250	32 Km from HQ	
<i>Armourer</i>			
Armourer Sub Inspector	250	Not Prescribed	
Armourer Asst. Sub Inspector	250	Not Prescribed	
Armourer Senior Civil Police Officer	250	Not Prescribed	
Armourer Civil Police Officer	250	Not Prescribed	
Armourer Staff	250	Not Prescribed	
<i>District Crime Intelligence Bureau</i>			
Sub Inspector	420	32 Km from HQ	
Senior Civil Police Officer	350	32 Km from HQ	
Civil Police Officer (DCIB) of Tvm City	250	32 Km from HQ	

Designation	Rate per month (Rs.)	Area of Jurisdiction	Average No. of days of tour in a month
<i>Personal Guard</i>			
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	420	32 Km from HQ	
Asst.Sub Inspector	350	32 Km from HQ	
Senior Civil Police Officer	350	32 Km from HQ	
Civil Police Officer	250	32 Km from HQ	
<i>Miscellaneous</i>			
Band Master (SI/Armed Police SI)	250	Not prescribed	
Brass Band Man/Orchestra Man/Bugler Man	250	Not prescribed	
Sub Inspector Band Unit	250	Not prescribed	
Mounted Police	250	Not prescribed	
Armourer Staff	250	Not prescribed	
Electrician	250	Not prescribed	
Carpenter	250	Not prescribed	
Painter	250	Not prescribed	
Blacksmith	250	Not prescribed	
Mason	250	Not prescribed	
Boat Syrang	250	Respective District	
Boat Driver	250	Respective District	
Bugler/ Drummer	250	Not prescribed	
Technical Staff (Executive & Civilian) attached to range workshop MSP	250	32 Km from HQ	
Motor Cycle orderlies attached to the Chief Office	250	32 Km from HQ	
Members of the police force of and below the rank of Sub Inspectors attached to Police computer centre	250	Not prescribed	
Members of the Motor Transport Unit attached to the District AR including MTRSI attached to various units	250	32 Km from HQ	
<i>Executive Staff</i>			
Mechanic (M.T.Check)/ Mason /Binder/ Rattan Weaver/Lathe Operator / Boat Crew	250	Not prescribed	
<i>Civil Staff</i>			
Electrician/Fitter/Welder/Blacksmith/Mechanic/ Binder/Upholsterer/Packer/Store Attender/Lascar	250	Not prescribed	
<i>Motor Transport Unit</i>			
Motor Transport Officer	250	Not prescribed	

Designation	Rate per month (Rs.)	Area of Jurisdiction	Average No. of days of tour in a month
Motor Transport Inspector	250	Not prescribed	
Motor Transport Sub Inspector	250	Not prescribed	
Havildar Mechanic	250	Not prescribed	
Civil Police Officer Mechanic/Fitter/Electrician	250	Not prescribed	
Members of Motor Transport Unit attached to District A.R. attached to various units	250	Not prescribed	
<i>Band Unit</i>			
Sub Inspector (Band)	250	Not prescribed	
Bugler/Drummer	250	Not prescribed	
Band and Orchestra personnel	250	Not prescribed	
<i>Police Personnel</i>			
Station House Officer Allowance	420	32 Km from HQ	
Sub Inspector	420	32 Km from HQ	
Assistant Sub Inspector	350	32 Km from HQ	
Senior Civil Police Officer	350	32 Km from HQ	
Civil Police Officer	250	32 Km from HQ	
Driver (Sr CPO)	250	32 Km from HQ	
Driver (CPO)	250	32 Km from HQ	
<i>Armed Police(Battalion)</i>			
Armed Police Sub Inspector	420		
Armed Police Asst Sub Inspector	350		
Havildar	350		
Civil Police Officer	250		
Driver (PC)	250		
Driver (Head Constable)	250		
<i>Armed Reserve Police</i>			
Sub Inspector	420	32 Km from HQ	
Assistant Sub Inspector	350	32 Km from HQ	
Havildar	350	32 Km from HQ	
Civil Police Officer	250	32 Km from HQ	
Driver (PC)	250	32 Km from HQ	
Driver (HC)	250	32 Km from HQ	
Technical categories in Armed Police and Armed Reserve Battalion	250	32 Km from HQ	
Canoeman/Boat Lascar/Syrang	250		
Registration			
Citty Auditor	400	One District	20

Designation	Rate per month (Rs.)	Area of Jurisdiction	Average No. of days of tour in a month
Citty Auditor(More than 1 District)	450	More than One District	20
Rural Development			
Block Development Officer(If vehicle available)	450	One Block	20
Block Development Officer (If vehicle not available)	550	One Block	20
Scheduled Caste Development			
Scheduled Caste Development Officer Gr.I	350	One Taluk	15
Scheduled Caste Development Officer Gr.II	300	One Block	15
Scheduled Tribes Development			
Tribal Extension Officer	300	Over 1 Block	15
Tribal Extension Officer	400	Over 2 Blocks	15
Tribal Extension Officer	500	Over Three Blocks	15
Social Justice			
Anganavadi Supervisor	250		
Survey and Land Records			
Head Surveyor	350	1 or 2 Districts	15
Surveyor Gr.I & Gr.II	250	1 Taluk	15
Tourism			
Chauffeur	300	Revenue District in which posted	15
Boat Driver/Boat Syrang	220		
Boat Deck Man/ BoatLascar/Cleaner	220		
Vigilance & Anti-Corruption Bureau			
Sub Inspector	450	32 Km from HQ	Not prescribed
Havildar Driver (Staff Car)	350	32 Km from HQ	Not prescribed
Head Constable	350	32 Km from HQ	Not prescribed
Police Constable	270	32 Km from HQ	Not prescribed
Police Driver	270	32 Km from HQ	Not prescribed

PERMANENT CONVEYANCE ALLOWANCE

Designation	Rate per month (Rs.)	Area of Jurisdiction
Agriculture		
Agriculture Assistant	150	Below One Panchayat
Agriculture Assistan working in KMEP	150	Below One Panchayat
Field Supervisor	140	Below One Panchayat
Agriculture Officer	170	One Panchayat
Animal Husbandry		
Senior Veterinary Surgeon / Veterinary Surgeon in charge of Veterinary Hospitals and Dispensaries	140	Jurisdiction of the Veterinary hospitals and dispensaries
Civil Supplies		
City Rationing Inspector	240	20 to 25 Wards in a city
Rationing Inspector	240	One village
Rationing Inspector	120	5 to 13 wards in a city
Co-operation		
Senior Co-operative Inspector/Junior Co-operative Inspector	200	Circle (Municipal or Corporation area)
Dairy Development		
Dairy Farm Instructor	200	Half the number of Panchayats in a Block
Economics and Statistics		
Deputy Health Officer	350	Working in Municipalities, Corporation etc.
Research Assistant	240	
Compiler	150	
Price Inspector/ Investigator	140	Within 8 Kms. of the HQ
General Education		
Assistant Educational Officer/ Additional Assistant Educational Officer	380	One Educational Sub District
Health Services		
Health Inspector/ Health Supervisor	250	Area covered by 3 to 5 Junior Public Health Nurses
Medical Officer (to visit Raj Bhavan)	600	
Medical Officer (to visit Sub Jails)	500	
Lady Health Inspector	250	Area covered by 3 to 5 Junior Public Health Inspectors
Extension Educator (Family Welfare)	250	
Junior Health Inspector Gr.I	220	
Junior Public Health Nurse Gr I	220	
Non-Medical Supervisor	350	

Designation	Rate per month (Rs.)	Area of Jurisdiction
Leprosy Health Visitor	220	
Urban Health Educator (Attending Clinics of SET Centres)	250	
Junior Health Inspector Gr.II/ Social Worker	150	
Junior Public Health Nurse	150	
Field Assistant/Field Worker	150	
<i>Biweekly Dispensaries & Tri-weekly Dispensaries</i>		
(A)		
Medical Officer	400	Where the distance to be covered from the main P.H.Centre of Dispensary does not exceed 8 Km.
Pharmacist	150	Where the distance to be covered from the main P.H.Centre of Dispensary does not exceed 8 Km.
Hospital Attendant	130	Where the distance to be covered from the main P.H.Centre of Dispensary does not exceed 8 Km.
(B)		
Medical Officer	450	Where it exceeds 8 Km.
Pharmacist	200	Where it exceeds 8 Km.
Hospital Attendant	150	Where it exceeds 8 Km.
Industries & Commerce		
Extension Officer / Inspector (Quality control)	300	One Block
Information & Public Relations		
Information Officer, New Delhi	300	Delhi and Surrounding area
Land Revenue		
Revenue Inspector/Special Revenue Inspector	250	One Firka or a portion of a Taluk
Special Chainman/ Special Office Attendant	150	More than one Village but less than One Taluk
Village Officer	170	One Village
Village Assistant	150	One Village
Villageman	150	One Village
Medical Education		
<i>Medical College, Thiruvananthapuram</i>		
Public Health Nursing Tutor/ Health Inspector/Health Visitor	300	Health Centres for visiting health units under Neendakara and Pangappara
Panchayats		
Midwife	150	One Panchayat
Secretary	300	One Panchayat

Designation	Rate per month (Rs.)	Area of Jurisdiction
		(more than 76.8 Sq.km)
Secretary	250	One Panchayat (less than 76.8 Sq.km)
Health Inspector/ Junior Health Inspector	150	One Panchayat
Bill Collector/Junior Collector/Clerk	140	One Panchayat
Office Attendant	100	One Panchayat
Rural Development		
Extension Officer (AH),(P),(IRD) (Womens Welfare) and (H)	300	One Block
General Extension Officer	300	One Block
Assistant Engineer	230	One Block
Village Extension Officer	230	One Circle
Lady Village Extension Officer	230	One Circle
Social Justice		
City Probation Officer	380	Corporation area
Survey and Land Records		
Head Surveyor	320	Less than one Taluk
Surveyor Gr.I & Gr.II	150	Less than one Taluk
Tourism		
Curator/Superintendent, Government Gardens/Manager, Residential Bungalow	320	
Urban Affairs		
Corporation Secretary	900	Corporation area
Municipal Secretary Gr.I	750	Corporation/Municipal area
Municipal Secretary Gr.II	650	Municipal area
Municipal Secretary Gr.III	500	Municipal area
Municipal Common Service		
Health Officer Gr I, II & III	540	Whole area of the Municipality, Corporation or Wards allotted
Revenue Officer, Corporation	540	Whole area of the Municipality, Corporation or Wards allotted
Assistant Health Officer, Corporation of Cochin	540	Whole area of the Municipality, Corporation or Wards allotted
Family Planning Extension Educator	270	Whole area of the Municipality, Corporation or Wards allotted
Revenue Inspector	270	Whole area of the Municipality, Corporation or Wards allotted
Assistant Revenue Officer Cochin Corporation	270	Whole area of the Municipality, Corporation or Wards allotted
Health Inspector Gr I & II	270	Whole area of the Municipality, Corporation or Wards allotted

Designation	Rate per month (Rs.)	Area of Jurisdiction
Health Supervisor	270	Respective Municipal/Corporation area
Veterinary Surgeon	270	Whole area of the Municipality, Corporation or Wards allotted
Revenue Officer (Municipality)	270	Whole area of the Municipality, Corporation or Wards allotted
Health Visitor	270	Whole area of the Municipality, Corporation or Wards allotted
Jr. Health Inspector Gr I & II	170	Whole area of the Municipality, Corporation or Wards allotted
Junior Public Health Nurse Grade II & II (HG)	170	Whole area of the Municipality, Corporation or Wards allotted
Sanitary Maistries doing the work of Junior Health Inspector	170	Whole area of the Municipality, Corporation or Wards allotted
Family Planning Welfare worker	170	Whole area of the Municipality, Corporation or Wards allotted
Bill Collector	170	Whole area of the Municipality, Corporation or Wards allotted
Town Planning Surveyor	170	Whole area of the Municipality, Corporation or Wards allotted
Surveyor	170	Whole area of the Municipality, Corporation or Wards allotted
Water Works Inspector	150	Whole area of the Municipality, Corporation or Wards allotted
Meter Reader	150	Whole area of the Municipality, Corporation or Wards allotted
Female Attendant	150	Whole area of the Municipality, Corporation or Wards allotted
Motor Mechanics Gr.I and Gr.II	150	Whole area of the Municipality, Corporation or Wards allotted
Chainman	150	Whole area of the Municipality, Corporation or Wards allotted
Meter Inspector	150	Whole area of the Municipality, Corporation or Wards allotted
Work Superintendent	150	Whole area of the Municipality, Corporation or Wards allotted
Lineman	150	Whole area of the Municipality, Corporation or Wards allotted
Plumber	150	Whole area of the Municipality, Corporation or Wards allotted
Fitter	150	Whole area of the Municipality, Corporation or Wards allotted

ANNEXURE XVI

SCHEDULE OF POSTS AND SCALES OF PAY

COMMON CATEGORY

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Senior Finance Officer (HG)	40640-57440	77400-115200
a	Senior Finance Officer	36140-49740	68700-110400
	Finance officer (HG)	29180-43640	55350-101400
a	Finance Officer	22360-37940	45800-89000
	Financial Assistant /Accounts Officer	21240-37040	42500-87000
	Senior Administrative Officer (HG)	40640-57440	77400-115200
a	Senior Administrative Officer	36140-49740	68700-110400
	Administrative Officer (HG)	29180-43640	55350-101400
a	Administrative Officer	22360-37940	45800-89000
	Administrative Assistant	21240-37040	42500-87000
	Divisional Accounts Officer (HG)	20740-36140	39500-83000
b	Divisional Accounts Officer	18740-33680	35700-75600
	Senior Superintendent (HG) and inter-changeable posts as per Special Rules	20740-36140	40500-85000
c	Senior Superintendent and inter-changeable posts as per Special Rules	18740-33680	36600-79200
	Junior Superintendent (HG) and inter-changeable posts as per Special Rules	18740-33680	35700-75600
d	Junior Superintendent and inter-changeable posts as per Special Rules.	16180-29180	30700-65400
	Fair Copy Superintendent (HG)	18740-33680	35700-75600
d	Fair Copy Superintendent	16180-29180	30700-65400
	Head Clerk/Head Accountant and equated posts	14620-25280	27800-59400

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Senior Clerk	13210-22360	25200-54000
	Upper Division Accountant	13210-22360	25200-54000
	Accountant	13210-22360	25200-54000
	Store Clerk	13210-22360	25200-54000
	Auditor	13210-22360	25200-54000
	Store Keeper	13210-22360	25200-54000
	Clerk cum Accountant	13210-22360	25200-54000
	Cashier	13210-22360	25200-54000
	Assistant Store Keeper	13210-22360	25200-54000
	Store Assistant	13210-22360	25200-54000
	Accounts Clerk	13210-22360	25200-54000
	Clerk cum Accountant	13210-22360	25200-54000
	Steward Clerk	13210-22360	25200-54000
	Clerk cum Cashier	13210-22360	25200-54000
e	Sergeant Senior Grade	13900-24040	26500-56700
	Sergeant Grade I	13210-22360	25200-54000
	Sergeant Grade II	11620-20240	22200-48000
f	Clerk	9940-16580	19000-43600
	Store cum Record Keeper	9940-16580	19000-43600
	Record Keeper	9940-16580	19000-43600
	Store Clerk	9940-16580	19000-43600
	Copyist	9940-16580	19000-43600
	Accountant	9940-16580	19000-43600

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Clerk cum Cashier	9940-16580	19000-43600
	Assistant Cashier Clerk	9940-16580	19000-43600
	Store Keeper	9940-16580	19000-43600
	Clerk cum Store Keeper	9940-16580	19000-43600
	Auditor	9940-16580	19000-43600
	Record cum Store Keeper	9940-16580	19000-43600
	Assistant Store Keeper	9940-16580	19000-43600
	Tally Clerk	9940-16580	19000-43600
	Clerk Steward	9940-16580	19000-43600
	Store Assistant	9940-16580	19000-43600
	Cashier	9940-16580	19000-43600
	Store Keeper cum Clerk	9940-16580	19000-43600
	Clerk cum Accountant	9940-16580	19000-43600
	Junior Accountant	9940-16580	19000-43600
	Cashier cum Clerk	9940-16580	19000-43600
g	Confidential Assistant Sel. Gr.	19240-34500	39500-83000
	Confidential Assistant Sen. Gr.	16180-29180	30700-65400
	Confidential Asst/Steno Typist Gr. I	13900-24040	27800-59400
	Confidential Assistant/Steno Typist Gr. II	10480-18300	20000-45800
h	Typist Selection Grade	14620-25280	27800-59400
	Typist Senior Grade		26500-56700
	Upper Division Typist	13210-22360	25200-54000
	Lower Division Typist	9940-16580	19000-43600

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Clerk cum Typist	9940-16580	19000-43600
	Clerk Typist	9940-16580	19000-43600
	Typist Clerk	9940-16580	19000-43600
i	Driver Selection Grade	14620-25280	27800-59400
	Driver Senior Grade	11620-20240	22200-48000
	Driver Grade I	10480-18300	20000-45800
	Driver Grade II	9190-15780	18000-41500
	Binder Grade I	9940-16580	19000-43600
j	Binder Grade II	8960-14260	17500-39500
	Driver cum Operator / Projectionist and similar categories	10480-18300	20000-45800
	Cinema Operator/Projectionist Gr.I	9940-16580	19000-43600
j	Cinema Operator/Projectionist Gr.II	8960-14260	17500-39500
	Audio Visual Trailer Operator Gr.I	9940-16580	19000-43600
j	Audio Visual Trailer Operator Gr.II	8960-14260	17500-39500
	Chief Operator (Audio Visual)	13210-22360	25200-54000
	Artist/Photographer/Artist Cum Photographer	14620-25280	27800-59400
	Artist/Photographer/Artist Cum Photographer	13210-22360	25200-54000
	Artist/Photographer/Artist Cum Photographer and similar category	9940-16580	19000-43600
	Attender Gr.I	8960-14260	17500-39500
	Clerical Attender/Technical Attender Gr.I	8960-14260	17500-39500
	Clerical Assistant (and similar categories) Gr.I	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of Pay
j	Attender Gr.II	8730-13540	17000-37500
j	Clerical Attender /Technical Attender Gr.II	8730-13540	17000-37500
	Clerical Assistant (and similar categories)Gr.II	8730-13540	17000-37500
Common Pool Librarians			
k	Librarian Gr.I	21240-37040	40500-85000
	Librarian Gr.II	18740-33680	35700-75600
	Librarian Gr.III	16180-29180	30700-65400
	Librarian Gr.IV	11620-20240	22200-48000
Miscellaneous Category			
	Telephone Operator	9190-15780	18000-41500
	Telephone Attendant	8960-14260	17500-39500
	Roller Driver Gr.I	11620-20240	22200-48000
	Roller Driver Gr.II	9940-16580	19000-43600
	Roller Driver/Assistant Roller Driver	9190-15780	18000-41500
	Roller Cleaner	9190-15780	18000-41500
	Lorry Cleaner	8730-13540	17000-37500
	Oil Engine Driver	9190-15780	18000-41500
	Driver cum Mechanic/Driver Mechanic	9190-15780	18000-41500
	Workshop mechanic/Motor Mechanic/Fitter	9190-15780	18000-41500
	Motor Boat Driver Gr.I	10480-18300	20000-45800
l	Motor Boat Driver Gr.II	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Tractor Driver/Boat Driver/Syrang Gr.I	10480-18300	20000-45800
1	Tractor Driver/Boat Driver/Syrang Gr.II	9190-15780	18000-41500
	Engine Driver Gr.I	10480-18300	20000-45800
1	Engine Driver Gr.II	9190-15780	18000-41500
	Motor Driver Gr.I	10480-18300	20000-45800
1	Motor Driver Gr.II	9190-15780	18000-41500
	Loco Driver Gr.I	10480-18300	20000-45800
1	Loco Driver Gr.II	9190-15780	18000-41500
	Driver cum Cleaner Gr.I	10480-18300	20000-45800
1	Driver cum Cleaner Gr.II	9190-15780	18000-41500
	Carpenter	9190-15780	18000-41500
	Turner	9190-15780	18000-41500
	Moulder	9190-15780	18000-41500
	Welder	9190-15780	18000-41500
	Black smith/Smith	9190-15780	18000-41500
	Electrician	9190-15780	18000-41500
	Plumber	9190-15780	18000-41500
	Mechanic	9190-15780	18000-41500
	Workshop Mechanic	9190-15780	18000-41500
	Fitter	9190-15780	18000-41500
	Carpenter cum Black smith	9190-15780	18000-41500
	Lift Operator (HG)	9940-16580	19000-43600
m	Lift Operator	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Stencil Operator/Roneo Operator/Duplicate Operator	8960-14260	17500-39500
	Duffedar (HG)	8960-14260	17500-39500
j	Duffedar	8730-13540	17000-37500
	Mochee	8730-13540	17000-37500
	Office Attendant Gr.I	8730-13540	17000-37500
j	Office Attendant Gr.II	8500-13210	16500-35700

- a. 1/3rd HG will continue.
- b. 50% HG will continue
- c. 25% HG will continue
- d. 1/3rd of the post will be in HG
- e. Ratio 5:3:2 among Sergeant Grade II, Grade I and Senior Grade will continue.
- f. The existing ratio 1:1 between Clerk and Senior Clerk will continue.
- g. The Ratio 1:1:1:1 among CA Gr.II, Gr.I, Senior Gr. and Selection Gr. will continue.
- h. Ratio among Lower Division Typist, Upper Division Typist, Typist Senior Gr and Typist Selection Grade will be 1:1:1:1
- i. Ratio among Gr.II, Gr.I and Sr.Gr Driver will be 1:1:1. 10% of Senior Grade will be on Selection Grade.
- j. Existing ratio 2:1 will continue.
- k. Those who come under UGC scheme will be given UGC scale.
- l. Grade ratio 1:1 will continue
- m. Existing ratio 3:1 between Lift Operator and Lift Operator HG is modified as 2:1.

1.GOVERNMENT SECRETARIAT

A. KERALA RAJBHAVAN

1. GOVERNOR'S SECRETARIAT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Secretary to Governor	IAS	IAS
	Deputy Secretary	40640-57440+ 300 sp#	77400-115200
	Under Secretary	24040-38840	45800-89000
	Private Secretary to Governor	22360-37940	42500-87000
	Public Relations Officer	22360-37940	42500-87000
	Personal Assistant to Governor	20740-36140	39500-83000
	Section Officer (HG)	20740-36140	40500-85000
a	Section Officer	18740-33680	36600-79200
	Additional Personal Assistant to Governor	18740-33680	35700-75600
	Tour Superintendent	18740-33680	35700-75600
b	Assistant Section Officer	16980-31360	32300-68700
	Assistant (Senior Grade)	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
c	Computer Assistant (Selection Grade)	16980-31360	32300-68700
	Computer Assistant (Senior Grade)	16180-29180	30700-65400
	Computer Assistant Grade I	13900-24040	27800-59400
	Computer Assistant Grade II	10480-18300	20000-45800
	Telephone Operator	9190-15780	18000-41500
	Chauffer Grade II	9190-15780	18000-41500
	Motor Cycle Despatch Rider	9190-15780	18000-41500
	Clerical Assistant	8730-13540	17000-37500
	Confidential Assistant Grade I	13900-24040	27800-59400
	Confidential Assistant Grade II	10480-18300	20000-45800
	Binder	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Duffedar	8730-13540	17000-37500
	Office Attendant Grade-I	8730-13540	17000-37500
	Office Attendant Grade-II	8500-13210	16500-35700
	Sweeper	8500-13210	16500-35700
	Sanitation Worker	8500-13210	16500-35700
	Sweeper cum Sanitation Worker	8500-13210	16500-35700

#) Special Pay in lieu of Higher Time Scale. Discontinued.

- a) Existing ratio 1:1 will continue
- b) Existing ratio 1:1:1 will continue
- c) Existing ratio 1:1:1:1 will continue

2. GOVERNOR'S HOUSEHOLD

	Designation	Existing Scale of Pay	Revised Scale of Pay
	ADC to Governor	As in PD	As in PD
	Comptroller	32110-44640	60900-103600
	Additional Private Secretary	22360-37940	42500-87000
	Medical Officer	24040-38840	45800-89000
	Staff Nurse Grade II	13900-24040	26500-56700
	Pharmacist Grade II	11620-20240	22200-48000
	Furniture Clerk	9940-16580	19000-43600
	Motor Section Clerk	9940-16580	19000-43600
	Garden Supervisor	9940-16580	19000-43600
	Chauffer	9190-15780	18000-41500
	Head Butler	8960-14260	17500-39500
	Head Cook	8960-14260	17500-39500
	Head Gardener	8960-14260	17500-39500
	Carpenter	8960-14260	17500-39500
	Gardener	8730-13540	17000-37500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Personal Attendant	8730-13540	17000-37500
	Caretaker	8730-13540	17000-37500
	Tailor	8730-13540	17000-37500
	Cook	8730-13540	17000-37500
	Laundry Superintendent	8730-13540	17000-37500
	Dhobi	8730-13540	17000-37500
	Female Attendant	8730-13540	17000-37500
	Nursing Assistant	8500-13210	16500-35700
	Hospital Attendant	8500-13210	16500-35700
	Attender	8730-13540	17000-37500
	Duffedar	8730-13540	17000-37500
	Waiter	8730-13540	17000-37500
	Matey	8500-13210	16500-35700
	Lascar	8500-13210	16500-35700
	Sweeper	8500-13210	16500-35700
	Sweeper-cum-Sanitation Worker	8500-13210	16500-35700
	Cleaner	8500-13210	16500-35700
	Office Attendant	8500-13210	16500-35700
	Watcher	8500-13210	16500-35700

B. ADMINISTRATIVE SECRETARIAT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Chief Secretary	IAS	IAS
	Additional Chief Secretary	IAS	IAS
	Principal Secretary	IAS	IAS
	Secretary	IAS	IAS
	Additional Secretary (IAS)	IAS	IAS
	Special Secretary	48640-59840+ 1100 sp#	93000-120000
	Additional Secretary	46640-	89000-120000

	Designation	Existing Scale of Pay	Revised Scale of Pay
		59840 + 900 sp #	
	Joint Secretary	44640- 58640 + 500 sp#	85000-117600
	Deputy Secretary	40640- 57440 + 300 sp#	77400-115200
	Under Secretary (HG)	36140-49740	68700-110400
a	Under Secretary and Asst. Electoral Officer/ Protocol Officer/Additional Protocol Officer/ Chief Liaison Officer	24040-38840	45800-89000
	Senior Grade Librarian	32110-44640	60900-103600
	Language Expert	24040-38840	45800-89000
*	Personal Assistant (HG)	22360-37940	42500-87000
b	Personal Assistant	20740-36140	40500-85000
	Section Officer (HG)	20740-36140	40500-85000
b	Section Officer/Cashier/ Liaison Officer/ Asst. Protocol Officer	18740-33680	36600-79200
	Office Superintendent (HG)	20740-36140	40500-85000
b	Office Superintendent	18740-33680	36600-79200
	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant/ Assistant Cashier	16180-29180	30700-65400
c	Assistant /Accountant/ Reception Officer/ Assistant Liaison Officer	13900-24040	27800-59400
	Computer Assistant Selection Grade	16980-31360	32300-68700
	Computer Assistant Senior Grade	16180-29180	30700-65400
d	Computer Assistant Gr. I	13900-24040	27800-59400
	Computer Assistant Gr. II	10480-18300	20000-45800
	Security Officer	16180-29180	30700-65400
	Assistant Security Officer	14620-25280	27800-59400
	Sergeant	14620-25280	27800-59400
	Security Guard Gr. I/ Head Guard	11620-20240	22200-48000
e	Security Guard Gr. II, Chowkidar, Watchman	9940-16580	19000-43600
	Clerical Assistant Gr. I	10480-18300	20000-45800

	Designation	Existing Scale of Pay	Revised Scale of Pay
b	Clerical Assistant Gr. II	9940-16580	19000-43600
	Lift Supervisor	10480-18300	20000-45800
	Duplicating Machine Supervisor	9940-16580	19000-43600
	Duplicating Machine Operator	9190-15780	18000-41500
	Motor Cycle Orderly	10480-18300	20000-45800
	Head Gardener	8960-14260	17500-39500
f	Gardener	8730-13540	17000-37500
	Dhobi Supervisor	9190-15780	18000-41500
	Dhobi	8960-14260	17500-39500
	Attender (HG)	9190-15780	18000-41500
g	Attender	8960-14260	17500-39500
	Nottam	8960-14260	17500-39500
	Store Attendant	8730-13540	17000-37500
	Conference Hall Watchman	8960-14260	17500-39500
	Messenger	8500-13210	16500-35700
	Full Time Telephone Cleaner	8500-13210	16500-35700
	OP Attender	8500-13210	16500-35700
d	Confidential Assistant (Sel. Gr.)	19240-34500	39500-83000
	Confidential Assistant (Sr. Gr.)	16180-29180	30700-65400
	Confidential Assistant Gr. I	13900-24040	27800-59400
	Confidential Assistant Gr. II	10480-18300	20000-45800
	Health Inspector Gr. II	13900-24040	26500-56700
	Binder Gr. I	10480-18300	20000-45800
	Binder Gr. II	9940-16580	19000-43600
h	Lift Operator	9190-15780	18000-41500
	Health Assistant	9190-15780	18000-41500
	Office Attendant Gr. I	8730-13540	17000-37500
	Office Attendant Gr. II	8500-13210	16500-35700

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Full Time Sweeper	8500-13210	16500-35700

- # Special pay in lieu of Higher Time scale . Discontinued.
- * Four posts will be in the scale of pay of Rs.45800-89000 by designation Personal Secretary and will be posted in the O/o the Chief Secretary/Additional Chief Secretary in the following Departments: General Administration Department -3 and Finance Department -1
- The existing ratio of 2:1 will continue
 - Higher Grade in the ratio 1:1 will continue
 - The Grade ratio 1:1:1 will continue
 - The existing ratio 1:1:1:1 will continue
 - The ratio between Grade I and Grade II will be 1:3
 - The ratio of 10:1 between Full Time Gardeners and Head Gardener will continue
 - 1/3rd Higher Grade will continue.
 - Ratio 9:1 between Lift Operator and Lift Supervisor will continue

C. FINANCE SECRETARIAT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Principal Secretary	IAS	IAS
	Secretary	IAS	IAS
	Special Secretary	48640-59840+1100 sp#	93000-120000
	Additional Secretary	46640-59840 + 900 sp#	89000-120000
	Joint Secretary	44640-58640 + 500 sp#	85000-117600
	Deputy Secretary	40640-57440 + 300 sp#	77400-115200
	Under Secretary (HG)	36140-49740	68700-110400
a	Under Secretary	24040-38840	45800-89000
	Section Officer (HG)	20740-36140	40500-85000
b	Section Officer	18740-33680	36600-79200
	Office Superintendent (HG)	20740-36140	40500-85000
b	Office Superintendent	18740-33680	36600-79200
c	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Computer Assistant Selection Grade	16980-31360	32300-68700

	Designation	Existing Scale of Pay	Revised Scale of Pay
d	Computer Assistant Senior Grade	16180-29180	30700-65400
	Computer Assistant Gr. I	13900-24040	27800-59400
	Computer Assistant Gr. II	10480-18300	20000-45800
	Clerical Assistant Gr. I	10480-18300	20000-45800
b	Clerical Assistant Gr. II	9940-16580	19000-43600
	Attender (HG)	9190-15780	18000-41500
e	Attender	8960-14260	17500-39500
	Director, Information Systems	44640-58640	85000-117600
	Assistant Director (Information Systems)	20740-36140	39500-83000
	Accounts Officer	21240-37040	42500-87000
	Binder Gr. I	10480-18300	20000-45800
	Binder Gr. II	9940-16580	19000-43600
	Roneo Operator	9190-15780	18000-41500
	Office Attendant Gr. I	8730-13540	17000-37500
	Office Attendant Gr. II	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Chief Technical Examiner	As in PD	As in PD
	Assistant CTE	As in PD	As in PD
	Technical Officer	As in PD	As in PD
	Executive Engineer	As in PD	As in PD
	Assistant Executive Engineer	As in PD	As in PD
	Assistant Engineer	As in PD	As in PD
	Divisional Accounts Officer	As in PD	As in PD
	Statistical Assistant Gr. I	As in PD	As in PD

- #) Special pay in lieu of Higher Time scale. Discontinued.
- a) The existing ratio 2:1 will continue
- b) Existing ratio 1:1 will continue
- c) The Grade ratio 1:1:1 will continue
- d) The existing ratio 1:1:1:1 will continue.
- e) 1/3rd Higher Grade will continue.

D. LAW SECRETARIAT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Law Secretary	As In PD	As In PD
	Special Secretary (Law)	48640-59840 +1100 sp#	93000-120000
	Additional Secretary	46640-59840 + 900 sp#	89000-120000
	Joint Secretary	44640-58640 + 500 sp#	85000-117600
	Deputy Secretary	40640-57440 + 300 sp#	77400-115200
	Under Secretary (HG)	36140-49740	68700-110400
a	Under Secretary	24040-38840	45800-89000
	Section Officer (HG)	20740-36140	40500-85000
b	Section Officer	18740-33680	36600-79200
	Office Superintendent (HG)	20740-36140	40500-85000
b	Office Superintendent	18740-33680	36600-79200
c	Assistant Legal Officer	16980-31360	32300-68700
	Legal Assistant Gr. I	16180-29180	30700-65400
	Legal Assistant Gr. II	14620-25280	29200-62400
	Senior Tamil Translator (HG)	22360-37940	42500-87000
	Senior Tamil Translator	18740-33680	35700-75600
	Tamil Translator (HG)	16180-29180	30700-65400
	Assistant Tamil Translator	13210-22360	26500-56700
	Senior Kannada Translator (HG)	22360-37940	42500-87000
	Senior Kannada Translator	18740-33680	35700-75600
	Kannada Translator (HG)	16180-29180	30700-65400
	Assistant Kannada Translator	13210-22360	26500-56700
d	Computer Assistant Selection Grade	16980-31360	32300-68700
	Computer Assistant Senior Grade	16180-29180	30700-65400
	Computer Assistant Gr. I	13900-24040	27800-59400
	Computer Assistant Gr. II	10480-18300	20000-45800
	Attender (HG)	9190-15780	18000-41500
e	Attender	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Clerical Assistant Gr. II	9940-16580	19000-43600
	Binder Gr. I	10480-18300	20000-45800
	Binder Gr. II	9940-16580	19000-43600
	Roneo Operator	9190-15780	18000-41500
	Office Attendant Grade I	8730-13540	17000-37500
	Office Attendant Grade II	8500-13210	16500-35700
	Duffedar	8730-13540	17000-37500

- #) Special pay in lieu of Higher Time Scale. Discontinued.
- a) The existing ratio of 2:1 will continue
- b) Existing ratio 1:1 will continue
- c) The Grade ratio 1:1:1 will continue
- d) The existing ratio 1:1:1:1 will continue
- e) 1/3rd of the posts will be in the Higher Grade

E. LEGISLATURE SECRETARIAT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Secretary	As In PD	As In PD
	Special Secretary	48640-59840+ 1100 sp#	93000-120000
	Additional Secretary	46640-59840 + 900 sp#	89000-120000
	Joint Secretary	44640-58640 + 500 sp#	85000-117600
	Deputy Secretary/ Research Officer/ Estate Officer	40640-57440 + 300 sp#	77400-115200
	Under Secretary (HG)	36140-49740	68700-110400
a	Under Secretary/ Protocol Officer	24040-38840	45800-89000
	Section Officer (HG)	20740-36140	40500-85000
b	Section Officer/ Manager/ Superintendent	18740-33680	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Cashier		
	Chief Editor	40640-57440	77400-115200
	Joint Chief Editor	29180-43640	55350-101400
	Deputy Chief Editor	24040-38840	45800-89000
	Editor of Debates	22360-37940	42500-87000
	Selection Grade Reporter (HG)	20740-36140	40500-85000
c	Selection Grade Reporter	18740-33680	36600-79200
	Senior Grade Reporter	16980-31360	32300-68700
	Reporter Gr. I	16180-29180	30700-65400
d	Reporter Gr. II	13900-24040	27800-59400
	Chief Librarian	36140-49740	68700-110400
	Librarian	32110-44640	60900-103600
	Deputy Librarian	24040-38840	45800-89000
	Assistant Librarian Gr. I	16980-31360	32300-68700
	Assistant Librarian Gr. II	16180-29180	30700-65400
	Catalogue Assistant	14620-25280	27800-59400
b	Personal Assistant (HG)	22360-37940	42500-87000
	Personal Assistant	20740-36140	40500-85000
e	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Controller of Printing	19240-34500	36600-79200
	Office Superintendent (HG)	20740-36140	40500-85000
b	Office Superintendant	18740-33680	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of Pay
f	Computer Assistant Selection Grade	16980-31360	32300-68700
	Computer Assistant Senior Grade	16180-29180	30700-65400
	Computer Assistant Gr. I	13900-24040	27800-59400
	Computer Assistant Gr. II	10480-18300	20000-45800
	Supervisor (Guides & House Keepers)	13900-24040	26500-56700
	Foreman	15380-25900	29200-62400
	Health Inspector Gr. II	14620-25280	27800-59400
	Reader Gr. II	13900-24040	26500-56700
	Paste Up Artist	13210-22360	25200-54000
	Offset Machine Operator	13210-22360	25200-54000
	Office Assistant	10480-18300	20000-45800
	Clerical Assistant Gr. I	10480-18300	20000-45800
b	Clerical Assistant Gr. II	9940-16580	19000-43600
	Copy Holder	10480-18300	20000-45800
	Computer Operator-cum-Web Designer	10480-18300	20000-45800
	House Keeper/Reception Guide/Museum Guide	13210-22360	25200-54000
	Lift supervisor	10480-18300	20000-45800
	Chief Amenities Assistant (MLA Hostel)	9940-16580	19000-43600
	DTP Operator	10480-18300	20000-45800
	Photocopier Operator	9190-15780	18000-41500
	Assembly Attendant	8960-14260	17500-39500
	Head Gardener	8960-14260	17500-39500
	Amenities Assistant (MLA Hostel)	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Lady Attendant	8730-13540	17000-37500
	Library Boy Gr. I	8730-13540	17000-37500
	Library Boy Gr. II	8500-13210	16500-35700
	Helper	8730-13540	17000-37500
	Attender (HG)	9190-15780	18000-41500
g	Attender	8960-14260	17500-39500
	Mochee	8730-13540	17000-37500
	Gardener	8730-13540	17000-37500
	Sweeper	8500-13210	16500-35700
	Sanitation Worker	8500-13210	16500-35700
	Cleaner	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Chief Marshal	As in PD	As in PD
	Additional Chief Marshal	As in PD	As in PD
	System Administrator (Software Development & Training)	As in PD	As in PD
	Network Administrator	As in PD	As in PD
	System Administrator (Hardware Maintenance & Networking)	As in PD	As in PD
	Marshal	As in PD	As in PD
	Sergeant (In the grade of Head Constable)	As in PD	As in PD
	Leading Fireman	As in PD	As in PD
	Fireman	As in PD	As in PD
	Sergeant Assistant (In the grade of Police Constable)	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Women Sergeant Assistant	As in PD	As in PD
	IT Consultant	As in PD	As in PD
	Personal Assistant to MLA	As in PD	As in PD
	Pump operator	As in PD	As in PD
	Agricultural Assistant	As in PD	As in PD
	Junior Health Inspector	As in PD	As in PD

- #) Special pay in lieu of Higher Time scale. Discontinued.
- a) The existing ratio 2:1 will continue
- b) Existing ratio 1:1 will continue
- c) 1/3rd post of Selection Grade Reporter will be in the HG
- d) The existing ratio 7:2:5:7 among Selection Grade, Senior Grade, Grade I and Grade II Reporters will continue
- e) The Grade ratio 1:1:1 will continue.
- f) Existing ratio 1:1:1:1 will continue
- g) 1/3rd of the posts will be in the Higher Grade

F. KERALA HOUSE, NEW DELHI

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Office of the Resident Commissioner		
	Resident Commissioner	IAS	IAS
	Additional Resident Commissioner	IAS	IAS
	Law Officer	46640-59840 +900#	89000-120000
	Liaison Officer	44640-58640 +500#	85000-117600
	Administrative Officer	22360-37940	42500-87000
	Section Officer	18740-33680	36600-79200
	Assistant Executive Engineer	22360-37940	42500-87000
	Assistant Engineer	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Personal Assistant	20740-36140	39500-83000
	Assistant Liaison Officer	13900-24040	27800-59400
	Assistant	13900-24040	27800-59400
	Typist	10480-18300	20000-45800
	Overseer (Electrical)	9940-16580	19000-43600
	Overseer (Civil)	9940-16580	19000-43600
	Chauffer	9190-15780	18000-41500
Office of the Controller			
	Controller	20740-36140	39500-83000
	Protocol Officer	24040-38840	45800-89000
	Administrative Officer	22360-37940	42500-87000
	Assistant Protocol Officer	18740-33680	35700-75600
	Manager (Catering/Housekeeping)	18740-33680	35700-75600
	Section Officer	18740-33680	36600-79200
	Assistant	13900-24040	27800-59400
	Typist	10480-18300	20000-45800
	Reception Assistant	13900-24040	26500-56700
	Catering Supervisor	11620-20240	22200-48000
	Steno-typist	10480-18300	20000-45800
	Telephone Operator (HG)	9940-16580	19000-43600
a	Telephone Operator	9190-15780	18000-41500
	House Keeping Supervisor	11620-20240	22200-48000
	Assistant House Keeper	9190-15780	18000-41500
	Store Keeper	11620-20240	22200-48000
	Chauffer(HG)	9940-16580	19000-43600
a	Chauffer	9190-15780	18000-41500
	Butler/Steward	9190-15780	18000-41500
	Waiter/Bearer (HG)	8960-14260	17500-39500
a	Waiter/Bearer	8730-13540	17000-37500
	Attender	8730-13540	17000-37500
	Room Attendant(HG)	8960-14260	17500-39500
a	Room Attendant	8730-13540	17000-37500
	Cook(HG)	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of Pay
a	Cook	8730-13540	17000-37500
	Office Attendant Grade I	8730-13540	17000-37500
a	Office Attendant Grade II	8500-13210	16500-35700
	Plumber	9190-15780	18000-41500
	Sweeper	8500-13210	16500-35700
	Lascar/Gardener/ Scavenger/Kitchen Helper	8500-13210	16500-35700
Information Office			
	Deputy Director	As in PD	As in PD
	Information Officer	24040-38840	45800-89000
	Assistant Information Officer	13900-24040	27800-59400
	Assistant Editor	16180-29180	30700-65400
	Cinema Operator	9190-15780	18000-41500
	Office Attendant Grade I	8730-13540	17000-37500
	Clerical Attender	8500-13210	16500-35700
	Driver	9190-15780	18000-41500
NORKA Cell			
	Deputy Secretary	40640-57440+ 300#	77400-115200
	Assistant	13900-24040	27800-59400
Cauvery Special Cell			
	Executive Engineer	36140-49740	68700-110400
	Assistant Executive Engineer	22360-37940	42500-87000
	Assistant Engineer	20740-36140	39500-83000
	Head Clerk	14620-25280	27800-59400
	Watchman	8500-13210	16500-35700
Tourism Information Office			
	Deputy Director	As in PD	As in PD
	Information Assistant	13900-24040	26500-56700
	Office Attendant Grade II	8500-13210	16500-35700
	Driver	9190-15780	18000-41500

#) Special Pay in lieu of Higher Time Scale of Pay. Discontinued.

a) 1/3rd HG will continue.

2. ADVOCATE GENERAL'S OFFICE

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Secretary to Advocate General	46640-59840 +900 SP#	89000-120000
	Joint Secretary	44640-58640 +500 SP#	85000-117600
	Deputy Secretary	40640-57440 +300 SP#	77400-115200
	Under Secretary (HG)	36140-49740	68700-110400
a	Under Secretary	24040-38840	45800-89000
	Section Officer (HG)	20740-36140	40500-85000
b	Section Officer	18740-33680	36600-79200
	Librarian	18740-33680	35700-75600
	Personal Assistant (HG)	21240-37040	40500-85000
b	Personal Assistant	20740-36140	39500-83000
	Office Superintendent (Higher Grade)	20740-36140	40500-85000
b	Office Superintendent	18740-33680	36600-79200
c	Assistant Section Officer	16980-31360	32300-68700
	Assistant Senior Grade	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
d	Computer Assistant (Selection Grade)	16980-31360	32300-68700
	Computer Assistant(Senior Grade)	16180-29180	30700-65400
	Computer Assistant(Grade I)	13900-24040	27800-59400
	Computer Assistant (Grade II)	10480-18300	20000-45800
	Library Assistant	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Clerical Assistant Grade I	10480-18300	20000-45800
	Clerical Assistant Grade II	9940-16580	19000-43600

Special pay in lieu of Higher Time scale of pay. Discontinued.

- a) 1/3rd Higher Grade will continue
- b) Grade ratio 1:1 will continue
- c) Grade ratio 1:1:1 will continue
- d) Grade ratio 1:1:1:1 will continue

3. AGRICULTURE DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	46640-59840	89000-120000
	Additional Director	42640-58640	81000-117600
	Joint Director/ Principal Agricultural Officer	36140-49740	68700-110400
	Deputy Director/ Chief Soil Chemist/ Plant Protection Officer	24040-38840	45800-89000
a	Assistant Director/ Senior Agricultural Officer/ Radio Contact Officer	22360-37940	42500-87000
	Assistant Principal Agricultural Officer	21240-37040	40500-85000
	Banana Development Officer	21240-37040	40500-85000
	Cashew Development Officer/Special Officer	21240-37040	40500-85000
	Research Officer/Farm Superintendant	21240-37040	40500-85000
b	Assistant Soil Chemist	21240-37040	40500-85000
	Labour Welfare Officer	20740-36140	39500-83000
a	Agricultural Officer/Farm Assistant/Seed	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Development Officer		
	Technical Assistant	20740-36140	39500-83000
	Personal Assistant to Director of Agriculture	20740-36140	39500-83000
c	Senior Scientific Assistant	18740-33680	35700-75600
	Agricultural Field Officer(HG)	20740-36140	39500-83000
d	Agricultural Field Officer	18740-33680	35700-75600
c	Scientific Assistant Grade I	16180-29180	30700-65400
e	Agricultural Assistant Senior Grade	16180-29180	30700-65400
	Agricultural Assistant Grade I	13900-24040	26500-56700
	Agricultural Assistant Grade II	10480-18300	20000-45800
c	Scientific Assistant Grade II	13210-22360	25200-54000
	Offset operator	11620-20240	22200-48000
	Assistant Offset Operator	9190-15780	18000-41500
	Film Librarian	9190-15780	18000-41500
	Lab Assistant	9190-15780	18000-41500
	Oil Engine Driver	9190-15780	18000-41500
	Field Supervisor	8730-13540	17000-37500
	Lab Keeper	8730-13540	17000-37500
	Tissue Culture Technician (on contract)	Consolidated pay of 12000	Consolidated pay of 18000
	AC Mechanic (on contract)	Consolidated pay of 11000/-	Consolidated pay of 17000/-
Agriculture Engineering Wing			
	State Agricultural Engineer	42640-58640	81000-117600

	Designation	Existing Scale of Pay	Revised Scale of pay
	Executive Engineer	36140-49740	68700-110400
	Assistant Executive Engineer (Agri)	22360-37940	42500-87000
	Assistant Engineer (Agri)	20740-36140	39500-83000
	Head Draftsman (Civil)	20740-36140	39500-83000
	Draftsman Grade I/ Overseer Grade I/ Draftsman Grade I (Mechanical)	13900-24040	26500-56700
	Store-in-charge	13900-24040	26500-56700
	Mechanical Engineering Supervisor	13210-22360	25200-54000
	Foreman	11620-20240	22200-48000
	Draftsman Grade II/Overseer Grade II	11620-20240	22200-48000
	Work Superintendant	9940-16580	19000-43600
	Tractor Driver Grade I	9940-16580	19000-43600
	Tractor Driver Grade II	9190-15780	18000-41500
	Senior Mechanic	10480-18300	20000-45800
	Mechanic	9190-15780	18000-41500
	Skilled Assistant	9190-15780	18000-41500
	Welder	9190-15780	18000-41500
	Fitter	9190-15780	18000-41500
	Blacksmith	9190-15780	18000-41500
	Carpenter	9190-15780	18000-41500
	Turner	9190-15780	18000-41500
	Electrician	9190-15780	18000-41500
	Machinist	9190-15780	18000-41500
	Farm Mechanic	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Borer	8960-14260	17500-39500
	Workshop Attender	8730-13540	17000-37500
Farm Information Bureau			
	Principal Information Officer	36140-49740	68700-110400
	Deputy Director of Agriculture	24040-38840	45800-89000
	Assistant Director of Agriculture	22360-37940	42500-87000
	Editor-cum-Press Relations Officer	21240-37040	40500-85000
	Technical Assistant	11620-20240	22200-48000
	Agricultural Officer	20740-36140	39500-83000
	Videographer	18740-33680	35700-75600
	Photographer	14620-25280	27800-59400
	Photo Artist	13210-22360	25200-54000
	Village Level Worker (Agricultural Assistant)	10480-18300	20000-45800
	Agricultural Assistant	10480-18300	20000-45800
Animal Husbandry			
	Campaign Officer	21240-37040	40500-85000
	Information Officer	21240-37040	40500-85000
	Publication Officer	21240-37040	40500-85000
	Editor Farm News	21240-37040	40500-85000
Miscellaneous			
	Artist	13210-22360	25200-54000
	Pharmacist	11620-20240	22200-48000
	Surveyor	10480-18300	20000-45800
	Compositor	11620-20240	22200-48000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Boat Driver Grade I	10480-18300	20000-45800
	Boat Driver Grade II	9190-15780	18000-41500
	Permanent Servant	8500-13210	16500-35700
	Regular Mazdoor	8500-13210	16500-35700
	Beetle Picker	8500-13210	16500-35700
	Ploughman	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Vigilance Officer (Finance)	As in PD	As in PD
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Deputy Director (Statistics)	As in PD	As in PD
	Assistant Director (Statistics)	As in PD	As in PD
	Village Officer	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant/ Investigator Grade I	As in PD	As in PD

- a) The ratio 1:3 between Senior Agricultural Officer/Assistant Director and Agricultural Officer will continue
- b) The existing ratio 1:1 between Agricultural Officer and Senior Grade Scientific Assistant for promotion as Assistant Soil Chemist will continue
- c) The ratio 2:1:1 among Grade II, Grade I and Senior Grade will continue.
- d) 25% of posts will be placed in the Higher Grade
- e) The existing ratio 5:3:2 will continue

4. ANIMAL HUSBANDRY DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	46640-59840	89000-120000
	Additional Director	42640-58640	81000-117600
	Director, Institute of Animal Health & Veterinary Biological, Palode (Additional Director)	42640-58640	81000-117600
	Registrar, Kerala Veterinary Council/Additional Director (Planning)	40640-57440	77400-115200
	Principal Training Officer, Livestock Management Training Centre/Joint Director/District Animal Husbandry Officer/Chief Disease Investigation Officer/Standardization Officer/Project Officer, Live Stock Disease Control/ State Livestock Census Officer/Senior Research Officer	36140-49740	68700-110400
	Deputy Director/Project Officer, ICDP/Production Manager, Central Hatchery/Livestock Products Inspecting Officer/Research Officer, Institute of Animal Health & Veterinary Biologicals/Quality Control Officer/Chief Veterinary Officer/Cattle Sterility Officer/State Epidemiologist Thiruvananthapuram(HG)	29180-43640	55350-101400

	Designation	Existing Scale of Pay	Revised Scale of Pay
a	Deputy Director/Project Officer, ICDP/Production Manager, Central Hatchery/Livestock Products Inspecting Officer/Research Officer, Institute of Animal Health & Veterinary Biologicals/Quality Control Officer/Chief Veterinary Officer/Cattle Sterility Officer/State Epidemiologist Thiruvananthapuram	24040-38840	45800-89000
	Assistant Director/Senior Veterinary Surgeon/Superintendent, Goat Farm Superintendent, District Livestock Farm/Superintendent, Buffalo Breeding farm/Assistant Project Officer, RAIC/Assistant Director, RPF/Assistant Director (Planning)/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 Rinder Pest Officer/Assistant Director, Cattle Sterility	22360-37940	42500-87000
b	Plant Engineer/Assistant Executive Engineer	21240-37040	42500-87000
	Assistant Engineer	20740-36140	39500-83000
c	Veterinary Surgeon/ Toxicologist/ Scientific Assistant/Research Assistant, IAH & VB	20740-36140	39500-83000
	Chief Instructor	19240-34500	36600-79200
	Feed Analyst	19240-34500	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Labour Officer	18740-33680	35700-75600
	Senior Instructor	18740-33680	35700-75600
	Field Officer (HG)	19240-34500	36600-79200
d	Field Officer	18740-33680	35700-75600
	Chemist	18740-33680	35700-75600
	Laboratory Supervisor	18740-33680	35700-75600
	Junior Instructor	14620-25280	27800-59400
	Chick Sexing Expert	14620-25280	27800-59400
	Assistant Field Officer	14620-25280	29200-62400
	Livestock Inspector Grade I	13210-22360	26500-56700
	Laboratory Technician Grade I	13210-22360	25200-54000
	Chief Operator	13210-22360	25200-54000
	Incubation Technician	11620-20240	22200-48000
	Electrician-cum-Mechanic	11620-20240	22200-48000
	Refrigeration Mechanic	11620-20240	22200-48000
	X-ray Technician	11620-20240	22200-48000
e	Livestock Inspector Grade II	10480-18300	20000-45800
	Laboratory Technician Grade II	10480-18300	20000-45800
	Cinema Operator cum Driver	10480-18300	20000-45800
	Laboratory Assistant Grade II	10480-18300	20000-45800

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Chick Sexer	10480-18300	20000-45800
	Despatch Rider	8960-14260	17500-39500
	Pump Operator/Plumber	8960-14260	17500-39500
	Carpenter-cum-Mechanic	8730-13540	17500-39500
	Poultry Attendant/Servant	8730-13540	17000-37500
	Gardener Grade I	8730-13540	17000-37500
	Carpenter-cum-Packer	8730-13540	17500-39500
Posts held by personnel of other departments			
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Joint Director (Statistics)	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant Grade I	As in PD	As in PD
	Statistical Assistant Grade II	As in PD	As in PD
	Agricultural Officer	As in PD	As in PD

- a) 1/3rd of the posts will be in HG
- b) 1/3rd Higher Grade will continue as in PWD
- c) The ratio 3:1 between Veterinary Surgeons and Assistant Directors will continue.
- d) 25% of the posts will be in HG
- e) Ratio of 5:3:2 among Livestock Inspector Grade II, Livestock Inspector Grade I and Assistant Field Officer will continue

5. ARCHAEOLOGY

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	36140-49740	68700-110400
	Conservation Officer	24040-38840	45800-89000
	Superintending Archaeologist	24040-38840	45800-89000
	Epigraphist	24040-38840	45800-89000
	Archaeological Chemist	21240-37040	40500-85000
	Publication Officer	21240-37040	40500-85000
	Documentation Officer	19240-34500	36600-79200
	Artist Superintendent	19240-34500	36600-79200
	Education Officer	19240-34500	36600-79200
	Research Officer	19240-34500	36600-79200
	Assistant Engineer	19240-34500	39500-83000
	Personal Assistant	18740-33680	35700-75600
	Excavation Assistant	18740-33680	35700-75600
	Epigraphy Assistant	18740-33680	35700-75600
	Curator	18740-33680	35700-75600
	Field Assistant	15380-25900	29200-62400
	Technical Assistant	15380-25900	29200-62400
	Assistant Editor	14620-25280	27800-59400
	Preservation Assistant	14620-25280	27800-59400
	Research Assistant	14620-25280	27800-59400
	Manager	14620-25280	27800-59400

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Artist	14620-25280	27800-59400
	Documentation Assistant	14620-25280	27800-59400
	Designer	14620-25280	27800-59400
	Foreman	13900-24040	26500-56700
	Museum Assistant	13210-22360	25200-54000
	Photographer	13210-22360	25200-54000
	Display Technician	13210-22360	25200-54000
	Gallery Supervisor	13210-22360	25200-54000
	Laboratory Assistant	11620-20240	22200-48000
	Estampage Maker	13210-22360	25200-54000
	Draftsman	10480-18300	20000-45800
	Museum Guide	10480-18300	20000-45800
	Dark Room Assistant	10480-18300	20000-45800
	Head Gardener	8960-14260	17500-39500
	Cook	8960-14260	17500-39500
	Ticket Attender	8960-14260	17500-39500
	Record Attender	8960-14260	17500-39500
	Helper/Moulder	8730-13540	17000-37500
	Specimen Collector	8730-13540	17000-37500
	Technical Helper	8730-13540	17000-37500
	Gallery Attender	8500-13210	16500-35700
	Duster	8500-13210	16500-35700

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Posts held by personnel of other Department		
	Security Officer (S.I of Police)	As in PD	As in PD
	Security Guard(PC/HC)	As in PD	As in PD

6. ARCHIVES DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	36140-49740	68700-110400
	Asst. Director	22360-37940	42500-87000
	Editorial Archivist	18740-33680	35700-75600
	Conservation Officer	18740-33680	35700-75600
	Archivist	18740-33680	35700-75600
	Superintendent	18740-33680	35700-75600
	Asst. Archivist Gr I	16180-29180	30700-65400
	Junior Editor	16180-29180	30700-65400
	Editorial Assistant	13210-22360	25200-54000
	Senior Clerk/ Asst. Archivist Gr II	13210-22360	25200-54000
	Photographer	13210-22360	25200-54000
	Asst. Conservation Officer	18740-33680	35700-75600
	Preservation Supervisor	14620-25280	27800-59400
	Mender HG	13210-22360	25200-54000
a	Mender	10480-18300	20000-45800

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Binder	9190-15780	18000-41500
Posts held by personnel of other Department			
	Administrative Officer Gr II	AS in PD	As in PD

a. 1/3rd Higher Grade will continue

7. AYURVEDA MEDICAL EDUCATION

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	46640-59840	UGC
	Principal	UGC	UGC
	Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Assistant Professor	UGC	UGC
	Chief Medical Officer	22360-37940	42500-87000
	Lecturer	22360-37940	42500-87000
	Senior Medical officer/Research Officer/Deputy Manager	21240-37040	40500-85000
	Scientific Officer	21240-37040	40500-85000
	Demonstrator/ RMO/Medical Officer	20740-36140	39500-83000
	Scientific Assistant	19240-34500	36600-79200
	Manager/Lay Secretary & Treasurer/Senior Superintendent	18740-33680	36600-79200
	Nursing Superintendent Gr. I	18740-33680	35700-75600
	Junior Scientific Officer	18740-33680	35700-75600
	Store Officer/Junior Superintendent	16180-29180	30700-65400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Head Nurse(Allopathy)	16180-29180	30700-65400
	Technician (Bhasma& Sindura)	16180-29180	30700-65400
	Nursing Superintendent Gr.II	16180-29180	30700-65400
	Store Superintendent	16180-29180	30700-65400
	Technician (Pharmacy)	14620-25280	27800-59400
	Herpetologist	14620-25280	27800-59400
	Lady Health Inspector	13900-24040	26500-56700
	Technician (X-ray)	13900-24040	26500-56700
	Lab Technician Gr.I	13900-24040	26500-56700
	Staff Nurse(Allopathy)	13900 24040	26500-56700
	Nurse Gr. I	13210 -22360	25200-54000
	Pharmacist Gr .I	13210 22360	25200-54000
	Technician (Electrical)	13210 22360	25200-54000
	Technician(Other category) (Mechanical)	13210 22360	25200-54000
	Technician (Dravyaguna)	13210 22360	25200-54000
	Artist cum Museum Curator	13210 22360	25200-54000
	Foreman (Power Laundry)	11620-20240	22200-48000
	Junior Health Inspector	11620-20240	22200-48000
	Junior Public Health Nurse	11620-20240	22200-48000
	Lab Technician Gr.I	13900-24040	26500-56700
a	Lab Technician Gr.II	11620-20240	22200-48000
	Technician (Netra)	11620-20240	22200-48000
	Artist Gr-II	11620-20240	22200-48000
b	Nurse Gr. II	10480-18300	20000-45800

	Designation	Existing Scale of Pay	Revised Scale of pay
b	Pharmacist Gr.II	10480-18300	20000-45800
	Panchakarma Assistant	10480-18300	20000-45800
	Technical Assistant (Ayurveda)	9940-16580	19000-43600
	Herbarium keeper	9940-16580	19000-43600
	Technical Assistant (X-ray)	9940-16580	19000-43600
	Technical Assistant (Visha)	9940-16580	19000-43600
	Ayurveda Therapist (HG)	10480-18300	20000-45800
c	Ayurveda Therapist	9940-16580	19000-43600
	Library Assistant	9190-15780	18000-41500
	Garden Superintendent	9190-15780	18000-41500
	Record Keeper	9190-15780	18000-41500
	Gardener (HG)	9190-15780	18000-41500
	Scribe	9190-15780	18000-41500
	Electrician	9190-15780	18000-41500
	Technician (Swasthawritha)	9190-15780	18000-41500
	Technician (Nature cure)	9190-15780	18000-41500
	Record Assistant	8960-14260	17500-39500
	Theatre Assistant	8960-14260	17500-39500
	Lab Attender Gr I	8960-14260	17500-39500
	Pharmacy Attender Gr I	8960-14260	17500-39500
	Nursing Assistant Gr- I	8960-14260	17500-39500
d	Pharmacy Attender Gr- II	8730-13540	17000-37500
	Lab Attender Gr II/ Nursing Assistant Gr: II/ power Laundry Attender	8730-13540	17000-37500
	Head warden/ Hospital Attendent /Specimen collector/ Gardener/ Dravya Attender	8730-13540	17000-37500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Sanitation Worker	8500-13210	16500-35700
	Stretcher carrier	8500-13210	16500-35700
	Gate Keeper	8500-13210	16500-35700
	Van Cleaner Cum Conductor	8500-13210	16500-35700
	Dhoby	8500-13210	16500-35700
	Mess Attender	8500-13210	16500-35700
	Cook	8500-13210	16500-35700
	Male Servant	8500-13210	16500-35700
	Sweeper	8500-13210	16500-35700
	Female Servant	8500-13210	16500-35700
	Watcher	8500-13210	16500-35700
	Scavenger	8500-13210	16500-35700
	Sweeper cum Scavenger	8500-13210	16500-35700
	Kitchen Assistant	8500-13210	16500-35700
	Kashaya Servant	8500-13210	16500-35700
	Female Attender	8500-13210	16500-35700
	Yoga Instructor	3480+ DA (Honorarium)	6500+ DA (Honorarium)
Drugs Standardization unit			
	Senior Research Officer (Chemistry)	32110-44640	60900-103600
	Research Officer (Botany/ Chemistry/Biochemistry)	22360-37940	42500-87000
	Research Officer (Ayurveda)	22360-37940	42500-87000
	Asst. Research Officer(Chemistry/ Botany/Pharmacology)	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Research Assistant (Microbiology/ Ayurveda/ Chemistry)	19240-34500	36600-79200
	Lab Technician (Drug Standardisation Unit)	14620-25280	27800-59400
	Lab Attender	8730-13540	17000-37500
Pharmacognosy Unit			
	Senior Research Officer(Botany)	32110-44640	60900-103600
	Research Officer (Botany)	22360-37940	42500-87000
	Assistant Research Officer (Ayurveda)	20740-36140	39500-83000
	Farm Superintendent	20740-36140	39500-83000
	Assistant to Pharmacognosy Officer	19240-34500	36600-79200
Post held by personnel of other Departments			
	Lecturer Gr-I in Sanskrit (UGC)	As in PD	As in PD
	Lecturer in Physical Education (UGC)	As in PD	As in PD
	Junior Consultant	As in PD	As in PD
	Lady Medical Officer	As in PD	As in PD
	Assistant Surgeon	As in PD	As in PD
	Administrative Officer Gr.I	As in PD	As in PD
	Administrative Officer Gr.II	As in PD	As in PD
	Librarian Gr.I	UGC	UGC
	Pharmacist Gr.II(Allopathy)	As in PD	As in PD

- a) Higher Grade in the ratio of 1:1 will continue
- b) Ratio 1:2 between Grade I and Grade II will continue.
- c) Ayurveda Therapist and Ayurveda Therapist HG will be in the ratio 2:1
- d) Ratio between Pharmacy Attender Grade I and Gr II will be 1:2

8. CHEMICAL EXAMINERS LABORATORIES DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Chief Chemical Examiner	42640-58640	81000-117600
	Joint Chemical Examiner	40640-57440	77400-115200
	Asst.Chemical Examiner (HG)	22360-37940	45800-89000
a	Asst.Chemical Examiner	21240-37040	40500-85000
	Junior Scientific Officer	19240-34500	36600-79200
	Technical Assistant /Serological Assistant (HG)	16180-29180	30700-65400
b	Technical Assistant/Serological Assistant	13900-24040	26500-56700
	Glass Blower	11620-20240	22200-48000
	Laboratory Assistant (HG)	10480-18300	20000-45800
c	Laboratory Assistant	9190-15780	18000-41500
	Junior Lab Assistant	8730-13540	17000-37500
	Packer	8730-13540	17000-37500
	Lascar	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

- The existing ratio 2:1 between Assistant Chemical Examiner and Assistant Chemical Examiner (HG) will continue.
- 1/3rd of the post of Technical Assistant / Serological Assistant taken together will be in HG.
- 1/3rd of the Lab Assistants under direct recruitment will be in HG.

9. CIVIL SUPPLIES DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	IAS	IAS
	Controller of Rationing	40640- 57440	77400-115200
	Dy. Controller of Rationing/ Vigilance Officer	32110- 44640	60900-103600
	District Supply Officer/ Assistant Secretary (HG)	29180-43640	55350-101400
a	District Supply Officer / Assistant Secretary	22360-37940	45800-89000
	Accounts Officer	22360-37940	42500-87000
	Taluk Supply Officer/ City Rationing Officer (HG)	20740-36140	40500-85000
b	Taluk Supply Officer/ City Rationing Officer	18740- 33680	36600-79200
	Assistant Taluk Supply Officer / Manager	16180- 29180	30700-65400
	Rationing Inspector	14620-25280	27800-59400
	Chief Accounts Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Statistical Officer	As in PD	As in PD

a) Existing 25% HG will continue.

b) Existing 20% HG will continue

10. COLLEGIATE EDUCATION

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	IAS	IAS
	Additional Director	UGC	UGC
	Deputy Director	UGC	UGC
	Principal(Special.Grade)(Arts & Science Colleges)	UGC	UGC
	Principal(Arts & Science College/ Sanskrit	UGC	UGC

	Designation	Existing Scale of Pay	Revised Scale of pay
	College/Training College/Physical Education College)		
	Professor(Training colleges)	UGC	UGC
	Principal (Arabic College)	UGC	UGC
	Reader(Arts & Science College/Training College/Sanskrit College)	UGC	UGC
	Lecturer (Selection Grade)	UGC	UGC
	Lecturer (Senior Grade)	UGC	UGC
	Lecturer (Arts & Science College/ Sanskrit College/Training College/Physical Education College)	UGC	UGC
	Lecturer (Physical Education)	UGC	UGC
	Lecturer in Sanskrit	UGC	UGC
	Librarian (Selection Grade)	UGC	UGC
	Librarian (Senior Grade)	UGC	UGC
	Librarian	UGC	UGC
	Principal (Music College)	40640-57440	77400-115200
	Professor(Vocal, Veena, Mridhangam & Violin)	36140-49740	68700-110400
	Professor Gr I (Arabic College)	22360-37940	42500-87000
	Professor Gr II (Arabic College)	22360-37940	42500-87000
	Assistant Professor (Vocal, Veena, Mridhangam, Dance (Kerala Nadanam) and Violin	22360-37940	42500-87000
	Senior Administrative Assistant	24040-38840	42500-87000
	Special Officer for Scholarship	22360-37940	42500-87000
	Lecturer in Musicology(Music College)	19240-34500	36600-79200
	Lecturer(Non-UGC) (Arts & Science, Training College)	19240-34500	36600-79200
	Lecturer (Vocal, Veena, Violin, Mridhangam, Bharathanatyam, Dance (Kerala nadanam), Mohiniyattom, Kathakali Vesham, Kathakali, Kathakali Sangeetham, Kathakali Chenda, Kathakali Maddalam, Drawing & Painting, Sculpture, Applied Art)	19240-34500	36600-79200
	Coach	19240-34500	36600-79200
	Junior Lecturer (Bharathanatyam, Mohiniyattom, Dance (Kerala nadanam), Kathakali Vesham,	15380-25900	29200-62400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Kathakali Sangeetham, Kathakali Chenda, Kathakali Maddalam, Drawing & Painting, Sculpture, Applied Art)		
	Supporting Artist in Vocal (Bharathanatyam, Mohiniyattom, Dance(Kerala nadanam), Kathakali)	15380-25900	29200-62400
	Supporting Artist in Mridangam (Bharathanatyam, Mohiniyattom, Dance(Kerala nadanam))	15380-25900	29200-62400
	Supporting Artist in Chenda/ Maddalam for Kathakali	15380-25900	29200-62400
	Instructor (Arts & Crafts) (Training College)	14620-25280	27800-59400
	Tech. Assistant(Electronics)	14620-25280	27800-59400
	Tech. Assistant(Computer Science)	14620-25280	27800-59400
	Instrument Mechanic (Music College)	13900-24040	26500-56700
	Matron	10480-18300	20000-45800
	Heritage Document Translator	10480-18300	20000-45800
	Studio Assistant	9940-16580	19000-43600
	Herbarium Keeper	9190-15780	18000-41500
	Taxidermist	9190-15780	18000-41500
	Mechanic	9940-16580	19000-43600
	Attender (Music College)	8960-14260	17500-39500
	Gas Man	9940-16580	19000-43600
	Lab Attender	8960-14260	17500-39500
	Library Attender	8960-14260	17500-39500
	Specimen Collector	8730-13540	17000-37500
	Marker	8500-13210	16500-35700
	Cook	8500-13210	16500-35700
	Part time Lecturer in Law/ Journalism	10000+DA	19000+DA
Posts held by personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Investigator Gr.I	As in PD	As in PD

11. COMMERCIAL TAXES DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Commissioner	IAS	IAS
	Joint Commissioner -I	IAS	IAS
	Joint Commissioner	44640-58640	85000-117600
	Deputy Commissioner (HG)	42640-58640	81000-117600
a	Deputy Commissioner	40640-57440	77400-115200
	Assistant Commissioner (HG)	36140-49740	68700-110400
b	Assistant Commissioner	24040-38840	45800-89000
	Commercial Taxes Officer (HG)	21240-37040	40500-85000
a	Commercial Taxes Officer/ Intelligence Officer/Superintendent Taxes/Additional Law Officer/ Assistant Secretary(STAT)/Manager	20740-36140	39500-83000
	Commercial Taxes Inspector/Assistant Commercial Taxes Officer	16180-29180	30700-65400
Posts held by personnel of other Departments			
	Finance Officer	As in PD	As in PD
	Statistical Officer	As in PD	As in PD
	Senior Research Assistant	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Junior Statistical Inspector	As in PD	As in PD

- a) 25% of the posts will be in HG
- b) 1/3rd Higher Grade will continue

12. COMMISSIONERATE OF ENTRANCE EXAMINATIONS

	Designation	Existing Scale of Pay	Revised Scale of pay
	Commissioner	IAS	IAS
	System Assistant	16180-29180	30700-65400
Post held by personnel of other departments			
	Joint Commissioner	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Technical Assistant	As in PD	As in PD
	Systems Manager	As in PD	As in PD
	Systems Analyst	As in PD	As in PD
	Information Officer	As in PD	As in PD
	Programming Officer	As in PD	As in PD
	Systems Assistant	As in PD	As in PD
	Personal Assistant	As in PD	As in PD
	Senior Superintendent	As in PD	As in PD
	Assistant	As in PD	As in PD
	Confidential Assistant	As in PD	As in PD
	Typist	As in PD	As in PD
	DTP Operator	As in PD	As in PD
	Data Entry Operator	As in PD	As in PD
	Driver	As in PD	As in PD
	Attender	As in PD	As in PD
	Technical Attender	As in PD	As in PD
	Office Attendant	As in PD	As in PD
	Night Watchman	As in PD	As in PD

13. CO-OPERATION DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Registrar of Co-operative Societies	IAS	IAS
	Additional Registrar	40640-57440	77400-115200
	Joint Registrar	36140-49740	68700-110400
	Deputy Registrar	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Assistant Registrar (HG)	20740-36140	39500-83000
a	Assistant Registrar	19240-34500	36600-79200
	Personal Assistant to the Registrar of Co-operative Societies	19240-34500	36600-79200
	Editor Cum Press Relation Officer	19240-34500	36600-79200
	Special Grade Inspector	16980-31360	32300-68700
b	Senior Inspector	16180-29180	30700-65400
c	Junior Inspector	14620-25280	27800-59400
Audit Wing			
	Director of Co-operative Audit	IAS	IAS
	Additional Director of Co-operative Audit	40640-57440	77400-115200
	Joint Director of Co-operative Audit	36140-49740	68700-110400
	Deputy Director of Co-operative Audit	24040-38840	45800-89000
	Assistant Director (HG)	20740-36140	39500-83000
a	Assistant Director	19240-34500	36600-79200
	Personal Assistant	19240-34500	36600-79200
	Special Grade Auditor	16980-31360	32300-68700
b	Senior Auditor	16180-29180	30700-65400
c	Junior Auditor	14620-25280	27800-59400
Post held by personnel of Other Departments			
	Senior Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Deputy Inspector General of Police	As in PD	As in PD
	Deputy Superintendent of Police	As in PD	As in PD
	Circle Inspector of Police	As in PD	As in PD
	Police Constable	As in PD	As in PD
	Election Commission/ Special Secretary	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Junior Statistical Inspector	As in PD	As in PD

a) Existing 25% Higher Grade will continue.

b) 1/3rd of the post will be in Special Grade.

c) Existing ratio 1:1 between Sr. Inspector/ Sr. Auditor and Jr. Inspector/Junior Auditor will continue

14. CULTURE DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	40640-57440	77400-115200
	Administrative Officer / Accounts Officer	22360-37940	As in PD

15. DAIRY DEVELOPMENT DEPARTMENT

	Designation	Existing scale of pay	Revised scale of pay
	Director	40640-57440	77400-115200
	Joint Director/Quality Manager	32110-44640	60900-103600
	Deputy Director/Farm Superintendent/ Principal	24040-38840	45800-89000
	Quality Control Officer	21240-37040	42500-87000
	Vice Principal	21240-37040	42500-87000
	Subject Matter Specialist (Dairy)	21240-37040	42500-87000
	Assistant Director/Senior Dairy Extension Officer/ Technical Assistant	22360-37940	42500-87000
	Subject Matter Specialist (Co-operation)	22360-37940	42500-87000
a	Dairy Extension Officer/Analyst	20740-36140	39500-83000
	Dairy Farm Instructor (HG)	14620-25280	27800-59400
b	Dairy Farm Instructor	13210-22360	25200-54000
	Lab Technician	11620-20240	22200-48000
	Agricultural Assistant	10480-18300	20000-45800
	Lab Assistant	9190-15780	18000-41500
Posts held by Personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

	Designation	Existing scale of pay	Revised scale of pay
	Statistical Assistant Gr I	As in PD	As in PD

- a) Ratio between Senior Dairy Extension Officer/ Assistant Director/ other equated categories and Dairy Extension Officer will be 1:2
- b) Ratio between Dairy Farm Instructor and Dairy Farm Instructor(HG) will be 2:1

16. DIRECTORATE OF PROSECUTION

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director General of Prosecution	Consolidated pay	Consolidated pay
	Director of Prosecution	42640-58640	81000-117600
	Deputy Director of Prosecution	36140-49740	68700-110400
a	Assistant Public Prosecutor Senior Grade	24040-38840	45800-89000
	Assistant Public Prosecutor Gr I	22360-37940	42500-87000
	Assistant Public Prosecutor Gr II	20740-36140	40500-87000
Posts held by personnel of other Departments			
	Section Officer	As in PD	As in PD
	Assistant (Sr.Gr.)	As in PD	As in PD
	Typist (Sel.Gr.)	As in PD	As in PD

- a. Ratio 1:1:1 among Assistant Public Prosecutor Senior Gr, Gr-I & Gr -II will continue

17 . DRUGS CONTROL DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Drugs Controller	40640-57440	77400-115200
	Chief Government Analyst	36140-49740	68700-110400
	Dy. Drugs Controller	36140-49740	68700-110400
	Dy. Drugs Controller (Ayurveda)	36140-49740	68700-110400
	Assistant Drugs Controller (Allopathy) (HG)	29180-43640	55350-101400
a	Assistant Drugs Controller (Allopathy)	24040-38840	45800-89000
	Analyst Grade I (HG)	29180-43640	55350-101400
a	Analyst Grade I	24040-38840	45800-89000
	Regional Drugs Inspector	22360-37940	42500-87000
	Chief Inspector of Drugs, Intelligence Squad	22360-37940	42500-87000
	Senior Drugs Inspector	22360-37940	42500-87000
	Analyst Grade II	22360-37940	42500-87000
	Drugs Inspector (Allopathy)	20740-36140	39500-83000
	Drugs Inspector, Special Intelligence Branch	20740-36140	39500-83000
	Drugs Inspector (Ayurveda)	19240-34500	39500-83000
	Analyst Grade III	20740-36140	39500-83000
	Technical Assistant to Drugs Controller	19240-34500	39500-83000
	Law Officer	18740-33680	35700-75600
	Scientific Assistant	14620-25280	27800-59400
	Store Superintendent	14620-25280	27800-59400
	Legal Assistant	13210-22360	26500-56700
	Technical Assistant (Drugs Testing Lab)	13210-22360	25200-54000
	Media Maker	13210-22360	25200-54000
	Sample Warden	13210-22360	25200-54000

	Designation	Existing Scale of Pay	Revised Scale of pay
	L.D Technician	9940-16580	19000-43600
	Technical Store Keeper	9940-16580	19000-43600
	Record Attender	8730-13540	17000-37500
	Laboratory Attender	8730-13540	17000-37500
Posts held by personnel of other Departments			
	Drugs Controller (ASU)	AICTE	AICTE
	Statistical Assistant	As in PD	As in PD

a) 30% Higher Grade will continue

18. ECONOMICS AND STATISTICS

	Designation	Existing Scale of Pay	Revised Scale of pay
*	Director General/Director	44640-58640	85000-117600
	Additional Director	42640-58640	81000-117600
	Senior Joint Director	40640-57440	77400-115200
	Joint Director	36140-49740	68700-110400
	Deputy Director/Nosologist	29180-43640	55350-101400
	Assistant Director	21240-37040	40500-85000
	District Officer/Regional Statistical Officer/Senior Statistical Officer (Administration)	21240-37040	40500-85000
	Research Officer	19240-34500	36600-79200
	Additional District Officer	19240-34500	36600-79200
	Scrutiny Officer	19240-34500	36600-79200
	Taluk Statistical Officer	18740-33680	35700-75600

	Designation	Existing Scale of Pay	Revised Scale of pay
	Senior Supervisor(Computer)	18740-33680	35700-75600
	Deputy Health Officer (Vital Statistics)	16180-29180	30700-65400
	Research Assistant/ Statistical Inspector/ Extension Officer (Planning& Monitoring)	16180-29180	30700-65400
	Computer Supervisor	14620-25280	29200-62400
	Statistical Assistant Gr. I / Statistical Investigator Gr. I/ Computer Operator Gr .I / Junior Statistical Inspector	13900-24040	26500-56700
a	Statistical Assistant Gr.II / Statistical Investigator Gr. II/ Computer Operator Gr .II	11620-20240	22200-48000
	Draftsman L.D	9940-16580	19000-43600
Posts held by Personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD

* Post created vide G.O(Ms)No.62/13/Plg. Dated 12/12/13 will be considered as abolished after completion of five years from the date of Order and the upgraded post of Director as Director General will be downgraded and re designated as Director.

a. The existing ratio of 1:1 between Gr. II and Gr. I will continue.

19. ELECTRICAL INSPECTORATE

	Designation	Existing Scale of Pay	Revised Scale of pay
	Chief Electrical Inspector	48640-59840	93000-120000
	Additional Chief Electrical Inspector	44640-58640	85000-117600
	Deputy Chief Electrical Inspector	42640-58640	81000-117600
	Electrical Inspector(HG)	40640-57440	77400-115200
a	Electrical Inspector	36140-49740	68700-110400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Deputy Electrical Inspector (HG)	24040-38840	45800-89000
b	Deputy Electrical Inspector	22360-37940	42500-87000
	Assistant Electrical Inspector	20740-36140	39500-83000
	Instrument Mechanic	11620-20240	22200-48000
c	Skilled Assistant(Sr.Gr.)	13900-24040	26500-56700
	Skilled Assistant(H.G)	11620-20240	22200-48000
	Skilled Assistant	9190-15780	19000-43600
	Night Watcher	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

- a. Existing 25% HG will continue.
- b. Existing 1/3rd HG will continue.
- c. Existing ratio 1:1:1 will continue

20. ENQUIRY COMMISSIONER AND SPECIAL JUDGE

	Designation	Existing Scale of Pay	Revised Scale of pay
	Enquiry Commission and Special Judge	NJPC	NJPC
a	Manager	20740-36140	39500-83000
b	Assistant (Sel Grade)	16980-31360	32300-68700

	Assistant (Senior Grade)	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Computer Assistant Grade II	10480-18300	20000-45800

b) VIGILANCE TRIBUNAL

	Designation	Existing Scale of Pay	Revised Scale of pay
	Vigilance Tribunal	NJPC	NJPC
a	Manager	20740-36140	39500-83000
b	Assistant (Selection Grade)	16980-31360	32300-68700
	Assistant (Senior Grade)	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Computer Assistant Grade II	10480-18300	20000-45800

a. 1/3rd of the post will be in Higher Grade in the scale of pay of 42500-87000.

b. The existing ratio 1:1:1 will continue.

21. ENVIRONMENT & CLIMATE CHANGE DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	44640-58640	85000-117600
	Environment Programme Manager	40640-57440	77400-115200
	Environmental Engineer	40640-57440	77400-115200
	Environmental Scientist	40640-57440	77400-115200
	Environmental Officer	21240-37040	40500-85000
	Assistant Environmental Officer	19240-34500	36600-79200

Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

22. EXCISE DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Excise Commissioner	IAS	IAS
	Additional Excise Commissioner	IAS/IPS	IAS/IPS
	Vigilance Officer	IAS	IAS
	Joint Commissioner of Excise / Senior Grade Deputy Excise Commissioner	42640-58640	81000-117600
	Deputy Excise Commissioner	40640-57440	77400-115200
	Assistant Excise Commissioner (HG) /Assistant Secretary (HG)	36140-49740	68700-110400
a	Assistant Excise Commissioner/ Assistant Secretary	24040-38840	45800-89000
	Manager / Excise Circle Inspector/Superintendent (HG)	21240-37040	40500-85000
b	Manager / Excise Circle Inspector/Superintendent	20740-36140	39500-83000
	Excise Inspector	16180-29180	30700-65400
	Assistant Excise Inspector	15380-25900	29200-62400
	Preventive Officer	13900-24040	26500-56700
c	Driver Selection Grade	14620-25280	29200-62400
	Driver Senior Grade	11620-20240	25200-54000
	Driver Gr. I	10480-18300	22200-48000
	Driver Gr.II	9190-15780	19000-43600

	Designation	Existing Scale of Pay	Revised Scale of pay
	Excise Guard	10480-18300	20000-45800
	Van Cleaner	8500-13210	16500-35700
Posts held by Personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Mechanical Engineer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Section Officer	As in PD	As in PD

- a. 20% Higher Grade will continue
- b. 25% of the post will be in Higher Grade.
- c. The existing ratio 1:1:1 among Driver Grade II, Driver Grade I and Driver Senior Grade will continue. 10% post of Senior Grade Driver will be on Selection Grade.

23. FACTORIES AND BOILERS DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Factories & Boilers	42640-58640	81000-117600
	Senior Joint Director of Factories & Boilers	40640-57440	77400-115200
	Joint Director of Factories & Boilers	36140-49740	68700-110400
	Joint Director of Factories & Boilers (Medical)	36140-49740	68700-110400
	Inspector of Factories & Boilers Gr I	24040-38840	45800-89000
	Technical Officer (Chemical)	24040-38840	45800-89000
a	Inspector of Factories & Boilers Gr II	20740-36140	39500-83000
	Additional Inspector of Factories (HG)	19240-34500	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of pay
a	Additional Inspector of Factories	18740-33680	35700-75600
	Head Statistician	18740-33680	35700-75600
	Technical Assistant (Chemical)	20740-36140	39500-83000
	Chemical Inspector	20740-36140	39500-83000
	Medical Officer	24040-38840	45800-89000
	Head Draftsman	19240-34500	36600-79200
	Draftsman Gr I	13900-24040	26500-56700
	Draftsman Gr II	11620-20240	22200-48000
	Nursing Assistant Gr II	8730-13540	17000-37500
	Lab Assistant	8730-13540	17000-37500
	Lab Attendant	8730-13540	17000-37500
Posts held by Personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Chemist	As in PD	As in PD

a) Existing ratio 2:1 will continue

24. FIRE & RESCUE SERVICES DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Commandant General	IPS	IPS
	Director (Technical)/(Administration)	42640-58640	81000-117600
	Manager	22360-37940	42500-87000
	Divisional Officer (Sr Gr)	36140-49740	68700-110400
a	Divisional Officer	24040-38840	45800-89000
	Assistant Divisional Officer (HG)	20740-36140	40500-85000
b	Assistant Divisional Officer	18740-33680	36600-79200
	Station Officer	16180-29180	30700-65400
	Station Officer (Motor Transport)	16180-29180	30700-65400
	Assistant Station Officer	14620-25280	29200-62400
	Leading Fireman	13900-24040	26500-56700
	Driver Mechanic	13900-24040	26500-56700
	Fireman Driver Cum Pump Operator Gr.I	13900-24040	26500-56700

	Designation	Existing Scale of Pay	Revised Scale of pay
	Fireman Driver Cum Pump Operator Gr.II	10480-18300	20000-45800
	Fireman	10480-18300	20000-45800
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD

a) Existing ratio will continue.

b) 20% HG will continue.

25. FISHERIES DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	IAS	IAS
	Additional Director	42640-58640	81000-117600
	Joint Director	36140-49740	68700-110400
	Deputy Director (HG)	29180-43640	55350-101400
a	Deputy Director	24040-38840	45800-89000
	Assistant Director /CEO/Project Officer	21240-37040	40500-85000
	Deputy Registrar of Co-operative Societies (Fisheries)	21240-37040	40500-85000
	Assistant Registrar of Co-operative Societies (Fisheries)	19240-34500	36600-79200
	Fresh Water Biologist	18740-33680	35700-75600
	Extension Officer	18740-33680	35700-75600
	Aqua Culture Expert	18740-33680	35700-75600
	Fishery Development Officer Gr.I	16180-29180	30700-65400
	Senior Co-operative Inspector	16180-29180	30700-65400
	Foreman/Senior Mechanical Instructor (HG)	16180-29180	30700-65400
b	Foreman/Senior Mechanical Instructor	14620-25280	27800-59400
	Fishery Development Officer Gr.II	14620-25280	27800-59400
	Research Assistant	14620-25280	27800-59400
	Curator	14620-25280	27800-59400
	Assistant Extension Officer	14620-25280	27800-59400
	Inspector of Fisheries	14620-25280	27800-59400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Technical Assistant	14620-25280	27800-59400
	Fish Culture Officer	14620-25280	27800-59400
	Fish Farm Manager	14620-25280	27800-59400
	Mechanical Instructor Gr I	13900-24040	26500-56700
	Mechanical Instructor Gr II	11620-20240	22200-48000
	Sub Inspector of Fisheries	11620-20240	25200-54000
	Laboratory Assistant	11620-20240	22200-48000
	Nursery Keeper	9190-15780	18000-41500
	L D Investigator	9190-15780	18000-41500
	Lascar Gr II	8960-14260	17500-39500
	Cook	8960-14260	17500-39500
	Tindal Cum Driver	8960-14260	17500-39500
	Ticket Collector	8960-14260	17500-39500
	Fisherman cum Watchman	8730-13540	17000-37500
	Petty Yard Officer	8730-13540	17000-37500
	Laboratory Attender	8730-13540	17000-37500
	Oil Man	8730-13540	17000-37500
	Mess Boy/Mess Girl	8500-13210	16500-35700
	Deckman	8500-13210	16500-35700
Regional Fisheries Technical High School			
	Headmaster	20740-36140	39500-83000
	High School Assistant	14620-25280	29200-62400
	Warden Cum Tutor	9190-15780	18000-41500
	Physical Education Teacher		26500-56700
Miscellaneous Category			
	Boat Driver/Engine Driver	9190-15780	18000-41500
	Boat Syrang	9190-15780	18000-41500
	Roneo Operator	8960-14260	17500-39500
Posts held by personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Superintendent of Police (Marine Enforcement)	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Senior Finance Officer	As in PD	As in PD
	Deputy Director (Statistics)	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Chief Guards	As in PD	As in PD
	Research Officer(Statistics)	As in PD	As in PD
	Inspector of Guards	As in PD	As in PD
	Sub Inspector of Guards	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Head Guard	As in PD	As in PD
	Statistical Assistant Grade I	As in PD	As in PD
	Guard	As in PD	As in PD
	Statistical Assistant Grade II	As in PD	As in PD

a. 20% Higher Grade will continue.

b. Ratio will be 2:1

26 FOOD SAFETY

	Designation	Existing Scale of Pay	Revised Scale of pay
	Commissioner of Food Safety	IAS	IAS
	Deputy Director (PFA)	42640-58640	81000-117600
	Chief Govt. Analyst	40640-57440	77400-115200
	Joint Commissioner of Food Safety (Administration and Legal)/(Enforcement)	36140-49740	68700-110400
	Government Analyst	24040-38840	45800-89000
	Deputy Govt. Analyst	22360-37940	42500-87000
	Assistant Commissioner of Food Safety	18740-33680	36600-79200
	Research Officer/ Research Officer (Microbiology)	19240-34500	36600-79200
	Technical Officer (Food)	19240-34500	36600-79200
	Technical Assistant (Legal)	18740-33680	35700-75600

	Designation	Existing Scale of Pay	Revised Scale of pay
	Technical Assistant	18740-33680	35700-75600
	Food Safety Officer (HG)	16180-29180	30700-65400
a	Food Safety Officer	14620-25280	27800-59400
	Junior Research Officer	18740-33680	35700-75600
	Microbiologist	18740-33680	35700-75600
	Technical Assistant Gr.I	16180-29180	30700-65400
	Technical Assistant Gr. II	13210-22360	25200-54000
	Lab Assistant	9190-15780	18000-41500
	Junior Lab Assistant	8960-14260	17500-39500
	Packer	8730-13540	17000-37500

a. 1/3rd of the post will be on Higher Grade

27. FOREST DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Principal Chief Conservator of Forests (Head of Forest Force)	IFS	IFS
	Principal Chief Conservator of Forests	IFS	IFS
	Additional Principal Chief Conservator of Forests	IFS	IFS
	Chief Conservator of Forests	IFS	IFS
	Conservator of Forests	IFS	IFS
	Deputy Conservator of Forests	IFS	IFS
	Deputy Conservator of Forests (Non-Cadre)	40640-57440	77400-115200
	Economist	40640-57440	77400-115200
a	Assistant Conservator of Forests	24040-38840	45800-89000
	Divisional Forest Officer	24040-38840	45800-89000
	Wildlife Warden	24040-38840	45800-89000
	Deputy Director (Wildlife Education)	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Range Forest officer and equated category	20740-36140	39500-83000
b	Wildlife Assistant Senior Grade	20740-36140	39500-83000
	Assistant Forest Publicity Officer	16180-29180	30700-65400
b	Wild life Assistant Grade I	16180-29180	30700-65400
	Wild life Assistant Grade II	13900-24040	26500-56700
	Deputy Range Officer	14620-25280	29200-62400
	Selection Grade Forest Driver	14620-25280	27800-59400
	Curator of museum	13210-22360	25200-54000
	Section Forest Officer	13900-24040	26500-56700
	Senior Grade Forest Driver	11620-20240	22200-48000
	Beat Forest Officer	10480-18300	20000-45800
	Forest Driver Grade I	10480-18300	20000-45800
	Forest Driver Grade II	9190-15780	18000-41500
	Boat Driver	9190-15780	18000-41500
	Timber Supervisor	8960-14260	17500-39500
	Documentation Officer	8960-14260	17500-39500
	Elephant Mahouts/Cavadies	8960-14260	17500-39500
	Darkroom Attender	8730-13540	17000-37500
	Boat Watcher	8500-13210	16500-35700
	Boat Cleaner	8500-13210	16500-35700
	Boat Lascar	8500-13210	16500-35700
	Boat Syrang	8500-13210	16500-35700
	Tracker - Cum - Gardener	8500-13210	16500-35700
	Gardener - Cum - Marker	8500-13210	16500-35700
	Cook	8500-13210	16500-35700
	Assistant Cook	8500-13210	16500-35700
	Museum Assistant	8500-13210	16500-35700
	Chowkidar	8500-13210	16500-35700
	Depot Watcher / Reserve Watcher	8500-13210	16500-35700
	Tribal Watcher	8500-13210	16500-35700
	Plantation Watcher cum Cook	8500-13210	16500-35700
	Sanitation Worker	8500-13210	16500-35700
Posts held by personnel of other Departments			

	Designation	Existing Scale of Pay	Revised Scale of pay
Economics and Statistics			
	Research Officer	As in PD	As in PD
	Deputy Director	As in PD	As in PD
	Statistical Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant Grade I	As in PD	As in PD
	Statistical Assistant Grade II	As in PD	As in PD
Survey and Land Records			
	Assistant Director	As in PD	As in PD
	Superintendent of Survey	As in PD	As in PD
	Head Draftsman	As in PD	As in PD
	Head Surveyor	As in PD	As in PD
	Draftsman Grade I	As in PD	As in PD
	Draftsman Grade II	As in PD	As in PD
	Surveyor Grade I	As in PD	As in PD
	Surveyor Grade II	As in PD	As in PD
	Survey Lascar	As in PD	As in PD
Judiciary			
	Tribunal Judge	As in PD	As in PD
Secretariat			
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Section Officer	As in PD	As in PD
	Public Relations Officer	As in PD	As in PD
	Legal Assistant	As in PD	As in PD
	Photographer - cum- Artist	As in PD	As in PD
	Confidential Assistant	As in PD	As in PD
	Office Attendent	As in PD	As in PD
AG's Office			
	Finance Manager	As in PD	As in PD
Animal Husbandry			

	Designation	Existing Scale of Pay	Revised Scale of pay
	Forest Veterinary Officer	As in PD	As in PD
	Assistant Veterinary Officer	As in PD	As in PD
PWD			
	Head Draftsman	As in PD	As in PD
	Draftsman Grade I	As in PD	As in PD
	Draftsman Grade II	As in PD	As in PD
Police			
	Circle Inspector	As in PD	As in PD
	Sub Inspector	As in PD	As in PD
	Head Constable	As in PD	As in PD
	Constable	As in PD	As in PD
	P.T. Instructor	As in PD	As in PD
Health			
	Pharmacist	As in PD	As in PD
	Nursing Assistant	As in PD	As in PD
	Hospital Attender	As in PD	As in PD
Kerala Water Authority			
	Pump Operator	As in PD	As in PD

- a) The existing ratio of 1:3 between Deputy Conservator of Forest and Assistant Conservator of Forest will continue
- b) The existing ratio of 1:1:1 among Senior Grade, Grade I and Grade II Wildlife Assistants will continue.

28 GENERAL EDUCATION DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	IAS	IAS
	Additional Director	44640-58640	85000-117600
	Joint Director	36140-49740	68700-110400

	Designation	Existing Scale of Pay	Revised Scale of pay
a	Deputy Director	24040-38840	45800-89000
	Chief Planning Officer	24040-38840	45800-89000
	Accounts Officer(Provident Fund)	22360-37940	42500-87000
	Secretary-cum-Treasurer (Housing Society)	22360-37940	42500-87000
	District Educational Officer (Science)	22360-37940	42500-87000
	Assistant Director	21240-37040	40500-85000
	Public Relations Officer	21240-37040	40500-85000
	Additional Administrative Assistant	21240-37040	40500-85000
	Accounts Officer (Audit)	21240-37040	40500-85000
	Arabic Special Officer	21240-37040	40500-85000
	Sanskrit Special Officer	21240-37040	40500-85000
	PA General	20740-36140	39500-83000
	PA Employment	20740-36140	39500-83000
	Assistant Super Check Officer	20740-36140	39500-83000
	Assistant Secretary(NFTW)	20740-36140	39500-83000
	PA to Secretary, State Edn. Advisory Board/Personal Assistant	19240-34500	36600-79200
	Sports Organiser	19240-34500	36600-79200
	Editor (Vidyarangom)	16180-29180	30700-65400
IEDC/IEDSS			
	Deputy Director	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Special Educator	20740-36140	39500-83000
	Co-ordinator	20740-36140	39500-83000
(CARE)-Noon Meal Programme			
	Senior Administrative Assistant	24040-38840	45800-89000
	Supervisor (Noon Feeding)	18740-33680	36600-79200
Examination Wing			
	Joint Commissioner for Govt Examinations	36140-49740	68700-110400
	System Manager	36140-49740	68700-110400
	Secretary to the Commissioner for Govt. Exams	24040-38840	45800-89000
	PA to Secretary to the Commissioner for Govt. Exams	19240-34500	36600-79200
Text Books			
	Text Book Officer	24040-38840	45800-89000
	Personal Assistant to the Text Book Officer	19240-34500	36600-79200
	Chief Accountant	18740-33680	35700-75600
	Store Keeper, Central Stores	18740-33680	35700-75600
	Store Keeper, District Stores	16180-29180	30700-65400
Office of the Deputy Director, Education			
a	Deputy Director	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of pay
District Institute of Education and Training (DIET)			
	Principal	24040-38840	45800-89000
	Senior Lecturer	22360-37940	42500-87000
	Lecturer	20740-36140	39500-83000
	Technician	13900-24040	26500-56700
	Statistical Assistant	13210-22360	25200-54000
	Librarian	10480-18300	20000-45800
	Laboratory Assistant	9190-15780	18000-41500
District & Sub District Office			
	District Education Officer	22360-37940	42500-87000
	Personal Assistant to DEO	20740-36140	39500-83000
	Assistant Educational Officer	20740-36140	39500-83000
	Additional Assistant Educational Officer	20740-36140	39500-83000
	Inspector of Muslim Education	19240-34500	36600-79200
	Women Inspector of Muslim Girls Education	16180-29180	30700-65400
TTI for In-service Training in Hindi			
	Chief Instructor	20740-36140	39500-83000
	Instructor	14620-25280	27800-59400
Secondary School (including Training Schools)			
	Headmaster HG	22360-37940	42500-87000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Headmaster	20740-36140	39500-83000
	High School Assistant Sel. Gr	19240-34500	36600-79200
	High School Assistant Sen Gr.(Graduate/Language)	18740-33680	35700-75600
	High School Assistant HG (Graduate/Language)	16980-31360	32300-68700
	High School Assistant (Graduate/Language)	15380-25900	29200-62400
Instructors and Specialist Teachers			
	Instructor (Engineering/Printing Tech/Agri.)	16980-31360	32300-68700
b	Instructor/Special Teacher/Specialist/Dance Master/Bhagavathar/Sewing Mistress/Drawing Master Sel. Grade (Specialization details shown at the end)	16980-31360	32300-68700
	Instructor Sen. Grade (Commerce)	16980-31360	32300-68700
	Instructor Grade I (Commerce)	16180-29180	30700-65400
b	Instructor/Special Teacher/Specialist/Dance Master/ Bhagavathar/Sewing Mistress/Drawing Master Sen. Grade (Specialization details shown at the end)	16180-29180	30700-65400
	Instructor (Engineering)	14620-25280	27800-59400
	Instructor Grade II (Commerce)	14620-25280	27800-59400
	Physical Training (Bharatanatyam)	14620-25280	27800-59400
	Domestic Science Assistant	14620-25280	27800-59400
	Secretarial Assistant	14620-25280	27800-59400
	Dance Master (Kathakali)	14620-25280	27800-59400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Pandit	14620-25280	27800-59400
b	Instructor/Special Teacher/Specialist/Dance Master/ Bhagavathar/Sewing Mistress/Drawing Master Grade I (Specialization details shown at the end)	14620-25280	27800-59400
b	Instructor/Special Teacher/Specialist/Dance Master/ Bhagavathar/Sewing Mistress/Drawing Master Grade II (Specialization details shown at the end)	13210-22360	25200-54000
	Teacher –(Ratton Works/Music/Craft/Physical Edn./Veena/Commercial/ Hindustani – Urdu/craft	13210-22360	25200-54000
Upper Primary and Lower Primary Schools			
	Headmaster Sen. Grade	20740-36140	39500-83000
	Headmaster HG	19240-34500	36600-79200
	Headmaster	18740-33680	35700-75600
	Assistant Teacher (Nursery/Pre-primary)/Assistant Dance Teacher/Art Assistant/Art master Sel. Grade	16980-31360	32300-68700
b	Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar(Bharathanatiyam, Kathakali) Sel. Grade (Specialization details shown at the end)	16980-31360	32300-68700
b	Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar(Bharathanatiyam, Kathakali) Sen. Grade (Specialization details shown at the end)	16180-29180	30700-65400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Assistant Teacher (Nursery/Pre-Primary)/Assistant Dance Teacher/Art Assistant/Art Master Sen. Grade	16180-29180	30700-65400
	Assistant Teacher (Nursery/Pre-Primary)/Assistant Dance Teacher/Art Assistant/Art Master Grade I	14620-25280	27800-59400
b	Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar(Bharathanatiam, Kathakali) Grade I (Specialization details shown at the end)	14620-25280	27800-59400
	Assistant Teacher (Nursery/Pre-Primary)/Assistant Dance Teacher/Art Assistant/Art Master Grade II	13210-22360	25200-54000
b	Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit/Drill Master/Drawing Master/Bhagavathar(Bharathanatiam, Kathakali) Grade II (Specialization details shown at the end)	13210-22360	25200-54000
	Attender(Kathakali Chutti)	11620-20240	22200-48000
	Teacher (craft)	11620-20240	22200-48000
	Instructor Work Experience Programme	11620-20240	22200-48000
Schools for the Handicapped			
	Headmaster HG	21240-37040	40500-85000
	Headmaster	20740-36140	39500-83000
	High School Assistant Sel. Grade	20740-36140	39500-83000
	High School Assistant Sen. Grade	19240-34500	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of pay
	Resource Teacher Sel. Grade	18740-33680	35700-75600
	High School Assistant HG	18740-33680	35700-75600
	Teacher (Graduate who are handicapped) Sel. Grade	18740-33680	35700-75600
	Assistant Teacher (with special training) Sel. Grade	19240-34500	36600-79200
	High School Assistant	16980-31360	32300-68700
	Teacher (Graduate who are handicapped) Sen. Grade	16980-31360	32300-68700
	Assistant Teacher (with special training) Sen. Grade	18740-33680	35700-75600
	Headmaster (Under Graduate)	16180-29180	30700-65400
	Resource Teacher Sen. Grade	16980-31360	32300-68700
	Graduate Assistant(Training centre for handicapped)	16180-29180	30700-65400
	Assistant Teacher(without special training) Sel. Grade	16980-31360	32300-68700
	Assistant Teacher(with special training) HG	16980-31360	32300-68700
	Braillist, Craft, Music and Drawing Teacher Sel. Grade	16980-31360	32300-68700
	Teacher (Under Graduate who are handicapped) Sel. Grade	16980-31360	32300-68700
	Mobility Instructor-cum-Physical Edn. Teacher Sel. Grade	16980-31360	32300-68700
	Resource Teacher Grade I	14620-25280	27800-59400
	Teacher (Graduate who are handicapped)	14620-25280	27800-59400
	Assistant Teacher (with special training)	15380-25900	29200-62400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Assistant Teacher (without special training) Sen. Grade	16180-29180	30700-65400
	Teacher (Under Graduate who are handicapped) Sen. Grade	16180-29180	30700-65400
	Braillist, Craft, Music and Drawing Teacher Sen. Grade	16180-29180	30700-65400
	Mobility Instructor-cum-Physical Edn. Teacher Sen. Grade	16180-29180	30700-65400
	Assistant Teacher (without special training) Grade I	14620-25280	27800-59400
	Teacher (Under Graduate who are handicapped) Grade I	14620-25280	27800-59400
	Braillist, Craft, Music and Drawing Teacher Grade I	14620-25280	27800-59400
	Mobility Instructor-cum-Physical Edn. Teacher Grade I	14620-25280	27800-59400
	Instructor in Plumbing	13210-22360	25200-54000
	Instructor in Composing	13210-22360	25200-54000
	Assistant Teacher (without special training) Grade II	11620-20240	22200-48000
	Teacher (Under Graduate who are handicapped) Grade II	11620-20240	22200-48000
	Braillist, Craft, Music and Drawing Teacher Grade II	11620-20240	22200-48000
	Mobility Instructor-cum-Physical Edn. Teacher Grade II	11620-20240	22200-48000
	Matron	10480-18300	20000-45800
	Braillist (Part- time)	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Part- time Instrumental Music Teacher	9190-15780	18000-41500
	Skilled Assistant (Printing & Composing)	9940-16580	19000-43600
	Skilled Assistant (Plumbing)	9940-16580	19000-43600
	Ayah	8500-13210	16500-35700
Subordinate Staff			
	Accountant CARE	13900-24040	26500-56700
	Manager	13900-24040	26500-56700
	Depot Officer	13900-24040	26500-56700
	Assistant Depot Officer	11620-20240	22200-48000
	Sergeant	11620-20240	22200-48000
	Calculator Operator	9940-16580	19000-43600
	Mechanic	9940-16580	19000-43600
	Assistant Librarian	9190-15780	18000-41500
	Godown Keeper	9190-15780	18000-41500
	Record Keeper	9190-15780	18000-41500
	Tally Clerk	9190-15780	18000-41500
	Computer	9190-15780	18000-41500
	Compositor	9190-15780	18000-41500
	Printer	9190-15780	18000-41500
	Store Assistant	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Packer	8730-13540	17000-37500
	Counter	8730-13540	17000-37500
Part time posts			
	Language Teacher (High School)	9940-16580	19000-43600
	Language Teacher (Primary)	9190-15780	18000-41500
	Teacher (Craft)	9190-15780	18000-41500
	Teacher (Physical Education)	9190-15780	18000-41500
	Instructor	9190-15780	18000-41500
	Instructor (Manual Training)	9190-15780	18000-41500
	Pandit	9190-15780	18000-41500
	Teacher (PD)	9190-15780	18000-41500
	Teacher (Drawing & Drill)	9190-15780	18000-41500
	Teacher (Music)	9190-15780	18000-41500
	Teacher (Needle Work)	9190-15780	18000-41500
	Drawing Master	9190-15780	18000-41500
	Drill Master	9190-15780	18000-41500
	Braillist	9190-15780	18000-41500
	Specialist Teacher	9190-15780	18000-41500
Posts held by personnel of Govt. Secretariat			
	Senior Administrative Officer	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Deputy Secretary ,Super Check	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Accounts Officer(DD Office)	As in PD	As in PD
	Finance Officer	As in PD	As in PD
Posts held by personnel of Economics & Statistics Department			
	Statistical Officer (Joint Director)	As in PD	As in PD
	Research Officer (Statistics)	As in PD	As in PD
	Taluk Statistical Officer	As in PD	As in PD
	Research Assistant (Statistics)	As in PD	As in PD
	Statistical Assistant Gr I	As in PD	As in PD
	Statistical Assistant Gr II	As in PD	As in PD
	LD Typist	As in PD	As in PD
	Class IV Employee	As in PD	As in PD
Posts held by Personnel of Public Works Department			
	Liaison Officer	As in PD	As in PD
	Assistant Engineer (PWD Electrical)	As in PD	As in PD
Posts held by Personnel of Technical Education Department			
	Special Officer ,Work Experience	As in PD	As in PD
	Foreman ,Work Experience	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Workshop Instructor, Work Experience	As in PD	As in PD
	Trade Instructor, Work Experience	As in PD	As in PD

- a. Out of total no. of posts, 25% of Deputy Director will be in higher grade on 55350-101400.
- b. LPSA/UPSA/Teacher – Ratton works, Craft, Training Reserve, Industrial, Special Language, Hebrew, Arabic, Hindustani, Sewing, Needle work, music, music-cum- Needle work, Music & Drill, Drawing & Music, Drawing –cum- Needle work, Drawing, Physical Education, Thiruvathirakkali, Mohiniyattom, Mirdangom, Kaikottikali, Weaving, Tailoring, Book Binding, Manual Training, Physical Training, Girls Guide, Technological Fishing.
Instructor – Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharathanatyam, Physical Training, Wood works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering Fishing Technology, Assistant/Matron/Sewing Mistress/Pandit/Junior Pandit/Hindi Pandit /Drill Master/Drawing Master/ Bhagavathar (Bharathanatyam, Kathakali).

29. GROUND WATER DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	44640-58640	85000-117600
	Superintending Hydrogeologist	42640-58640	81000-117600
	Superintending Engineer	42640-58640	81000-117600
	Chief Chemist	42640-58640	81000-117600
a	Senior Hydrogeologist	32110-44640	60900-103600
	Senior Geophysicist	32110-44640	60900-103600
	Executive Chemist	32110-44640	60900-103600

	Designation	Existing Scale of Pay	Revised Scale of pay
a	Executive Engineer (Design/Drilling/Hydrology/Sp & W)	32110-44640	60900-103600
b	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W)(HG)	24040-38840	45800-89000
	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W)	21240-37040	40500-85000
	Chemist	21240-37040	40500-85000
	Hydrogeologist	21240-37040	40500-85000
	Geophysicist	21240-37040	40500-85000
	Junior Chemist	19240-34500	36600-79200
	Junior Hydrogeologist	19240-34500	36600-79200
	Junior Geophysicist	19240-34500	36600-79200
	Assistant Engineer	20740-36140	39500-83000
	System Manager(IT)	19240-34500	36600-79200
	Master Driller	18740-33680	35700-75600
	Senior Driller	16980-31360	32300-68700
	Foreman	14620-25280	27800-59400
	Store-in-charge	14620-25280	27800-59400
	Driller	13900-24040	26500-56700
	Drilling mechanic	13900-24040	26500-56700
c	Draftsman Gr. I	13900-24040	26500-56700
	Draftsman Gr. II	11620-20240	22200-48000
	Surveyor Gr. I	13900-24040	26500-56700
	Geological Assistant	13900-24040	26500-56700
	Geophysical Assistant	13900-24040	26500-56700
	Chemical Assistant	13900-24040	26500-56700
	Motor Mechanic	13210-22360	25200-54000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Store Assistant	13210-22360	25200-54000
c	Surveyor Gr. II	11620-20240	22200-48000
	Compressor Driver	10480-18300	20000-45800
	Tractor Driver	10480-18300	20000-45800
	Electrician	9940-16580	19000-43600
	Tracer	9940-16580	19000-43600
	Welder	9190-15780	18000-41500
	Machinist	9190-15780	18000-41500
	Blacksmith	9190-15780	18000-41500
	Tinker	9190-15780	18000-41500
	Turner	9190-15780	18000-41500
	Fitter	9190-15780	18000-41500
	Drilling Assistant	9190-15780	18000-41500
	Pump Operator	9190-15780	18000-41500
	Cleaner	8960-14260	17500-39500
	Lab Attender	8730-13540	17000-37500
	Workshop Attender	8730-13540	17000-37500
	Worker	8500-13210	16500-35700
Posts held by personal of other Departments			
	Sr. Finance Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD

- a) Ratio 6:6:2 among Senior Hydrogeologist, Executive Engineer and Senior Geophysicist for promotion to District Officer will continue
- b). 1/3rd higher grade will continue.
- c) The ratio 1:1 between Grade I and Grade II will continue.

30 HARBOUR ENGINEERING DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Chief Engineer	44640-58640	85000-117600
	Deputy Chief Engineer/ Superintending Engineer	42640-58640	81000-117600
	Executive Engineer (HG)	40640-57440	77400-115200
a	Executive Engineer	36140-49740	68700-110400
	Asst. Exe. Engineer(HG)	24040-38840	45800-89000
a	Asst. Exe. Engineer/ Technical Assistant	22360-37940	42500-87000
	Assistant Engineer/Head Draftsman	20740-36140	39500-83000
	DraftsmanGr .I/Overseer Gr.I	13900-24040	26500-56700
	Mobile Crane Operator/ Heavy Machine Operator	11620-20240	22200-48000
	Senior Mechanic	11620-20240	22200-48000
	Draftsman Gr.II/Overseer Gr.II	11620-20240	22200-48000
	Crane Operator	9940-16580	19000-43600
	Tracer	9940-16580	19000-43600
	Draftsman Gr.III /Overseer Gr.III	9940-16580	19000-43600
	Master Gr.III	8960-14260	17500-39500
	Engine Driver Gr. III	8960-14260	17500-39500
	Light Machine Operator	8960-14260	17500-39500
	Seaman	8960-14260	17500-39500
	Blue Printer	8730-13540	17000-37500
	Asst. Crane Operator	8730-13540	17000-37500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Cleaner	8730-13540	17000-37500
	Electrician Gr.II/ Lineman	8960-14260	17500-39500
	Mechanic	9190-15780	18000-41500
	Lascar/Chainman	8500-13210	16500-35700
Post held by personnel of other department			
	Finance Officer	As in PD	As in PD

a) Grade ratio as applicable in PWD

31 HEALTH SERVICES DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
Administrative Cadre			
	Director of Health Services	48640-59840 (3300 sp)	93000-120000 (6000 sp*)
	Additional Director of Health Services	46640-59840 (3300 sp)	89000-120000 (5600 sp*)
	Deputy Director of Health Services	44640-58640 (3300 sp)	85000-117600 (5400 sp*)
	Deputy Director (Dental)	44640-58640	85000-117600
a	Assistant Director of Health Services	36140-49740 (2900 sp)	68700-110400 (4900 sp*)
a #	Junior Administrative Medical Officer	24040-38840 (2040 sp)	45800-89000 (3400 sp*)

	Designation	Existing Scale of Pay	Revised Scale of pay
Speciality Cadre			
	Chief Consultant (Various Specialities)	46640-59840 (3300 sp)	89000-120000 (5600 sp*)
	Chief Dental Consultant (Various Specialities)	46640-59840	89000-120000
	Senior Consultant (Various specialities)	44640-58640 (3300 sp)	85000-117600 (5400 sp*)
	Senior Dental Consultant (various specialities)	44640-58640	85000-117600
a	Consultant (Various specialities)	36140-49740 (2900 sp)	68700-110400 (4900 sp*)
a	Dental Consultant (various specialities)	36140-49740	68700-110400
a #	Junior Consultant (Various Specialities)	24040-38840 (2040 sp)	45800-89000 (3400 sp*)
a	Junior Dental Consultant (various specialities)	20740-36140	39500-83000
General Cadre			
	Civil Surgeon (HG)	44640-58640	85000-117600
	Dental Civil Surgeon(HG)	44640-58640	85000-117600
a	Civil Surgeon	36140-49740	68700-110400
a	Dental Civil Surgeon	36140-49740	68700-110400
a #	Assistant Surgeon	24040-38840	45800-89000
a	Dental Assistant Surgeon	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
DENTAL WING			
	Dental Mechanic Sr. Grade	14620-25280	27800-59400
b	Dental Hygienist.Sr. Grade	14620-25280	27800-59400
b	Dental Mechanic Gr. I	13900-24040	26500-56700
b	Dental Hygienist Gr. I	13900-24040	26500-56700
b	Dental Mechanic Gr. II	11620-20240	22200-48000
b	Dental Hygienist Gr. II	11620-20240	22200-48000
	Dental Equipment Maintenance Technician	9940-16580	19000-43600
TB WING			
	Director, TB Centre	36140-49740	68700-110400
	District TB Officer	36140-49740	68700-110400
	Supervising Medical Officer	36140-49740	68700-110400
	Bacteriologist	22360-37940	42500-87000
	Senior Treatment Organiser	18740-33680	35700-75600
c	Treatment Organiser Gr. I	13900-24040	26500-56700
	Treatment Organiser Gr. II	9940-16580	19000-43600
LEPROSY			
	District Leprosy Officer	36140-49740	68700-110400
	Technical Assistant (Leprosy)	19240-34500	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of pay
	Assistant Leprosy Officer	18740-33680	35700-75600
	Non-Medical Supervisor Gr. I	16180-29180	30700-65400
OPHTHALMOLOGY			
	District Ophthalmic Co-ordinator	19240-34500	36600-79200
b	Senior Optometrist	18740-33680	35700-75600
	Optometrist Gr.I	13900-24040	26500-56700
	Optometrist Gr II	11620-20240	22200-48000
COMMUNICABLE DISEASES			
	Assistant Director (Entomology)	24040-38840	45800-89000
	Assistant Director (Filaria)	24040-38840	45800-89000
	Senior Biologist	21240-37040	40500-85000
	Biologist	20740-36140	39500-83000
	Entomologist	20740-36140	39500-83000
	District Malaria Officer (HG)	21240-37040	40500-85000
d	District Malaria Officer	20740-36140	39500-83000
	Assistant Entomologist	14620-25280	27800-59400
NURSING SERVICE- HOSPITAL WING			
	Additional Director (Nursing)	36140-49740	68700-110400
	Deputy Director (Nursing)	29180-43640	55350-101400

	Designation	Existing Scale of Pay	Revised Scale of pay
	District Nursing Officer	24040-38840	45800-89000
	Assistant Director (Nursing Service)	24040-38840	45800-89000
	Nursing Officer	22360-37940	42500-87000
	Nursing Superintendent Gr. I	20740-36140	39500-83000
	Nursing Superintendent Gr. II	18740-33680	35700-75600
e	Head Nurse	16180-29180	32300-68700
c	Staff Nurse Gr. I	14620-25280	29200-62400
	Staff Nurse Gr. II	13900-24040	27800-59400
	Honorary Nursing Sister (Fixed Pay)	5250	8000
NURSING SCHOOL/JUNIOR PUBLIC HEALTH NURSING SCHOOL			
	Principal, School of Nursing	24040-38840	45800-89000
	Vice Principal	21240-37040	40500-85000
	Senior Nursing Tutor	20740-36140	39500-83000
f	Nursing Tutor	18740-33680	35700-75600
PHARMACY AND MEDICAL SUPPLIES			
	Assistant Director (Medical Supplies)	22360-37940	42500-87000
	Stores Officer, Govt. Medical Stores	22360-37940	42500-87000
	Stores Superintendent, District Medical Stores	18740-33680	35700-75600
	Stores Verification Officer	18740-33680	35700-75600
	Stores Officer/FW/IPP	18740-33680	35700-75600

	Designation	Existing Scale of Pay	Revised Scale of pay
	Stores Verification Officer (District)	18740-33680	35700-75600
	Pharmacist Store Keeper	16180-29180	30700-65400
	Stores Superintendent, Hospital	16980-31360	32300-68700
	Computer Programmer	16180-29180	30700-65400
c	Pharmacist Gr. I	13900-24040	26500-56700
	Pharmacist Gr. II	11620-20240	22200-48000
PUBLIC HEALTH LABORATORY			
	Director	44640-58640 (3300 sp)	85000-117600 (5400 sp*)
a	Consultant	36140-49740 (2900 sp)	68700-110400 (4900 sp*)
a #	Junior Consultant	24040-38840 (2040 sp)	45800-89000 (3400 sp*)
	Scientific Officer(HG) { Sterile Solution/ Biochemistry/ Microbiology }	22360-37940	42500-87000
g	Scientific Officer (Sterile Solution)	20740-36140	39500-83000
g	Scientific Officer (Biochemistry)	20740-36140	39500-83000
g	Scientific Officer (Microbiology)	20740-36140	39500-83000
	Research Officer (Biochemistry)HG	22360-37940	42500-87000

	Designation	Existing Scale of Pay	Revised Scale of pay
g	Research Officer (Biochemistry)	19240-34500	36600-79200
	Junior Proto zoologist /Scientific Officer	20740-36140	39500-83000
COMMON CATEGORIES IN LABORATORIES			
	Junior scientific Officer	19240-34500	36600-79200
	Bacteriologist	18740-33680	35700-75600
	Chemist	18740-33680	35700-75600
	Store Superintendent	14620-25280	27800-59400
	Food Analyst	13210-22360	25200-54000
	Chemist	13210-22360	25200-54000
LABORATORY SERVICES-GENERAL			
	Junior Scientific Officer	19240-34500	36600-79200
	District Lab Technician	18740-33680	35700-75600
	Chief Lab Technician	14620-25280	27800-59400
c	Laboratory Technician Gr. I	13900-24040	26500-56700
	Laboratory Technician Gr. II	11620-20240	22200-48000
	Junior Laboratory Assistant	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of pay
RADIOLOGY			
	Chief Radiographer	18740-33680	35700-75600
c	Radio Grapher Gr. I	13900-24040	26500-56700
c	Radio Grapher Gr. II	11620-20240	22200-48000
OTHER SUPPORTING SERVICE			
	Clinical Psychologist (HG)	24040-38840	45800-89000
h	Clinical Psychologist	19240-34500	39500-83000
	Radiation Physicist	19240-34500	36600-79200
	Psychiatric Social Worker (HG)	20740-36140	39500-83000
g	Physiotherapist (General) HG	18740-33680	35700-75600
g	Physiotherapist (General)	16980-31360	32300-68700
h	Psychiatric Social Worker	16180-29180	30700-65400
	Occupational Therapist	13900-24040	27800-59400
NUTRITION WING			
	State Nutrition Officer	36140-49740	68700-110400
	Chief Scientific Officer (Nutrition)	29180-43640	55350-101400
	Technical Officer (Goiter)	19240-34500	36600-79200
b	Senior Grade Dietician	19240-34500	36600-79200
b	Dietician Gr. I	16180-29180	30700-65400

	Designation	Existing Scale of Pay	Revised Scale of pay
b	Dietician Gr. II	14620-25280	27800-59400
OTHER TECHNICAL SERVICES			
	Blood Bank Technician Gr. I	13900-24040	26500-56700
	Mortuary Technician Gr. I	13900-24040	26500-56700
	Theatre Technician Gr. I	13900-24040	26500-56700
	E.N.T. Technician Gr. I	13210-22360	25200-54000
	E.C.G. Technician Gr. I	13210-22360	25200-54000
	C.S.R. Technician Gr. I/Sterilization Technician Gr. I	13210-22360	25200-54000
	Anaesthetic Technician Gr. I	13210-22360	25200-54000
	Theatre Mechanic Gr. I	13210-22360	25200-54000
c	Blood Bank Technician Gr. II	11620-20240	22200-48000
c	Mortuary Technician Gr. II	11620-20240	22200-48000
c	Theatre Technician Gr. II	11620-20240	22200-48000
i	E. N.T Technician Gr. II	9940-16580	19000-43600
i	E. C. G Technician Gr. II	9940-16580	19000-43600
i	C. S. R Technician Gr. II/ Sterilization Technician Gr.II	9940-16580	19000-43600
i	Anesthetic Technician Gr. II	9940-16580	19000-43600
	Theatre Mechanic Gr. II	9940-16580	19000-43600

	Designation	Existing Scale of Pay	Revised Scale of pay
FAMILY WELFARE			
	State Mass Education & Media Officer	36140-49740	68700-110400
	Communication Officer	24040-38840	45800-89000
	Health Education Instructor	24040-38840	45800-89000
	Medical Lecturer cum Demonstrator	22360-37940	42500-87000
	Chief Health Education Officer	22360-37940	42500-87000
	School Health Education Officer	22360-37940	42500-87000
	Deputy State Mass Education and Media Officer	22360-37940	42500-87000
	Training Co-ordinator	24040-38840	45800-89000
	Technical Officer (Health Education)	22360-37940	42500-87000
	District Education and Media Officer	21240-37040	40500-85000
	Management Instructor	21240-37040	40500-85000
	Health Education Extension Officer	21240-37040	40500-85000
	Social Science Instructor	21240-37040	40500-85000
	Production & Distribution Assistant	21240-37040	40500-85000
	Social Scientist	21240-37040	40500-85000
	Deputy District Education and Media Officer	20740-36140	39500-83000
	Statistical Assistant	14620-25280	27800-59400
MCH WING			
	MCH Officer	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	District Public Health Nurse	19240-34500	36600-79200
	Public Health Nursing Instructor	18740-33680	35700-75600
j	Lady Health Supervisor HG	18740-33680	35700-75600
	Lady Health Supervisor	16180-29180	30700-65400
	Lady Health Inspector	15380-25900	29200-62400
c	Junior PH Nurse Gr. I	13900-24040	26500-56700
c	Junior PH Nurse Gr. II	11620-20240	22200-48000
PUBLIC HEALTH			
	Technical Assistant Gr. I	19240-34500	36600-79200
	Technical Assistant Gr. II/ District Health Education Officer/ Senior Sanitarian/ Senior Health Inspector	18740-33680	35700-75600
	Medical Record Officer	18740-33680	35700-75600
j	Health Supervisor HG	18740-33680	35700-75600
	Health Supervisor/ Health Inspector Gr.I/ Filaria Inspector Gr. I/ Malaria Inspector Gr. I	16180-29180	30700-65400
	Health Inspector Gr. II/ Filaria Inspector Gr. II/Malaria Inspector Gr. II	15380-25900	29200-62400
c	Junior Health Inspector Gr. I /Evaluation Assistant	13900-24040	26500-56700
	Medical Record Librarian Gr. I	13210-22360	25200-54000
c	Junior Health Inspector Gr. II	11620-20240	22200-48000

	Designation	Existing Scale of Pay	Revised Scale of pay
c	Medical Record Librarian Gr. II	11620-20240	22200-48000
	Field Assistant	9190-15780	18000-41500
	Insect Collector	9940-16580	19000-43600
	Field Worker	8730-13540	17000-37500
PUBLICATION			
	Senior Editor	21240-37040	40500-85000
	Editor	19240-34500	36600-79200
	Sub. Editor	16180-29180	30700-65400
	Publication Assistant	13900-24040	26500-56700
TRANSPORT ORGANIZATION			
	State Health Transport Officer	22360-37940	42500-87000
	Store Superintendent	15380-25900	29200-62400
	Chargeman	14620-25280	27800-59400
	Foreman Mechanic	13210-22360	25200-54000
	Purchase Assistant	11620-20240	22200-48000
	Mechanic (Health Transport)	9940-16580	19000-43600
	Tinker	9190-15780	18000-41500
	Black Smith	9190-15780	18000-41500
	Assistant Sergeant	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Electrician (Health Transport)	9940-16580	19000-43600
	Welder	9190-15780	18000-41500
	Helper	8960-14260	17500-39500
	Van Cleaner	8500-13210	16500-35700
LIMB FITTING CENTRE			
	Foreman	16980-31360	32300-68700
	Rehabilitation Technician (Orthotics) Gr. I	13210-22360	25200-54000
	Rehabilitation Technician (Leather Works) Gr. I	13210-22360	25200-54000
	Rehabilitation Technician (Prosthetics) Gr. I	13210-22360	25200-54000
c	Rehabilitation Technician (Prosthetics) Gr. II	9940-16580	20000-45800
c	Rehabilitation Technician (Leather Works) Gr. II	9940-16580	20000-45800
c	Rehabilitation Technician (Orthotics) Gr.II	9940-16580	20000-45800
	Cobbler	8960-14260	17500-39500
	Helper	8500-13210	16500-35700
OTHER MISCELLANEOUS CATEGORIES			
	Cold Chain Officer	20740-36140	39500-83000
	Superintendent (Offset Press)	19240-34500	36600-79200
	Helio Operator	14620-25280	27800-59400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Cameraman	13900-24040	26500-56700
	Offset Machine Operator	13900-24040	26500-56700
	Proof Reader	13210-22360	25200-54000
	Instructor Gr. I	13210-22360	25200-54000
	Retouching Artist	13210-22360	25200-54000
	Compositor (HG)	11620-20240	22200-48000
	Binder UD	11620-20240	22200-48000
	Graining Machine Operator	11620-20240	22200-48000
	Store Keeper	11620-20240	22200-48000
	Statistical Assistant	11620-20240	22200-48000
	Foreman Power Laundry	11620-20240	22200-48000
	Electrical Overseer	10480-18300	20000-45800
	Plate maker	10480-18300	20000-45800
	Electrician	9940-16580	19000-43600
k	Refrigeration Mechanic (UIP)	9940-16580	19000-43600
	Copy Holder	9940-16580	19000-43600
	Instructor Gr. II	9940-16580	19000-43600
	Assistant Instructor	9940-16580	19000-43600
	Bunoi Instructor	9940-16580	19000-43600
	Assistant Offset Machine Operator	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Binder LD	9190-15780	18000-41500
	Printer LD	9190-15780	18000-41500
	LD Compositor	9190-15780	18000-41500
	Data Entry Operator	9190-15780	18000-41500
	Receptionist-cum-Computer Operator	9940-16580	9000-43600
	Carpenter	9190-15780	18000-41500
	Dark Room Assistant	9190-15780	18000-41500
	Boiler Attendant	9190-15780	18000-41500
	Tailoring Instructor	9190-15780	18000-41500
	Auto Electrician	9190-15780	18000-41500
	Fireman	8960-14260	17500-39500
	Plumber cum Operator	8960-14260	18000-41500
	Theatre Assistant	8960-14260	17500-39500
	Boat Driver	8960-14260	17500-39500
	Lift Operator	8960-14260	17500-39500
	Junior Laboratory Assistant	8730-13540	17500-39500
	Laboratory Assistant	8730-13540	17000-37500
	Plaster Technician	8730-13540	17000-37500
	Packer	8730-13540	17000-37500
	Lab Attender	8730-13540	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Record Attender	8730-13540	17500-39500
	Power Laundry Attender	8730-13540	17000-37500
	Stable Attender	8730-13540	17000-37500
	Nursing Assistant	8730-13540	17500-39500
	Telephone Operator	8730-13540	17000-37500
	Barber	8730-13540	17000-37500
	Silk Screen Printing-cum-Duplicating Operator	8730-13540	17000-37500
	House Keeper	8730-13540	17500-39500
	Engine Driver	8730-13540	17000-37500
	Tailor	8730-13540	17000-37500
	Cook Gr. I	8730-13540	17000-37500
	Hospital Attendant Gr. I/ X-Ray Attender/ Boiler Attender/ Blood Bank Attender/ Pump House Attender/ Library Attender	8730-13540	17000-37500
1	Hospital Attendant Gr. II	8500-13210	16500-35700
1	Cook Gr. II	8500-13210	16500-35700
	Bottle Cleaner	8500-13210	16500-35700
	Chowkidar Gr. II	8500-13210	16500-35700
	Lascar and Bottle Cleaner	8500-13210	16500-35700
	Dhobi	8500-13210	16500-35700

	Designation	Existing Scale of Pay	Revised Scale of pay
	Refrigeration Mechanic	13210-22360	25200-54000
	Electrical Winder	8960-14260	18000-41500
	Painter	8730-13540	17000-37500
MINISTERIAL WING			
	Senior Administrative Assistant	22360-37940	42500-87000
	Administrative Assistant	21240-37040	40500-85000
	Lay Secretary and Treasurer	18740-33680	36600-79200
	Manager, TB Centre	18740-33680	35700-75600
	Chief Accountant	18740-33680	35700-75600
	Junior Accounts Officer	18740-33680	35700-75600
	Accountant (AIDS)	18740-33680	35700-75600
	Technical Assistant (Head Clerk)	13900-24040	26500-56700
Posts held by Personnel of Other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Liaison Officer (Engineer)	As in PD	As in PD
	Demographer	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Chief Statistician	As in PD	As in PD
	Statistical Officer	As in PD	As in PD
	Statistician	As in PD	As in PD
	Statistical Assistant	As in PD	As in PD
	Statistical Investigator	As in PD	As in PD
	Statistical Assistant Gr. I	As in PD	As in PD
	Statistical Assistant Gr. II	As in PD	As in PD

sp* Special pay in addition to pay

Allowed higher start at Rs 51600 in the scale of pay of Rs 45800-89000

- a. Ratio 1:3 between Civil Surgeon & Assistant Surgeon, Dental Civil Surgeon & Dental Assistant Surgeon, Consultant & Junior Consultant, Assistant Director & Junior Administrative Medical Officer, Dental Consultant & Junior Dental Consultant will continue
- b. Existing ratio of 2:2:1 among Gr.II, Gr.I & Sr. Grade will continue.
- c. The existing ratio of 1:1 between Gr.I and Gr.II will continue.
- d. 1/3rd Higher Grade will continue.
- e. The existing ratio of 1:2 between Head Nurse and Staff Nurse Gr.I will continue.
Cadre strength of Head Nurse will be determined in the ratio 1:2 between Head Nurse and Staff Nurse Grade I.
- f. Ratio 3:1 between Nursing Tutor and Senior Nursing Tutor will continue.
- g. The existing ratio 1:2 between Higher Grade and Lower Grade posts will continue.
- h. The existing ratio 1:1 between Higher Grade and Lower Grade posts will continue
- i. The ratio between Gr.I and Gr.II posts will be 1:2..
- j. 1/3rd HG each of Lady Health Supervisor and Health Supervisor will continue.

k. Refrigeration Mechanic (UIP) benefited by G.O. (Ms) No.510/2005/(154)/Fin dated 30/11/2005 will be allowed the scale of Rs 25200-54000.

l. The ratio between Gr.I and Gr.II posts will be 1:2.

32. HIGHER SECONDARY EDUCATION DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	IAS	IAS
	Joint Director	As in PD	As in PD
a	Deputy Director	24040-38840	45800-89000
	State Co-ordinator/Career Guidance/Adolescent Counselling	21240-37040	40500-85000
	Principal	24040-38840	45800-89000
	Higher Secondary School Teacher(Sel. Gr)	22360-37940	42500-87000
	Higher Secondary School Teacher (HG)	21240-37040	40500-85000
	Higher Secondary School Teacher	20740-36140	39500-83000
	Higher Secondary School Teacher Junior (Sel. Gr)	21240-37040	40500-85000
	Higher Secondary School Teacher Junior(HG)	20740-36140	39500-83000
	Higher Secondary School Teacher Junior	16980-31360	32300-68700
Posts held by personnel of other Departments			
	Lab Assistant	8960-14260	17500-39500
	Senior Administrative Officer	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Senior Finance Officer	As in PD	As in PD
	Assistant Director	As in PD	As in PD
	Administrative Assistant	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	PA to Director	As in PD	As in PD

- a) The present scale of pay will be eligible only to those who have been appointed as per the Special rules to be framed.

33. HINDU RELIGIOUS AND CHARITABLE ENDOWMENT (ADMINISTRATION)

	Designation	Existing Scale of Pay	Revised Scale of pay
	Commissioner	40640-57440	77400-115200
	Deputy Commissioner	24040-38840	45800-89000
	Assistant Commissioner	21240-37040	40500-85000
	Inspector Gr.I	14620-25280	27800-59400
	Inspector Gr II	11620-20240	22200-48000
	Goldsmith	9190-15780	18000-41500

34. HOMOEOPATHY DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	40640-57440	77400-115200

	Designation	Existing Scale of Pay	Revised Scale of pay
	Deputy Director	36140-49740	68700-110400
	District Medical Officer (HG)	29180-43640	55350-101400
a	District Medical Officer	24040-38840	45800-89000
	Hospital Superintendent	22360-37940	42500-87000
b	Chief Medical Officer	22360-37940	42500-87000
	Medical Officer	20740-36140	39500-83000
	Lay Secretary	18740-33680	36600-79200
	Nursing Superintendent Gr.II	14620-25280	27800-59400
	Medical Officer (Non Cadre)	14620-25280	27800-59400
	Laboratory Technician Gr.I	13900-24040	26500-56700
	Nurse Gr. I	13210-22360	25200-54000
	Pharmacist Gr. I	13210-22360	25200-54000
c	Laboratory Technician Gr II	11620-20240	22200-48000
d	Nurse Gr.II	10480-18300	20000-45800
d	Pharmacist Gr.II	10480-18300	20000-45800
	Nursing Assistant Gr. I	8960-14260	17500-39500
	Attender Gr. I	8960-14260	17500-39500
	Dispenser Gr. I	8960-14260	17500-39500
	Store Attender Gr. I	8960-14260	17500-39500
	Record Attender Gr. I	8960-14260	17500-39500
d	Nursing Assistant Gr .II	8730-13540	17000-37500
	Attender Gr. II	8730-13540	17000-37500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Dispenser Gr. II	8730-13540	17000-37500
	Store Attender Gr. II	8730-13540	17000-37500
	Record Attender Gr. II	8730-13540	17000-37500

- a. Existing 20% HG will continue
- b. Chief Medical Officers of hospitals having 25 beds and more will be designated as Superintendent.
- c. Existing ratio 1:1 between Grade I and Grade II will continue
- d. Existing ratio 1:2 between Grade I and Grade II will continue

35 HOMOEOPATHY MEDICAL COLLEGES

	Designation	Existing Scale of Pay	Revised Scale of pay
a	Principal & Controlling Officer	44640-58640	85000-117600
	Principal	UGC	UGC
a	Professor	44640-58640	85000-117600
	Professor	UGC	UGC
a	Reader	40640-57440	77400-115200
	Reader	UGC	UGC
a	Lecturer	36140-49740	68700-110400
	Lecturer	UGC	UGC
	Tutor/RMO	22360-37940	42500-87000
	Tutor	UGC	UGC
	Radiologist	19240-34500	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of pay
	Lay Secretary	18740-33680	36600-79200
	Pharmacist Store Keeper	14620-25280	27800-59400
	Nursing Superintendent	14620-25280	27800-59400
	Lab Technician Grade I	13900-24040	26500-56700
	Nurse Grade I	13210-22360	25200-54000
	Pharmacist Gr.I	13210-22360	25200-54000
	Radiographer	11620-20240	22200-48000
	X-Ray Technician	11620-20240	22200-48000
b	Lab Technician Gr.II	11620-20240	22200-48000
c	Nurse Gr.II	10480-18300	20000-45800
c	Pharmacist Gr.II	10480-18300	20000-45800
	ECG Technician	9940-16580	19000-43600
	Dark Room Assistant	9190-15780	18000-41500
	Nursing Assistant Gr.I	8960-14260	17500-39500
	House Keeper	8730-13540	17000-37500
	Attender/ Nursing Assistant	8730-13540	17000-37500
	Specimen Collector	8730-13540	17000-37500
	Lab Attender	8730-13540	17000-37500
	Gardener	8730-13540	17000-37500
	Cook	8500-13210	16500-35700
	Worker	8500-13210	16500-35700
	Sweeper cum Cleaner	8500-13210	16500-35700

	Designation	Existing Scale of Pay	Revised Scale of pay
	Sweeper	8500-13210	16500-35700

- a. These scales are applicable to those teaching staff who are not eligible
for UGC scales as per GO(P) No.48/2012/Fin dated,13/01/2012.
- b. Existing ratio 1:1 between Gr-I & Gr-II will continue
- c. Existing ratio 1:2 between Gr-I & Gr-II will continue

36. HOUSING (TECHNICAL CELL)

	Designation	Existing Scale of Pay	Revised Scale of pay
	Housing Commissioner	46640-59840	89000-120000
	Chief Planner (Housing)	44640-58640	85000-117600
	Asst. Executive Engineer	21240-37040	40500-85000
	Assistant Engineer	20740-36140	39500-83000
	Architectural Head Draftsman	20740-36140	39500-83000
	Draftsman Gr-I	13900-24040	26500-56700
	Draftsman Gr-II	11620-20240	22200-48000

37. HYDROGRAPHIC SURVEY WING

	Designation	Existing Scale of Pay	Revised Scale of pay
	Chief Hydrographer	44640-58640	85000-117600
	Deputy Hydrographer	40640-57440	77400-115200

	Designation	Existing Scale of Pay	Revised Scale of pay
	Marine Surveyor	36140-49740	68700-110400
	Assistant Cartographer	36140-49740	68700-110400
	Senior Technical Assistant (Electronics)	21240-37040	40500-85000
	Assistant Marine Surveyor	20740-36140	39500-83000
	Chief Draftsman	20740-36140	39500-83000
	Assistant Engineer (Mechanical)	20740-36140	39500-83000
	Chief Survey Syrang (HG)	16180-29180	30700-65400
	Engine Driver Gr. I	14620-25280	27800-59400
	Chief Survey Syrang	14620-25280	27800-59400
	Field Assistant	13900-24040	26500-56700
	Draftsman Gr. I	13900-24040	26500-56700
	Engine Driver Gr. II	11620-20240	22200-48000
	Survey Syrang Gr. I	11620-20240	22200-48000
	Deck Tindal	11620-20240	22200-48000
a	Draftsman Gr. II	11620-20240	22200-48000
	Tide Watcher	9940-16580	20000-45800
	Cassab (Store Keeper)	9190-15780	19000-43600
	Engine Driver Gr. III	9190-15780	18000-41500
	Survey Syrang Gr. II	9190-15780	18000-41500
	Master Gr. III	9190-15780	18000-41500
	Leadsman	9190-15780	18000-41500
	Seaman	8960-14260	17500-39500
	Machine Room Attender	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Blue Printer	8730-13540	17000-37500
	Cook Cum Steward	8500-13210	16500-35700
Post held by personnel of other Department			
	Finance Officer	As in PD	As in PD

- a. Existing ratio 1:1 between Draftsman Grade-I and Draftsman Grade-II will continue.

38. INDIAN SYSTEMS OF MEDICINE

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	44640-58640	85000-117600
	Joint Director	40640-57440	77400-115200
	District Medical Officer	36140-49740	68700-110400
	Superintendent Mental Hospital (Manasika)	24040-38840	45800-89000
	Superintendent (Medical)	24040-38840	45800-89000
a	Chief Medical Officer	24040-38840	45800-89000
	Senior Specialist (Manasika)	22360-37940	42500-87000
b	Senior Medical Officer (Specialist)	22360-37940	42500-87000
c	Senior Medical Officer (Ayurveda)	22360-37940	42500-87000
	Specialist (Manasika)	21240-37040	40500-85000
c	Senior Medical Officer (Siddha)	22360-37940	42500-87000
c	Medical Officer(Specialist,Visha,Netra, Marma)	20740-36140	39500-83000
c	Medical Officer (Ayur & Unani)	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Medical Officer (Panchakarma)	20740-36140	39500-83000
c	Medical Officer (Siddha)	20740-36140	39500-83000
	Medical Officer (Nature Cure)	20740-36140	39500-83000
	Medical Officer (Sickle Cell Anaemia)	20740-36140	39500-83000
	Medical Officer (Rehabilitation)	20740-36140	39500-83000
	Lay Secretary & Treasurer	18740-33680	36600-79200
d	Store Keeper (Pharmacist)	16180-29180	30700-65400
d	Nursing Superintendent	16180-29180	30700-65400
	Nurse Gr. I	13210-22360	25200-54000
	Pharmacist Gr. I	13210-22360	25200-54000
	Lab Technician Gr. I	13900-24040	26500-56700
f	Lab Technician Gr. II	11620-20240	22200-48000
	Radiographer	11620-20240	22200-48000
	Ayurveda Therapist (HG)	10480-18300	20000-45800
e	Nurse Gr. II	10480-18300	20000-45800
e	Pharmacist Gr. II	10480-18300	20000-45800
g	Ayurveda Therapist	9940-16580	19000-43600
	Pharmacy Attender Gr. I/ Attender Gr.I/ Nursing Assistant Gr.I	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Lab Attender	8730-13540	17000-37500
h	Pharmacy Attender Gr. II/ Attender Gr.II/ Nursing Assistant Gr. II	8730-13540	17000-37500
	Cook Gr.I	8730-13540	17000-37500
	Cook Gr. II	8500-13210	16500-35700
	Gardener	8500-13210	16500-35700
	Sanitation worker	8500-13210	16500-35700
	Night Watcher	8500-13210	16500-35700
	Full time Sweeper	8500-13210	16500-35700
Post held by Personnel of Other Department			
	Senior Administrative Officer	As in PD	As in PD

- a. Ratio 1:3 between CMO and SMO will continue
- b. Ratio 1:3 between SMO and MO will continue. The ratio between SMO (Ay) and SMO (Specialist) on personal scale for promotion to the post of CMO will be 15:1 as envisaged in the modified Special Rules.
- c. Ratio 1:3 between SMO and MO will continue
- d. One post will be in HG on 35700-75600
- e. Existing ratio 1:2 between Gr. I and Gr. II will continue
- f. Ratio 1:1 between Gr. I and Gr. II will continue
- g. Ratio between Ayurveda Therapist and Ayurveda Therapist (HG) will be 1:2.
- h. Ratio between Gr. I and Gr.II will be 1:2

39. INDUSTRIAL TRIBUNAL

	Designation	Existing Scale of Pay	Revised Scale of pay
	Industrial Tribunal	NJPC	NJPC
	Secretary	18740-33680	35700-75600

40 INDUSTRIAL TRAINING DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Training	IAS	IAS
a	Additional Director of Training/Special Officer STI	44640-58640	81000-117600
	Joint Director	40640-57440	77400-115200
	Deputy Director	36140-49740	68700-110400
	Deputy State Apprenticeship Advisor	36140-49740	68700-110400
	Inspector of Training	24040-38840	45800-89000
	Principal Class I	24040-38840	45800-89000
	Vice Principal/ Principal Class II	22360-37940	42500-87000
	Training Officer	22360-37940	42500-87000
	Trade Test Officer	22360-37940	42500-87000
	Accounts Officer	21240-37040	40500-85000
	Group Instructor(HG)	18740-33680	35700-75600
b	Group Instructor	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Tech)	16980-31360	32300-68700
	Technical Assistant	16980-31360	32300-68700
	Junior Apprenticeship Advisor (Catering)	16980-31360	32300-68700
	AVTS Instructor	16180-29180	30700-65400
	Post ITI Special Instructor	16180-29180	30700-65400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Senior Instructor/ACD Instructor	14620-25280	27800-59400
	Junior Instructor/ACD Instructor	13900-24040	26500-56700
	Special Grade Store Keeper	14620-25280	27800-59400
	Officer In-charge of Training cum Orientation	14620-25280	27800-59400
	Workshop Attender	9190-15780	18000-41500
	Trade Assistant	9190-15780	18000-41500
	Junior Apprenticeship Advisor (Non-Technical)	16180-29180	30700-65400
	Assistant Hostel Superintendent	13210-22360	25200-54000
	Store Attender	8730-13540	17000-37500
	Dresser	8730-13540	17000-37500
	Painter	8960-14260	17500-39500
	Part Time Scavenger	8500-13210	16500-35700
	Water Carrier	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Social Studies Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD

a. The present incumbent(s) will be allowed personal scale of pay of Rs.
85000-117600

b. Ratio will be 2:1

41 INDUSTRIES AND COMMERCE

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	IAS	IAS
	Director of Handloom and Textiles	44640-58640	85000-117600
	Director of Coir Development	44640-58640	85000-117600
	Additional Director	40640-57440	77400-115200
	Joint Director	36140-49740	68700-110400
	General Manager (District Industries Centre)	36140-49740	68700-110400
	Manager/ Deputy Director / Women's Industries Officer	24040-38840	45800-89000
	Assistant Director	21240-37040	40500-85000
	Assistant Director (Rubber)	21240-37040	40500-85000
	Assistant Director (Training)	21240-37040	40500-85000
	Assistant Director (Plastic)	21240-37040	40500-85000
	Assistant Director (Tool Room)	21240-37040	40500-85000
	Assistant Director (Planning)	21240-37040	40500-85000
	Special officer (RBI)	21240-37040	40500-85000
	Project Officer(Coir)	21240-37040	40500-85000
	Deputy Registrar	21240-37040	40500-85000
	Assistant Registrar of Co-Operative Societies.	19240-34500	36600-79200
	Assistant District Industries Officer	19240-34500	36600-79200
	Foreman (Tool Room)	18740-33680	35700-75600
	Foreman (Electrical)	18740-33680	35700-75600
	Foreman (Rubber)	18740-33680	35700-75600

	Designation	Existing Scale of Pay	Revised Scale of pay
	Foreman (Plastic)	18740-33680	35700-75600
	Technical Assistant(CT)	18740-33680	35700-75600
	Technical Assistant (PT)	18740-33680	35700-75600
	Industries Extension Officer	18740-33680	35700-75600
	Senior Co-operative Inspector /Senior Supervisor (Handloom)/Senior Coir Inspector/ Liquidation Inspector- Coir(Special Grade)	16980-31360	32300-68700
a	Senior Co-operative Inspector /Senior Supervisor (Handloom)/Senior Coir Inspector/ Liquidation Inspector- Coir	16180-29180	30700-65400
	Junior Co-operative Inspector	14620-25280	27800-59400
	Textile Assistant	14620-25280	27800-59400
	Junior Scientific Officer	13900-24040	26500-56700
	Electrician(CFSC)	13210-22360	25200-54000
	Analyst(CFSC)	11620-20240	22200-48000
	Dye Maker	11620-20240	22200-48000
	Machine Operator (CFSC)	11620-20240	22200-48000
	Skilled Worker(Rubber)	11620-20240	22200-48000
	Skilled Worker(Tool Room)	11620-20240	22200-48000
	Liaison Officer	13210-22360	25200-54000
	Laboratory Assistant	9190-15780	18000-41500
	Machine Operator Grade I	9190-15780	18000-41500
	Machine Operator Grade II	8960-14260	17500-39500
	Winder	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of pay
Posts held by Personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Technical Assistant	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Special Officer	As in PD	As in PD
	Assistant Director (Nucleus Cell)	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Librarian	As in PD	As in PD
	Research Assistant	As in PD	As in PD

- a. Existing 1:1 ratio between Senior Inspector & Junior Inspector will continue and 10% of total number of posts in total Grades will be placed in Special Grade.

42. INFORMATION & PUBLIC RELATIONS DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	IAS	IAS
	Additional Director	44640-58640	85000-117600
	Deputy Director	40640-57440	77400-115200
	Information Officer and Equated Categories(HG)	36140-49740	68700-110400

	Designation	Existing Scale of Pay	Revised Scale of pay
a	Information Officer and Equated Categories	24040-38840	45800-89000
	Chief Photographer	20740-36140	39500-83000
	Assistant Editor	16180-29180	30700-65400
	Research Officer	16180-29180	30700-65400
	Assistant Cultural Development Officer	16180-29180	30700-65400
	Assistant Scrutiny Officer	16180-29180	30700-65400
	Designer	15380-25900	29200-62400
	Manager (Tagore Theatre)	14620-25280	27800-59400
	Photographer	14620-25280	27800-59400
	Assistant Information Officer	14620-25280	27800-59400
	Translator	14620-25280	27800-59400
	Artist	13210-22360	25200-54000
	Photo Artist	13210-22360	25200-54000
	Printer	11620-20240	22200-48000
	DTP Operator	9190-15780	18000-41500
	Packer	8730-13540	17000-37500
	Dark Room Assistant	8730-13540	17000-37500
	Attender (Photography)	8730-13540	17000-37500
Posts held by Personnel of other Departments			
	Deputy Secretary	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Section Officer	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Assistant	As in PD	As in PD
	Senior Clerk	As in PD	As in PD
	U.D.Typist	As in PD	As in PD
	Confidential Assistant	As in PD	As in PD
	Clerk	As in PD	As in PD
	LD Typist/Clerk Typist	As in PD	As in PD
	Gardener	As in PD	As in PD

a.Existing 25% Higher Grade will continue

43. INSURANCE MEDICAL SERVICES

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Insurance Medical Services	46640-59840	89000-120000
	Regional Deputy Director/ Joint Director	44640-58640	85000-117600
	Deputy Director (Homoeo)	36140-49740	68700-110400
	Deputy Director (Ayurveda)	36140-49740	68700-110400
a	Insurance Medical Officer	36140-49740	68700-110400
	Insurance Medical Officer Grade-I (Ayurveda)	24040-38840	45800-89000
	Insurance Medical Officer Grade-II (Ayurveda)	22360-37940	42500-87000
	Insurance Medical Officer Grade-I (Homoeo)	24040-38840	45800-89000
	Insurance Medical Officer Grade-II (Homoeo)	22360-37940	42500-87000
	Superintendent (Homoeo)	22360-37940	42500-87000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Nursing Superintendent Grade-I	20740-36140	39500-83000
	Dental Surgeon	20740-36140	39500-83000
a #	Assistant Insurance Medical Officer	24040-38840	45800-89000
	Assistant Insurance Medical Officer (Ayurveda)	20740-36140	39500-83000
	Assistant Insurance Medical Officer (Homoeo)	20740-36140	39500-83000
	Scientific Assistant (Physiotherapy)	16980-31360	32300-68700
	Lay Secretary and Treasurer	18740-33680	36600-79200
	Store Superintendent	18740-33680	35700-75600
	Nursing Superintendent Grade-II	18740-33680	35700-75600
c	Head Nurse	16180-29180	30700-65400
	Cytotechnologist	14620-25280	27800-59400
b	Staff Nurse Grade-I	14620-25280	27800-59400
	Dental Hygienist Sr. Grade	14620-25280	27800-59400
	Radiographer Grade-I	13900-24040	26500-56700
	Store Keeper	13900-24040	26500-56700
	Dietician	13900-24040	27800-59400
	Blood Bank Technician Grade-I	13900-24040	26500-56700
	Laboratory Technician Grade-I	13900-24040	26500-56700
	Dental Hygienist Grade-I	13900-24040	26500-56700
b	X-Ray Technician Grade-I	13900-24040	26500-56700
b	Staff Nurse Grade-II	13900-24040	26500-56700
	Pharmacist (Ayurveda) Gr.I	13210-22360	25200-54000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Medical Record Librarian Gr.I	13210-22360	25200-54000
	Nurse (Homoeo) Gr.I	13210-22360	25200-54000
	Pharmacist (Homoeo) Gr.I	13210-22360	25200-54000
d	Pharmacist Gr.I	13210-22360	25200-54000
	Radiographer Gr.II	11620-20240	22200-48000
d	Pharmacist Gr.II	11620-20240	22200-48000
	Auxiliary Nurse Midwife (ANM)	11620-20240	22200-48000
b	X-Ray Technician Gr.II	11620-20240	22200-48000
b	Blood Bank Technician Gr.II	11620-20240	22200-48000
b	Laboratory Technician Gr.II	11620-20240	22200-48000
f	Dental Hygienist Gr.II	11620-20240	22200-48000
g	Pharmacist (Ayurveda) Gr.II	10480-18300	20000-45800
d	Nurse (Homoeo) Gr.II	10480-18300	20000-45800
d	Pharmacist (Homoeo) Gr.II	10480-18300	20000-45800
	Operation Theatre Technician	9940-16580	19000-43600
	Masseur	9940-16580	19000-43600
	Electrician	9190-15780	18000-41500
	Packer	9190-15780	18000-41500
	Theatre Attender	8960-14260	17500-39500
	Head Cook	8960-14260	17500-39500
	Plumber-cum-Operator	8960-14260	17500-39500
	Junior Laboratory Assistant	8730-13540	17000-37500
	Laboratory Attender	8730-13540	17000-37500

	Designation	Existing Scale of Pay	Revised Scale of pay
	X-Ray Attender	8730-13540	17000-37500
	Nursing Assistant	8730-13540	17000-37500
	Cook Gr.I	8730-13540	17000-37500
	Nursing Assistant (Homoeo)	8730-13540	17000-37500
	Attender (Ayurveda)	8730-13540	17000-37500
e	Hospital Attendant Gr.I	8730-13540	17000-37500
e	Hospital Attendant Gr.II	8500-13210	16500-35700
	Dhobi	8500-13210	16500-35700
	Hospital Attendant (Homoeo)	8500-13210	16500-35700
g	Cook Gr.II	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

Allowed higher start on Rs. 51600 in scale of pay 45800-89000.

- a. The ratio 1:3 between IMO and AIMO will continue.
- b. Existing ratio 1:1 between Grade I and Grade II will continue.
- c. The cadre strength of Head Nurse determined in the ratio 1:2 between Head Nurse and Staff Nurse Gr.I will continue
- d. The ratio 1:2 between Gr.I and Gr.II posts will continue
- e. Existing ratio of 1:3 between Grade I and Grade II posts will continue.
- f. The ratio 2:2:1 among Gr.II , Gr.I and Senior Grade will continue..
- g. The ratio between Grade I and Grade II posts will be 1:2

44. IRRIGATION DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Chief Engineer	48640-59840	93000-120000
	Deputy Chief Engineer/ Superintending Engineer/ Director	44640-58640	85000-117600
	Executive Engineer/ Joint Director (HG)	40640-57440	77400-115200
a	Executive Engineer/Joint Director	36140-49740	68700-110400
	Asst.Exe.Engineer/ Deputy Director(HG)	24040-38840	45800-89000
b	Asst.Exe.Engineer/ Deputy Director	22360-37940	42500-87000
*	Chief Inspector of Boats (AEE)	21240-37040	40500-85000
	Asst.Engineer/ Assistant Director	20740-36140	39500-83000
	Draftsman Gr I/ Overseer Gr I	13900-24040	26500-56700
	Scientific Assistant	13900-24040	26500-56700
	Foreman	13900-24040	26500-56700
	Information Assistant	11620-20240	22200-48000
	Dredger Driver	11620-20240	22200-48000
	Dredger Operator	11620-20240	22200-48000
	Plumping Inspector	11620-20240	22200-48000
	Senior Mechanic	11620-20240	22200-48000
	Heavy Machine Operator	11620-20240	22200-48000
	Mechanic	11620-20240	22200-48000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Canal Officer	13210-22360	25200-54000
c	Draftsman Gr. II/ Overseer Gr. II	11620-20240	22200-48000
	Canal Inspector	10480-18300	20000-45800
	Draftsman Gr III / Overseer Gr III	9940-16580	19000-43600
	Tracer	9940-16580	19000-43600
	Pump operator/ Pump Driver	9190-15780	18000-41500
	Lab Assistant	9190-15780	18000-41500
	Turner	9190-15780	18000-41500
	Driver cum Operator	9190-15780	18000-41500
	Boat Registration Officer	9190-15780	18000-41500
	Jetty Superintendent	9190-15780	18000-41500
	Boat Syrang	9190-15780	18000-41500
	Motor Boat Syrang/ Syrang	9190-15780	18000-41500
	Light Machine Operator	9190-15780	18000-41500
	Lineman	9190-15780	18000-41500
	Fitter Gr.II/ Mechanic	9190-15780	18000-41500
	Asst.Pump Operator	8960-14260	17500-39500
	Operator Mechanic	8960-14260	17500-39500
	Black Smith	8960-14260	17500-39500
	Moulder	8960-14260	17500-39500
	Welder	8960-14260	17500-39500
	Roller Cleaner	8730-13540	17000-37500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Lorry Cleaner	8730-13540	17000-37500
	Butler/Cook	8730-13540	17000-37500
	Cook cum Watchman	8730-13540	17000-37500
	Gardener	8730-13540	17000-37500
	Pump Cleaner/ Canal watcher	8730-13540	17000-37500
	Telephone Operator	8730-13540	17000-37500
	Blue Printer	8730-13540	17000-37500
	IB Watcher	8500-13210	16500-35700
	Helper	8500-13210	16500-35700
	NMR Worker Gr.I	8960-14260	17500-39500
	NMR Worker Gr. II	8500-13210	16500-35700
	Lascar/ Watcher	8500-13210	16500-35700
Mechanical wing			
	Chief Engineer	48640-59840	93000-120000
	Superintending Engineer/ Director	44640-58640	85000-117600
	Executive Engineer (HG)	40640-57440	77400-115200
a	Executive Engineer/Joint Director	36140-49740	68700-110400
	Asst.Exe.Engineer (HG)	24040-38840	45800-89000
b	Asst.Exe.Engineer/ Deputy Director	22360-37940	42500-87000
	Asst.Engineer/ Assistant Director	20740-36140	39500-83000
	Draftsman Gr I/ Overseer Gr I	13900-24040	26500-56700
c	Draftsman Gr. II/ Overseer Gr. II	11620-20240	22200-48000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Draftsman Gr III/ Overseer Gr III	9940-16580	19000-43600
	Roller Driver Grade II	9940-16580	19000-43600
	Plumbing Inspector	11620-20240	22200-48000
	Boat Driver	9190-15780	18000-41500
	Carpenter	8960-14260	17500-39500
	Roller cleaner	9190-15780	18000-41500
	Greaser	8500-13210	16500-35700
	Roller cum lorry driver	8730-13540	17000-37500
	Lorry cleaner	8500-13210	16500-35700
	Senior mechanic	11620-20240	22200-48000
	Diesel Mechanic	8960-14260	17500-39500
	Mechanic/Fitter	8960-14260	17500-39500
	Blacksmith	8960-14260	17500-39500
	Welder	8960-14260	17500-39500
	Painter	8730-13540	17000-37500
	Moulder	8960-14260	17500-39500
	Turner	8960-14260	17500-39500
	Electrician	8960-14260	17500-39500
	Lascar	8500-13210	16500-35700
	Lineman Gr II	9190-15780	18000-41500
	Dredger Operator	11620-20240	22200-48000
	Dredger Driver	11620-20240	22200-48000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Driver cum operator	9190-15780	18000-41500
	Dredger Watcher	8500-13210	16500-35700
	Dredger Cleaner	8500-13210	16500-35700
	Dredger Worker	8500-13210	16500-35700
	Bulldozer Operator	11620-20240	22200-48000
	Excavator	11620-20240	22200-48000
	Spray Painter	9940-16580	19000-43600
	Computer Operator	9940-16580	19000-43600
	Lineman Gr I	9940-16580	19000-43600
	Oil Engine Driver	9190-15780	18000-41500
	Care Taker	9190-15780	18000-41500
	Mixer Driver	9190-15780	18000-41500
	Wireman	9190-15780	18000-41500
	Lock Operator	8960-14260	17500-39500
	Drilling Plant Operator	8960-14260	17500-39500
	Plumber	8960-14260	17500-39500
	Modeller	8960-14260	17500-39500
	Upholsterer	8960-14260	17500-39500
	Boat Cleaner	8730-13540	17000-37500
	Worker Gr I	8730-13540	17000-37500
	Mason	8500-13210	16500-35700
	Worker Gr II	8500-13210	16500-35700
	Deckman	8500-13210	16500-35700

	Designation	Existing Scale of Pay	Revised Scale of pay
	Engine man	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Financial Assistant	As in PD	As in PD
	Divisional Accountant	As in PD	As in PD
	Legal Assistant	As in PD	As in PD
	Statistical Assistant Gr I	As in PD	As in PD
	Statistical Assistant Gr II	As in PD	As in PD
	Assistant Surgeon	As in PD	As in PD
	Pharmacist	As in PD	As in PD
	Assistant Nurse/Midwife	As in PD	As in PD
	Nursing Assistant	As in PD	As in PD
	Hospital Attender	As in PD	As in PD

- a. 25% Higher Grade will continue
- b. 1/3rd Higher Grade will continue
- *. Incumbents having Higher Scale will be given Cadre Scale.
- c. The existing ratio 1:1 between Draftsman/Overseer Grade II and Grade I will continue.

45. JUDICIARY (SUBORDINATE)

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Sheristadar District Court	21240-37040	42500-87000
	Sheristadar Additional District Court	21240-37040	40500-85000
	Sheristadar Special Court/Family Court /MACT	21240-37040	40500-85000
	Sheristadar Chief Judicial Magistrate Court	21240-37040	40500-85000
	Principal Counsellor Family Court(HG)	21240-37040	40500-85000
a	Principal Counsellor Family Court	20740-36140	39500-83000
	Sheristadar Sub Court	18740-33680	36600-79200
	Senior Superintendent District Court	18740-33680	36600-79200
	Senior Superintendent Chief Judicial Magistrate Court	18740-33680	36600-79200
	Head Clerk MACT	16180-29180	30700-65400
	Head Clerk Munsiff Magistrate Court	16180-29180	30700-65400
	Bench Clerk District Court	16180-29180	30700-65400
	Bench Clerk MACT	16180-29180	30700-65400
	Bench Clerk CJM Court	14620-25280	27800-59400
	Central Nazir	16180-29180	32300-68700
	Deputy Nazir	13210-22360	25200-54000
	Kannada Translator	13210-22360	25200-54000
	Amin	9190-15780	18000-41500
	Duffedar	8730-13540	17000-37500
	Court Keeper	8730-13540	17000-37500
	Process Server	8730-13540	17500-39500

a. Existing ratio 1:1 will continue

46. KERALA INSTITUTE FOR RESEARCH, TRAINING AND DEVELOPMENT STUDIES OF SCHEDULED CASTES AND SCHEDULED TRIBES (KIRTADS)

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	42640-58640	81000-117600
	Deputy Director (Anthropology)	24040-38840	45800-89000
	Deputy Director(Development Studies)	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Deputy Director(Training)	24040-38840	45800-89000
	Lecturer(Anthropology/Sociology)	20740-36140	39500-83000
	Research Officer(Anthropology)	20740-36140	39500-83000
	Research Officer(Statistics)	20740-36140	39500-83000
	Computer Operator	19240-34500	36600-79200
	Statistician	15380-25900	29200-62400
	Research Assistant(Anthropology)	14620-25280	27800-59400
	Research Assistant(Sociology)	14620-25280	27800-59400
	Research Assistant(Linguistics)	14620-25280	27800-59400
	Cartographer	14620-25280	27800-59400
	Curator	13210-22360	25200-54000
	Investigator	11620-20240	25200-54000
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Librarian Grade I	As in PD	As in PD

47. KERALA LOK AYUKTA

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Registrar	NJPC	NJPC
	Additional Registrar	44640-58640	85000-117600
	Deputy Registrar	40640-57440	77400-115200
	PS to Lok Ayukta	21240-37040	40500-85000
	PS to Upa Lok Ayukta	21240-37040	40500-85000
	PA to Lok Ayukta	18740-33680	35700-75600
	PA To Upa Lok Ayukta	18740-33680	35700-75600
	Court Officer	18740-33680	35700-75600
	Section Officer	18740-33680	35700-75600
	Security Officer	16180-29180	30700-65400

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Senior Accountant	16180-29180	30700-65400
	Assistant (Sr.Gr.)	16180-29180	30700-65400
	Assistant	13900-24040	26500-56700
	Data Entry Operator	11620-20240	22200-48000
	Court Keeper	8730-13540	17000-37500
	Stenographer	10480-18300	20000-45800
	Typist Grade II	10480-18300	20000-45800
	Driver Grade II	9190-15780	18000-41500
	Record Keeper	8730-13540	17000-37500
	Attender	8730-13540	17000-37500
	Class IV Employee Grade I	8730-13540	17000-37500
	Class IV Employee Grade II	8500-13210	16500-35700
	Night Watchman	8500-13210	16500-35700
Investigation Wing			
	Director of Investigation	IPS	IPS
	Superintendent of Police	As in PD	As in PD
	Deputy Superintendent of Police	As in PD	As in PD
	Circle Inspector of Police	As in PD	As in PD
	Head Constable	As in PD	As in PD
	Assistant Grade II	As in PD	As in PD

48. KERALA PUBLIC SERVICE COMMISSION

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Secretary	46640-59840+900 Spl. Pay#	89000-120000
	Addl. Secretary/ Controller of Examinations	46640-59840+900 Spl Pay#	89000-120000
	Joint Secretary/ Controller of Finance/ Regional Officer	44640-58640+500 Spl. Pay#	85000-117600
	Deputy Secretary	40640-57440+300 Spl. Pay#	77400-115200
	Under Secretary (HG)	36140-49740	68700-110400

	Designation	Existing Scale of Pay	Revised Scale of Pay
a	Under Secretary	24040-38840	45800-89000
	Section Officer (HG)	20740-36140	40500-85000
b	Section Officer/ Public Relations Officer	18740-33680	36600-79200
	System Administrator	40640-57440	77400-115200
	System Manager/ E.D.P.Manager	29180-43640	55350-101400
	System Analyst / Senior Programmer	22360-37940	42500-87000
	Programmer	20740-36140	39500-83000
	Hardware Technician	22360-37940	42500-87000
	Private Secretary to Chairman	24040-38840	45800-89000
	Personal Assistant (HG)	21240-37040	40500-85000
b	Personal Assistant	20740-36140	39500-83000
	Office Superintendent (HG)/ Enquiry Officer	20740-36140	40500-85000
c	Office Superintendent	18740-33680	36600-79200
	Assistant Section Officer	16980-31360	32300-68700
d	Senior Grade Assistant/ Cashier	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Computer Assistant Selection Grade	16980-31360	32300-68700
	Computer Assistant Senior Grade	16180-29180	30700-65400
e	Computer Assistant Grade I	13900-24040	27800-59400
	Computer Assistant Grade II	10480-18300	20000-45800
	Technical Assistant	16180-29180	30700-65400
	Data Entry Operator	13210-22360	25200-54000
	Sergeant	13900-24040	26500-56700
	Clerical Assistant Gr.I	10480-18300	20000-45800
	Clerical Assistant Gr.II	9940-16580	19000-43600
	Attender Gr.I	8960-14260	17500-39500
	Attender Gr.II	8730-13540	17000-37500
	Security Guard (HG)	10480-18300	20000-45800
	Security Guard	9940-16580	19000-43600
	Driver cum Peon (Co-Terminus)	9190-15780	18000-41500
Posts held by Personnel of other Departments			

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Vigilance and Security Officer	As in PD	As in PD
	Deputy Superintendent of Police	As in PD	As in PD
	Sub Inspector of Police	As in PD	As in PD
	Police Constable	As in PD	As in PD
	Police Constable Driver	As in PD	As in PD
	Librarian Grade I	As in PD	As in PD

Special pay in lieu of Higher Time scale of pay. Discontinued

- Existing ratio 1:2 between Under Secretary (HG) and Under Secretary will continue.
- Existing ratio 1:1 will continue
- Ratio 1:1 between Office Superintendant and Office Superintendant (HG)/Enquiry Officer will continue
- Ratio of 1:1:1 between Assistant Section Officer, Senior Grade Assistant and Assistant will continue
- Existing ratio 1:1:1:1 will continue

49. THE KERALA STATE AGRICULTURAL INCOME TAX & SALES TAX APPELLATE TRIBUNAL

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Chairman	NJPC	NJPC
	Member (Judicial)	NJPC	NJPC
	Member (Accounts)	42640 - 58640	81000-117600
	Member (Departmental)	As in PD	As in PD
	Secretary	22360-37940	42500-87000
	Assistant Secretary	18740-33680	35700-75600

50. KERALA STATE AUDIT DEPARTMENT (LOCAL FUND AUDIT DEPARTMENT)

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	46640-59840 + 900 SP#	89000-120000
	Joint Director	44640-58640	85000-117600
	Senior Deputy Director	40640-57440	77400-115200
a	Deputy Director (HG)	36140-49740	68700-110400
	Deputy Director	24040-38840	45800-89000
b	Audit Officer (HG)	20740-36140	40500-85000
	Audit Officer	18740-33680	36600-79200
c	Assistant Audit Officer	16980-31360	32300-68700
	Senior Grade Auditor	16180-29180	30700-65400
	Auditor	13900-24040	27800-59400
b	Office Superintendent (HG)	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
d	Computer Assistant(Sel Grade)	16980-31360	32300-68700
	Computer Assistant (Sr.Grade)	16180-29180	30700-65400
	Computer Assistant (Grade I)	13900-24040	27800-59400
	Computer Assistant (Grade II)	10480-18300	20000-45800

Special Pay in lieu of Higher Time Scale. Discontinued.

a) 1/3rd Higher Grade will continue

b) Grade ratio 1:1 will continue

c) Grade ratio of 1:1:1 among Assistant Audit Officer, Senior Grade Auditor and Auditor will continue

d) Grade ratio 1:1:1:1 will continue

51. LABOUR DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Labour Commissioner	IAS	IAS
	Addl. Labour Commissioner	42640-58640	81000-117600
	Joint Labour Commissioner	40640-57440	77400-115200

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Chief Inspector of Plantation	40640-57440	77400-115200
a	Deputy Labour Commissioner(HQ)/ Deputy Labour Commissioner & Workmen Compensation Commissioner/ Deputy Labour Commissioner & Secretary State Advisory Contract Labour Board	24040-38840	45800-89000
	District Labour Officer	22360-37940	42500-87000
	Inspector of Newspaper Establishment/District Labour Officer(HQ)	22360-37940	42500-87000
	Deputy Labour Officer	20740-36140	39500-83000
	Personal Assistant to the Labour Commissioner	20740-36140	39500-83000
	Secretary Minimum Wages Advisory Board	18740-33680	35700-75600
	Secretary Labour Committee	18740-33680	35700-75600
	Assistant Labour Officer Gr.I	18740-33680	35700-75600
	Inspector of Plantations	18740-33680	35700-75600
	Assistant Labour Officer Gr.II/Liaison Officer	16180-29180	30700-65400
Posts held by Personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Publicity Officer	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Publicity Assistant	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant Gr.I	As in PD	As in PD
	Librarian Gr IV	As in PD	As in PD

52. LABOUR COURTS

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Presiding Officer	NJPC	NJPC
	Secretary	18740-33680	36600-79200

53. LAND BOARD

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Secretary	IAS	IAS
	Assistant Secretary (Deputy Collector)	24040-38840	As in PD
	Senior Superintendent/Tahsildar	18740-33680	As in PD
	Junior Superintendent/ Deputy Tahsildar	16180-29180	As in PD
	Senior Clerk/Special Village Officer	13210-22360	As in PD
Posts held by Personnel of other Departments			
	Law Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

54. LAND REVENUE

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Commissioner	IAS	IAS
	Joint Commissioner	IAS	IAS
	District Collector	IAS	IAS
	Senior Finance Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	District Law Officer	As in PD	As in PD
	Sub Collector/Asst Collector	IAS	IAS
a	Deputy Collector Senior Grade	40640-57440	77400-115200
	Deputy Collector	24040-38840	45800-89000
b	Tahsildar Higher Grade/Senior Superintendent HG	20740-36140	40500-85000
	Tahsildar / Senior Superintendent	18740-33680	36600-79200
c	Deputy Tahsildar /Junior Superintendent HG	18740-33680	35700-75600
	Deputy Tahsildar /Junior Superintendent	16180-29180	30700-65400
	Village Officer	14620-25280	29200-62400
	Revenue Inspector /Head Clerk.	14620-25280	27800-59400

	Special Village Officer / Sr. Clerk	13210 - 22360	25200-54000
	Village Asst / Clerk	9940-16580	19000-43600
d	Village Field Asst(HG)	8960-14260	17500-39500
	Village Field Asst.	8730- 13540	17000-37500

- a) Ratio 3:1 between Deputy Collector and Deputy Collector (Sr. Gr.) will continue.
- b) 25% Higher grade will continue
- c) 1/3rd of the post will be in Higher Grade.
- d) Existing 1/3rd ratio will continue

55. KERALA STATE LAND USE BOARD

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Land Use Commissioner	IAS	IAS
	Joint Director	29180-43640	55350-101400
	Deputy Director (Agriculture)	24040-38840	45800-89000
	Deputy Director (Soil Survey)	24040-38840	45800-89000
	Deputy Director (Statistics)	As in PD	As in PD
	Assistant Director (Agriculture)	22360-37940	42500-87000
	Assistant Director (Soil Survey)	22360-37940	42500-87000
	Agronomist	21240-37040	40500-85000
	Specialist (Hydrogeology)	21240-37040	40500-85000
	Specialist (Soil Science)	21240-37040	40500-85000
	Specialist (Soil Conservation)	21240-37040	40500-85000
	Agricultural Officer/ Soil survey Assistant	20740-36140	39500-83000
	Soil Survey Officer	20740-36140	39500-83000
	Assistant Geologist	19240-34500	36600-79200
	Cartographer	19240-34500	36600-79200
	Forest Officer	16180-29180	30700-65400
	Geological Assistant	16180-29180	30700-65400
	Assistant –cum - Accountant	16180-29180	30700-65400
	Statistical Assistant	16180-29180	30700-65400

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Documentation Assistant	16180-29180	30700-65400
	Publication Assistant	14620-25280	27800-59400
	Draftsman Gr-I	13900-24040	26500-56700
	Draftsman Gr.II	10480-18300	20000-45800
	Lab Assistant	10480-18300	20000-45800
	Planning Surveyor Gr.II	10480-18300	20000-45800
	Cartographic Assistant	8730-13540	17000-37500
	Agricultural Assistant Gr II	10480-18300	20000-45800
	Technical Assistant (GIS)	11620-20240	22200-48000
	System Administrator	19240-34500	36600-79200

56. LEGAL METROLOGY

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Controller	40640-57440	77400-115200
	Joint Controller		60900-103600
	Deputy Controller	24040-38840	45800-89000
a	Assistant Controller(HG)	24040-38840	45800-89000
	Assistant Controller	21240-37040	40500-85000
b	Senior Inspector (HG)	20740-36140	39500-83000
	Senior Inspector	18740-33680	35700-75600
	Technical Assistant	14620-25280	27800-59400
	Inspector	16180-29180	30700-65400
c	Inspecting Assistant(HG)	10480-18300	20000-45800
	Inspecting Assistant	9940-16580	19000-43600
	Assay Master		35700-75600
	Assay Master Junior		30700-65400
Posts held by personnel of other Departments			
	Law Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD

- a) 1/4th Higher Grade will continue
b) 1/3rd of the posts will be in HG
c) Existing ratio 1:1 will continue

57. STATE LOTTERIES DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Additional Director	40640-57440	77400-115200
	Joint Director	36140-49740	68700-110400
	Deputy Director	24040-38840	45800-89000
	District Lottery Officer	21240-37040	40500-85000
	Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer(HG)	20740-36140	39500-83000
a	Assistant District Lottery Officer/ Senior Superintendent/ District Lottery Welfare Officer	18740-33680	36600-79200
Posts held by the Personnel of other Departments			
	Finance Officer	As in PD	As in PD
	Finance Officer (Karunya Benevolent Fund)	As in PD	As in PD
	Publicity Officer	As in PD	As in PD
	Accounts Officer(Internal Audit)	As in PD	As in PD
	Senior Auditor	As in PD	As in PD

a) 25% HG will continue.

58. LOCAL SELF GOVERNMENT ENGINEERING DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Chief Engineer	48640-59840	93000-120000
	Superintending Engineer/Deputy Chief Engineer	44640-58640	85000-117600
a	Executive Engineer (HG)	40640-57440	77400-115200
	Executive Engineer	36140-49740	68700-110400
	Assistant Executive Engineer (HG)	24040-38840	45800-89000

b	Assistant Executive Engineer	22360-37940	42500-87000
	Assistant Engineer	20740-36140	39500-83000
c	Overseer Gr.I/Draftsman Gr.I	13900-24040	26500-56700
	Overseer Gr.II/Draftsman Gr.II	11620-20240	22200-48000
	Overseer Gr.III	9940-16580	19000-43600

a) 25% Higher Grade will continue.

b) 1/3rd Higher Grade will continue.

c) Ratio 1:1 between Grade I and Grade II will continue

59. MEDICAL EDUCATION

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Medical Education	UGC	UGC
	Joint Director of Medical Education	UGC	UGC
Colleges: A-Teaching (Medical and Non- Medical)			
	Principal	UGC	UGC
	Vice principal	UGC	UGC
	Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Assistant Professor	UGC	UGC
	Lecturer	UGC	UGC
	Bio Medical Engineer	UGC	UGC
	Lecturer	UGC	UGC
	Professor (Physical Education)	UGC	UGC
	Lecturer (Physical Education)	UGC	UGC
	Lecturer (Pharmacy)	UGC	UGC

	Designation	Existing Scale of Pay	Revised Scale of pay
	Lecturer, Pharmaceutical Engineering	UGC	UGC
	Lecturer in Health Education	UGC	UGC
	Speech Pathologists & Audiologist	19240-34500	36600-79200
a	Social Scientist (HG)	19240-34500	36600-79200
	Tutor (MLT)	19240-34500	36600-79200
	Tutor School of MLT(Biochemistry/Microbiology)	19240-34500	36600-79200
	Tutor in Dental Mechanic	18740-33680	35700-75600
	Tutor Technician (MLT)	18740-33680	35700-75600
	Orthotic Technician	18740-33680	35700-75600
	Medical Record Superintendent	18740-33680	35700-75600
	Dialysis Technician	18740-33680	35700-75600
	Tutor Technician (Optometry)	18740-33680	35700-75600
	Tutor, Dental Hygiene	18740-33680	35700-75600
	Radiographer (Teaching)	18740-33680	35700-75600
	Instrument Mechanic (Pharmacy)	15380-25900	29200-62400
	Health Educator	16180-29180	30700-65400
	Entomological Assistant	16180-29180	30700-65400
a	Social Scientist	16180-29180	30700-65400
	Statistical Assistant	13900-24040	26500-56700
College of Pharmaceutical Sciences			
	Principal	UGC	UGC
	Professor	UGC	UGC

	Designation	Existing Scale of Pay	Revised Scale of pay
	Associate Professor	UGC	UGC
	Assistant Professor	UGC	UGC
	Lecturer	UGC	UGC
College of Nursing			
	Principal	UGC	UGC
	Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Assistant Professor	UGC	UGC
	Tutor	UGC	UGC
Non -Teaching Medical			
	Associate Professor of Medicine (Research)	UGC	UGC
Non -Teaching Non- Medical			
	Technical Officer	24040-38840	45800-89000
	Senior Grade Librarian	32110-44640	60900-103600
	Chief Physiotherapist	22360-37940	42500-87000
	Nursing Officer	22360-37940	42500-87000
	Chief Occupational Therapist	22360-37940	42500-87000
	Senior Scientific Officer	21240-37040	40500-85000
	Senior Research Officer	21240-37040	40500-85000
	Senior Librarian	24040-38840	45800-89000
	Nursing Superintendent Gr. I	20740-36140	39500-83000
	Biochemist	19240-34500	36600-79200
	Bio-Medical Engineer(Technical -Non-	19240-34500	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of pay
	Teaching)		
	Clinical Psychologist	18740-33680	35700-75600
	Physiological Assistant	19240-34500	36600-79200
	Medical Statistician	19240-34500	36600-79200
	Mechanical Engineer	20740-36140	39500-83000
b	Pharmaceutical Chemist	19240-34500	36600-79200
	Scientific Assistant (Physiotherapy)	16980-31360	35700-75600
	Security Officer	18740-33680	35700-75600
	Nursing Superintendent Gr. II	18740-33680	35700-75600
	Senior Scientific Assistant	19240-34500	36600-79200
	Assistant Leprosy Officer	18740-33680	35700-75600
	Superintendent of Press	18740-33680	35700-75600
	Medical Records Superintendent	18740-33680	35700-75600
	Junior Scientific Officer	19240-34500	36600-79200
	Rehabilitation Co- Ordinators	18740-33680	35700-75600
c	Refractionist /Orthoptist Senior Grade	18740-33680	35700-75600
	Scientific Assistant (Occupational Therapy)	18740-33680	35700-75600
	Dietician Sr. Gr.	18740-33680	36600-79200
	Scientific Assistant (Blood Bank)	16180-29180	30700-65400
	Scientific Assistant (Lab Technician)	16180-29180	30700-65400
	Scientific Assistant	18740-33680	35700-75600
	Junior Research Officer	18740-33680	35700-75600
	Prosthetics and Orthotics Engineer	18740-33680	35700-75600

	Designation	Existing Scale of Pay	Revised Scale of pay
	Pharmacist Store Keeper	16180-29180	30700-65400
	Technical Assistant (Refrigeration and AC)	16180-29180	30700-65400
d	Head Nurse	16180-29180	32300-68700
	Technical Assistant (Electronics)	16180-29180	30700-65400
	Technical Assistant (Machinist)	16180-29180	30700-65400
	AC-cum-Refrigeration Supervisor	16180-29180	30700-65400
	Lady Health Supervisor	16180-29180	30700-65400
	Health Supervisor	16180-29180	30700-65400
	Scientific Assistant (Electro diagnosis)	16180-29180	30700-65400
	Maxillo Facial Prosthetic Technician	16180-29180	30700-65400
	Dietician Gr.I	16180-29180	30700-65400
	Work shop Foreman/Foreman	16980-31360	32300-68700
	Perfusionist	15380-25900	29200-62400
	Museum-cum-photographic Assistant	15380-25900	29200-62400
	Senior Store Officer (Technical)	16980-31360	32300-68700
	Research Assistant	14620-25280	29200-62400
	Security Assistant	14620-25280	27800-59400
e	Senior Technician	16180-29180	30700-65400
	Dietician Gr.II	14620-25280	27800-59400
g	Health Inspector	14620-25280	27800-59400
	Psychiatric Social worker	16180-29180	30700-65400
f	Staff Nurse Gr. I	14620-25280	29200-62400
	Store Superintendent	14620-25280	29200-62400.

	Designation	Existing Scale of Pay	Revised Scale of pay
	Enquiry Officer	16180-29180	30700-65400
	Store Keeper (Pharmacist)	16180-29180	30700-65400
	Health Inspector Gr. I	16180-29180	30700-65400
	Lady Health Inspector	14620-25280	27800-59400
f	Radiographer Gr. I	13900-24040	26500-56700
	Foreman	13900-24040	26500-56700
	Serological Assistant	13900-24040	26500-56700
f	Dental Mechanic Gr. I	13900-24040	26500-56700
	Medical Social Worker	13900-24040	26500-56700
	Lab Assistant	14620-25280	27800-59400
	Social Worker	13900-24040	26500-56700
	Lab Assistant (Dialysis)	13900-24040	26500-56700
e	Lab Technician Gr. I	13900-24040	26500-56700
	Mortuary Technician Gr. I	13900-24040	26500-56700
f	Blood Bank Technician Gr. I	13900-24040	26500-56700
f	Lab Technician (Pharmacy) Gr. I	13900-24040	26500-56700
	Curator	14620-25280	27800-59400
	Health Inspector Gr. II	14620-25280	27800-59400
	Cyto Technician	13900-24040	26500-56700
c	Refractionist /Orthoptist Gr. I	13900-24040	26500-56700
	Foreman-cum-Litho Press Operator	13900-24040	26500-56700

	Designation	Existing Scale of Pay	Revised Scale of pay
f	Dental Hygienist Gr. I	13900-24040	26500-56700
	Junior Public Health Nurse Gr. I	13900-24040	26500-56700
	Respiratory Technician HG	13900-24040	26500-56700
	X-Ray Mechanic	13900-24040	26500-56700
f	Medical Record Librarian Gr. I	13210-22360	25200-54000
	Museum Curator	13210-22360	25200-54000
	Artist Curator	13210-22360	25200-54000
	Technician (Media Making) Gr. I	13210-22360	25200-54000
	Theatre Mechanic Gr.I	13210-22360	25200-54000
	Medical Photographer	13210-22360	25200-54000
f	Sterilization Technician Gr. I	13210-22360	25200-54000
f	Radium Technician Gr. I	13210-22360	25200-54000
f	E E G Technician Gr. I	13210-22360	25200-54000
	VD Social Worker	13210-22360	25200-54000
f	ECG Technician Gr.I/ TMT Technician Gr.I	13210-22360	25200-54000
h	Junior Health Inspector Gr. I	13900-24040	26500-56700
f	Clinical Audio Metrician Gr. I	13210-22360	25200-54000
f	Staff Nurse Gr. II	13900-24040	27800-59400
	Refrigeration Mechanic	10480-18300	20000-45800
i	CSR Technician Gr. I	13210-22360	25200-54000
h	Pharmacist Gr. I	13210-22360	26500-56700
	Chemist	13210-22360	25200-54000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Air Condition Mechanic	10480-18300	20000-45800
	Instrument Mechanic	10480-18300	20000-45800
	Artist/Modeller	13210-22360	25200-54000
	Electrician- cum -Mechanic	10480-18300	20000-45800
	Mechanic	11620-20240	22200-48000
f	Radiographer Gr. II	11620-20240	22200-48000
f	Rehabilitation Technician Gr. I (Prosthetics/Orthotics/Leather)	13210-22360	25200-54000
	VD Technician	11620-20240	22200-48000
h	Junior Public Health Nurse Gr. II	11620-20240	22200-48000
h	Junior Health Inspector Gr. II	11620-20240	22200-48000
	X-Ray Technician	11620-20240	22200-48000
c	Refractionist/Orthoptist Gr. II	11620-20240	22200-48000
f	Dental Hygienist Gr. II	11620-20240	22200-48000
e	Lab Technician Gr. II	11620-20240	22200-48000
	Pharmacist Gr. II	11620-20240	22200-48000
	Mortuary Technician Gr. II	11620-20240	22200-48000
	Boiler/Fireman	11620-20240	22200-48000
f	Blood Bank Technician Gr. II	11620-20240	22200-48000
	Foreman (Power Laundry)	11620-20240	25200-54000
f	Lab Technician (Pharmacy) Gr. II	11620-20240	22200-48000
f	Dental Mechanic Gr. II	11620-20240	22200-48000
	Electric Mechanic	11620-20240	22200-48000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Theatre Technician	10480-18300	20000-45800
	Respiratory Technician Gr. II	10480-18300	20000-45800
	Technician Media Making Gr. II	10480-18300	20000-45800
	Haematology Technician	10480-18300	20000-45800
	Electrician Overseer	10480-18300	20000-45800
	Litho Press Operator	9940-16580	19000-43600
f	Medical Record Librarian Gr. II	9940-16580	20000-45800
f	Sterilization Technician Gr. II	9940-16580	19000-43600
i	CSR Technician Gr. II	9940-16580	19000-43600
	Anesthesia Technician	9940-16580	19000-43600
f	Radium Technician Gr. II	9940-16580	19000-43600
f	Nuclear Medicine Technician Gr.II	9940-16580	19000-43600
f	E E G Technician Gr. II	9940-16580	19000-43600
f	E C G Technician Gr. II/TMT Technician Gr.II	9940-16580	19000-43600
f	Clinical Audiometrician Gr. II	9940-16580	19000-43600
	Theatre Mechanic Gr.II	9940-16580	19000-43600
	Lift Mechanic	10480-18300	20000-45800
	Electrician	10480-18300	20000-45800
	Receptionist	9940-16580	19000-43600
f	Rehabilitation Technician Gr. II (Prosthetics/Orthotics/Leather)	9940-16580	20000-45800
	Machinist	10480-18300	20000-45800
	Pump Operator	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Junior Laboratory Assistant	9190-15780	18000-41500
	Dark Room Assistant	9190-15780	18000-41500
	Compositor	9190-15780	18000-41500
	Glass Blower	9190-15780	18000-41500
	Assistant Foreman	9190-15780	18000-41500
	Printer	9190-15780	18000-41500
	Steward	9190-15780	18000-41500
	Binder	9190-15780	18000-41500
	Nursing Assistant (HG)	8960-14260	17500-39500
	Painter	8960-14260	17500-39500
	Telephone Attender	8960-14260	17500-39500
	Cobbler	8960-14260	17500-39500
g	Mechanic	8960-14260	18000-41500
g	Plumber cum Operator	8960-14260	18000-41500
	Projectionist	8960-14260	17500-39500
	Theatre Assistant	8960-14260	17500-39500
g	Fitter	8960-14260	18000-41500
	Helper	8730-13540	17000-37500
	Boiler Attender	8730-13540	17000-37500
	X-Ray Attender	8730-13540	17500-39500
	Power Laundry Attender	8730-13540	17000-37500
	Nursing Assistant	8730-13540	17500-39500
	ECG Attender	8730-13540	17000-37500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Hospital Attender	8730-13540	17500-39500
	Female Physiotherapy Assistant	8730-13540	17000-37500
	Lab Attender	8730-13540	17500-39500
j	Hospital Attendant Gr. I	8730-13540	17500-39500
g	Lab Assistant	8730-13540	17500-39500
g	Junior Laboratory Assistant	8730-13540	17500-39500
	Tailor	8730-13540	17000-37500
g	Telephone Operator	8730-13540	17000-37500
	Marker	8730-13540	17000-37500
	House keeper	8730-13540	17000-37500
g	Painter	8730-13540	17000-37500
	Theatre Assistant	8730-13540	17000-37500
	Animal Attender	8730-13540	17000-37500
	Barber	8500-13210	16500-35700
j	Hospital Attendant Gr. II	8500-13210	16500-35700
	Electrical Lascar	8500-13210	16500-35700
	Dialysis Machine Operator	8500-13210	16500-35700
Posts held by Personnel of Other Departments			
	Administrative Officer Gr-I	As in PD	As in PD
	Finance Officer	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Administrative Officer Gr-II	As in PD	As in PD

- a. Existing ratio 1:1 will continue.
- b. B.Pharm graduates only are eligible for the scale.
- c. Existing ratio 1:2:2 among Senior Grade, Grade I and Grade II will continue.
- d. The existing ratio of 1:2 between Head Nurse and Staff Nurse Grade I will continue. Cadre strength of Head Nurse will be determined in the ratio 1:2 between Head Nurse and Staff Nurse Grade I.
- e. Ratio 1:1:1 among Grade I, Grade II and senior Technician will continue
- f. Existing ratio 1:1 between Grade I and Grade II will continue.
- g. Post shifted from Health Services
- h. Ratio between Grade I and Grade II will be 1:2
- i. Existing ratio 1:4 between Grade I and Grade II will continue.
- j. Existing ratio 1:3 between Grade I and Grade II will continue

60. MINING & GEOLOGY

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	42640-58640	81000-117600
	Additional Director	40640-57440	77400-115200
	Deputy Director	36140-49740	68700-110400
	Senior Geologist	24040-38840	45800-89000
	Senior Chemist	24040-38840	45800-89000
a	Geologist	21240-37040	40500-85000
	Administrative-cum- Accounts Officer	21240-37040	40500-85000
	Audit Officer	21240-37040	40500-85000
	Assistant Geologist	19240-34500	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of pay
	Junior Chemist	19240-34500	36600-79200
	Asst. Drilling Engineer	19240-34500	36600-79200
	Senior Auditor	16180-29180	30700-65400
b	Mineral Revenue Inspector(HG)	16180-29180	30700-65400
	Mineral Revenue Inspector	14620-25280	27800-59400
b	Driller Mechanic/ Driller (HG)	14620-25280	27800-59400
	Driller	13210-22360	25200-54000
	Junior Auditor	13900-24040	26500-56700
	Draftsman-cum-Surveyor Gr II	11620-20240	22200-48000
	Tracer	9940-16580	19000-43600
	Drilling Assistant/Technical Assistant	9190-15780	18000-41500
c	Laboratory Assistant	9190-15780	18000-41500
c	Section Cutter	8960-14260	17500-39500
	Laboratory Attender	8730-13540	17000-37500
Post held by personnel of other Department			
	Administrative Officer	As in PD	As in PD

- a. The ratio 1:3 between Senior Geologist and Geologist will continue.
- b. Higher Grade ratio 1:1 will continue
- c. Existing ratio of 1:1 between Section Cutter and the Lab Attender for promotion to the post of Laboratory Assistant will continue.

61. MOTOR VEHICLES DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Transport Commissioner	IAS	IAS

	Designation	Existing Scale of Pay	Revised Scale of pay
	Additional Transport Commissioner	IPS	IPS
	Senior Deputy Transport Commissioner & Secretary State Transport Authority	42640-58640	81000-117600
	Senior Deputy Transport Commissioner(Taxes)	40640-57440	77400-115200
	Deputy Transport Commissioner	36140-49740	68700-110400
	Regional Transport Officer/Assistant Transport Commissioner	24040-38840	45800-89000
	Joint Regional Transport Officer/Assistant Secretary, State Transport Authority	21240-37040	40500-85000
	Motor Vehicle Inspector	20740-36140	39500-83000
	Assistant Motor Vehicle Inspector	16180-29180	32300-68700
Posts held by personnel of other Departments			
	Technical Advisor	AICTE	AICTE
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Senior Law Officer	As in PD	As in PD
	Statistical Officer	As in PD	As in PD

62. MUNICIPAL COMMON SERVICE

	Designation	Existing Scale of Pay	Revised Scale of pay
MCS Office & Revenue			
	Deputy Secretary	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer(HG)	21240-37040	40500-85000
a	Personal Assistant to Secretary/ Revenue Officer/ Secretary to Council/ Accounts Officer	19240-34500	36600-79200
	Revenue Officer Grade II	18740-33680	35700-75600
	PABX Operator/Telephone Attender	8730-13540	17000-37500
	Attender (stores)	8730-13540	17000-37500
	Care taker	8500-13210	16500-35700
Health			
	Health Officer Grade I	40640-57440	77400-115200
	Health Officer Grade II	36140-49740	68700-110400
	TB Specialist	22360-37940	42500-87000
	Veterinary surgeon	20740-36140	39500-83000
	Health officer Grade III/Assistant Health Officer (Corporation)/Medical officer	20740-36140	39500-83000
	Lady Medical Officer	20740-36140	39500-83000
	Homoeo Medical Officer	20740-36140	39500-83000
	Medical Officer (Ayurveda)	20740-36140	39500-83000
	Health Supervisor	18740-33680	35700-75600
	Health Inspector Grade I	16180-29180	30700-65400
	Food Inspector(HG)	16180-29180	30700-65400
b	Food Inspector	14620-25280	27800-59400
	Health Inspector Grade II	14620-25280	29200-62400
	Junior Health Inspector Grade I	13210-22360	26500-56700

	Designation	Existing Scale of Pay	Revised Scale of pay
c	Junior Public Health Nurse (HG)	13210-22360	25200-54000
	Staff Nurse	13210-22360	25200-54000
	Sanitary Inspector	11620-20240	22200-48000
	Radiographer	11620-20240	22200-48000
	Lab Technician	11620-20240	22200-48000
	Pharmacist Gr II (Allopathy)	11620-20240	22200-48000
	Junior Health Inspector Grade II	11620-20240	22200-48000
c	Junior Public Health Nurse Grade II	11620-20240	22200-48000
	Pharmacist (Homoeo)	10480-18300	20000-45800
	Pharmacist (Ayurveda)	10480-18300	20000-45800
	Public Health Nurse	10480-18300	20000-45800
	Compounder	9190-15780	18000-41500
	Maistry	8730-13540	17000-37500
	Nursing Orderly	8730-13540	17000-37500
	Cleaner	8730-13540	17000-37500
	Lab Assistant	8730-13540	17000-37500
	Mazdoor	8730-13540	17000-37500
	Mosquito Control Maistries & workers	8730-13540	17000-37500
	Xray Attendar	8500-13210	16500-35700
	Female Attendant	8500-13210	16500-35700
	Attendant	8500-13210	16500-35700
	Lady Assistant	8500-13210	16500-35700

	Designation	Existing Scale of Pay	Revised Scale of pay
	Sanitary Worker	8500-13210	16500-35700
Miscellaneous			
	Librarian Grade I	20740-36140	39500-83000
	Librarian Grade II	16180-29180	30700-65400
	Librarian Grade III	14620-25280	27800-59400
	Assistant Curator	13210-22360	25200-54000
	Sergeant	11620-20240	22200-48000
	Nursery School Teacher	11620-20240	22200-48000
	Librarian Grade IV	11620-20240	22200-48000
	Park Superintendant	9190-15780	18000-41500
	Garden Superintendant	9190-15780	18000-41500
	Gardener	8730-13540	17000-37500
	Library Attendar	8730-13540	17000-37500
	Lift Operator	9190-15780	18000-41500
	Town Hall sweeper/Gardener	8730-13540	17000-37500
	Carpenter	8730-13540	17000-37500
	Community Organizer/Social Worker	11620-20240	22200-48000
	Data Entry Operator	9190-15780	18000-41500

- a) 1/3rd posts will be on Higher Grade.
- b) 20% Higher Grade will continue
- c) 1/3rd Higher Grade will continue.

63) MUSEUMS & ZOO

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	36140-49740	68700-110400
a	Superintendent (HG)	22360 - 37940	42500-87000
	Superintendent	21240 - 37040	40500-85000
	Education Officer	21240 - 37040	40500-85000
b	Curator Grade - I	18740 - 33680	35700-75600
	Curator Grade - II	13900 - 24040	26500-56700
	Draftsman Grade - I	13900 - 24040	26500-56700
	Biologist	13900 - 24040	26500-56700
	Guide/ Guide Lecturer	13900 - 24040	26500-56700
	Taxidermist Grade I	13900 - 24040	26500-56700
	Photographer	13210 - 22360	25200-54000
	Caretaker Clerk	13210 - 22360	25200-54000
	Draftsman Grade - II	10480 - 18300	20000-45800
	Taxidermist Grade II	10480 - 18300	20000-45800
	Artist Modeller	9940 - 16580	19000-43600

	Designation	Existing Scale of Pay	Revised Scale of pay
	Caretaker	9940 - 16580	19000-43600
	Garden Supervisor	9940 - 16580	19000-43600
	Pump Operator	9190 - 15780	18000-41500
	Supervisor (Zoo)	9190 - 15780	18000-41500
	Carpenter	9190 - 15780	18000-41500
	Head Gardener	8960 - 14260	17500-39500
	Keeper	8960 - 14260	17500-39500
	Blacksmith	8730 - 13540	17000-37500
	Mason	8730 - 13540	17000-37500
	Lab Assistant	8730 - 13540	17000-37500
	Lab Attendant	8730 - 13540	17000-37500
	Gallery Assistant	8730 - 13540	17000-37500
	Gardener	8730 - 13540	17000-37500
	Gallery Attendant	8500 - 13210	16500-35700
c	Guard	8500 - 13210	16500-35700
Posts held by the Personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Veterinary Surgeon	As in PD	As in PD
	Lineman	As in PD	As in PD
	Live Stock Inspector	As in PD	As in PD
	Senior Civil Police Officer	As in PD	As in PD
	Civil Police Officer	As in PD	As in PD

- a) Existing ratio of 1:1 between Lower and Higher Grades will continue.
- b) The ratio 1:1 between Grade I and Grade II posts will continue.
- c) Three posts will be in the Higher Grade on Rs.17500-39500

64. NCC DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Deputy Director General of NCC	Defence Service	Defence Service
	Publicity-cum-Liaison Officer	24040-38840	45800-89000
	Accounts Officer	21240-37040	40500-85000
	Aero-Modelling Instructor cum Store Keeper	14620-25280	27800-59400
	Ship Modelling Mechanic	13210-22360	25200-54000
	Ship Modelling Store Keeper	9190-15780	18000-41500
	Aero-Modelling Helper	8730-13540	17000-37500
	Boat Keeper	8730-13540	17000-37500
	Farrier	8500-13210	16500-35700
	Saddler	8500-13210	16500-35700
Post held by personnel of other Department			
	Administrative Assistant	As in PD	As in PD

65. NATIONAL EMPLOYMENT SERVICE

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Employment	IAS	IAS
	Joint Director of Employment	40640-57440	77400-115200
	Deputy Director of Employment	29180-43640	55350-101400
	Regional Deputy Director of Employment	29180-43640	55350-101400
	State Vocational Guidance Officer	24040-38840	45800-89000
	Sub Regional Employment Officer	24040-38840	45800-89000
	Divisional Employment Officer	24040-38840	45800-89000
	District Employment Officer	20740-36140	39500-83000
	Employment Officer/Employment Officer(PL)	19240-34500	36600-79200
	Deputy Chief, University Employment Information and Guidance Bureau	19240-34500	36600-79200
	Accounts Officer	19240-34500	36600-79200
	Junior Employment Officer	16180-29180	30700-65400
	Head Accountant	16180-29180	30700-65400
	Instructor(Stenography)	15380-25900	29200-62400

66. NATIONAL SAVINGS DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	40640-57440	77400-115200
	Additional Director	36140-49740	68700-110400
	Deputy Director	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Assistant Director	20740-36140	39500-83000
Posts held by the personnel of other Departments			
	Under Secretary	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Section Officer	As in PD	As in PD
	Office Superintendent	As in PD	As in PD
	Assistant Section Officer	As in PD	As in PD
	Assistant (Senior Grade)	As in PD	As in PD
	Assistant	As in PD	As in PD

67. DEPARTMENT OF PANCHAYATS

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Panchayats	IAS	IAS
	Additional Director of Panchayats	42640-58640	81000-117600
	Joint Director of Panchayats/Secretary (KREWS)	40640-57440	77400-115200
	Deputy Director of Panchayats/ General Manager(Gramalekshmi Mudralayam)	24040-38840	45800-89000
	Deputy Chief Registrar	24040-38840	45800-89000
	Assistant Director of Panchayats	21240-37040	42500-87000
	Provident Fund Accounts Officer	21240-37040	40500-85000.

	Designation	Existing Scale of Pay	Revised Scale of pay
a	Secretary Grama Panchayat /Performance Audit Supervisor/Senior Superintendent (HG)	20740-36140	40500-85000
	Secretary Grama Panchayat /Performance Audit Supervisor/Senior Superintendent	18740-33680	36600-79200
	Publicity Officer	16180-29180	30700-65400
b	Assistant Secretary/Junior Superintendent(HG)	18740-33680	35700-75600
	Assistant Secretary/Junior Superintendent	16180-29180	30700-65400
	Junior Bill Collector	8730-13540	17000-37500
c	Librarian (Sel.Grade)	16180-29180	30700-65400
	Librarian(Sen.Grade)	14620-25280	27800-59400
	Librarian	11620-20240	22200-48000
d	Health Inspector Gr.I	13210-22360	25200-54000
	Health Inspector Gr.II	11620-20240	22200-48000
	Pharmacist	11620-20240	22200-48000
	Auxilliary Nurse- cum –midwife	10480-18300	20000-45800
Posts held by personnel of other Departments			
	Law Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Junior Statistical Inspector	As in PD	As in PD

- a. 25% Higher Grade will continue.
- b. 1/3rd of the post will be in Higher Grade.
- c. Existing ratio 2:3:5 will continue.
- d. Existing ratio 2:1 will continue

68. POLICE DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director General of Police & State Police Chief	IPS	IPS
	Additional Director General of Police	IPS	IPS
	Inspector General of Police	IPS	IPS
	Deputy Inspector General of Police	IPS	IPS
	Assistant Inspector General of Police	IPS	IPS
	Superintendent of Police	IPS	IPS
POLICE (LOCAL)			
	Superintendent of Police (Non IPS)	42640-58640	81000-117600
	Deputy Superintendent of Police (HG)	40640-57440	77400-115200
a	Deputy Superintendent of Police/Assistant Commissioner	24040-38840	45800-89000
	Circle Inspector (HG)	21240-37040	40500-85000
b	Circle Inspector	20740-36140	39500-83000
	Sub Inspector	16980-31360	32300-68700

	Designation	Existing Scale of Pay	Revised Scale of pay
	Assistant Sub Inspector	16180-29180	30700-65400
	Senior Civil Police Officer	13900-24040	27800-59400
	Civil Police Officer	10480-18300	22200-48000
WOMEN POLICE			
	Superintendent of Police (Non IPS)	42640-58640	81000-117600
	Deputy Superintendent of Police (Women)	24040-38840	45800-89000
	Woman Inspector (HG)	21240-37040	40500-85000
b	Woman Inspector	20740-36140	39500-83000
	Woman Sub Inspector	16980-31360	32300-68700
	Woman Senior Civil Police Officer	13900-24040	27800-59400
	Woman Civil Police Officer	10480-18300	22200-48000
ARMED RESERVE POLICE			
	Deputy Commandant	40640-57440	77400-115200
	Assistant Commandant (HG)	40640-57440	77400-115200
a	Assistant Commandant	24040-38840	45800-89000
	Reserve Inspector (HG)	21240-37040	40500-85000
b	Reserve Inspector	20740-36140	39500-83000
	Reserve Sub Inspector	16980-31360	32300-68700
	Reserve Assistant Sub-Inspector	16180-29180	30700-65400
	Havildar	13900-24040	27800-59400
	Police Constable	10480-18300	22200-48000
ARMED POLICE BATTALION			
	Commandant (Non-IPS)	40640-57440	77400-115200

	Designation	Existing Scale of Pay	Revised Scale of pay
	Deputy Commandant	40640-57440	77400-115200
	Assistant Commandant (HG)	40640-57440	77400-115200
a	Assistant Commandant	24040-38840	45800-89000
	Armed Police Inspector (HG)	21240-37040	40500-85000
b	Armed Police Inspector	20740-36140	39500-83000
	Armed Police Sub Inspector	16980-31360	32300-68700
	Armed Police Assistant Sub Inspector	16180-29180	30700-65400
	Havildar	13900-24040	27800-59400
	Police Constable	10480-18300	22200-48000
ARMOUR WING			
	Armourer Deputy Superintendent of Police	24040-38840	45800-89000
	Chief Inspector of Arms/Armourer Inspector (HG)	21240-37040	40500-85000
b	Chief Inspector of Arms/Armourer Inspector	20740-36140	39500-83000
	Armourer Sub Inspector	16980-31360	32300-68700
	Armourer Assistant Sub Inspector	16180-29180	30700-65400
	Armourer Head Constable	13900-24040	27800-59400
	Armourer Police Constable	10480-18300	22200-48000
MOTOR TRANSPORT UNIT			
	Superintendent of Police (Non IPS)	42640-58640	81000-117600
a	Deputy Superintendent of Police Motor Transport Officer	24040-38840	45800-89000
	Motor Transport Inspector (HG)	21240-37040	40500-85000
b	Motor Transport Inspector	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Motor Transport Sub Inspector	16980-31360	32300-68700
	Havildar Mechanic	13900-24040	27800-59400
	PC Mechanic/PC Fitter	10480-18300	22200-48000
	PC Electrician	10480-18300	22200-48000
POLICE DRIVER/MOTOR CYCLE RIDER			
	Driver Sub Inspector	16980-31360	32300-68700
	Master Driver (ASI)	16180-29180	30700-65400
	Police Constable Driver Gr.I	13900-24040	27800-59400
	Police Constable Driver Gr. II	10480-18300	22200-48000
	Motor Cycle Rider Gr.I	11620-20240	22200-48000
	Motor Cycle Rider Gr.II	9190-15780	18000-41500
	Boat Driver Gr. I	11620-20240	22200-48000
	Boat Driver Gr. II	9190-15780	18000-41500
	Syrang Gr.I	11620-20240	22200-48000
	Syrang Gr.II	9190-15780	18000-41500
	Boat Lascar	8960-14260	17500-39500
RW at MSP & CW at SAP			
	Motor Transport Inspector	20740-36140	39500-83000
POLICE TRAINING COLLEGE			
	Principal	IPS	IPS
	Vice Principal	24040-38840	45800-89000
	Criminologist	22360-37940	42500-87000
	Armed Police Inspector/	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Chief Drill Instructor		
	Senior Law Instructor	20740-36140	39500-83000
	Drill Instructor/Sub Inspector	16980-31360	32300-68700
	Assistant Sub Inspector	16180-29180	30700-65400
	Head Constable	13900-24040	27800-59400
	Police Constable	10480-18300	22200-48000
	Librarian	9940-16580	19000-43600
CRIME BRANCH CID			
	Superintendent of Police (Non IPS)	42640-58640	81000-117600
	Deputy Superintendent of Police(Senior Grade)	40640-57440	77400-115200
a	Deputy Superintendent of Police	24040-38840	45800-89000
	Detective Inspector (HG)	21240-37040	40500-85000
b	Detective Inspector	20740-36140	39500-83000
	Detective Sub Inspector	16980-31360	32300-68700
	Detective Assistant Sub Inspector	16180-29180	30700-65400
	Senior Civil Police Officer	13900-24040	27800-59400
	Civil Police Officer	10480-18300	22200-48000
FINGER PRINT BUREAU			
	Director	40640-57440	77400-115200
	Deputy Director	29180-43640	55350-101400
	Tester Inspector (HG)	22360-37940	42500-87000

	Designation	Existing Scale of Pay	Revised Scale of pay
c	Tester Inspector	19240-34500	39500-83000
	Finger Print Expert	18740-33680	35700-75600
	Finger Print Searcher	16180-29180	30700-65400
PHOTOGRAPHIC BUREAU			
	Chief Photographer	22360-37940	42500-87000
d	Photographer (HG)	19240-34500	36600-79200
	Photographer	18740-33680	35700-75600
	Attender	8730-13540	17000-37500
FORENSIC SCIENCE LABORATORY			
	Director	42640-58640	81000-117600
	Joint Director	40640-57440	77400-115200
	Assistant Director (HG)	22360-37940	45800-89000
b	Assistant Director	21240-37040	42500-87000
	Scientific Assistant	19240-34500	36600-79200
	Mechanic	11620-20240	22200-48000
	Technical Attender	8730-13540	17000-37500
SPECIAL BRANCH CID			
	Superintendent of Police (Non-IPS)	42640-58640	81000-117600
	Dy.SP/ Assistant Commandant (Sr.Gr.)	40640-57440	77400-115200
a	Dy.SP/ Assistant Commandant	24040-38840	45800-89000
	Inspector of Police (HG)	21240-37040	40500-85000
b	Inspector of Police	20740-36140	39500-83000
	Women Circle Inspector	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Sub Inspector of Police	16980-31360	32300-68700
	Women Sub Inspector	16980-31360	32300-68700
	Assistant Sub Inspector	16180-29180	30700-65400
	Senior Civil Police Officer	13900-24040	27800-59400
	Woman Head Constable	13900-24040	27800-59400
	Civil Police Officer	10480-18300	22200-48000
	Woman Police Constable.	10480-18300	22200-48000
SPECIAL BRANCH CID (MINISTERIAL)			
	Senior Administrative Assistant	22360-37940	42500-87000
e	Assistant (Senior Grade)	16180-29180	30700-65400
	Assistant (Gr.I)	13900-24040	27800-59400
	Assistant (Gr.II)	10480-18300	22200-48000
SHORTHAND BUREAU			
	Director	21240-37040	40500-85000
	Chief Reporter (Inspector) (HG)	21240-37040	40500-85000
b	Chief Reporter (Inspector)	20740-36140	39500-83000
	Reporter Senior Gr (Sub Inspector)	16980-31360	32300-68700
	Reporter Gr. I (Asst. Sub Inspector)	14620-25280	29200-65400
	Reporter Gr. II (Head Constable)	13900-24040	27800-59400
POLICE TELECOMMUNICATIONS			
	Superintendent of Police (Non-IPS)	42640-58640	81000-117600
a	Deputy Superintendent of Police (Senior Grade)	40640-57440	77400-115200

	Designation	Existing Scale of Pay	Revised Scale of pay
	Deputy Superintendent of Police	24040-38840	45800-89000
b	Inspector (Telecommunication) HG	21240-37040	40500-85000
	Inspector (Telecommunication)	20740-36140	39500-83000
	Sub Inspector (Telecommunication)	16980-31360	32300-68700
	Assistant Sub Inspector (Telecommunication)	16180-29180	30700-65400
	Head Constable (Operator)	13900-24040	27800-59400
	Draftsman	10480-18300	20000-45800
	Police Constable (Telecommunication)	10480-18300	22200-48000
MINISTERIAL STAFF OTHER THAN IN SB			
	Senior Administrative Assistant	22360-37940	42500-87000
	Malayalam Translator	16180-29180	30700-65400
KERALA POLICE ACADEMY			
	Assistant Director	40640-57440	77400-115200
	Assistant Director (Administration)	40640-57440	77400-115200
	Assistant Director (Police Science)	40640-57440	77400-115200
	Assistant Director (Technical & MT Studies)	40640-57440	77400-115200
	Assistant Director (Outdoor)	40640-57440	77400-115200
	Assistant Director (Financial & Office)	As in PD	As in PD
	Head of Department (Law)	As in PD	As in PD
	Head of Department (Forensic Science)	As in PD	As in PD
	Head of Department (Forensic Medicine)	As in PD	As in PD
	Head of Department (Behavioural Science)	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Head of Department (Computer Applications)	As in PD	As in PD
	Chief Instructor (Police Science)	36140-49740	68700-110400
a	Assistant Commandant	24040-38840	45800-89000
	Chief Instructor (Law)	22360-37940	42500-87000
	Chief Drill Instructor	22360-37940	42500-87000
	Senior Instructor (Forensic Science)	19240-34500	36600-79200
	Senior Instructor (Finger Print)	19240-34500	36600-79200
	Senior Instructor (Law)	18740-33680	35700-75600
	Senior Instructor (Communication)	18740-33680	35700-75600
	Senior Instructor (Motor Transport)	18740-33680	35700-75600
	Senior Lecturer (Computer)	18740-33680	35700-75600
INDIAN RESERVE (IR) BATTALION			
	Commandant	40640-57440	77400-115200
	Deputy Commandant	40640-57440	77400-115200
	Deputy Superintendent of Police	24040-38840	45800-89000
	Inspector (CI)	20740-36140	39500-83000
	Sub Inspector	16980-31360	32300-68700
	Assistant Sub Inspector	16180-29180	30700-65400
	Head Constable	13900-24040	27800-59400
	Police Constable	10480-18300	22200-48000
	Water Carrier	8500-13210	16500-35700
	Sweeper	8500-13210	16500-35700

	Designation	Existing Scale of Pay	Revised Scale of pay
	Cook	8500-13210	16500-35700
	Dhobi	8500-13210	16500-35700
	Barber	8500-13210	16500-35700
	Medical Officer	As in PD	As in PD
	Pharmacist	13210-22360	25200-54000
	Nursing Assistant	8960-14260	17500-39500
WIRELESS STATION (IR) BATTALION			
	Inspector(CI)	20740-36140	39500-83000
	Sub Inspector	16980-31360	32300-68700
	Head Constable	13900-24040	27800-59400
	Police Constable	10480-18300	22200-48000
OTHER MISCELLANEOUS CATEGORIES - TECHNICAL EXECUTIVE STAFF			
	Blacksmith-cum-Tinker PC	10480-18300	22200-48000
	Welder PC	10480-18300	22200-48000
	Fitter PC	10480-18300	22200-48000
	Painter PC	10480-18300	22200-48000
	Lathe operator PC	10480-18300	22200-48000
	Tailor PC	10480-18300	22200-48000
	Binder PC	10480-18300	22200-48000
	Carpenter PC	10480-18300	22200-48000
	Mason PC	10480-18300	22200-48000
	Cinema Operator PC	10480-18300	22200-48000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Electrician PC	10480-18300	22200-48000
	Blacksmith PC	10480-18300	22200-48000
	Mechanic PC	10480-18300	22200-48000
	Cleaner PC	10480-18300	22200-48000
<i>Civilian Technical Staff</i>			
	Mechanic Gr. I	11620-20240	22200-48000
	Mechanic Gr. II	8960-14260	17500-39500
	Electrician	8960-14260	17500-39500
	Blacksmith	8960-14260	17500-39500
	Upholsterer	8960-14260	17500-39500
	Cobbler	8960-14260	17500-39500
	Machinist	9190-15780	18000-41500
	Camp Follower(HG)	8730-13540	17000-37500
f	Camp Follower	8500-13210	16500-35700
	Head Clerk/ISA/SA	14620-25280	27800-59400
	Packer	8730-13540	17000-37500
POLICE COMPUTER CENTRE (SCRB)			
	Inspector General of Police	IPS	IPS
	Superintendent of Police	IPS	IPS
	Superintendent of Police (Non-IPS)	42640-58640	81000-117600
	System Analyst/Programme Manager	40640-57440	77400-115200
	Deputy Superintendent of Police	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Inspector of Police (HG)	21240-37040	40500-85000
b	Inspector of Police	20740-36140	39500-83000
	Sub Inspector	16980-31360	32300-68700
	Head Constable	13900-24040	27800-59400
	Police Constable	10480-18300	22200-48000
RAILWAY POLICE			
	Superintendent of Police	IPS	IPS
	Deputy Superintendent of Police (Senior Grade)	40640-57440	77400-115200
a	Deputy Superintendent of Police	24040-38840	45800-89000
	Inspector of Police (HG)	21240-37040	40500-85000
b	Inspector of Police	20740-36140	39500-83000
	Sub Inspector	16980-31360	32300-68700
	Head Constable	13900-24040	27800-59400
	Police Constable	10480-18300	22200-48000
DOG SQUAD			
	Sub Inspector	16980-31360	32300-68700
	Assistant Sub Inspector	16180-29180	30700-65400
	Head Constable/Havildar	13900-24040	27800-59400
	Police Constable	10480-18300	22200-48000
MOUNTED POLICE			
	Reserve Inspector (HG)	21240-37040	40500-85000
b	Reserve Inspector	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Reserve Sub Inspector	16980-31360	32300-68700
	Reserve Assistant Sub-Inspector	16180-29180	30700-65400
	Head Constable	13900-24040	27800-59400
	Police Constable	10480-18300	22200-48000
	Farrier PC	10480-18300	22200-48000
	Saddler	9190-15780	18000-41500
ORCHESTRA			
	Band Master (Armed Police Inspector)	20740-36140	39500-83000
	Band Master (Armed Police Sub Inspector)	16980-31360	32300-68700
	Havildar	13900-24040	27800-59400
	Police Constable	10480-18300	22200-48000
	Bugler PC	10480-18300	22200-48000
	Drummer PC	10480-18300	22200-48000
Post held by Personnel of other Departments			
	Deputy Director of Police Prosecution	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Medico Legal Advisor	As in PD	As in PD
	Liaison Officer	As in PD	As in PD
	Statistical Officer	As in PD	As in PD
	Sports Officer	As in PD	As in PD
	Coach	As in PD	As in PD
	Statistical Assistant Gr. I	As in PD	As in PD
	Assistant Surgeon	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Veterinary Surgeon	As in PD	As in PD
	Head Nurse	As in PD	As in PD
	Staff Nurse	As in PD	As in PD
	Pharmacist	As in PD	As in PD
	Veterinary Compounder	As in PD	As in PD
	Nursing Assistant	As in PD	As in PD
	Hospital Attendant Gr. I	As in PD	As in PD
	Hospital Attendant Gr. II	As in PD	As inPD

- a) 25% HG will continue.
- b) 25% of the post will be in HG
- c) 20% HG will continue.
- d) 1/3rd of the post will be in HG
- e) Existing ratio 3:3:2 among Grade II. Grade I and Senior Grade will continue .
- f) Existing 1/3rd Higher Grade will continue.

69. PORTS DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	44640-58640	85000-117600
	Deputy Director	42640-58640	81000-117600
	Port Officer	42640-58640	81000-117600
	Officer in charge	36140-49740	68700-110400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Engineer in charge	36140-49740	68700-110400
	Senior Port Conservator	21240-37040	40500-85000
	Assistant Engineer(Marine)	20740-36140	39500-83000
	Personal Assistant to Port Officer / Purser	18740-33680	35700-75600
	Port Conservator / Pier Master /Reserve Port Conservator	16180-29180	30700-65400
	Master Gr.I	14620-25280	27800-59400
	Driver Gr.I	14620-25280	27800-59400
	Draftsman Gr.I	13900-24040	26500-56700
	Master Gr.II	11620-20240	22200-48000
	Driver Gr.II	11620-20240	22200-48000
	Radio Operator	11620-20240	22200-48000
	Wharf Supervisor / Asst.Port Conservator/ Cargo Supervisor / Asst. Pier Master	11620-20240	22200-48000
	Draftsman Gr.II	11620-20240	22200-48000
	Chief Signaller	10480-18300	20000-45800
	Mobile Crane Operator	9940-16580	19000-43600
	Crane Operator	9940-16580	19000-43600
	Light keeper & Signaller	9190-15780	18000-41500
	Master Gr.III /Asst. Tug Master	9190-15780	18000-41500
	Driver Gr.III / Asst. Tug Driver	9190-15780	18000-41500
	Mechanical Carpenter	8960-14260	17500-39500
	Oil man	8960-14260	17500-39500
	Seaman cum pump Attendar	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Seaman	8960-14260	17500-39500
	Tug Clerk	8730-13540	17000-37500
	Asst. crane Driver	8730-13540	17000-37500
	Watchman cum cook	8730-13540	17000-37500
	Head Watchman	8730-13540	17000-37500
	Assistant Crane Operator cum Cleaner	8730-13540	17000-37500
	Pier Light Keeper	8500-13210	16500-35700
Mechanical Engineering Wing			
	Chief Mechanical Engineer	36140-49740	68700-110400
	Mechanical Marine Engineer	36140-49740	68700-110400
	Shipwright/Naval Architect	36140-49740	68700-110400
a	Asst. Exe. Engineer (Mechanical) (HG)	24040-38840	45800-89000
	Asst. Exe. Engineer (Mechanical)	22360-37940	42500-87000
	Assistant Engineer	20740-36140	39500-83000
	Head Draftsman	20740-36140	39500-83000
	Draftsman Gr.I/Charge hand	13900-24040	26500-56700
	Overseer (Electrical)	13900-24040	26500-56700
	Pier Tindal	8730-13540	17000-37500
	Asst. Line man	8730-13540	17000-37500
DREDGING UNIT			
	Dredging Superintendent	42640-58640	81000-117600
	Officer Class I	42640-58640	81000-117600

	Designation	Existing Scale of Pay	Revised Scale of pay
	Officer Class II	36140-49740	68700-110400
	Engineer	36140-49740	68700-110400
	Deputy Dredging Superintendent	36140-49740	68700-110400
	Engineer cum Dredge Master	24040-38840	45800-89000
	Officer Class III/ Junior Officer	20740-36140	39500-83000
	Navigator	19240-34500	36600-79200
	Electrical Officer	19240-34500	36600-79200
	Senior Cutter Suction Dredger Operator	16180-29180	30700-65400
	Engine Driver	14620-25280	27800-59400
	Cutter Suction Dredger Operator	14620-25280	27800-59400
	Greaser	14620-25280	27800-59400
	Boat Swain /Syrang/Quarter Master	14620-25280	27800-59400
	Radio Telephone Operator	11620-20240	22200-48000
	Operator cum Mechanic	9940-16580	19000-43600
	Welder	9190-15780	18000-41500
	Driver –cum - operator	9190-15780	18000-41500
	Cook cum Steward	8960-14260	17500-39500
	Asst. Cook cum Steward	8730-13540	17000-37500
	Pier Lascar	8730-13540	17000-37500
	Helper	8500-13210	16500-35700
	Pier Sweeper/Foreshore Sweeper	8500-13210	16500-35700
	Boatman	8500-13210	16500-35700

	Designation	Existing Scale of Pay	Revised Scale of pay
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

a) 1/3rd HG will continue

70. PRINTING DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director of Printing	As in PD	As in PD
	Superintendent of Govt. Presses	36140-49740	68700-110400
	Controller of Forms	29180-43640	55350-101400
	Deputy Superintendent of Govt Presses (HG)	29180-43640	55350-101400
a	Deputy Superintendent of Govt Presses	24040-38840	45800-89000
	Asst. Engineer (Electronics)	19240-34500	36600-79200
	Asst. Superintendent	19240-34500	36600-79200
	District Forms Officer	18740-33680	36600-79200
	Manager PSC Form Store	18740-33680	36600-79200
	Publication Assistant	18740-33680	36600-79200
	Office Manager	18740-33680	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of pay
	Head Reader	16980-31360	32300-68700
	General Foreman	16980-31360	32300-68700
	Head Computer	16980-31360	32300-68700
	Chief Foreman (Electrical)	16980-31360	32300-68700
	Chief Foreman (Workshop)	16980-31360	32300-68700
	Offset supervisor	16980-31360	32300-68700
	Plate making Supervisor	16980-31360	32300-68700
	Supervisor	16180-29180	30700-65400
	Senior Foreman (Foundry)	16180-29180	30700-65400
	Chief Operator	16180-29180	30700-65400
	Computing Supervisor	16180-29180	30700-65400
	Foreman (Workshop)	16180-29180	30700-65400
	Senior Foreman	16180-29180	30700-65400
	Senior Reader	16180-29180	30700-65400
	Reader Gr.I	15380-25900	29200-62400
	Computer Senior Grade	15380-25900	29200-62400
	Junior Foreman	15380-25900	29200-62400
	Senior Carpenter	15380-25900	29200-62400
	Senior Electrician	15380-25900	29200-62400
	Foreman(Electrical)	15380-25900	30700-65400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Senior Mechanic	15380-25900	29200-62400
	Cashier/Forms Inspector	14620-25280	27800-59400
	Reader Gr.II	14620-25280	27800-59400
	Asst. Foreman	14620-25280	27800-59400
	Computer Gr.I	14620-25280	27800-59400
	Mechanic	14620-25280	27800-59400
	Offset Printing Machine Operator Senior Grade	14620-25280	27800-59400
	Junior Supervisor (Offset)	14620-25280	27800-59400
	Chief Warehouseman	15380-24040	30700-65400
	Chief Time Keeper	13900-24040	26500-56700
	Sr.Gr. Electrician	13900-24040	26500-56700
	Technician Sr.Gr.	13900-24040	26500-56700
	Binder Sr.Gr	13900-24040	26500-56700
	Compositor Sr.Gr.	13900-24040	26500-56700
	Offset Printing Machine Operator Gr.I	13900-24040	26500-56700
	Warehouseman Sr. Gr	13900-24040	26500-56700
	Camera Operator cum film developer Gr.I	13900-24040	26500-56700
	Photo type setter Gr.I	13900-24040	26500-56700

	Designation	Existing Scale of Pay	Revised Scale of pay
	Retouching Artist Gr.I	13900-24040	26500-56700
	Plate maker Gr.I	13900-24040	26500-56700
	Paste-up Artist Gr.I	13900-24040	26500-56700
	Senior Grade Printer	13900-24040	26500-56700
	Senior Time Keeper	13210-22360	25200-54000
	Electrician Gr.I	13210-22360	25200-54000
	Technician Gr.I	13210-22360	25200-54000
	Binder Gr.I	13210-22360	25200-54000
	Compositor Gr.I	13210-22360	25200-54000
	Offset Operator Gr.II	13210-22360	25200-54000
	Warehouseman Gr.I	13210-22360	25200-54000
	Camera Operator cum film developer Gr.II	13210-22360	25200-54000
	Photo type settor Gr.II	13210-22360	25200-54000
	Platemaker Gr.II	13210-22360	25200-54000
	Pasteup Artist Gr.II	13210-22360	25200-54000
	Printer Gr.I	13210-22360	25200-54000
	Retouching Artist Gr.II	13210-22360	25200-54000
	Time Keeper	11620-20240	22200-48000
	Grainer	11620-20240	22200-48000
	Copy Holder	10480-18300	20000-45800

	Designation	Existing Scale of Pay	Revised Scale of pay
	Computer Gr.II	10480-18300	20000-45800
	Electrician Gr.II	10480-18300	20000-45800
	Warehouseman Gr.II	10480-18300	20000-45800
	Asst. Time Keeper	9940-16580	19000-43600
	Technician Gr.II	9940-16580	19000-43600
	Examiner	9940-16580	19000-43600
	Binder Gr.II	9940-16580	19000-43600
	Compositor Gr.II	9940-16580	19000-43600
	Printer Gr.II	9940-16580	19000-43600
	Galley Pressman Gr.I	9190-15780	18000-41500
	Helper Gr.I	8960-14260	17500-39500
	Duplicator Operator	8960-14260	17500-39500
	Sanitary Worker Gr.I	8960-14260	17500-39500
	Sweeper Gr.I	8960-14260	17500-39500
	Packer Gr.I	8960-14260	17500-39500
	Counter Gr.I	8960-14260	17500-39500
	Gatekeeper Gr.I	8960-14260	17500-39500
	Lascar Gr.I	8960-14260	17500-39500
	Helper Gr.II	8730-13540	17000-37500
	Gardener	8730-13540	17000-37500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Sanitary Worker Gr.II	8730-13540	17000-37500
	Sweeper Gr.II	8730-13540	17000-37500
	Packer Gr.II	8730-13540	17000-37500
	Counter Gr.II	8730-13540	17000-37500
	Gatekeeper Gr.II	8730-13540	17000-37500
	Lascar Gr.II	8730-13540	17000-37500
	SLR (Unskilled)	8500-13210	16500-35700
	Type Store Keeper	16180-29180	30700-65400
	DTP Operator Gr.II	13210-22360	25200-54000
	Assistant Type Store Keeper	13210-22360	25200-54000
	AC Mechanic	9190-15780	18000--41500
	Technician(Mechanic-cum-carpenter) Senior Grade	13900-24040	26500-56700
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Assistant Executive Engineer	As in PD	As in PD
	Labour Welfare Officer	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Security Officer	As in PD	As in PD
	Head Constable	As in PD	As in PD
	Police Constable	As in PD	As in PD
	Woman Police Constable	As in PD	As in PD

- a. 30% Higher Grade will continue

71 PRISONS DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director General of Prisons & Correctional Services	IPS	IPS
	Inspector General of Prisons	IPS Cadre	IPS Cadre
	DIG of Prisons/ Director, SICA	40640 - 57440	77400-115200
	Superintendent, Central Prison / Open Prison	36140 - 49740	68700-110400
	Programme Officer	36140-49740	68700-110400
	Chief Welfare Officer	36140 - 49740	68700-110400
	Regional Welfare Officer	29180-43640	55350-101400
	Joint Superintendent, Central Jail; Open Prison/ Superintendent, Women's Prison; Women's Open Prison; District Jail / Senior Lecturer, SICA/Special Officers	24040 - 38840	45800-89000
	Welfare Officer Gr. I	24040 - 38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Chief Audit Officer	22360-37940	42500-87000
	Personal Assistant to Director General of Prisons & Correctional Services	20740-36140	39500-83000
a	Welfare Officer Gr. II	20740 - 36140	39500-83000
	Deputy Superintendent, Central Jail; District Jail; Women's Prison / Superintendent, Special Sub Jail, Borstal School/ Law Lecturer, SICA	20740 - 36140	39500-83000
	Accounts Officer	19240-34500	36600-79200
	Assistant Superintendent Gr-I , Women's Prison / Armorer SICA/ Training Officer SICA / Supervisor,Open Prison / Borstal School; Store Keeper, Open Prison/ Superintendent Sub Jail	16180 - 29180	30700-65400
	Assistant Superintendent Gr-II	14620 - 25280	29200-62400
	Matron Grade II	14620-25280	29200-62400
	Deputy Prison Officer / Chief Petty Officer	13900 - 24040	26500-56700
	Prison Officer	13900 - 24040	26500-56700
	Carpentry Instructor	13210-22360	25200-54000
	Carpentry Foreman	13210-22360	25200-54000
	Weaving Instructor / Foreman	13210-22360	25200-54000
	Weaving Assistant	13210-22360	25200-54000
	Agricultural Demonstrator	13210-22360	25200-54000
	Gate Keeper	11620-20240	25200-54000
	P.D. Teacher	11620-20240	22200-48000
	Assistant Prison Officer / Female Assistant Prison Officer / Petty Officer (Male/Female)	10480 - 18300	20000-45800

	Designation	Existing Scale of Pay	Revised Scale of pay
	Driver	10480-18300	20000-45800
	Driver cum Assistant Prison Officer	9940-16580	19000-43600
	Boot Foreman	9940-16580	19000-43600
	Blacksmithy Instructor	9940-16580	19000-43600
	Tailoring Instructor	9940-16580	19000-43600
	Physical Training Instructor	9940-16580	19000-43600
	Wireman	8960-14260	17500-39500
	Shoe Maistry	8960-14260	17500-39500
	Warder Attendant	8960-14260	17500-39500
	Clerical Attendant	8960-14260	17500-39500
	Engine Driver	8960-14260	17500-39500
	Packer Clerk	8960-14260	17500-39500
	Sweeper-cum-Sanitation Worker	8730-13540	17000-37500
	Weaver	8730-13540	17000-37500
Posts held by personnel of other Departments			
	ECG Technician	As in PD	As in PD
	Pharmacist	As in PD	As in PD
	Laboratory Assistant	As in PD	As in PD
	Nursing Assistant	As in PD	As in PD
	Staff Nurse (Male)	As in PD	As in PD
	Medical Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Finance Officer	As in PD	As in PD

a) Existing ratio 1:1 between Grade I and Grade II will continue.

72. PUBLIC WORKS DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Chief Engineer	48640-59840	93000-120000
	Deputy Chief Engineer / Superintending Engineer/ Director	44640-58640	85000-117600
	Executive Engineer (HG)/ Design Assistant (HG)/Joint Director (HG)/Executive Engineer General HG	40640-57440	77400-115200
a	Executive Engineer / Design Assistant /Joint Director/Executive Engineer General	36140-49740	68700-110400
	Assistant Executive Engineer (HG)/ Design Assistant (HG) /Deputy Director(HG)/Assistant Executive Engineer (Technical)(HG)	24040-38840	45800-89000
b	Assistant Executive Engineer / Design Assistant /Deputy Director/ Assistant Executive Engineer (Technical)	22360-37940	42500-87000
	Assistant Engineer /Junior Designer/ Assistant Director	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	System Programmer	18740-33680	35700-75600
	Draftsman Grade I/Overseer Grade I	13900-24040	26500-56700
	Research Assistant		
	Foreman	13900-24040	26500-56700
	Scientific Assistant	13900-24040	26500-56700
c	Draftsman Grade II/Overseer Grade II	11620-20240	22200-48000
	Overseer Grade III/ Tracer	9940-16580	19000-43600
	Lab Assistant	9940-16580	19000-43600
	Blue Printer	8730-13540	17000-37500
Architectural Wing			
	Chief Architect	48640-59840	93000-120000
	Deputy Chief Architect	44640-58640	85000-117600
	Senior Architect (HG)	40640-57440	77400-115200
a	Senior Architect	36140-49740	68700-110400
	Deputy Architect (HG)/ Assistant Architectural Engineer (HG)/ Quantity surveyor (HG)/ Technical Assistant (Architectural)(HG)	24040-38840	45800-89000
b	Deputy Architect/ Assistant Architectural Engineer/ Quantity Surveyor/ Technical Assistant (Architectural)	21240-37040	40500-85000
	Architectural Assistant	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Draftsman Grade I	13900-24040	26500-56700
c	Draftsman Grade II (Architecture)	11620-20240	22200-48000
	Tracer	9940-16580	19000-43600
d	Blue Printer	8730-13540	17000-37500
Electrical & Electronics Wing			
	Chief Electrical Engineer	44640-58640	85000-117600
	Executive Engineer (HG)	40640-57440	77400-115200
a	Exe.Engineer (Elec/ Electronics)	36140-49740	68700-110400
	Assistant Executive Engineer (HG)	24040-38840	45800-89000
b	Assistant Executive Engineer(Electrical/ Electronics)	22360-37940	42500-87000
	Assistant Engineer (Electrical/ Electronics)	20740-36140	39500-83000
	Draftsman Grade I / Overseer Grade I	13900-24040	26500-56700
	Engineering Assistant(Electronics)	13900-24040	26500-56700
	Refrigerator Mechanic/Generator Mechanic	13900-24040	26500-56700
c	Draftsman Grade II/ Overseer Grade II	11620-20240	22200-48000
	Lineman	9940-16580	19000-43600
Rest house staff			
	Manager Grade I	16180-29180	30700-65400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Manager Grade II	9940-16580	19000-43600
	Caretaker	8960-14260	17500-39500
	Butler	8730-13540	17000-37500
	Maity	8500-13210	16500-35700
	Dhoby	8500-13210	16500-35700
	Cook	8500-13210	16500-35700
	Rest House Attender	8500-13210	16500-35700
e	Mechanical Wing		
Miscellaneous staff			
	Plumbing Inspector	11620-20240	22200-48000
	Fitter	9190-15780	18000-41500
	Pump Operator	9190-15780	18000-41500
	Ferryman	8960-14260	17500-39500
	Skilled Worker	8960-14260	17500-39500
	Boring Plant Operator	8960-14260	17500-39500
	Assistant Lineman	8960-14260	17500-39500
	Blacksmith	8960-14260	17500-39500
	Head Gardener	8960-14260	17500-39500
	Gardener	8730-13540	17000-37500
	Watchman cum Cook/	8730-13540	17000-37500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Cook cum Watchman		
	Worker Grade I	8730-13540	17000-37500
	Store Attender	8730-13540	17000-37500
	Worker Grade II	8500-13210	16500-35700
	Road Worker	8500-13210	16500-35700
	Lascar	8500-13210	16500-35700
	Watcher cum Gardener	8500-13210	16500-35700
	Full-Time Sweeper/ Scavenger	8500-13210	16500-35700
	Sweeper cum Cleaner	8500-13210	16500-35700
Staff absorbed from KSEW Ltd.			
	Mechanic	8960-14260	17500-39500
	Unskilled Worker	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Financial Assistant	As in PD	As in PD
	Divisional Accounts Officer	As in PD	As in PD
	Assistant Geologist	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Statistical Investigator Gr I/ Statistical Assistant Gr I	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	Statistical Investigator Gr II/ Statistical Assistant Gr II	As in PD	As in PD

- a. 25% Higher Grade will continue.
- b. Existing 1/3rd HG will continue.
- c. Existing ratio 1:1 between Grade I and Grade II will continue.
- d. The post will be abolished when the present incumbent retires.
- e. Administrative Control of Mechanical wing is under Irrigation department and the posts have been placed under the schedule of Irrigation Department.

73. REGISTRATION DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Inspector General of Registration	42640-58640	81000-117600
	Joint Inspector General of Registration	36140-49740	68700-110400
	Deputy Inspector General of Registration	29180-43640	55350-101400
	District Registrar/Asst IG of Registration	22360-37940	42500-87000
	Sub Registrar/Chitty Inspector/Chitty Auditor/Chitty Prosecuting Inspector/Cashier	18740-33680	36600-79200
	Binding Supervisor	13210-22360	25200-54000
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD

74. RURAL DEVELOPMENT DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Commissioner for Rural Development	IAS	IAS
	Mission Director, MGNREGS	IAS	IAS

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Additional Development Commissioner	42640-58640	81000-117600
	Director SIRD	40640-57440	77400-115200
	Joint Development Commissioner	40640-57440	77400-115200
	Joint Programme Coordinator (MGNREGS)	40640-57440	77400-115200
	Coordinator(WCP/DWCRA)	36140-49740	68700-110400
	Deputy Development Commissioner	36140-49740	68700-110400
	Principal, Extension Training Centre	36140-49740	68700-110400
	Technical Co-ordinator CDD-Watson	36140-49740	68700-110400
	Secretary SIRD	36140-49740	68700-110400
	Assistant Development Commissioner	22360-37940	45800-89000
	Project Officer ITDP Attappady	22360-37940	42500-87000
	District Women's Welfare Officer(HG)	22360-37940	42500-87000
a	District Women's Welfare Officer(WD)	21240-37040	40500-85000
	Accounts Officer	21240-37040	40500-85000
	Senior Block Development Officer	20740-36140	40500-85000
	General Foreman	20740-36140	39500-83000
	Senior Lecturer in Rural Development	20740-36140	39500-83000
	Lecturer in Rural Industries	18740-33680	35700-75600
	Campaign Officer(RIB)	18740-33680	35700-75600
b	Block Panchayath Secretary / BDO	18740-33680	36600-79200
	Assistant Project Officer ITDP Attappady	18740-33680	35700-75600
	Lecturer Gr.I in Home Science	18740-33680	35700-75600
	Lecturer Gr.I in Agriculture	19240-34500	36600-79200
	Farm Supervisor	18740-33680	35700-75600
	Joint BDO(HG)	18740-33680	35700-75600
c	Joint BDO(EGS)	16180-29180	30700-65400
	Joint BDO(RH)	16180-29180	30700-65400
	Extension Officer, Women's Welfare(ITDP)Attappady	16180-29180	30700-65400
	Lecturer Gr.II in Home Science	15380-25900	29200-62400
	Lecturer Gr.I in Rural Economics	18740-33680	35700-75600
	Lecturer Gr.II in Social Education	15380-25900	29200-62400

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Assistant Campaign Officer (RIB)	15380-25900	29200-62400
	General Extension Officer	14620-25280	27800-59400
	Extension Officer(Housing)Gr II	14620-25280	27800-59400
	Manager, RIB	13900-24040	26500-56700
	Extension Officer, Women's Welfare	14620-25280	27800-59400
	Training Officer	13900-24040	26500-56700
	Artist-cum-Photographer cum Cinema Operator Gr.I	13210-22360	25200-54000
	Village Extension Officer Gr.I	13210-22360	25200-54000
	Lady Village Extension Officer Gr.I	13210-22360	25200-54000
	Nursery Teacher	11620-20240	22200-48000
	Artist-cum-Photographer cum Cinema Operator Gr.II	9940-16580	19000-43600
d	Village Extension Officer Gr.II	10480-18300	20000-45800
	Lady Village Extension Officer Gr.II	10480-18300	20000-45800
	Skilled Assistant	9940-16580	19000-43600
	Carpenter Cum Blacksmith	8960-14260	17500-39500
	Mechanic (Extension Training Centre)	8960-14260	17500-39500
	Lab Attender	8730-13540	17000-37500
	Balawadi Ayah	8500-13210	16500-35700
e	Assistant Sericulture Officer	14620-25280	27800-59400
	Class IV Employee Gr. II	8500-13210	16500-35700
	Watchman	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Financial Assistant	As in PD	As in PD
	Deputy Director P&M	As in PD	As in PD
	Chief Officer RIB	As in PD	As in PD
	Lecturer in Animal Husbandry	As in PD	As in PD
	Lecturer (Co-operation)	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Junior Lecturer (Rural Engineering)	As in PD	As in PD
	Junior Lecturer in Animal Husbandry	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Investigator Gr.I	As in PD	As in PD
	Extension Officer(P&M)	As in PD	As in PD
	Physical Instructor -cum-Librarian	As in PD	As in PD

- a. 20% of the posts or 3 posts whichever is less are on Higher Grade
- b) The ratio 2:1 between Block Panchayath Secretary/BDO and Senior BDO will continue
- c) 25% Higher Grade will continue.
- d) The existing ratio 1:1 between Grade I and Grade II posts will continue
- e) Posts absorbed from SERIFED.

75. SAINIK WELFARE DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
a	Director	36140-49740	68700-110400
	Deputy Director/ Zilla Sainik Welfare Officer	22360-37940	42500-87000
	Assistant Director/ Assistant Zilla Sainik Welfare Officer(HG)	20740-36140	39500-83000
b	Assistant Director/ Assistant Zila Sainik Welfare Officer	18740-33680	35700-75600
	Welfare Organiser	13900-24040	26500-56700
Posts held by personnel of other Departments			
	Accounts Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Junior Employment Officer	As in PD	As in PD

- a. Personal Scale of Rs 77400-115200 will continue to the incumbent as long as he holds the post.
- b. 1/3rd posts will be in Higher Grade.

76. SCHEDULED CASTE DEVELOPMENT DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Additional Director	40640-57440	77400-115200
	Joint Director	36140-49740	68700-110400
	Deputy Director	24040-38840	45800-89000
	District Development Officer(HG)	24040-38840	45800-89000
a	District Development Officer	22360-37940	42500-87000
	Training Officer	22360-37940	42500-87000
	Asst. District Development Officer to SC(HG)	22360-37940	42500-87000
a	Asst. District Development Officer to SC	20740-36140	40500-85000
	SC Development Officer Gr I/Sr. Supdt	18740-33680	36600-79200
	Chief Publicity Officer	18740-33680	36600-79200
	Special Officer for colonization/Special Taluk Development Officer	18740-33680	35700-75600
	Inspector of Training	18740-33680	35700-75600
	SC Development Officer Gr II	16180-29180	30700-65400
	Instructor in Stenography	15380-25900	29200-62400
	Training Superintendent/ Assistant Inspector of Training	14620-25280	29200-62400
	Training Instructor	13900-24040	26500-56700
	Nursery School Teacher	11620-20240	25200-54000
b	Pre- Matric Hostel Warden(Sr Gr)	13210-22360	25200-54000
	Pre- Matric Hostel Warden(HG)	11620-20240	22200-48000
	Pre-Matric Hostel Warden	9190-15780	19000-43600
	Ayah	8500-13210	16500-35700
	Helper/Mess Boy	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Senior Finance Officer	As in PD	As in PD
	Chief Planning Officer	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Research Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant Gr II	As in PD	As in PD
	Principal, Pre-examination Training Centre	As in PD	As in PD
	Lecturer	As in PD	As in PD
	Junior Co-operative Inspector	As in PD	As in PD
	Revenue Inspector	As in PD	As in PD
	Field Assistant	As in PD	As in PD

- a. 30% HG will continue.
b. The existing ratio 1:1:1 will continue.

77. SCHEDULED TRIBES DEVELOPMENT DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Joint Director	36140-49740	68700-110400
	Deputy Director/ Project Officer/Manager	29180-43640	55350-101400
	Assistant Director/ Tribal Development Officer	21240-37040	40500-85000
	Assistant Project Officer/Assistant Tribal Development Officer	20740-36140	39500-83000
	Special Extension Officer	18740-33680	35700-75600
	Tribal Extension Officer	16180-29180	30700-65400
	Training Officer	18740-33680	35700-75600
a	Senior Clerk/ Senior Clerk-Warden	13210-22360	25200-54000
	Clerk/Clerk-Warden	9940-16580	19000-43600
	Industrial Supervisor	16180-29180	30700-65400
	Supervisor	13210-22360	25200-54000
	Instructor	9190-15780	18000-41500
	Nursery School Teacher	11620-20240	25200-54000
	Manager (Model Residential School)	16180-29180	30700-65400
	Data Entry Operator	9940-16580	19000-43600

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Ayah	8500-13210	16500-35700
	Cook (Sr Gr)	8960-14260	17500-39500
	Cook Gr I	8730-13540	17000-37500
b	Cook Gr II	8500-13210	16500-35700
	Record Attender	8960-14260	17500-39500
	Watchman/Security	8500-13210	16500-35700
Posts held by Personnel of other Departments			
	Senior Administrative Officer	AS in PD	AS in PD
	Senior Finance Officer	AS in PD	AS in PD
	Asst:Director (SPC)	AS in PD	AS in PD
	Medical Officer	AS in PD	AS in PD
	Assistant Executive Engineer	AS in PD	AS in PD
	Assistant Engineer	AS in PD	AS in PD
	Research Assistant	AS in PD	AS in PD
	Overseer	AS in PD	AS in PD
	Statistical Investigator Gr.II	AS in PD	AS in PD
	Pharmacist	AS in PD	AS in PD
	Junior Public Health Nurse	AS in PD	AS in PD
	Principal	AS in PD	AS in PD
	Graduate Teacher	AS in PD	AS in PD
	Head Master	AS in PD	AS in PD
	Special Teacher	AS in PD	AS in PD
	Manager-cum-Resident Tutor	AS in PD	AS in PD
	Medical Officer(ISM)	AS in PD	AS in PD

- a. Ratio 1:1 between Clerk-Warden and Senior Clerk- Warden will continue.
- b. Ratio 1:1:1 will continue.

78. SOCIAL JUSTICE DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Additional Director/State Project Officer	36140-49740	68700-110400
	Project Co-ordinator/Additional Director(Surplus Pool)	36140-49740	68700-110400
	Joint Director/Joint Project co-ordinator/ Chief Executive Officer (Welfare Fund)	29180-43640	55350-101400
	Regional Assistant Director	22360-37940	42500-87000
	Assistant Director	22360-37940	42500-87000
	District Social Justice Officer	21240-37040	40500-85000
	Probation Officer Gr I	20740-36140	39500-83000
	Programme Officer	19240-34500	39500-83000
	Superintendent, Welfare Institution Gr I	18740-33680	35700-75600
	Child Development Project Officer	18740-33680	35700-75600
	Women Protection Officer	18740-33680	35700-75600
	Regional Dowry Prohibition Officer	18740-33680	35700-75600
	Superintendent, Govt. Juvenile Home/Special Home	18740-33680	35700-75600
	Deputy Superintendent Gr I	18740-33680	35700-75600
	Deputy Superintendent-cum-Headmaster Gr I	18740-33680	35700-75600
	Deputy Superintendent-cum-Headmaster Gr II	16180-29180	30700-65400
	Probation Officer Gr II	16180-29180	30700-65400
	Store keeper-cum-Logistics Officer	14620-25280	27800-59400
	Superintendent, Welfare Institution Gr II	15380-25900	29200-62400
	Assistant Child Development Project Officer	14620-25280	27800-59400
	Supervisor, Vocational Training Centre	14620-25280	27800-59400
	Social Scientist, Vocational Training Centre	14620-25280	27800-59400
	Nutritionist	14620-25280	27800-59400
	Pre-School Educationist	14620-25280	27800-59400

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Health Educationist	14620-25280	27800-59400
	Sociologist	14620-25280	27800-59400
	Superintendent, Welfare Institution Gr III	14620-25280	27800-59400
	Inspector(Child welfare)	14620-25280	27800-59400
	Special Teacher HMDC	14620-25280	27800-59400
	Supervisor, ICDS(HG)	14620-25280	27800-59400
a	Supervisor, ICDS	13900-24040	26500-56700
	Social Education Assistant	13210-22360	25200-54000
	Literacy Teacher Gr II	11620-20240	22200-48000
	Nursery Teacher	11620-20240	22200-48000
	Senior Instructor, Vocational Training Centre	9940-16580	20000-45800
	Craft Instructor	11620-20240	22200-48000
	Music Teacher	11620-20240	22200-48000
	Agricultural Instructor	11620-20240	22200-48000
	Carpentry Instructor	11620-20240	22200-48000
	Weaving instructor	11620-20240	22200-48000
	Drill Instructor	11620-20240	22200-48000
	Physical Training Instructor	11620-20240	22200-48000
	Dance Master	11620-20240	22200-48000
	Matron Gr I	9190-15780	19000-43600
	Needle Work Teacher	9190-15780	19000-43600
	Craft Teacher	9190-15780	18000-41500
	House Master	9190-15780	19000-43600
	Instructor Book Binding	9190-15780	19000-43600

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Instructor(Tailoring & Embroidery)	9190-15780	19000-43600
	Tailoring Instructor(welfare institutions)	9190-15780	18000-41500
	Instructor (Leather Works)	9190-15780	19000-43600
	Instructor(Plastic Works)	9190-15780	19000-43600
	Instructor(Pottery)	9190-15780	19000-43600
	Care Taker	10480-18300	20000-45800
	Part-Time Hindi Teacher	9190-15780	18000-41500
	Part-Time Music Teacher	9190-15780	18000-41500
	Part-Time Bhagavathar	9190-15780	18000-41500
	Part- time Tailoring Instructor	9190-15780	18000-41500
	Electrician cum Pump Driver	8960-14260	17500-39500
	Supervisor, Balamandir	8960-14260	17500-39500
	Ayah	8730-13540	17000-37500
	Matron Gr II	8730-13540	17500-39500
	Male Attendant/Male Warden	8730-13540	17000-37500
	Cook	8730-13540	17000-37500
	Nurse	8730-13540	17000-37500
	Trade Instructor (Printing)	11620-20240	22200-48000
	Consultant in Psychiatry	2500 Fixed Pay	4000 Fixed Pay
	Consultant in Paediatrics	2500 Fixed Pay	4000 Fixed Pay
	Consultant in Psychology	2500 Fixed Pay	4000 Fixed Pay
	Honorary Psychiatrist	2500	4000

	Designation	Existing Scale of Pay	Revised Scale of Pay
		Fixed Pay	Fixed Pay
	Physical Education-cum- Yoga Teacher	2100 Honorarium	3500 Honorarium
	Part Time Psychiatrist	2500 Fixed Pay	4000 Fixed Pay
	Part Time Medical Officer	2500 Fixed Pay	4000 Fixed Pay
	Part Time Psychologists	5250 Honorarium	8000 Honorarium
	Tailoring Instructor(ETC)	11620-20240	22200-48000
Posts held by personnel of other Departments			
	Finance Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD
	Assistant Surgeon	As in PD	As in PD
	Staff Nurse	As in PD	As in PD
	Junior Statistical Inspector	As in PD	As in PD

d) Higher Grade ratio 4:1 will continue.

79. SOIL SURVEY & SOIL CONSERVATION DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	44640- 58640	85000-117600
	Additional Director of Soil Conservation	42640-58640	81000-117600
	Joint Director of Soil Conservation	36140-49740	68700-110400
	Deputy Director of Soil Conservation	24040-38840	45800-89000
	Assistant Director	22360-37940	42500-87000
	District Soil Conservation Officer	21240-37040	40500-85000

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Assistant Engineer	20740-36140	39500-83000
	Soil Conservation Officer	20740-36140	39500-83000
	Field Assistant Sr. Grade	14620-25280	29200-62400
	Overseer Gr. I	13900-24040	26500-56700
	Draftsman Grade I	13900-24040	26500-56700
	Field Assistant Grade-I	13210-22360	26500-56700
	Surveyor	11620-20240	22200-48000
	Draftsman Gr.II	11620-20240	22200-48000
a	Field Assistant Grade-II	10480-18300	20000-45800
	Tracer	9940-16580	19000-43600
	Work Superintendent	9940-16580	19000-43600
Soil Survey			
	Additional Director	42640-58640	81000-117600
	Principal Soil Chemist	36140-49740	68700-110400
	Deputy Director	24040-38840	45800-89000
	Assistant Director	22360- 37940	42500-87000
	Senior Chemist	21240-37040	40500-85000
	Soil Survey Officer	20740 – 36140	39500-83000
	Research Asst. / Technical Asst	20740 – 36140	39500-83000
	Cartographer	20740-36140	39500-83000
	Field Officer	18740-33680	35700-75600
	Laboratory Assistant	11620-20240	22200-48000
	Blue Printer	8730-13540	17000-37500
	Laboratory Attender	8730-13540	17000-37500
Posts held by personnel of other Departments			
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

e) Ratio 5:3:2 among Grade II, GradeI and Senior Grade will continue

80. SPORTS & YOUTH AFFAIRS DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Sports Demonstrator	13900-24040	26500-56700
	Staff Nurse Gr II	13210-22360	25200-54000
	Electrician	8960-14260	17500-39500
	Ambulance Assistant	8500-13210	16500-35700
	Hospital Attendant	8500-13210	16500-35700
Posts held by personnel of other Departments			
	Additional Director	As in PD	As in PD
	Finance Officer GR II	As in PD	As in PD
	Medical Officer	As in PD	As in PD
	Physiotherapist	As in PD	As in PD

81. STATE CENTRAL LIBRARY

	Designation	Existing Scale of Pay	Revised Scale of Pay
	State Librarian	36140-49740	68700-110400
	Deputy State Librarian	24040-38840	45800-89000
	Librarian Grade I	21240-37040	40500-85000
	Librarian Grade II	18740-33680	35700-75600
	Librarian Grade III	16180-29180	30700-65400
	System Administrator	14620-25280	27800-59400
	Librarian Grade IV	11620-20240	22200-48000
	Xerox Operator	9190-15780	18000-41500
	Janitor	8730-13540	17000-37500

82. STATE INSURANCE DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director of Insurance	40640-57440	77400-115200
	Deputy Director of Insurance	24040-38840	45800-89000
	Assistant Director/District Insurance	22360-37940	42500-87000

	Officer(HG)		
a	Assistant Director/District Insurance Officer	21240-37040	40500-85000
	Development Officer/ Inspector/ Accounts Officer(HG)	20740-36140	39500-83000
b	Development Officer/ Inspector/ Accounts Officer	18740-33680	35700-75600
Posts held by personnel of other Departments			
	Law Officer	As in PD	As in PD

a. 20% HG will continue.

b. 25% HG will continue.

83. STATE PLANNING BOARD

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Member Secretary	IES	IES
	Chief (Plan Co-ordination Division)	46640-59840	89000-120000
	Chief (Agriculture Division)	46640-59840	89000-120000
	Chief (Industry and Infrastructure Division)	46640-59840	89000-120000
	Chief (Social Service Division)	46640-59840	89000-120000
	Chief (Evaluation Division)	46640-59840	89000-120000
	Chief (Perspective Planning Division)	46640-59840	89000-120000
	Chief (Decentralized Planning Division)	46640-59840	89000-120000
	Joint Director (Selection Grade)	40640-57440	77400-115200
	Joint Director/District Planning Officer	36140-49740	68700-110400
	Agronomist	32110-44640	60900-103600
	Programmer	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Plan Publicity Officer	24040-38840	45800-89000
	Deputy Director/Deputy District Planning Officer	24040-38840	45800-89000
	Assistant Director/Asst. District Planning Officer	21240-37040	40500-85000
	Sr. Gr. Librarian	22360-37940	42500-87000
	Asst. Programmer	21240-37040	40500-85000
	Publication Officer	21240-37040	40500-85000
	Research Officer	20740-36140	39500-83000
	Personal Assistant	19240-34500	39500-83000
	Research Assistant	18740-33680	35700-75600
	Draftsman	13210-22360	25200-54000
	Telephone Operator	9190-15780	18000-41500
Posts held Personnel from Other Departments			
	Senior Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD
	Librarian	As in PD	As in PD
Personal Staff of Vice Chairman			
	Special Private Secretary	36140-49740	68700-110400
	Private Secretary	22360-37940	45800-89000
	Addl. Private Secretary	20740-36140	40500-85000
	Personal Assistant	19240-34500	36600-79200
	Addl. Personal Assistant	18740-33680	35700-75600
	Section Officer	18740-33680	35700-75600
	Assistant/Clerk (Graduate)	13900-24040	26500-56700

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Assistant/Clerk (Non Graduate)	11620-20240	22200-48000
	Typist (with higher English and lower Malayalam)	13900-24040	26500-56700
	Other Typist	11620-20240	22200-48000
	Assistant	13900-24040	26500-56700
	Confidential Assistant	10480-18300	20000-45800
	Chauffeur	9940-16580	19000-43600
	Driver/Office Attendant /cook/Attender cum cook/Peon cum sweeper/Peon cum messenger	8500-13200	16500-35700
Employees in the Project Financing Cell			
	Project Director	IES	IES
	Financial Consultant	As in PD	As in PD
	Legal Consultant	As in PD	As in PD
	Section Officer	As in PD	As in PD
	Technical/Office Assistant	As in PD	As in PD
	CA to Director	As in PD	As in PD
	Data Entry Operator	10480-18300	20000-45800
	Driver	9190-15780	18000-41500
	Office Attendant	8500-13210	16500-35700

84. STATE TRANSPORT APPELLATE TRIBUNAL

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Tribunal	NJPC	NJPC
	Sheristadar	21240-37040	42500-87000
	Bench Clerk	16180-29180	30700-65400
	Court Keeper	8730-13540	17000-37500

85. STATE WATER TRANSPORT DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	36140-49740	68700-110400
Operating Wing			
	Traffic Superintendent	18740-33680	35700-75600
	Assistant Traffic Superintendent	16180-29180	30700-65400
	Station Master Gr. I	13900-24040	26500-56700
	Checking Inspector Grade I	13900-24040	26500-56700
a	Checking Inspector Grade II	13210-22360	25200-54000
	U.D. Cashier	13210-22360	25200-54000

	Designation	Existing Scale of Pay	Revised Scale of Pay
a	Station Master Gr. II	11620-20240	22200-48000
	Checker	11620-20240	22200-48000
	Boat Master	10480-18300	20000-45800
	Boat Syrang	9940-16580	19000-43600
	Boat Driver	9940-16580	19000-43600
	L.D. Cashier	9940-16580	19000-43600
a	Boat Lascar Grade I	9190-15780	18000-41500
	Boat Lascar Grade II	8960-14260	17500-39500
Repair and Maintenance Wing			
	Mechanical Engineer	24040-38840	45800-89000
	Works Manager	21240-37040	40500-85000
	Asst. Works Manager	18740-33680	35700-75600
	Store Keeper	14620-25280	27800-59400
	Foreman	14620-25280	27800-59400
	Chargeman	13900-24040	26500-56700

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Smithy Chargeman	13900-24040	26500-56700
	Mechanic	13210-22360	25200-54000
	Chargeman (Carpenter)	11620-20240	22200-48000
	Time Keeper	11620-20240	22200-48000
	Fitter Gr.I	11620-20240	22200-48000
	Black Smith Gr.I	11620-20240	22200-48000
	Armature Winder	9940-16580	19000-43600
	Moulder	9940-16580	19000-43600
	Pattern Maker	9940-16580	19000-43600
	Assistant Charge man (Carpenter)	9940-16580	19000-43600
	Charge man (Caulker)	9190-15780	18000-41500
	Fitter Gr.II	9190-15780	18000-41500
	Pump Operator	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Assistant Store Keeper	9190-15780	18000-41500
	Black Smith Gr.II	9190-15780	18000-41500
	Battery Charger	9190-15780	18000-41500
	Upholsterer	9190-15780	18000-41500
	Carpenter	9190-15780	18000-41500
	Electrician	9190-15780	18000-41500
	Welder	9190-15780	18000-41500
	Turner	9190-15780	18000-41500
	Machinist	9190-15780	18000-41500
	Caulker	8960-14260	17500-39500
	Painter	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Coolie Worker	8500-13210	16500-35700
	Oil Supplier	4000+D.A	7500+D.A
Posts held by Personnel of other Departments			
	Finance Officer	As in PD	As in PD

a.1/3rd of the posts will be in HG.

86. STATIONERY DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
a	Controller of Stationery	40640-57440	68700-110400
	Deputy Controller of Stationery	24040-38840	45800-89000
	Assistant Controller of Stationery	22360-37940	42500-87000
	Inspector of Stationery (HG)	20740-36140	40500-85000
b	Inspector of Stationery	18740-33680	36600-79200
	Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/Senior Superintendent (HG)	20740-36140	40500-85000
b	Chief Store Keeper / District Stationery Officer/ Secretariat Stationery Officer/Senior Superintendent	18740-33680	36600-79200
	Chief Foreman	18740-33680	36600-79200

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Mechanical Foreman	16180-29180	30700-65400
	Assistant Foreman	15380-25900	29200-62400
	Mechanic HG	13900-24040	26500-56700
	Assistant Store Keeper UD	13210-22360	25200-54000
	Assistant Store Keeper LD	9940-16580	19000-43600
	Packer/Store Assistant/Store Attender	8730-13540	17000-37500

a) The present incumbent is on 77400-115200 as personal scale.

b) 25% Higher Grade will continue.

87. SURVEY AND LAND RECORDS DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Director	IAS	IAS
	Additional Director	40640-57440	77400-115200
	Joint Director	36140-49740	68700-110400
	Deputy Director (Senior Gr.)	32110-44640	60900-103600
a	Deputy Director	22360-37940	42500-87000
	Assistant Director	21240-37040	40500-85000
	Technical Assistant (Higher Grade)	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of Pay
b	Technical Assistant	18740-33680	35700-75600
	Superintendent of Survey and Land Records (Higher Grade)	20740-36140	39500-83000
b	Superintendent of Survey and Land Records	18740-33680	35700-75600
c	Head Surveyor	16980-31360	32300-68700
	Head Draftsman	16980-31360	32300-68700
d	Draftsman Grade I	13900-24040	26500-56700
	Draftsman Grade II	11620-20240	22200-48000
	Surveyor Grade I	13900-24040	26500-56700
	Surveyor Grade II	11620-20240	22200-48000
	Chainman	8500-13210	16500-35700
	Tracer	9940-16580	19000-43600
	Binder	8960-14260	17500-39500
	Pressman	8730-13540	17000-37500
	Printer	8960-14260	17500-39500
	Printing Expert	14620-25280	27800-59400
	Attender (Plate cleaning)	8960-14260	17500-39500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Attender (Plate graining)	8960-14260	17500-39500
	Cutter	10480-18300	20000-45800
	Photographer	14620-25280	27800-59400
Posts held by Personnel of other Departments (Ministerial Staff)			
	Finance Officer	As in PD	As in PD
	Assistant Secretary (Deputy Collector)	As in PD	As in PD

- a) 25% of the post will be in Senior Grade.
- b) 1/3rd of the post will be in higher grade
- c) The existing ratio 1:6 between Head Surveyor & Surveyor/Head Draftsman & draftsman will continue.
- d) Existing ratio will continue.

88. TECHNICAL EDUCATION DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	AICTE Scale	AICTE Scale
	Senior Joint Director(EC/PS)	AICTE Scale	AICTE Scale
	Joint Director(EC/PS)	AICTE Scale	AICTE Scale
	Joint Controller	AICTE Scale	AICTE Scale
	Deputy Director (Engg. College)	AICTE Scale	AICTE Scale
	Training Officer	AICTE Scale	AICTE Scale

	Designation	Existing Scale of Pay	Revised Scale of pay
	Principal(Engineering College)	AICTE Scale	AICTE Scale
	Dean	AICTE Scale	AICTE Scale
	Professor	AICTE Scale	AICTE Scale
	Associate Professor/Reader	AICTE Scale	AICTE Scale
	Assistant Professor(Engineering Colleges)	AICTE Scale	AICTE Scale
	Principal(College of Fine Arts)	40640-57440	77400-115200
	Deputy Director (Polytechnic stream)	36140-49740	68700-110400
	Deputy Director(Dy. Controller of Technical Exams)	36140-49740	68700-110400
	Workshop Superintendent (Engg College)	36140-49740	68700-110400
	Principal (Polytechnics/Institute of Printing Technology)	36140-49740	68700-110400
	Professor Gr I (College of Fine Arts)	36140-49740	68700-110400
	Chief Technical Librarian	32110-44640	60900-103600
	Scientific Information Officer	29180-43640	55350-101400
	Assistant Controller of Examination	22360-37940	42500-87000
	Assistant Director (SDC)	22360-37940	42500-87000
	Assistant Director (Project)	22360-37940	42500-87000
	Head of Department	22360-37940	42500-87000
	Professor Gr II(College of Fine Arts)	22360-37940	42500-87000
	Technical Officer	20740-36140	39500-83000
	Assistant Director (Regional Directorate)	20740-36140	39500-83000
	Project Officer (SITTR)	20740-36140	39500-83000
	Instructor Gr I	20740-36140	39500-83000

	Designation	Existing Scale of Pay	Revised Scale of pay
	System Analyst	22360-37940	42500-87000
	Lecturer in Engineering (Polytechnics)/ Technology/ Instrument Technology/ Business Management/ Composing/ Process Engraving/ Letter Press Printing	20740-36140	39500-83000
	Workshop Superintendent(Polytechnics)	20740-36140	39500-83000
	Superintendent, Technical High Schools	20740-36140	39500-83000
	Lecturer(College of Fine Arts)	20740-36140	39500-83000
	Fine Arts Expert	19240-34500	36600-79200
	Chemist	19240-34500	36600-79200
a	Computer Programmer (HG)	21240-37040	40500-85000
	Computer Programmer	20740-36140	39500-83000
	Lecturer in Commerce/ Commercial Practice	19240-34500	36600-79200
	Inspector of Industrial Schools	18740-33680	35700-75600
	Senior Art Instructor	18740-33680	35700-75600
a	Superintendent(Govt. Commercial Institute)(HG)	20740-36140	39500-83000
	Superintendent(Govt. Commercial Institute)	18740-33680	35700-75600
	Assistant Training Officer	16180-29180	30700-65400
	Head Draftsman/Draftsman Gr I	16180-29180	30700-65400
	Foreman/Workshop Foreman	16180-29180	30700-65400
	Senior Instructor in Shorthand	16180-29180	30700-65400
	Instructor in Commerce	16180-29180	30700-65400
	Instructor in Secretarial Practice & Business Correspondence	16180-29180	30700-65400

	Designation	Existing Scale of Pay	Revised Scale of pay
	Instructor (Engineering)	16180-29180	30700-65400
	Instructor (Govt. Commercial Institute)	16180-29180	30700-65400
	Instructor in Shorthand	15380-25900	29200-62400
	Development Officer	14620-25280	27800-59400
	Instrument Mechanic Gr I (WPTC)	14620-25280	27800-59400
	Instrument Mechanic Gr I	14620-25280	27800-59400
	Art Instructor	14620-25280	27800-59400
	Mural Expert	14620-25280	27800-59400
	Studio Assistant Gr I	14620-25280	27800-59400
	Demonstrator in Chemistry	14620-25280	27800-59400
	Instructor Gr II/Workshop Instructor/Demonstrator in Engineering	14620-25280	29200-62400
	Draftsman Gr II/Draftsman	14620-25280	29200-62400
	Trade Instructor (Sen. Grade)	15380-25900	29200-62400
	Trade Instructor Gr I	14620-25280	27800-59400
	Trade Instructor Gr II	13210-22360	25200-54000
	Assistant Instructor in Shorthand (GPTC)	13900-24040	26500-56700
	Instructor- cum-Mechanic in Spinning	13900-24040	26500-56700
	Instructor Gr II (Textile Spinning/Weaving & Textile Chemistry)	13900-24040	26500-56700
	Spinning Mechanic	13900-24040	26500-56700
	Assistant Instructor in Typewriting/Stenography	13900-24040	26500-56700
	Mechanic in Textile Chemistry	13900-24040	26500-56700

	Designation	Existing Scale of Pay	Revised Scale of pay
	Mechanic in Textile Technology	13900-24040	26500-56700
	Assistant Instructor(Govt Commercial Institute)	13900-24040	26500-56700
	Assistant Instructor in Shorthand(WPTC)	13210-22360	25200-54000
	Instrument Mechanic Gr II	13210-22360	25200-54000
	Instructress (Tailoring & Garment Making Training)	13210-22360	25200-54000
	Instructor (Industrial Schools)	13210-22360	25200-54000
	Studio Assistant Gr II	9940-16580	19000-43600
	Typewriter Mechanic	9190-15780	18000-41500
	Tradesman	9940-16580	19000-43600
	Junior Instructor (Tailoring & Garment Making Training)	9190-15780	19000-43600
	Junior Instructor (Industrial Schools)	9190-15780	19000-43600
	Boiler Assistant	9190-15780	18000-41500
	Carpenter	9190-15780	18000-41500
	Welder-cum-Blacksmith	8730-13540	17000-37500
	Marker	8730-13540	17000-37500
	Studio Attender	8730-13540	17000-37500
	Clay Worker	8500-13210	16500-35700
	Ceramic Expert	14620-25280	27800-59400
	Mechanic-cum-Electrician	8730-13540	17000-37500
	Instructor in Physical Education	13900-24040	26500-56700
	Technical Store Keeper	16180-29180	30700-65400
	Craft Instructor	13210-22360	25200-54000

	Designation	Existing Scale of Pay	Revised Scale of pay
	Pump Operator	9190-15780	18000-41500
	Boiler Mechanic	11620-20240	22200-48000
	Professor Gr.II (Aided Engineering Colleges and Polytechnics)	22360-37940	42500-87000
	Non-Engineering Lecturer (Aided Engineering Colleges and Polytechnics)	20740-36140	39500-83000
	Professor Gr.I (Aided Engineering Colleges and Polytechnics)	29180-43640	55350-101400
	Junior Instructor (Composing and printing, weaving, Raton, Book Binding)	9190-15780	18000-41500
	Matron	10480-18300	20000-45800
	Sick Room Attender	8730-13540	17000-37500
	Data Entry Operator (Aided Engineering Colleges)	13900-24040	26500-56700
	Library Assistant (Aided Engineering Colleges)	8730-13540	17000-37500
	Head Cook	8730-13540	17000-37500
	Cook	8500-13210	16500-35700

a. Higher Grade ratio 1:1 will continue

89. TOURISM DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	IAS	IAS
	Director (Eco Tourism)	IAS	IAS
	Additional Director (General)	IAS	IAS

	Designation	Existing Scale of Pay	Revised Scale of pay
	Additional Director (Hospitality)	40640-57440	77400-115200
	Joint Director	36140-49740	68700-110400
	Deputy Director	24040-38840	45800-89000
a	Manager Gr.I (HG)	20740-36140	39500-83000
	Manager Gr-I	18740-33680	35700-75600
	Assistant Planning Officer	18740-33680	35700-75600
	Tourist Information Officer	18740-33680	35700-75600
	Personal Assistant to the Director	18740-33680	35700-75600
	Inspecting Officer	18740-33680	35700-75600
	Superintendent Kanakakunnu Palace	18740-33680	35700-75600
	Manager Gr-II	14620-25280	27800-59400
	Assistant tourist Information Officer	14620-25280	27800-59400
	Head Chauffer	14620-25280	27800-59400
	Manager Gr-III	13210-22360	25200-54000
	Telephone Operator (HG)	11620-20240	22200-48000
	Chauffer Gr-I	13210-22360	25200-54000
b	Telephone Operator	9190-15780	18000-41500
	Steward	9940-16580	19000-43600
	Electrician	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of pay
	Mechanic (Auto)	9190-15780	18000-41500
	Garden Supervisor	9190-15780	18000-41500
	AC Mechanic	10480-18300	20000-45800
b	Chauffer Gr-II	9940-16580	19000-43600
	Caretaker	9190-15780	18000-41500
	Butler	9190-15780	18000-41500
	Plumber	8960-14260	17500-39500
	Cook	8960-14260	17500-39500
	Gardener	8730-13540	17000-37500
	Hospitality Assistant	8960-14260	17500-39500
Posts held by Personnel of Other Departments			
	Sr. Administrative Officer	As in PD	As in PD
	Sr. Finance Officer	As in PD	As in PD
	Planning Officer	As in PD	As in PD
	Asst. Executive Engineer (Mechanical)	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Statistical Asst Gr-I	As in PD	As in PD
	Statistical Asst Gr-II	As in PD	As in PD

a. Existing 50% HG will continue.

b. Ratio 1:1 will continue.

90. DEPARTMENT OF TOWN AND COUNTRY PLANNING

	Designation	Existing Scale of Pay	Revised Scale of pay
	Chief Town Planner	48640-59840	93000-120000
	Additional Chief Town Planner	44640-58640	85000-117600
	Senior Town Planner	44640-58640	85000-117600
	Town Planner (HG)	40640-57440	77400-115200
a	Town Planner	36140-49740	68700-110400
	Deputy Town Planner (HG)	24040-38840	45800-89000
b	Deputy Town Planner	21240-37040	40500-85000
	Assistant Town Planner	20740-36140	39500-83000
	Draftsman Gr-I/ Town Planning Surveyor Gr. I	13900-24040	26500-56700
c	Draftsman Gr-II/ Town Planning Surveyor Gr. II	11620-20240	22200-48000
	Photographer Cum Commercial Artist	16180-29180	30700-65400
	Artist	13210-22360	25200-54000
	Tracer	9940-16580	19000-43600
	Blue Printer	8730-13540	17000-37500
Posts held by personnel of other Departments			
	Deputy Director (Statistics)	As in PD	As in PD
	Assistant Director	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Research Assistant/ Statistical Inspector (HG)	As in PD	As in PD
	Research Assistant/ Statistical Inspector	As in PD	As in PD
	Statistical Investigator Gr.II/ Grade	As in PD	As in PD

	Designation	Existing Scale of Pay	Revised Scale of pay
	I/Investigator/Statistical Assistant		
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

- a. 25% Higher Grade will continue.
- b. $\frac{1}{3}$ rd Higher Grade will continue.
- c. Existing ratio 1:1 will continue.

91. TREASURIES DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	44640-58640	85000-117600
	Joint Director	36140-49740	68700-110400
	Deputy Director	29180-43640	55350-101400
	Assistant Director	22360-37940	45800-89000
	District Treasury Officer	22360-37940	45800-89000
	Assistant District Treasury Officer	21240-37040	42500-87000
a	Stamp Depot Officer/ Sub Treasury Officer/Assistant Treasury Officer/Senior Superintendent(HG)	20740-36140	40500-85000
	Stamp Depot Officer/ Sub Treasury Officer/Assistant Treasury Officer/Senior Superintendent	18740-33680	36600-79200

b	Jr. Supdt/SB Passing Officer(HG)	18740-33680	35700-75600
	Jr. Supdt/SB Passing Officer	16180-29180	30700-65400
c	Accountant Selection Grade	14620-25280	27800-59400
	Senior Accountant	13210-22360	25200-54000
	Junior Accountant	9940-16580	19000-43600
d	Treasurer		
	Stamp Examiner	8960-14260	17500-39500

- a. Existing 25 % Higher grade will continue
- b. 1/3rd of the post will be in HG.
- c. The ratio 5:5:1 among Junior Accountant, Senior Accountant and Accountant Selection Grade will continue
- d. The Selection Grade Accountant/Senior Grade Accountant posted in future as Treasurer will draw cadre pay and usual allowances

92. TRIBUNAL FOR LOCAL SELF GOVERNMENT INSTITUTIONS

	Designation	Existing Scale of Pay	Revised Scale of pay
	Tribunal	(NJPC)	(NJPC)
	Secretary	As in PD	As in PD
	Bench Clerk	14620-25280	27800-59400

93. UNIVERSITY APPELLATE TRIBUNAL

	Designation	Existing Scale of Pay	Revised Scale of pay
	University Appellate Tribunal	NJPC	NJPC
	Secretary	22360-37940	42500-87000

94. URBAN AFFAIRS

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	42640-58640	81000-117600
	Joint Director (Administration)	40640-57440	77400-115200
	Joint Director(Health)/ Regional Joint Director	40640-57440	77400-115200
	Corporation Secretary	36140-49740	68700-110400
	Corporation Additional Secretary	36140-49740	68700-110400
	Municipal secretary- Grade I	29180-43640	55350-101400
	Municipal secretary- Grade II	24040-38840	45800-89000
	Provident Fund Officer/Pension Officer	21240-37040	40500-85000
	Administrative Assistant	21240-37040	40500-85000
	Municipal Secretary- Grade III	20740-36140	39500-83000
	Assistant Municipal Secretary	19240-34500	36600-79200
Posts held by personnel of other Departments			
	Senior Finance Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant Gr I	As in PD	As in PD
	Statistical Assistant Gr.II	As in PD	As in PD

95. VIGILANCE & ANTI - CORRUPTION BUREAU

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	IPS	IPS
	Legal Adviser	42640-58640	81000-117600
	Additional Legal Adviser	36140-49740	68700-110400
	Manager	22360-37940	42500-87000
Personnel of Police Department			
	Additional Director General of Police	IPS	IPS
	Inspector General of Police	IPS	IPS
	Deputy Inspector General of Police	IPS	IPS
	Superintendent of Police (Non-IPS)	As in PD	As in PD
	Deputy Superintendent of Police	As in PD	As in PD
	Inspector of Police	As in PD	As in PD
	Sub Inspector	As in PD	As in PD
	Assistant Sub Inspector	As in PD	As in PD
	Senior Civil Police Officer	As in PD	As in PD
	Civil Police Officer	As in PD	As in PD
	Police Driver, Head Constable /Police Constable	As in PD	As in PD
Posts held by the Personnel of other Departments			
	Accounts Officer (Audit)	As in PD	As in PD
	Executive Engineer (Mechanical)	As in PD	As in PD
	Executive Engineer (Civil)	As in PD	As in PD
	Assistant Executive Engineer (Civil)	As in PD	As in PD

96. VOCATIONAL HIGHER SECONDARY EDUCATION DEPARTMENT

	Designation	Existing Scale of Pay	Revised Scale of pay
	Director	44640-58640	85000-117600
	Deputy Director	29180-43640	55350-101400
	Assistant Director	24040-38840	45800-89000
	Technical Officer	20740-36140	40500-85000
	Research Assistant	20740-36140	39500-83000
	Vocational Teacher/Non- Vocational Teacher(Sel. Gr)	22360-37940	42500-87000
	Vocational Teacher/Non- Vocational Teacher(HG)	21240-37040	40500-85000
	Vocational Teacher/Non- Vocational Teacher	20740-36140	39500-83000
	Non-Vocational Teacher Junior (Sel Gr)	21240-37040	40500-85000
	Non-Vocational Teacher Junior(HG)	20740-36140	39500-83000
	Non-Vocational Teacher Junior	16980-31360	32300-68700
	Non-Vocational Teacher (GFC)	6100 consolidated pay	9500 consolidated pay
	Vocational Instructor	14620-25280	27800-59400
	Laboratory Technical Assistant	9940-16580	19000-43600
	Posts held by the Personnel of other Departments		
	Administrative Officer	As in PD	As in PD
	Finance Officer	As in PD	As in PD

97. WATER APPELLATE AUTHORITY

	Designation	Existing Scale of Pay	Revised Scale of pay
	Secretary	36140-49740	45800-89000
	Bench Clerk	13210-22360	25200-54000
