

INDEX

		<u>Page Nos.</u>
1. Government Order		: 1-17
2. Annexures:-		:
Annexure 1	Scales of pay	: 18
Annexure 2	Rules for fixation of pay in the Revised Scale	: 19-24
Annexure 3	Scheme for Time Bound Higher grade promotion	: 25-29
Annexure 4	Special Allowances	: 30-44
Annexure 5	Compensatory Allowance	: 45-51
Annexure 6	Risk Allowance	: 52-58
Annexure 7	Non Practicing Allowance	: 59-60
Annexure 8	Uniform Allowance	: 61-63
Annexure 9	Additional Special Allowance	: 64-68
Annexure 10	Permanent Travelling Allowance	: 69-76
Annexure 11	Permanent Conveyance Allowance.	: 77-81
Annexure 12	Schedule of posts and revised scales	: 82-224
	Common category	: 82-86
	1. Advocate General's Office	: 87
	2. Agriculture	: 87-90
	3. Animal Husbandry	: 90-92
	4. Archaeology	: 92-93
	5. Assistant Public Prosecutors	: 93
	6. Ayurveda Medical Education	: 94-97
	7. Chemical Examiners Laboratory	: 97
	8. Civil Supplies	: 97-98
	9. Commercial Taxes	: 98
	10. Agriculture Income Tax & Sales Tax Appellate Tribunal	: 98
	11. Commissionerate of Entrance Examinations	: 99
	12. Co - operation	: 99-100
	13. Cultural Publications	: 100
	14. Dairy Development	: 100-101
	15. Drugs Control	: 101
	16. Economics & Statistics	: 102
	17. Education	: 103-120
	(1) <i>Collegiate Education</i>	: 103-106
	(2) <i>General Education</i>	: 106-114
	(3) <i>Higher Secondary Education</i>	: 114

	(4) <i>Technical Education</i>	: 114-119
	(5) <i>Vocational Higher Secondary Education</i>	: 119-120
18.	Electrical Inspectorate	: 120
19.	Enquiry Commissioner and Special Judge	: 121
20.	Excise	: 121
21.	Factories & Boilers	: 122
22.	Fire & Rescue services	: 122-123
23.	Fisheries	: 123-126
24.	Forest	: 126-128
25.	Ground Water	: 129-130
26.	Harbour Engineering	: 130-131
27.	Health Services	: 131-141
28.	Hindu Religious & Charitable Endowment	: 141
29.	Homoeopathy	: 142
30.	Homoeopathy Medical Colleges	: 143
31.	Housing (Technical) Cell	: 144
32.	Hydrographic Survey	: 144-145
33.	Indian Systems of Medicine	: 145-146
34.	Industrial Tribunal	: 146
35.	Industrial Training	: 146-148
36.	Industries & Commerce	: 148-150
37.	Information & Public Relations	: 150-151
38.	Insurance Medical Service	: 151-153
39.	Irrigation	: 153-154
40.	Judiciary	: 154-155
41.	Kerala Co-operative Tribunal	: 155
42.	Kerala State Transport Appellate Tribunal	: 155
43.	KIRTADS	: 155-156
44.	Labour	: 156-157
45.	Labour Courts	: 157
46.	Land Board	: 157
47.	Land Revenue	: 158
48.	Land Use Board	: 158-159
49.	Law Colleges	: 159
50.	Legal Metrology	: 159
51.	Local Fund Audit	: 159-160
52.	Lok Ayukta	: 160
53.	Medical Education	: 160-165
54.	Mining & Geology	: 165-166
55.	Motor Vehicles	: 166
56.	Museums & Zoos	: 166-167
57.	National Cadet Corps	: 168
58.	National Employment Service	: 168

59.	National Savings	: 168-169
60.	Panchayats	: 169-170
61.	Police	: 170-178
62.	Ports	: 178-181
63.	Printing	: 181-184
64.	Prisons	: 184-186
65.	Public Service Commission	: 187
66.	Public Works	: 188-190
67.	Registration	: 191
68.	Rural Development	: 191-194
69.	Sainik Welfare	: 194
70.	Scheduled Caste Development	: 194-195
71.	Scheduled Tribe Development	: 195-196
72.	Secretariat.	: 196-206
	(1) Administrative Secretariat	: 196-199
	(2) Finance Secretariat	: 199-200
	(3) Law Secretariat	: 201-202
	(4) Legislature Secretariat	: 202-203
	(5) Governor's Secretariat	: 203-204
	(6) Governor's House hold	: 204-205
	(7) Kerala House	: 205-206
73.	Social Welfare	: 206-208
74.	Soil Conservation	: 209
75.	Sports & Youth Affairs	: 210
76.	State Archives	: 210
77.	State Central Library	: 210-211
78.	State Insurance	: 211
79.	State Lotteries	: 211
80.	State Planning Board	: 212-213
81.	State Water Transport	: 213-214
82.	Stationery	: 214
83.	Survey & Land Records	: 215-216
84.	Tourism	: 216-217
85.	Town Planning	: 217-218
86.	Treasuries	: 218-219
87.	University Appellate Tribunal	: 219
88.	Urban Affairs	: 219
89.	Vigilance	: 219-220
90.	Vigilance Tribunal	: 220
91.	Water Appellate Authority	: 220-221
92.	Municipal Common Service	: 221-224



GOVERNMENT OF KERALA

Abstract

Revision of Pay and Allied Matters – Report of the Eighth Pay Revision Commission – Accepted – Orders Issued.

FINANCE (PRC-C) DEPARTMENT

G.O.(P)No. 145/2006/Fin Dated, Thiruvananthapuram, 25.3. 2006

Read: (1). G.O.(Ms)No.115/2005/Fin. dated 14.3.2005
(2). G.O.(Ms)No.153/2005/Fin. dated 30.3.2005
(3). G.O.(Ms)No.267/2005/Fin. dated 06.6.2005
(4). G.O.(P)No.384/2005/Fin. dated 16.8.2005
(5). G.O.(P)No.125/2006/Fin. dated 17.3.2006

O R D E R

The Government in their order read as 1st paper above appointed a Pay Revision Commission with the following terms of reference:

- (i) To examine and suggest necessary modifications of pay and allowances of:
 - (a) posts under Kerala Government Service, including part-time contingent service;
 - (b) posts, including part-time posts, under educational institutions of the Government, aided schools and colleges, institutions covered by direct payment scheme and autonomous institutions under the State Government (excluding those covered by U.G.C/AICTE etc., scheme of scales of pay and also posts for which Central scales of pay have already been allowed, such as teaching staff in Medical Colleges, etc;) and
 - (c) posts under local bodies
- (ii) To examine the present structure of pay and allowances, other emoluments and service conditions, including promotion avenues and fringe benefits, available to the above categories of employees and recommend necessary changes on these items, indicating the dates from which each such change shall be applicable. Also to consider the extension of fringe benefits which are available to Central Government employees at present and not available to State Government employees. Further, to examine whether other service benefits enjoyed by State Government employees but which are not available to the Central Government employees, shall be continued and if so to what extent and to what period.

- (iii) To examine the present Civil service set up as a whole and make suggestions to increase its efficiency and social accountability.
- (iv) To examine the need to give interim relief to employees and submit the Commission's views in this regard within three months.

2. Subsequently, as per the G.O. read (2) above, the terms of reference were modified to include the case of service pensioners also. Later, Government had deleted "autonomous institutions" from the terms of reference of the Commission, as per G.O. read (3) above.

3. The Commission submitted an interim report on 5.8.2005 on the issue relating to the payment of Interim Relief to employees and pensioners. Government, after examining the above report, issued orders vide G.O. read (4) above, for payment of Interim Relief to employees and pensioners.

4. The Commission submitted its final report to Government on 22.2.2006. After examining the recommendations of the Pay Revision Commission, the Government were pleased to accept these vide G.O read (5) above. It was mentioned in this order that detailed instructions for actual implementation will be issued separately. Accordingly, in complete modification of the provisions relating to revision of pay in the G.O read (5) above, the Government are pleased to issue orders as contained in the subsequent paragraphs.

5. The existing scales of pay will be revised with effect from 1.7.2004 as shown in Annexure 1. The revised scales of pay of the various posts in the various Departments and local bodies will be as shown in Annexure 12.

6. The rules for pay fixation with illustrations are shown in Annexure 2.

Part Time Contingent Employees

7. (1) On the basis of the recommendations of the Commission, the emoluments of part-time contingent employees will be fixed as indicated below:

		<i>Existing Rate</i>	<i>Revised Rate</i>
(i)	Night School Teachers & Librarian (Category I referred to in the Kerala Part-time Contingent Service)	Rs.1750+DA @ 64%(as on 1-7-2004)	Rs.3000+DA @ 5%(as on 1-7-2004)
(ii)	Part-time Sweepers/Cleaners, whose area of work is 400 sq.m. and above but below 800 sq.m. and Part-time Contingent employees other than those in Category I, whose remuneration cannot be determined based on sweeping area	Rs.1500+DA @ 64%(as on 1-7-2004)	Rs.2500+DA @ 5%(as on 1-7-2004)

(iii)	Part-time Sweepers/Cleaners whose area of work is 100 sq.m. and above but below 400 sq.m.	Rs.1250+DA@ 64%(as on 1-7-2004)	Rs.2100+DA @ 5%(as on 1-7-2004)
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(2) For those who have put in a total of 8 years of service as part-time contingent employee, an increase of Rs.150/- in the basic remuneration will be allowed. For those who have put in a total of 16 years of service as part-time contingent employee, an increase of Rs.300/- (Rs.150+150) in the basic remuneration will be allowed. For those who have put in a total of 23 years of service, an increase of Rs.400/- (Rs.150+150+100) in the basic remuneration will be allowed.

(3) Earned Leave will be at the rate of 1/22 for the period spent on duty, subject to a maximum of 15 days in a year.

(4) Leave surrender facilities will be as admissible to Government employees.

(5) C.C.A. at the rate of Rs.12/- per month for those who are working in the designated cities will continue.

Ratio/Percentage based grade promotion

8. The existing ratio/higher grade and the improved ratio to various categories are indicated at the appropriate places under each Department in Annexure 12. The newly introduced/improved ratio promotion will have effect only from the date of this order.

Time bound grade promotion Scheme

9. (1) The existing span of 10, 18 and 23 years for allowing grade promotion will be modified as 8, 16 and 23 years of service. Class IV employees will be allowed a fourth higher grade on completion of 28 years of total service, instead of 30 years of service as at present.

(2) Revised rules for allowing grade promotions are incorporated in Annexure 3.

Teachers

10.(1) LP/UP School teachers will be allowed grade promotion as Grade I, Senior Grade and Selection Grade on completion of 8,16, and 23 years of service respectively as LP/UP school teacher. LP/UP School Headmasters will be allowed grade promotion on completion of 10 years of service as Head Master or 30 years total service as Headmaster and Teacher together. A second Higher Grade on completion of 20 years service as Headmaster will also be allowed. The 1st and 2nd higher grades as Headmaster will be granted subject to the condition that they will not be eligible for notional higher grades based on the length of service as teacher had they continued as teacher.

(2) High School Assistants will be allowed grade promotions as Senior Grade and Selection Grade on completion of 8 and 16 years service

respectively as HSA. The existing system of allowing personal scale of Primary School teachers to HSAs who have prior service as Primary School teacher will be dispensed with. Grade promotions will be allowed reckoning only the service spent in High School. Primary School service, if any, will not be counted for giving grade promotions as HSA.

(3) Time bound higher grades for teachers will be as per existing orders issued by the General Education Department. Other conditions for time bound higher grade to teachers (including method of pay fixation) will be as indicated in Annexure 3.

Doctors

11. (1) The existing span of 10 and 18 years for allowing grade promotion to Assistant Surgeon/Dental Surgeon and equated categories of Health Services Department and Assistant Insurance Medical Officers (Allopathy) of Insurance Medical Services Department will be revised as 8 and 16 years. They will be allowed corresponding revised scales of Rs.16650-23200 and Rs.23200-31150 as grade scales.

(2) Other conditions for time bound higher grade to doctors (including method of pay fixation) will be as indicated in Annexure 3.

Stagnation Increment

12. The existing scheme of allowing three stagnation increments -the first two annual and the last one biennial - will continue. The maximum pay, after such increments, shall not go above Rs.33,100/-.

Dearness Allowance

13. State Government employees, staff of educational institutions, local bodies and part-time contingent employees whose pay and allowance stand revised according to this Government Order will be eligible for DA @ 5% from the date of coming over to the revised scale (1.7.2004, in most cases).

House Rent Allowance

14. (1) House Rent Allowance will be paid at the revised rates based on pay ranges and classifications of cities/places as shown below:

Pay Range Rs.	B Class City Rs.	C Class City/Town Rs.	Towns not in B & C Class Rs.	Other Places Rs.
4300-4589	250	190	190	150
4590-7299	400	280	280	
7300-13699	600	390	340	
13700-17099	750	500	380	
17100-20199	1000	680	380	
20200& above	1200	790	380	

(2) The State Government employees working in New Delhi and other States will be eligible for HRA at GOI rates as applicable at that place.

Note:-

- (1) For the purpose of this clause, B Class City means the cities of Thiruvananthapuram, Kochi and Kozhikode.
- (2) "C Class City/Town" means the cities/towns of Alappuzha, Changanacherry, Kanhangad, Kannur, Kasargod, Kayamkulam, Kunnamkulam, Kollam, Kottayam, Malappuram, Manjeri, Nedumangad, Neyyattinkara, Palakkad, Payyannur, Ponnani, Quilandy, Thaliparamba, Thiruvalla, Thrissur, Tirur and Vada kara.
- (3) "Towns not in B&C Class" means all other Municipal areas and townships as well as District and Taluk Head quarters not coming under B&C Class City/Town.
- (4) The rates will apply only to the offices situate within the City/Municipal, etc limits.

Rent recovery

15. With effect from the date of coming over to the revised scale, rent at the following rates will be recovered from Government employees residing in Government Quarters:

Sl.No	Range	Rate
i	Those who draw pay in the Scale of Pay between Rs.4300-5930 and Rs.10790-18000 and other categories who are specifically exempted (eg. Judicial officers)	Nil
ii	Those who draw pay in the Scale of Pay from Rs.11070-18450 but below Rs.16650-23200	2% of basic pay
iii	Those of and above the Scale of Pay of Rs.16650-23200.	4% of basic pay

Note:-

- (1) Basic pay for the purpose of this clause will include personal pay, dearness pay and special pay.
- (2) In the case of employees who remain on pre-revised scales of pay beyond 1.3.2006, the corresponding revised scale in respect of the post will be taken into account to determine rent to be recovered.
- (3) For those who are not on State Government scales of pay (e.g. AIS officers, those on UGC/AICTE scale, etc) existing orders and rates will continue.

City Compensatory Allowance

16. City Compensatory allowance for employees working in offices located within the city limits of Thiruvananthapuram, Kochi and Kozhikode will be as shown below:

Sl.No	Pay Range	Rate per Month
1	Below Rs.4990	Rs.30/-
2	Rs.4990 and above but below Rs.7480	Rs.40/-
3	Rs.7480 and above but below Rs.9590	Rs.65/-
4	Rs.9590 and above	Rs.120/-

Medical Allowance

17. Till the implementation of an insurance linked scheme, the existing scheme will continue.

Reimbursement of cost of spectacles

18. The limit for spectacle allowance will stand raised from Rs.300/- to Rs.500/- (once during the entire service).

Special Pay

19. Except to those specific categories to whom special pay is payable as per Annexure 12, special pay shall not be paid to any one.

Special Allowance

20. The rates of Special Allowance are as given in Annexure 4.

Compensatory Allowance

21. The rates of Compensatory Allowance are as given in Annexure 5.

Risk Allowance

22. The rates of Risk Allowance are as given in Annexure 6.

Non Practising Allowance

23. The rates of Non-Practising Allowance are as given in Annexure 7.

Uniform Allowance

24.(1) The categories of posts, the uniform allowance payable and the periodicity of payment will be as shown in Annexure 8. Payment of uniform allowance will be subject to the following conditions:

(i) Uniform Allowance is inclusive of Stitching and Washing Allowance and cost of cloth. Separate payment for stitching charges and washing charges will be discontinued. The practice (if existing) of supply of uniform cloth will also be discontinued.

(ii) Uniform specifications (colour, type, items, size, etc) have to be fixed by the Head of the Department concerned in respect of different categories of employees under his control.

(iii) Controlling Officers are free to discontinue sanctioning of Uniform Allowance and even recover the allowance sanctioned, if an employee does not wear uniform during duty time.

(2) Those categories who have to wear uniform as per existing orders but have not been indicated in Annexure 8 will be paid uniform Allowance at the rate of Rs.700/-per annum (including cost of uniform cloth, stitching charges and washing allowance). The existing practice of supply of uniform articles will be discontinued.

Footwear Allowance

25. The rate of footwear allowance will be increased from Rs.100 to Rs.130/-per annum. The conditions for granting footwear allowance (including categories which are eligible for this allowance) will continue without modification.

Additional Special Allowance

26. The Special Allowance to Police, Prison, Fire Force, Excise, Forest Personnel, and Medical Officers and PA to MLAs as well as to Staff in the Kerala State Election Commission during election period is renamed as Additional Special Allowance. The rates are as given in Annexure 9.

Special Commando Allowance

27. Special Commando Allowance @ 15% of the basic pay per month will be granted to all commandos irrespective of rank or branch or Police unit to which they belong, subject to the following conditions:

- (i) Not more than 60 persons at a time will be treated as eligible for this allowance. This will be ensured by the DGP.
- (ii) Annually, a competent Board will test the physical and commando efficiency of each person.
- (iii) The standard and training of commandos will be continuously monitored.
- (iv) The allowance will be stopped if a commando is not maintaining the required standard.
- (v) Fresh personnel who pass the test and undergo competent training will be taken into the commando platoon to replace those who cease to be commandos.

Project Allowance

28. Project allowance is discontinued with effect from 1.3.2006.

Hill Tract allowance

29. The revised rates of Hill Tract Allowance are as shown below:

Sl.No.	Categorization of officials	Rate per month Rs.
1	Officers whose pay is Rs.9190/- and above	140
2	Officers whose pay is above Rs.5780/-	130

	but below Rs.9190/-	
3	Officers whose pay is upto and including Rs.5780/-	100
4	Part-time Contingent Employees	100

Ex Gratia Payment

30. Till the implementation of a new insurance scheme, the existing rates of exgratia (for death, accident, etc while on duty) will continue.

Travelling Allowance

31.(1) For the purpose of travelling allowance, officers shall be classified into the following four grades:

Grade I	Heads of Departments, Private Secretary to Ministers and All India Service Officers, irrespective of the pay drawn by them and all officers who draw an actual pay of Rs.14900/- and above.
Grade II (a)	Officers with actual pay of Rs.12400/- and above, but below Rs.14900/-
Grade II (b)	Officers with actual pay of Rs.8000/- and above, but below Rs.12400/-. Class III and Class IV employees when they accompany the Governor, the Speaker, a Minister or the Leader of the Opposition will be treated as Gr.II (b)].
Grade III	Officers with actual pay of Rs.5000/- and above, but below Rs. 8000/-
Grade IV	Officers with actual pay below Rs.5000/-.

Note:-

For the purposes of rule 31, pay will also include personal pay and special pay in lieu of higher time scale of pay.

(2) Class of Travel:

Eligible class for each grade shall be as follows:

Grade	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 doesn't have III AC, I Class
Grade III	II Class
Grade IV	II Class

(3) Mileage Allowance:

Mileage allowance will be fixed @ Re.0.80/- per km for all categories of employees.

(4) Incidental Rates for Road/Rail journeys:

Incidentals for journeys by road and rail shall be revised as follows:

Grade	Rate per K.M	
	Existing (Rs.)	Revised (Rs.)
Grade I	0.18	0.25
Grade II (a)	0.15	0.20
Grade II (b)	0.15	0.18
Grade III	0.09	0.15
Grade IV	0.08	0.15

- (5) Daily Allowance :
The Daily Allowance for tour shall be as follows:-

Grade	Existing rate		Revised rate	
	Inside State (Rs.)	Outside State (Rs.)	Inside State (Rs.)	Outside State (Rs.)
Grade I	125	200	150	220
Grade II (a)	100	150	120	170
Grade II (b)	90	125	120	140
Grade III	75	100	100	110
Grade IV	75	100	100	110

- (6) Classification of Government Officials for the purpose of carrying personal effects

The classification of Government Officials for the purpose of carrying personal effects shall be as follows:-

Sl.No.	Category of Officers	Weight
1	Officers whose actual pay is Rs.14900/- and above	2240 Kg
2	Officers whose actual pay is Rs.8000/- and above but below Rs.14900/-	1120 Kg
3	All other Officers	560 Kg

- (7) Loading and unloading charges for journeys on transfer

Loading and unloading charges for journeys on transfer shall be as follows:-

Grade	Eligibility	
	(Existing Rate)	(Revised Rate)
Grade I	Rs.300/- at each end	Rs.330/- at each end
Grade II (a)	Rs.150/- at each end	Rs.170/- at each end
Grade II (b)	Rs.150/- at each end	Rs.170/- at each end
Grade III	Rs.125/- at each end	Rs.140/- at each end
Grade IV	Rs.125/- at each end	Rs.140/- at each end

(8) Eligibility for Air Journey :

Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of their pay scale and officers in the pay scale of Rs.16650-23200 and above will be eligible for air journey. Incidentals for air journeys will stand discontinued with effect from the date of this order.

(9) Reimbursement of Room rent :

Revised rates of room rent (against production of voucher) shall be as shown below:

Grade	New Delhi, Mumbai, Kolkata, Chennai		Other Cities/ Towns outside State	
	(Existing) Rs.	(Revised) Rs.	(Existing) Rs.	(Revised) Rs.
Grade I	750	1000	500	650
Grade II (a)	750	1000	500	650
Grade II (b)	500	750	350	500
Grade III	500	750	350	500
Grade IV	300	550	200	350

(10) Accommodation outside the State

The existing system will continue.

(11) Taxi fare for Grade I Officers :

The existing system will continue

(12) Auto rickshaw fare for journeys on tour :

Actual fare at the rate fixed by Government from time to time for a maximum of 2 journeys daily (plus 1 journey per tour from residence to airport / railway station/bus stand and 1 journey per tour from airport / railway station / bus stand to residence), limiting the distance of single journey to eight kms, will be allowed, subject to a maximum of Rs 40 per 8 km. journey (@ Rs 5 per km).

PTA and PCA

32. The rates of Permanent Travelling Allowance (PTA) and Permanent Conveyance Allowance (PCA) shall be as given in Annexure 10 and Annexure 11 respectively.

Leave Travel Concession

33. Orders in this regard will be issued separately.

Surrender of Earned Leave

34. Earned leave that can be surrendered once in a financial year by all categories of employees will be enhanced from the present 20 days to 30 days. This will take effect from 1.4.2006.

Special Allowance to physically handicapped employees

35. Special allowance to all physically handicapped employees including part-time employees whose permanent / partial disability is not less than 40%. will be enhanced from the existing Rs.200/- to Rs.300/- p.m. The conditions for sanction shall continue as at present.

Education allowance to the parents of physically handicapped children

36. The rate of education allowance to the parents of physically handicapped children will be enhanced from the existing Rs.100/- p.m. to Rs.150/- p.m. Existing conditions regarding eligibility etc will continue.

Training Allowance

37.(1) Training Allowance payable to officers of Police Academy and Police Training College will be as follows:

Sl.No	Designation	Training Allowance per month(Rs)
1	Vice-Principal, Police Training College (DSP)	800
2	Assistant Commandant	800
3	Sr.Law Lecturer (C.I)/ Law Instructor (C.I)	650
4	Sr.Drill Instructor (Armed Police Inspector)	650
5	Drill Instructor (Armed Police Inspector/Reserve Sub Inspector)	550
6	Assistant Law Instructor (sub Inspector)	550
7	Assistant Drill Instructor (Head Constable/ Havildar)	400
8	Assistant Sub Inspector (from Battalions)	450
9	Armed Police Inspector	650
10	Armed Police Sub Inspector	550
11	Havildar	400

(2) Training allowance sanctioned as a percentage of the basic pay shall be discontinued.

Employees who remain in the prerevised scale of pay:

38. In the case of employees who remain in the pre revised scales of pay beyond 1.3.2006, the benefits like HRA and other additions to pay will be payable at the revised rates on the basis of their pre revised pay plus DA @ 59%.

Interim Relief

39. Interim Relief will not be payable from the date from which the employee opts for the revised scale. In respect of those who opt to continue

in the pre-revised scale, no interim relief shall be paid beyond the date of option or 31.8.2006, whichever is earlier. The Interim Relief already drawn by the employees (even if it is for a period prior to the date from which an employee opts to come over to the new scale) till such date of option will be adjusted from their entitlements on account of pay revision. If the interim relief received is more than the arrears payable on account of pay revision, recovery need not be made.

Arrears

40.(1) The revised scale of pay and allowances will be granted in cash from March 2006 onwards.

(2) Arrears of salary on fixation of pay in the revised pay scales for the period from 1.7.2004 to 31.3.2005 will be notional. The arrears from 1.4.2005 to 28.2.2006 will be credited to the PF account of the employee. The arrears will not be withdrawn till 31.3.2010, except in the case of those who are retiring before 31.3.2010, in which case the arrears will be released on their retirement. Arrears may be claimed with a Provident Fund Schedule attached for crediting the amount to the PF account of the employee. Interest on the arrears credited to the PF account will accrue from the first date of the month in which the bill is passed by the treasury. No time limit is prescribed for crediting Pay Revision arrears to PF account. In the case of employees who have opted not to subscribe to PF account during the last one year of service and in those cases where it is not obligatory to maintain PF account, arrears will be paid in cash. In the case of those employees who have not started subscription to PF, the drawal of arrears will be deferred and as and when the PF account is opened, it shall be drawn and deposited in it.

Applicability:

41. 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 scales of pay and also posts for which Central scales of pay have already been allowed, such as staff of Medical Colleges, etc, Judicial Officers drawing pay as per Shetty Commission Report), full time employees borne on the contingent and work charged establishments, employees of local bodies and personal staff of Chief Minister, other Ministers, Leader of the Opposition, Government Chief Whip and MLAs, to whom State scales of pay apply. Those State Government employees who are not on State scales of pay (e.g. those on UGC/AICTE scales of pay), will get other benefits and allowances at revised rates, if they were entitled to such benefits and allowances even before.

42. In respect of Public Sector Undertakings, Statutory Corporations/Boards, autonomous bodies and grant-in-aid institutions including Universities, where State scales of pay are allowed to their employees, formal approval/sanction of the Government will have to be obtained for extending the new pay scales etc. to their employees.

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

43. The Pay Revision Commission has recommended changes in pay fixation on promotion. Presently, under Rule 28 A Part I KSR, for normal promotion (even if it is a ratio promotion or a time bound higher grade and even if there is no change in duties and responsibilities), one notional increment will be given in the lower scale and thereafter the pay will be fixed at the next higher stage in the higher promotion scale (even if it is a stage in the higher scale). With the introduction of the master scale, the increments will be identical irrespective of the scale of pay. So, rule 28 A fixation will henceforth imply 2 increments. Rule 28 A as it stands also provides that after such fixation, when the due date of increment in the lower scale comes, a refixation (i.e. an additional increment) will be granted, with future increments being given annually from the date of such refixation. In short, rule 28 A as it stands will result in 2+1 increments on fixation and refixation and applies to all scales except the highest 4 or 5 scales. The PRC has therefore recommended change of this rule.

44. As the rules stand at present, for the highest 4 or 5 scales, pay fixation is given only under rule 37 (a) Part I KSR. This implies fixing the pay at the next higher stage in the higher scale (i.e. without 1 notional increment), even if the pay that the employee was getting in the lower scale was a stage in the higher scale. As per present rule as it stands now a further refixation will be given when the due date of increment in the lower scale arises. Thus, with the introduction of the master scale, rule 37 (a) fixation will result in 1+1 increment on fixation and refixation. The PRC has therefore recommended change of this rule.

45. The Pay Revision Commission has suggested that in Rule 28 A as well as in Rule 37 (a), the refixation (when the due date of increment in the lower scale arises) may be done away with. It has also been recommended that while Rule 28 A fixation be continued for regular promotions, Rule 37 (a) alone be applied for time bound higher grade and ratio promotions not involving change in duties and responsibilities.

46. The Pay Revision Commission has pointed out that with the introduction of the master scale, the very high rates of increment consequent to DA merger, the high pay scales, better grade promotion, ratio, etc, granting such benefits should be conditional to the Government accepting the recommendation of the PRC on pay fixation and pay refixation. The State Government accept this recommendation with a few modifications necessary to avoid obvious errors.

47. In all cases of time bound higher grade promotions to higher scales of pay (obviously not involving change of duties and responsibilities), the existing practice will continue. Thus, the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSR– ie. a notional increment will first be given in the lower scale and thereafter pay in the promoted scale will be fixed at the next stage above. Since, in a master scale, the increments are identical, even in different scales, Rule 28A fixation will essentially imply 2 increments. No subsequent refixation of pay, based on the change of pay in

the scale of the lower post, will be allowed. The next increment in the higher scale will fall due on completion of 12 months from the date of coming over to the higher scale. He will, of course, have the option to avail the higher grade on a subsequent date not later than the date of his next increment in the lower scale.

48. In all cases of regular promotions from time bound grades to posts 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- ie. without any fixation or change in pay (because of the introduction of the master scale). The next increment in the same or higher scale will fall due on the date of increment in the time bound higher grade post.

49. In all cases of regular promotions including ratio based promotions, to posts having higher time scale of pay, whether it involves change of duties and responsibilities or not, the pay in the promoted scales will be fixed as per the provisions of Rule 28A, KSR Part I. i.e. a notional increment will first be given in the lower scale and thereafter pay in the promoted scale will be fixed at the next stage above. Since, in a master scale, the increments are identical even in different scales, Rule 28 A fixation, will essentially imply 2 increments. But no refixation of pay, based on the subsequent change of pay in the scale of pay of the lower post, will be allowed. Consequently, the next increment will fall due only on completion of 12 months from the date of coming over to the higher scale. However, in such cases, the promotee will be given the facility for option to be exercised within one month from the date of promotion, **(a)** to have his pay fixed under Rule 28A, from the date of promotion (without refixation, with the next increment falling due only after 1 year); or **(b)** to have the pay fixed initially at the stage of the time scale of the new post next above the pay in the lower post from which he is promoted without granting the notional increment on the date of promotion, but such increment being allowed on the date of accrual of the next increment in the scale of the lower post. In option (b), the next increment in the promoted scale will fall due only after 1 year from the date of this increment. In all future promotions, the promotion order should contain a provision that the officer may exercise option within one month. The option to be exercised will be in the following form.

Option in terms of Rule 28 A Part I KSR

Consequent upon my promotion as
..... with effect from
FN/AN, I hereby opt that my initial pay in the promoted post
may be fixed:

#(i) in terms of Rule 28 A straightaway without any
further review on account of increment in the lower post.

#(ii) initially at the next stage in the time scale of the promoted post without granting the notional increment on the date of promotion, but such increment being allowed on the date of accrual of the next increment in the scale of the lower post. i.e..... I understand that the next increment in the promoted scale will fall due only after 1 year from the date of this increment.

Strike off whichever is not applicable.

Signature :

Name :

Designation:

Place :

Date :

50. If, solely as a result of the option exercised by an employee in clause 49 above, a senior employee happens to draw less basic pay in the promoted scale than his junior in the same category, who is promoted on a later date, the pay of the senior will be stepped up to that of the junior with effect from the date on which the junior draws more pay subject to satisfaction of the 5 conditions specified in rule 6 of Annexure 2. Rule 28-A fixation benefits will not be allowed for promotion to posts carrying more than a revised minimum of Rs.20,700/-. In such cases fixation will be under Rule 37 (a) but without the benefit of refixation.

51. Where promotion posts happen to have the same scale of pay of feeder category posts, the existing practice will continue i.e. one advance increment will be granted to the incumbent appointed by promotion to the posts carrying the scale of pay of feeder category posts. This advance increment will not be granted in the case of promotion from a 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.

52. In cases of upgradation of posts or in appointments to higher posts on the advice of PSC or otherwise (in respect of persons already in State Government service) pay will be fixed in terms of Rule 28 A Part I KSR, but without refixation, on the same lines as in clause 47 above. i.e. without the option.

Date of Effect

53. Date of effect of revised scales will be from 1.7.2004. Date of effect of revised time bound higher-grade scheme, various allowances and other benefits (except surrender of earned leave) will be from 1.3.2006. Date of effect of improved ratio/percentage based higher grades will be from the date of this order. Modification to rules 28A and 37 (a) Part I KSR (vide clauses 47 to 52 above) will apply to promotions, etc taking place after the date of this order.

Authority to fix revised pay

54. 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 drawal of the revised salary will be authorised by the Accountant General on the basis of their option. The Non-Gazetted Officers will forward their option to the officer who draws their salary or who countersigns the salary bills, as the case may be, and the Gazetted Officers to the Accountant General. The option statement will be pasted in the Service Book in the case of the Non-Gazetted Officers after countersignature by the drawing officer.

55. Omissions or errors, if any, in respect of posts or scales of pay indicated in Annexure 12 of these orders should be reported to Government by the Heads of Department within a month positively from the date of this order with relevant supporting documents for timely rectification.

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

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

58. Leave Salary/Pension Contribution based on the pay in the revised scales of pay will be recovered from 1.4.2005 or from the date of effect of option of the employees concerned in the revised scales of pay. Foreign employers will arrange the remittance at the revised rates from 1.4.2005 or from the date of option exercised by the employee concerned.

59. Several changes ordered above will require amendment to the existing provisions in the Kerala Service Rules. This will be done separately with retrospective effect from the relevant dates indicated in this order.

60. Recoveries will be insisted upon in cases where overpayments are made on account of wrong fixation. If an officer competent to fix pay under

these orders or approve the pay fixation or countersign the option statement has any doubt on 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.

61. The detailed orders on pension and other related benefits will be issued separately.

By Order of the Governor

(K.Jose Cyriac)
Principal Secretary (Finance)

To

The Accountant General (A&E), Kerala, Thiruvananthapuram.
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
All Heads of Departments and Offices.
All Departments (All Sections) of the Secretariat.
The Secretary, Kerala Public Service Commission (with C.L).
The Registrar, University of Kerala/Cochin/Calicut)with C.L).
The Registrar, Mahatma Gandhi University, Kottayam (with C.L).
The Registrar, University of Kannur, Kannur.
The Registrar. Kerala Agricultural University, Thrissur (with C.L).
The Registrar, University of Sanskrit, Ernakulam.
The Secretary. Kerala State Electricity Board (with C.L).
The General Manager, KSRTC. (with C.L).
The Registrar, High Court. Ernakulam.
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
The Private Secretaries to Chief Minister and other Ministers.
The Private Secretaries to Speaker. Deputy Speaker, the Leader of Opposition and Government Chief Whip.
The 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 Senior Manager, Circle Office (Annexe Canara Bank, Thiruvananthapuram.
The Chief Regional Manager, State Bank of India, Thiruvananthapuram.
The Divisional Manager. Syndicate Bank. Thiruvananthapuram.
The Regional Manager, Indian Bank, Thiruvananthapuram.
The Regional Manager, Indian Overseas Bank, Thiruvananthapuram.
The Regional Manager. Vijaya Bank, Thiruvananthapuram.
The Director of Treasuries. Thiruvananthapuram.
The District Treasuries/Sub Treasuries.

Scales of Pay

Existing scales of pay		Revised scales of pay	
S1	2610-60-3150-65-3540-70-3680	Re-S1	4300-100-4400-110-4510-120-4990-130-5510-140-5930
S2	2650-65-3300-70-4000-75-4150	Re-S2	4400-110-4510-120-4990-130-5510-140-5930-150-6680
S3	2750-70-3800-75-4625	Re-S3	4510-120-4990-130-5510-140-5930-150-6680-160-7480
S4	3050-75-3950-80-5230	Re-S4	4990-130-5510-140-5930-150-6680-160-7480-170-7990
S5	3350-80-3830-85-5275	Re-S5	5510-140-5930-150-6680-160-7480-170-7990-200-8590
S6	3590-85-4100-100-5400	Re-S6	5930-150-6680-160-7480-170-7990-200-9590
S7	4000-90-4090-100-6090	Re-S7	6680-160-7480-170-7990-200-9590-240-10790
S8	4500-100-5000-125-7000	Re-S8	7480-170-7990-200-9590-240-10790-280-11910
S9	4600-100-5000-125-7125	Re-S9	7990-200-9590-240-10790-280-11910-340-12930
S10	4600-100-5000-125-5750-150-8000		
S11	5000-125-5750-150-8150	Re-S10	8390-200-9590-240-10790-280-11910-340-13270
S12	5250-125-5750-150-8150	Re-S11	8790-200-9590-240-10790-280-11910-340-13610
S13	5500-150-6100-175-9075	Re-S12	9190-200-9590-240-10790-280-11910-340-13610-380-15510
S14	5800-150-6100-175-9425	Re-S13	9590-240-10790-280-11910-340-13610-380-16650
S15	6500-175-7550-200-10550	Re-S14	10790-280-11910-340-13610-380-16650-450-18000
S16	6675-175-7550-200-10550	Re-S15	11070-280-11910-340-13610-380-16650-450-18450
S17	7200-200-7800-225-11400	Re-S16	11910-340-13610-380-16650-450-19350
S18	7450-200-7650-225-11475	Re-S17	12250-340-13610-380-16650-450-19800
S19	7800-225-8475-250-12975	Re-S18	12930-340-13610-380-16650-450-20250
S20	8250-250-9250-275-13650	Re-S19	13610-380-16650-450-20700
S21	10000-300-10600-325-15150	Re-S20	16650-450-20700-500-23200
S22	12000-350-12700-375-15325	Re-S21	20700-500-23200-550-25400-600-26600
S23	12600-375-15600		
S24	14000-400-18000	Re-S22	23200-550-25400-600-26600-650-31150
S25	14300-400-18300	Re-S23	25400-600-26600-650-33100
S26	16300-400-18300	Re-S24	26600-650-33750
S27	16300-450-19900		

Master scale

4300-100-4400-110-4510-120-4990-130-5510-140-5930-150-6680-
(1) (1) (4) (4) (3) (5)
160-7480-170-7990-200-9590-240-10790-280-11910-340-13610-380
(5) (4) (8) (5) (4) (5) (8)
-16650-450-20700-500-23200-550-25400-600-26600-650-33750
(9) (5) (4) (2) (11)

Rules for Fixation of Pay in the Revised Scale

1. The revised scales of pay shall come into force with effect from 1.7.2004.
2. Existing scale, for the purpose of these rules, is the scale of pay immediately prior to 1.7.2004.
3. Existing emoluments for the purpose of these rules shall be the total of:-
 - (i) Basic pay in the existing scale as on the date of changeover to the revised scale, including the increments, if any, accruing on such date in the existing scale. Stagnation increments shall also be reckoned for this.
 - (ii) Personal pay, if any, not specifically ordered to be absorbed in future increase of pay.
 - (iii) Special pay drawn in lieu of higher time scale of pay, provided there is no such special pay attached to the revised scale.
 - (iv) 59% of the Dearness Allowance admissible on such pay (vide items (i), (ii) & (iii) above).

Note:-

Special pay, which is in addition to pay drawn in the existing scale, shall not be reckoned for fixation of pay in the revised scale.

Fitment Benefit

4.(1) To the existing emoluments computed above shall be added an amount equal to 6% (six percent) of basic pay mentioned in rule 3(i), towards fitment benefit. If the amount computed as above falls short of Rs. 350/-, the fixation should be so made as to ensure that the employee gets a minimum fitment benefit of Rs.350/- in basic pay.

(2) After adding the fitment benefit as at (1) above, if the computed emolument is not a stage in the revised scale, it will be fixed at the next stage in the new scale. If it is a stage in the revised scale, it will be fixed at that point. If the amount arrived at after adding fitment benefit to the existing emoluments, is less than the starting point of the revised scale, it will be fixed at the minimum of the revised scale.

(3) In case the amount arrived at after adding fitment benefit to the existing emoluments is more than the maximum of the revised scale of pay, the revised pay will be fixed at the maximum, with the difference being treated as personal pay as indicated in sub-rule 5 (2) below.

Service weightage

5.(1) To the pay so fixed, one increment for each completed 4 years of service, subject to a maximum of 4 increments in the revised scale, will be added.

(2) If the amount arrived at under rule 5(1) above 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. Such personal pay will not be absorbed in future increase in pay on account of earning of increments. This personal pay will count for all purposes, namely, subsequent fixation of pay, leave salary, drawal of allowances including Dearness Allowance and pension.

Note:-

Service for the purpose of this rule means service (where protection of pay is allowed) including broken periods of service qualifying for normal increments in the scales of pay. Service during the period of bar on increment without cumulative effect and dies-non period will also be reckoned. Time spent on leave that will not count for normal increment will not be reckoned. Prior service of Government employees in aided educational institutions (and vice versa) will also not be reckoned for determining the length of service.

Stepping up of Pay of Senior

6. In cases where a senior Government servant promoted to a higher post before 1.7.2004 (other than a time bound higher grade) draws less pay in the revised scale than his junior promoted to the higher post after 1.7.2004, 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 the junior draws more pay, provided that:-

- (i) The senior and the junior employees should belong to the same category. They should also have been promoted to the same category of post;
- (ii) The pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should both be identical;
- (iii) The senior Government employee at the time of promotion should have been drawing equal or more pay than the junior;
- (iv) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay;
- (v) The anomaly should not have arisen due to the option exercised on different dates or due to any advance increments granted to the junior in the lower post or due to increased service weightage to the junior.

Note:-

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

(2) *In case where pay of an employee is stepped up in terms of rule 6, 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.*

Exercise of Option on Promotion

7.(1) All appointments and promotions made on or after 1.7.2004 shall be deemed to have been made in the revised scale of pay.

(2) However, an employee promoted to a higher scale (whether by regular promotion, ratio promotion or under the time bound higher grade scheme) on or after 1.7.2004 but before the date of this Government Order will have the option to continue in the pre-revised scale of the lower post till the date of such promotion and then first avail promotion to the pre-revised scale of the higher post and thereafter avail the benefits of this pay revision on the same date as such promotion. This option will be available only for the first promotion after 1.7.2004. This benefit of option will be restricted to the employees who were promoted on or after 1.7.2004 but before the date of this order.

(3) Employees who are promoted on or after 1.7.2004 are not allowed to exercise option to continue in the pre-revised scale of the lower post beyond the date of such promotion.

8. Provisional employees recruited through the employment exchange who were in service on 30.6.2004 and continued thereafter shall be eligible only for the minimum of the revised scale of pay from 1.7.2004, so however that the monetary benefit will be payable only from 1.4.2005 (if they had continued in service till then).

Date of next increment

9. The next increment of an employee whose pay has been fixed in the revised scale of pay shall accrue on completion of one year in the revised scale. This will apply even in respect of cases of promotion referred to in rule 7 (2).

10. An employee whose increment is withheld for want of declaration of probation on 1.7.2004 or on the date of change-over to the new scale will also be allowed the benefit of fixation of pay, notionally counting the increment accrued but withheld, in relaxation of Rule 37 B(b), Part I Kerala Service Rules, subject to the condition that the next increment after such fixation will be allowed only after he is declared to have satisfactorily completed his probation and the period of approved service required to earn an increment.

11. In the case of an employee whose pay has been reduced with the effect of postponing future increments, fixation of pay in the revised scale will be allowed on the basis of the option exercised by him but he has to remain in that pay till the expiry of the period of reduction. The pay will, however, be fixed on the date of expiry of the period of reduction. The next increment in such cases will be allowed only on completion of approved service required to earn an increment from the date of such fixation.

Exercise of options

12. An employee can exercise option to come over to the revised scale of pay with effect from 1.7.2004 or with effect from any subsequent date that he opts, provided that such date shall not be beyond the date of his next promotion or 1 year from the date of this G.O, whichever is earlier. (As provided for in clause 39, in respect of those who opt to continue in the pre-revised scale, interim relief will not be payable beyond the date of option or 31.8.2006 whichever is earlier).

13. The option in writing is to be exercised within a period of six months from the date of this Government order.

14. The option is to be filed with the officer competent to fix his/her pay. It shall be in the form below:

(See Rules for fixation of pay)

FORM OF OPTION.

❖ I,..... hereby elect to the revised scale of Rs.....with effect from.....

or

❖ I,.....hereby elect to continue in the existing scale of pay of Rs..... of my substantive/officiating post mentioned below till.....200.... from which date, I may be given the corresponding higher scale.

I hereby agree to refund excess pay and allowances, if any, drawn by me, in case it is found later that I have been paid such excess (even if it is due to erroneous fixation).

Signature:

Name:

Designation:

Office/Department.

Station:

Date:

❖ To be scored off if not applicable.

15. The option once exercised shall be final. In the case of subsequent reversion (after the exercise of option as per these rules), the employee will be allowed to exercise option in respect of the lower post also, provided that

such option is exercised within a period of three months from the date of order of reversion.

16. Re-option will not be allowed for any pay revision (including the present pay revision) except in cases involving retrospective revision of or change in scale of pay that takes effect on a date prior to the date of option exercised by the employee for the concerned pay revision. In such cases, arrears of salary / pension will be payable only with effect from the date of filing of reoption. Such re-option has to be exercised within 3 months of the date of issue of the order revising / changing the scale of pay retrospectively.

17. An employee is allowed to exercise option only in respect of the existing scale. If no option is exercised within the period of six months mentioned in rule 13 above, the date of effect of pay revision orders, ie 1.7.2004 shall be treated as the date of option for coming into the revised scale and the officer competent to fix the employee's pay is to proceed accordingly. No subsequent option shall be entertained.

18. If an employee dies before the expiry of the time fixed for option and without exercising option, the officer competent to fix his/her pay in the revised scale of pay shall fix his/her pay with effect from the date which is more advantageous to the survivors of the deceased. If the deceased is a Gazetted Officer, the Head of the Department and if the deceased himself was the Head of the Department, the Secretary to Government concerned, in consultation with the Accountant General (A&E) will fix the date of option of the deceased employee, in such a way that it is the most advantageous to the beneficiary.

19. An employee on leave or on deputation or under suspension will be allowed to exercise option within a period of six months from the date of return to duty.

20. Persons whose services were terminated on or after 1.7.2004 and who could not exercise the option within the prescribed time limit on account of death, discharge on the expiry of the sanctioned post, resignation, dismissal or discharge on disciplinary ground are also entitled to the benefits of the aforesaid rules.

21. Some illustrations of pay fixation are given below :

ILLUSTRATIONS OF PAY FIXATION

	Case 1	Case 2	Case 3	Case 4	Case 5	Case 6
1. Pre-revised Scale Name	S3	S9	S16	S19	S10	S25
2. Pre-revised Scale	2750-70-3800-75-4625	4600-100-5000-125-7125	6675-175-7550-200-10550	7800-225-8475-250-12975	4600-100-5000-125-5750-150-8000	14300-400-18300
3. Revised Scale Name	Re-S3	Re-S9	Re-S15	Re-S18	Re-S9	Re-S24
4. Revised Scale	4510-120-4990-130-5510-140-5930-150-6680-160-7480	7990-200-9590-240-10790-280-11910-340-12930	11070-280-11910-340-13610-380-16650-450-18450	12930-340-13610-380-16650-450-20250	7990-200-9590-240-10790-280-11910-340-12930	25400-600-26600-650-33100
5. Commencement of service	01-Aug-92	01-Jul-03	01-Jun-84	01-Jan-92	01-Dec-87	01-Jul-77
6. No of years of service &	11.9	1.0	20.1	12.5	16.6	27
7. Service Weightage @	2	0	4	3	4	4
8. Pre-revised Basic Pay (Pre-BP) *	3520	4600	10950	9725	8000	14300
9. DA to be merged (59% of Pre-BP)	2077	2714	6461	5738	4720	8437
10. Fitment benefit (6% of Pre-BP : Min Rs 350)	350	350	657	584	480	858
11. Total (8+9+10)	5947	7664	18068	16047	13200	23595
12. Stage in revised scale	6080	7990	18450	16270	12930	25400
13. Personal Pay on Fitment					270	
14. Service Weightage						
(a) Value of 1st increment \$	150		450	380	340	600
(b) Value of 2nd increment \$	150		450	450	340	600
(c) Value of 3rd increment \$			450	450	340	650
(d) Value of 4th increment \$			450		340	650
15. Weightage (Total of increments) (a+b+c+d) @	300	0	1800	1280	1360	2500
16. Total (12 + 15)	6380	7990	20250	17550	14290	27900
17. Basic Pay in Revised Scale (Re-BP)	6380	7990	18450	17550	12930	27900
18. Personal Pay (PP) due weightage	0	0	1800	0	1360	0
19. Total Personal Pay(13+18)	0	0	1800	0	1630	0
20. Total Re-BP + PP (17+19)	6380	7990	20250	17550	14560	27900
21. DA as on 1.7.2004 (5%)	319	400	1013	878	728	1395
22. Total Pay + PP + DA in revised scale (20+21)#	6699	8390	21263	18428	15288	29295
&	"Service" is no of years of service as on date of option (1.7.2004 or later). In Case 1, the employee can opt for revised scale from 1-08-2004, which will give him 3 increments for 12 completed years of service.					
@	Service Weightage is value of no of increments @ 1 increment for every completed 4 years of service.					
*	Pre revised basic pay in Case 3 is inclusive of 2 stagnation increments.					
\$	Increment is the next consecutive increments in revised scale. If stage at SI No 11 or 16 is higher than the maximum, the value of the highest increment in the scale will be reckoned (eg Case 3 & Case 5).					
#	In Case 3 and Case 5, the employee can earn further stagnation increments as per rules i.e. the 1st after 1 year from the date of option, the 2nd after another 1 year and the 3rd after another 2 years.					

Annexure 3**Scheme for Time Bound Higher Grade Promotion**

1. Subject to paragraph 6 below, employees who remain in their entry posts in the scales of pay ranging from Rs 4300-5930 to Rs 7990-12950, will be granted three higher grades, as indicated in Table A, on completion of the following specified periods of service in their posts:

- i) The first higher grade on completion of 8 years of service in the entry post.
- ii) The second higher grade on completion of 16 years of service in the entry post and the first regular promotion post/time bound higher grade, taken together.
- iii) The third higher grade on completion of 23 years of total service in the entry post, the first regular promotion post/time bound higher grade and the 2nd regular promotion post/time bound higher grade, taken together.

Table A

Revised Pay Scale in the entry post	1 st Time bound Higher grade in the entry post	2 nd Time bound Higher grade	3 rd Time bound Higher grade
1	2	3	4
4300-5930	4400-6680	4510-7480	4990-7990
4400-6680	4510-7480	4990-7990	5510-8590
4510-7480	4990-7990	5510-8590	5930-9590
4990-7990	5510-8590	6680-10790	7990-12930
5510-8590	6680-10790	7990-12950	8390-13270
5930-9590	6680-10790	7990-12950	8390-13270
6680-10790	7480-11910	7990-12950	9190-15510
7480-11910	7990-12950	9190-15510	9590-16650
7990-12950	8390-13270	9190-15510	9590-16650

2. A fourth time bound higher grade in the scale of Rs 5510-8590 will be allowed to Class IV employees on completion of 28 years of total service, as class IV employee.

3. Those on entry posts with pay scales ranging from Rs 8390-13270 to Rs 12250-19800 will be granted two time bound higher grades, as indicated in Table B, the first on completion of 8 years of service in the entry post and the second on completion of 16 years of total service in the entry post and first promotion post/higher grade, taken together. The competent authority sanctioning the time bound higher grade should indicate in the order whether the official possesses qualification for promotion (including approval of DPC) and also specify the scale of pay admissible on time bound higher grade.

Table B

<i>Revised pay scale in the entry post</i>	<i>1st time bound higher grade for 8 years service in the entry post</i>	<i>2nd time bound higher grade for 16 years of service</i>
1	2	3
8390-13270	9190-15510	10790-18000
8790-13610	9590-16650	11070-18450
9190-15510	10790-18000	11910-19350
9590-16650	10790-18000	11910-19350
10790-18000	11910-19350	12930-20250
11070-18450	11910-19350	12930-20250
11910-19350	} 12930-20250	13610-20700
12250-19800		

4. For direct recruits against posts carrying the scale of Rs.12930-20250 to Rs. 16650-23200, one higher grade promotion in the scales as shown below will be given on completion of 8 years of service in the entry scale:

Revised scale of pay in the entry post	Time bound higher grade for 8 years of service in the entry post.
12930-20250	13610-20700
13610-20700	16650-23200
16650-23200	20700-26600

5. For incumbents in posts on scales of pay above Rs. 16650-23200, no time bound higher grade will be allowed.

6. If there is a regular promotion post in respect of the categories of posts coming under pay scales ranging from Rs.4400-6680 to Rs. 9590-16650 and if such scale of pay is higher than the corresponding time bound higher grade proposed in Tables A & B above, then the time bound higher grade for such incumbent will be the scale of pay of such regular promotion post, provided he is otherwise qualified for such promotion. Even in cases where a particular category of posts in the normal hierarchy of promotion posts is not available in a Department, the scale of pay of the normal promotion post only will be allowed as the higher grade. (Thus, for example, in a Department where there is no post of Head Clerk and UD Clerks get promoted as Junior Superintendents, the time bound higher grade for the UD Clerk will still be the scale of Head Clerk). While assigning such higher grade, only qualified hands i.e. those possessing the qualification, including approval of the DPC (where necessary), prescribed for the promotion post will get the scales of pay of regular promotion posts. Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay

at Annexure 1. The competent authority sanctioning the time bound higher grade should indicate in the order whether the official possesses qualification for promotion (including approval of DPC) and also specify the scale of pay admissible on time bound higher grade.

7. If the scale of pay of the regular promotion post is lower than the time bound higher grade proposed in Tables A and B, then, the time bound higher grade proposed in the Tables above will be given. If, in such cases, the incumbent has already been given regular promotion before completion of 8 / 16/ 23 years of service, then he can be given the higher time bound higher grade scale as proposed in the Tables, subject to the condition that the pay will be fixed at the same stage in the higher grade scale i.e. he will not be eligible for further fixation. The total service in both the lower post and promotion post together shall be reckoned to determine eligibility for time bound higher grade.

8. In respect of categories of posts coming under the pay scale ranging from Rs 10790-18000 to Rs 12250-19800, the time bound higher grade scales will be as specified in the Table B above. Scales of pay of promotion posts will not be given as time bound higher grade in these cases. This is applicable in the case of employees enjoying the scale of pay of Rs.10790-18000 and above, whether by regular promotion or by time bound higher grade.

9. In respect of those employees who were granted time bound higher grade promotions in the pre-revised scale prior to 1.7.2004 and even during the period from 1.7.2004 to 28.2.2006, the revised grade scales will be as shown in Tables A&B above with effect from the date of their option to come over to the revised scale, subject to provisions contained in rule 6 above. Corresponding revised scale of pre-revised grade scale (as per Annexure 1) will not be allowed in such cases.

10. In the case of time bound grade promotion to higher scales of pay, the pay in the higher time scale will be fixed as provided for in clause 47 of the Government Order, in terms of Rule 28 A Part I KSR ie. 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, as on the date of the higher grade promotion, irrespective of whether it is a stage in the higher time scale or not. Refixation based on due date of increment in the lower scale will not be given. With the introduction of the master scale, the increment rates will be equal in both the scales and so, this will ensure 2 full additional increments.

11. On getting regular promotion from a time bound higher grade post to a higher scale or the same scale of pay, pay will be fixed as provided for in clause 48 of the Government Order, in terms of Rule 30 i.e. there will be no change in pay and the next increment will be allowed on the due date of increment in the lower time bound grade post.

12. The scales of pay in column 1 of the Tables A & B above denote the pay scales of the posts to which the employees are recruited initially.

Column 1 does not indicate the scale of pay of the promotion post or higher post held subsequently. The time bound higher grades allowable on completion of the prescribed periods of service on each such entry post will be as specified in Columns 2, 3 and 4 of the Table A and Columns 2 &3 of Table B, as the case may be.

13. In case the 16/23 year higher grade scales as per Tables A & B above are equal to or lower than the scale of the first promotion post/second promotion post as the case may be, then the 16/23 year higher grade in such cases shall be the next higher scale above that of the promotion post, as per the list of standard scales of pay at Annexure 1.

14. Non-teaching staff in aided schools, colleges and polytechnics who come under the scheme of direct payment of salary by Government are also eligible for time bound grade promotion, subject to these conditions.

15. The service rendered in the entry post and reckoned for normal increments shall be treated as the qualifying service for granting higher grades in that post. Period of leave on loss of pay, which will not be taken into account for granting increments, will not be reckoned as qualifying service. In the case of temporary relinquishment of promotion, such period of relinquishment will not be reckoned as qualifying service for granting time bound higher grades.

16. 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 higher grade. However, promotion to a post in the direct line of promotion in a Department to be made on the basis of select list prepared by the Departmental Promotion Committee, even if it is appointment by transfer from Subordinate Service to State Service cannot be treated as direct recruitment for allowing the benefit of time bound higher grade. The time bound higher grade admissible will be determined with reference to the initial entry post in the present Department only. Service in posts having same scale will not be treated as qualifying service. Similarly, in the case of employees who get inter departmental transfer, their service in the present Department alone will be reckoned as qualifying service. 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.

17. As at present, those who relinquish regular promotions will not be given time bound higher grades.

18. The employees with entries scales of pay of Rs. 4400-6680 and Rs. 4510-7480 will be eligible for reckoning their prior Class IV service in Government, if any for allowing the 23 year higher grade. This benefit will not be allowed to employees with entry scale of Rs. 4990-7990 and above.

19. Similarly, military service which will count for civil pension of ex-serviceman will be reckoned as qualifying service for allowing first higher grade. However, ex-servicemen enjoying protection of pay will not be allowed this benefit. In that case, service under State Government alone will be reckoned as qualifying service.

20. All other existing general terms and conditions of time bound higher grade promotions will continue subject to the modifications issued by Government from time to time.

Special Allowance

Designation	Rate (Rs) per month
Common Categories	
Administrative Officer/Finance Officer (Sr Gr)	170
Administrative Officer/Finance Officer (Gr II)	130
Law Officer/Legal Advisor in the Cadre of Joint/Deputy Secretary to Govt.	170
Law Officer in the Cadre of Under Secretary to Govt.	130
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Chief Secretary, Additional Chief Secretary, 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	350
Driver attached to the above Officers	250
Peon, Duffedar attached to the above Officers	200
Personal Assistant/Confidential Assistant of Members, KPSC and of Additional Director General of Police	250
Personal Assistant, Personal Assistant (HG) and Confidential Assistant to Additional Secretaries to Govt., Secretary Legislature, Additional Secretary Legislature, 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	70
Peons/Duffedars attached to the above Officers	40
Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver	110
Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs.	140
Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists	40
Peon doing work as Night Watcher	40
Secret Sections	
Superintendent	50
Clerk/Typist	40
Peon	30
Advocate General's Office	
<i>Officers attending work in the Office of the Director of Public Prosecution</i>	
Section Officer	90
Confidential Assistant	60
Confidential Assistant to the Advocate General attending Secret Section Work	60
Driver	160

Agricultural Department Spl Vigilance Cell	
Superintendent (Junior & Senior)	50
Clerk (LD & UD)	40
Typist	40
Peon	30
Kerala Agriculture Income Tax and Sales Tax Appellate Tribunal	
Member (Departmental)	100
Animal Husbandry	
Veterinary Surgeon and Sr Instructor qualified in Chick Sexing, working in Regional/Dist. Poultry Farms/Chick-sexing schools	70
Junior Instructor, Chick-sexing Schools	50
Poultry Assistant of Regional/Dist. Poultry Farms	40
Veterinary Surgeon, Veterinary Dispensary, Thrissur	50
Veterinary Surgeon, Regional Poultry Farm, Malampuzha	50
Veterinary Surgeon, Dist. Veterinary Centre, S.P.C.A. Hospital, Thiruvananthapuram	50
Ayurveda Medical Education	
Deputy Manager, Ayurveda Pharmacy, Thiruvananthapuram	90
Store Superintendent, Ayurveda College, Thiruvananthapuram	50
Lift Operator, Ayurveda College, Thiruvananthapuram	40
Commercial Taxes Department	
Law Officer	170
Additional Law Officer	90
Excise	
Assistant Excise Commissioner, Inspection and Training	100
Circle Inspector of Excise-in-charge of Training	70
Land Revenue	
Senior Finance Officer	130
Superintendent, Board of Revenue/Sheristadar, Collectorate	60
Senior Superintendent (HG)/Tahsildar (HG) working in Taluks other than Tahsildar in charge of Taluks.	60
Tahsildar in charge of Taluks	200
District Finance – Inspecting Officer	60
Assistant/Clerk in the Finance Inspection Squad in the Collectorate and Typist attending to the Typing work of the Squad	40
Assistant Settlement Officer, Cardamom, Idukki	130
Deputy Tahsildar, Cardamom, Idukki	50
Village Officer, Cardamom, Idukki	30
Villageman, Cardamom, Idukki	30
Survey and Land Records	
Instructor in Higher Survey/Instructor for Computer Draftsman Course (in the grade of Head Surveyor)	50
Instructor in Chain Survey in the grade of Surveyor Gr I	40
General Education	
Headmaster, Govt. HS & Technical for Deaf, Thiruvananthapuram	250

Special Officer (Work Experience)	170
Research Officer, Primary Education	130
Graduate Headmasters in Special Schools	200
Instructor in Science/Research-Assistant/Education Extension Officer of the Institute of Primary Education	90
Assistant Teacher (Without Training) and Special Teacher, School for Handicapped	60
Teachers in Special Schools	60
Teacher in charge of Incomplete High School	90
Headmaster of High School not eligible for Headmaster's scale	90
Graduate Headmasters of UP School	50
Headmaster of Aided UP Schools not eligible for Headmaster's scale of pay	50
Headmaster of Aided LP Schools not eligible for Headmaster's scale of pay	40
Headmaster of Incomplete LP School	40
Teacher in charge of Incomplete UP School	40
Education Extension Officer and Instructor (Training School)	90
UD Clerk, Vigilance Section, D.P.I.'s Office	40
Confidential Assistant to the Additional DPI	70
Peon to the Additional D.P.I.	40
Deputy Secretary to Govt. (Super Check Cell)	170
A.E.O. (HM), Super Check Cell	90
<i>Staff of the Commissioner for Govt. Examinations</i>	
Pay Range of Rs.5900/- and above	130
Pay Range between Rs.4800/- and Rs.5899/-	100
Pay Range between Rs.4500/- and Rs4799/-	70
Pay Range below Rs4500/-	60
<i>Hindi Teachers Training Institute</i>	
Chief Instructor and Instructors	200
Collegiate Education	
Deputy Director, Zonal Offices, (Non U.G.C.)	350
Principal of Govt./Private Colleges having shift system (Non U.G.C.)	350
Principal holding charge of evening College (Non U.G.C.)	350
Principal, Junior Arts & Science Colleges and Principal, Physical Education College, (Non U.G.C.)	260
Principals in Colleges having over 2000students (Non U.G.C.)	290
Technical Education	
Principal, Engineering Colleges	290
Principal of Engineering Colleges where Part-time Courses are conducted	430
Principal of Polytechnics where Part-Time Diploma Courses are conducted at night	170
Graduate Teachers of General Education Department, working as Instructor in Science, Mathematics, Humanities and language in Junior Technical Schools and as General Instructor in Pre-Vocational Training Centre	40
Faculty Member functioning as Librarian in the Institute of Fine Arts, Thrissur and Mavelikkara	60
Driver-Mechanic, Govt. Polytechnic, Kalamasserry	60

Engineering Colleges/Polytechnics	
Senior Superintendent	70
Librarian Gr I/Gr II	70
Librarian Gr III/Gr IV	40
Junior Superintendent/Head Clerk/Typist/Clerk	40
Store Keeper	40
Peon, Store man, Library Attender	30
<i>Staff in the Examination wing of the Directorate</i>	
Pay Range of Rs.6350/- and above	130
Pay Range of Rs.5210/- and above but below Rs.6350/-	100
Pay Range of Rs.4500/- and above but below Rs.5210/-	70
Pay Range below Rs.4500/-	60
Higher Secondary Education	
Clerk attending the work of Higher Secondary Section in Higher Secondary Schools	90
Peon attending the work of Higher Secondary section in Higher Secondary Schools	30
Deputy Director of Education	150
Superintendent attending the work of Plus 2 in the office of DDE	100
Clerk attending the work of Plus 2 in the office of DDE	80
Peon attending the work of Plus 2 in the office of DDE	40
Vocational Higher Secondary Education	
<i>a) High School</i>	
Principal	360
Physical Education Teacher	80
Science Teacher (in charge of laboratories)	80
b) Technical High Schools	
Person in charge of Library	80
Superintendent	260
Science Teacher (in charge of laboratories)	90
Head Clerk	90
Clerk/Typist/Storekeeper	70
Peon	40
Fire & Rescue Service	
Driver -cum-Pump Operator	170
Staff Car Driver of the Commandant General	130
Station Officer, Fire Service - Training School, Fort Kochi	50
Leading Fireman, Fire Service - Training School, Fort Kochi	40
Fisheries	
Headmaster, Regional Fisheries Technical High Schools	130
Forest	
Principal, Forest School, Arippa	80
Instructor (Ranger), Forest School, Arippa	80
Instructor, Forest School, Walayar	80
(i) Vigilance and Evaluation Wing	
Assistant Conservator of Forest/Divisional Forest Officer	100
Ranger	80

Forester	40
Forest Guard	30
(ii) Wild Life Wing	
Ranger/Wild Life Assistant	80
Deputy Ranger	60
Forester	40
Guard/Warder	30
(iii) Special Wing of Law Department	
Joint Secretary	220
Section Officer	130
Legal Assistant/Confidential Assistant/Typist	90
Peon	50
(iv) Flying Squad	
Assistant Conservator of Forest/Divisional Forest Officer	100
Ranger	80
Deputy Ranger	50
Forester	40
Guard	30
Health Services	
Specialist working in Radiology, T.B., Pathology, Leprosy and Anesthesia	750
Thoracic Surgeon in Thoracic Surgery unit of District Hospitals and T.B. Hospitals	750
Postmortem Allowance	(G.O (MS) No. 478/2005/ (152)/Fin dt. 5.11.2005 will continue to apply
Exhumation Allowance (per exhumation)	500
Pharmacist attending clerical work	40
Lift Operator	40
Pharmacist, Ayurveda Hospital doing clerical work	40
Indian Systems of Medicines	
Superintendent (Medical)	200
Superintendent, Mental Hospital, Kottakkal	200
Industries and Commerce	
Designer and Craftsman who is recipient of State Awards	70
Designer and Craftsman who is recipient of National Awards	110
Industrial Training	
Principals, I.T.I. (Kalamasserry, Kozhikode and Thiruvananthapuram)	70
<i>Staff attached to the examination wing of the Directorate</i>	
Pay Range of Rs.5530/- and above	130
Pay Range between Rs.4510/- and Rs.5529/-	100
Pay Range between Rs.4400/- and Rs.4509/-	70
Pay Range below Rs.4400/-	60
Irrigation	
Law Officer	180
Irrigation, Design and Research Board	
Chief Engineer	580

Superintending Engineer (Director)	430
Executive Engineer (Joint Director)	430
Assistant Executive Engineer (Deputy Director)	360
All Technical Staff other than Engineers	220
Judiciary	
Bench Clerk (Civil/Criminal Court)	40
Land Use Board	
Typist operating Offset Printing Machine	60
Law Colleges	
Principals in charge of Evening College	170
Librarian	70
Library Attender	30
Local Fund Audit	
Inspector, Charitable Endowment Section in the Directorate	60
Auditor, Charitable endowment Section in the Directorate	40
Medical Education	
Superintendent of Collegiate Hospitals	170
Additional Superintendent, Medical College, Kozhikkode/Superintendent, SAT Hospital, Thiruvananthapuram/Superintendent, Mental Hospital, Thiruvananthapuram and Kozhikkode/Superintendent, T.B. Hospitals, Pulayanarkotta/Superintendent, Ophthalmic Hospital, Thiruvananthapuram	170
Deputy Superintendent, Collegiate Hospitals and SAT Hospital, Thiruvananthapuram	130
Officer in charge of Gas House, Medical College, Thiruvananthapuram and Kozhikkode	50
Lift Operator	40
Motor Vehicles	
Senior Deputy Transport Commissioner	360
Assistant Transport Commissioner	220
Assistant Secretary, State Transport Authority	180
Senior Superintendent, State Transport Authority	180
Confidential Assistant, State Transport Authority	150
Urban Affairs Department	
Typist attending the work of Malayalam Confidential Assistant	90
National Cadet Corps	
Administrative Officer	170
National Employment Service	
Sub Regional Employment Officer, Special Employment Exchange for Physically Handicapped, Thiruvananthapuram	90
Panchayats	
Principal, Training Institute for Local Administration, Thiruvananthapuram and Kozhikkode	130
Instructor, Training Institute for Local Administration, Thiruvananthapuram and Kozhikkode	90
U.D. Clerk operating Bradma Printing and Embossing Machine	50
L.D. Clerk operating Bradma Printing and Embossing Machine	40

Police	
Sub Inspector in-charge of Police Station	200
(i) Special Branch and Crime Branch	
Deputy Superintendent of Police	100
Inspector	80
Sub Inspector	60
Assistant Sub Inspector	50
Ministerial Staff (All Categories) working in Special Branch	50
(ii) Finger Print Bureau	
Director/Tester Inspector	90
Finger Print Expert	60
Finger Print Searcher	40
(iii) Telecommunication Unit	
Deputy Superintendent of Police	100
Inspector	80
Sub Inspector	60
Assistant Sub Inspector	50
Head Constable	40
Police Constable/Station Writer	30
(iv) Dog Squad	
Sub Inspector	80
Head Constable	50
Police Constable	40
(v) Armourer	
Armourer Inspector (Chief Inspector of Arms)	70
Armourer Sub Inspector	60
Armourer Assistant Sub Inspector	50
Armourer Head Constable	50
Armourer Police Constable	40
(vi) Shorthand Bureau	
Chief Reporter	80
Reporter Sr Gr	60
Reporter Gr I	60
Reporter Gr II	40
(vii) District Crime Intelligence Bureau	
Sub Inspector	60
Head Constable	40
Police Constable (D.C.I.B. of Thiruvananthapuram City)	30
(viii) Personal Guard	
Sub Inspector (Reserve Sub Inspector/Armed Police Sub Inspector)	170
Assistant Sub Inspector	160
Head Constable	150
Police Constable	130
(ix) Miscellaneous	
Liaison Officer (Assistant Engineer)	170
Veterinary Surgeon of the Mounted Police	70
Staff Car Driver	130
Band Master (Sub Inspector/Armed Police Sub Inspector)	60
Superintendent Confidential Section	60
Confidential Assistant/Clerk(Confidential Section)	40
Brass Band Man/Orchestra Man/Bugler Man	30

Tailor (P.C.)/Cinema Operator (Police Constable)	30
Station Writer (P.C)/Circle Writer (P.C.)/ Co-Clerk/Carpenter (P.C.)/Motor Cleaner	30
(x) Executive Staff	
Mechanic (M.T. Check)/Mason/Binder/Rattan Weaver/Lathe Operator/Boat Crew	30
(xi) Civil Staff	
Electrician/Fitter/Welder/Blacksmith/Mechanic/Binder/Upholsterer/Packer/Store Attender/Lascar	30
(xii) Motor Transport Unit	
Motor Transport Officer	100
Motor Transport Inspector	80
Motor Transport Sub Inspector	60
Havildar Mechanic	40
Police Constable Mechanic/Fitter/Electrician	30
Ports	
Director	250
Port Officer/Deputy Director	250
Chief Mechanical Engineer/Engineer in charge	200
Cutter-Suction Dredger Operator in CSD 'Meena'	90
Driver-cum-operator	110
Printing	
Superintendent of Govt. Presses	140
General Foreman	40
Worker with LPT Diploma in Printing Technology	30
Cleaner	60
Imposer (Composing Section)	50
Mono/Lino Type Operators attending the work of Mono/Lino Mechanic (3 Nos.)	40
Staff of Confidential Section	
Pay Range between Rs 10790-18000 to 13610-20700	130
Pay Range between Rs 7990-12930 to 9190-15510	80
Pay Range between Rs 7480-11910 to 7990-12930	70
Pay Range between Rs 5930-9590 to 6680-10790	60
Pay Range between Rs 4510-7480 to 4990-7990	60
Pay Range between Rs 4400-6680 and below	50
Prisons	
Deputy Inspector General of Prisons	140
Medical Officer, Central Prisons, Thiruvananthapuram, Viyyur and Kannur	90
Medical Officer, Ayurveda, Central Prison, Thiruvananthapuram and Kannur	90
Lady Medical Officer, Central Prison, Thiruvananthapuram	90
Compounder/Pharmacist, Central Prison, Thiruvananthapuram and Viyyur	40
Compounder/Pharmacist, Central Prison, Kannur	50
Compounder, District Jail, Kozhikode	30
Gate Keeper, Central Prison, Thiruvananthapuram, Viyyur and Kannur	100
Chief Warder, Central Prison, Thiruvananthapuram, Viyyur and Kannur	100
Open Prison, Nettukaltheri	

Superintendent	60
Agricultural Officer	60
Supervisor	40
Welfare Officer	50
Chief Accountant	40
Assistant Jailor Gr I	60
Clerk	40
Head Warder	40
Warder	30
Pharmacist	30
Part Time Medical Officer	130
Information & Public Relations Department	
Staff Car Driver	170
Public Service Commission	
Sub Inspector of Police	60
Police Constable Driver	130
Guard	40
Staff Car Driver	130
Secret Section	
Section Officer (Part Time)	100
Assistant	70
Typist/Confidential Assistant	70
Peon	40
Public Works Department	
Clerk-cum-Cashier, V.J.T. Hall, Thiruvananthapuram	40
Lift Operator	40
Technical Assistant (in charge of Radio and Electrical Stores)	90
Design, Research, Investigation and Quality Control Board	
Chief Engineer	580
Superintending Engineer (Director)	430
Executive Engineer (Joint Director)	430
Assistant Executive Engineer(Deputy Director)	360
Assistant Engineer (Assistant Director)	360
All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.)	220
Rural Development	
Chief Instructor, Work shop wing	170
Physical Instructor-cum-Librarian	40
Sainik Welfare	
Director	520
Secretariat	
Governor's Secretariat	
Deputy Secretary/Joint Secretary	510
Private Secretary to Governor/Additional Private Secretary to Governor	510
Under Secretary (Tours)/Under Secretary	510
Comptroller, Governor's Household	510
Personal Assistant to Governor/Section Officer/Section Officer (Accounts)/Tours Superintendent	360
Assistant	350
Typist	170

Cypher Assistant	350
Confidential Assistant	350
Head Chauffeur/Chauffeur	320
Motor Section Clerk/Furniture Clerk	130
Duffedar	100
Personal Attendant/Motor Cycle Despatch Rider/Peons working with Governor, Secretary to Governor and other Officers and posted for duty in the V.I.P. Room	90
Head Butler/Head Cook	100
Cook/Waiter/Cleaner	90
Matey/Lascar	90
Garden Supervisor/Caretaker	100
Telephone Operator	130
Medical Officer	250
Staff Nurse	140
Pharmacist	90
Nursing Assistant/Hospital Attendant	80
Clerical Assistant/Attender	100
Police Driver	130
Administrative Secretariat	
Additional Secretary/Joint Secretary in the O/o. the Chief Secretary	490
Deputy Secretary/Under Secretary, General Administration (SC) Department	360
Section Officer/Confidential Assistant, General Administration (SC) Department	350
Assistant, General Administration (SC) Department	350
Typist, General Administration (SC) Department	350
Cypher Assistant, O/o. the Chief Secretary	120
Section Officer, General Administration (SS), Home (SS) and General Administration (C.R. Cell) Department	130
Assistant/Typist, General Administration (SS) and Home (SS) Department	70
Peon/Attender, General Administration (SS) and Home (SS) Department	40
Office Superintendent, General Administration (Office Section)	90
Assistant, General Administration (Office Section) Department	60
Peon, General Administration (Office Section) Department	40
Office Superintendent, Teleprinter Section	100
Assistant, Central Agency	200
Peon/Messenger, Central Agency	100
Assistant, General Administration (Official Language Translation) Department	50
Assistant, Labour Department (Working in the office of the Director of Rehabilitation)	50
Supervisor, Duplicator Machine Operator	100
(i) Office of the Special Advisor to Government	
Deputy Secretary	220
Confidential Assistant	130
Peon	70
(ii) General Administration (Accounts) Department	
Cash Branch	

Cashier	300
Assistant Cashier/Accounts Officer	300
Nottam	80
(iii) General Administration (Political-A) Department	
Additional Secretary to Govt.	350
Under Secretary and State Protocol Officer/Additional State Protocol Officer	260
Assistant Protocol Officer/Section Officer	170
Assistant	100
Typist	90
Confidential Assistant	70
Duplicating Operator/Peon	50
(iv) Personal Staff of Ministers/Leader of Opposition/Govt. Chief Whip	
Private Secretary/Additional Private Secretary/Special Private Secretary/Assistant Private Secretary	510
Personal Assistant/Additional Personal Assistant/Special Personal Assistant/Section Officer	360
Clerk/Assistant/Confidential Assistant/Typist	350
Chauffeur	320
Head Peon/Duffedar	200
Peon/Contingent Employees	200
(v) Personnel in the Computer Cell attached to the O/o. the Chief Minister	
Section Officer	360
Assistant	360
Typist	360
Peon	360
(vi) Office of the Principal Secretary to the Chief Minister	
Joint Secretary	490
Deputy Secretary	360
Section Officer	350
(vii) Office of the Principal Secretary (Finance)	
Under Secretary	350
(viii) Election Department	
Section Officer handling cash	90
(ix) Other Categories	
Drivers (including Drivers in the Finance and Law Departments)	190
Chief Security Officer	130
Security Officer	100
Assistant Security Officer/Station Officer (Fire Force)	80
Sergeant	90
Motor Cycle Orderly	90
Garden Supervisor	60
Lift Supervisor	200
Chowkidar/Watchman/Lift Operator	40
Peon, General Administration (English Records) Department	30
Finance Department	

System Analyst-cum-programming Officer (Data Processing Centre)	250
Section Officer, Secret Section(Part time)	160
Section Officer attending the work relating to Secretaries Committee	130
Cashier	130
Assistant attending the work relating to Secretaries Committee	90
Typist attending the work relating to Secretaries Committee	70
Peon attending the work relating to Secretaries Committee	40
Assistant/Typist, Secret Section	70
Peon/Typist, Secret Section	40
Chief Technical Examiner	260
Executive Engineer/Technical Officer	220
Assistant Executive Engineer/Technical Assistant	130
Assistant Engineer/Assistant Technical Officer	90
Personal Assistant to Finance Secretary	130
Additional Secretary attending the work relating to Secretaries Committee	210
Law Department	
Special Secretary	430
Joint Secretary to Government (Suits)	260
Personal Assistant to Law Secretary	130
Legislature Secretariat	
Special Secretary	360
Protocol Officer (Cadre of Under Secretary)	80
Assistant Posted to Protocol Wing	40
Peon Posted to Protocol Wing	30
Head Driver	210
Assistant Manager	150
Personal Assistant to Secretary	130
Driver	190
Lift Operator	40
Telephone Operator	40
Office Superintendent	100
Cashier	110
Assistant (Cash)	80
Personal Staff of Speaker/Deputy Speaker/Chairman	
Financial Committee	
Private Secretary/Additional Private Secretary/Assistant Private Secretary	510
Section Officer/Personal Assistant/Additional Personal Assistant	360
Typist/Assistant/Confidential Assistant	350
Chauffeur	320
Duffedars	200
Peon	200
Gardener	200
Chief Marshel	200
Deputy Chief Marshel	180
Marshel	150
Sergeant	120
Sergeant Assistant	80

New Delhi Allowance	
<i>Office of the Resident Commissioner, New Delhi</i>	
Administrative Officer	1180
Law Officer	1180
Assistant Engineer	1050
Liaison Officer	950
Section Officer	750
Personal Assistant to Resident Commissioner for Parliamentary Work	780
Assistant Liaison Officer	600
Assistant	500
Typist	500
Confidential Assistant	650
Typist (Teleprinter Operator)	600
Draftsman Grade II	500
Chauffeur	630
Driver/Motor Cycle despatch rider	350
Peon	400
Chowkidar/Peon/Watcher	330
Part Time Sweeper	50
<i>Kerala House, New Delhi:</i>	
Protocol Officer	1180
Under Secretary	1180
Section Officer	750
Assistant Protocol Officer	750
Manager (House Keeping)	750
Assistant	500
Steno-Typist	500
Overseer (Electrical)	500
Assistant House Keeper	500
Typist	430
Reception Assistant	430
Catering Supervisor	430
Supervisor (House Keeping)	430
Telephone Operator	430
Store Keeper	430
Assistant Store Keeper	430
Steward	430
Cook	380
Chauffeur	630
Waiter/Bearer	330
Room Boy/Room Attendant	330
Electrician	330
Helper to Electrician	330
Plumber	330
Helper to Plumber	330
Peon	330
Chowkidar	330
Gardener	330
Kitchen Helper	330
Sweeper	330
Information Officer, New Delhi (Information & Public Relations Department)	
Information Officer	930
Deputy Director	930

Assistant Editor	600
Section Officer	500
Assistant	500
Confidential Assistant	500
Driver	400
Clerical Attender	330
Cinema Operator	280
Part Time Sweeper	30
Tourist Information Office, New Delhi	
Tourist Information Officer	750
Information Assistant	500
Peon	330
Out State Allowance	
Tourist Information Office, Chennai/Mumbai/Jaipur/Goa and Agra	
Tourist Information Officer	750
Information Assistant	500
Peon	330
Social Welfare	
Superintendents of Homes for the Mentally Retarded, Thiruvananthapuram and Kozhikode and Custodial Care Home, Manjeri	220
Ayahs of the above Homes	140
Superintendent, Government Children's Home and Special School, Thiruvananthapuram, Kollam, Kottayam, Thrissur and Kozhikode	60
Part Time Medical Officer, Government Children's Home and Special Schools	90
Caretaker	30
State Insurance	
Director	260
State Planning Board	
Chowkidar	40
Stationery Department	
Mechanic attending to the duty of winding the secretariat Tower Clock	60
S.T. Development Department	
Teacher-cum-Warden	50
Treasuries	
Director	260
Sub Treasury Officer attending to the additional work relating to the sale of Lottery tickets	90
Bradma Supervisor	50
Accountant working in the Bradma Cells	50
Treasurer	90
Senior Accountant-cum-Treasurer (Those who are posted to do the work previously done by the Treasurer)	90
Comptrometer Operator	40
Junior Accountant (Data Entry)	40
Tourism	
Head Chauffeur	210
Chauffeur	190
Cleaner attached to File Van	60
Lascar attached to Central Stores, Thiruvananthapuram	40
University Appellate Tribunal	

Secretary	70
Vigilance & Anti-Corruption Bureau	
Legal Adviser	260
Additional Legal Adviser	170
Superintendent of Police (Non-I.P.S)	170
Deputy Superintendent of Police	100
Inspector of Police	80
Sub Inspector	60
Havildar Driver (Staff Car)	130
Head Constable	40
Police Constable	30
Ministerial Staff (All Categories)	50
Water Transport	
Boat Master	100
Special allowance sanctioned to the staff of the O/o. the Controller of Entrance Examinations	
Pay Range Rs.9190 and above	550
Pay Range Rs.8390 to Rs.9189	500
Pay Range Rs.6680 to Rs.8389	450
Pay Range below Rs.6680	400
Special allowance admissible to employees handling cash	
Amount of average monthly cash disbursed	
Over Rs.1,00,000/- and up to Rs.2,00,000/-	150
Over Rs.2,00,000 and up to Rs.5,00,000/-	200
Over Rs.5,00,000/- and up to Rs.10,00,000/-	250
Over Rs.10,00,000/-	300

Compensatory Allowance

Designation	Rate (Rs) per month
Common Categories	
Cook	40
Peon/Attender/Typist/Confidential Assistant(doing cyclostyling or duplicating work)	20
Peon/Attender/Typist/Confidential Assistant(Operating Photocopiers)	20
Advocate General's Office	
Under Secretary(only for those attending cause list work)	200
Section Officer (only for those attending cause list work)	200
Assistant/Typist/Confidential Assistant (only for those attending cause list work)	200
Office Superintendent (only for those attending cause list work)	200
Librarian	65
Assistant officiating as Assistant Librarian	50
Library Attender	40
Last Grade Employee in the Library	25
Last Grade Employee operating Duplicating Machine	50
Library Assistant (Catalogue work)	100
Agriculture Department	
Agricultural Demonstrator working in Farms and Research Stations, ICDP Blocks and Nurseries	40
Head Mazdoors	15
Animal Husbandry Department	
Livestock Inspector, Cross Breeding Scheme, Artificial Insemination Centre and Key Village Block	40
Poultry Assistant in Poultry Farms, District Poultry Farms and IPD Blocks	40
Livestock Inspector in Livestock Farms Jersey Farms, Pig Farm Units and Livestock Farms	40
Livestock Inspectors, Regional A.I. Centres	40
Archaeology	
<i>Padmanabhapuram Palace</i>	
Ethnologist in charge of Curator/Museum Assistant	75
Muzeum Guide/LD Clerk	50
Gardener/Peon/Watcher/Mechanic	40
Ticket Attender	40
Ayurveda Medical Education	
Deputy Warden (Hostels)	50
Resident Medical Officer, Ayurveda College Hospital/Ayurveda Maternity Hospital	50
Van Cleaner-cum-Conductor	20
Nethra Technician	65
Commercial Taxes Department	
Inspecting Assistant Commissioner, Intelligence	75
Intelligence Officer	50

Intelligence Inspector	40
Peon (Intelligence Squad)	20
Peon (Serving Summons/Notices)	35
Land Board	
Confidential Assistant to Appellate Authorities, Deputy Collectors (Land Tribunals), Special Deputy Collectors (Land Tribunals)	40
Peons (Personnel attached to the above Officers)	20
General Education	
Deputy Headmasters, Govt. High Schools and Aided Schools	200
Headmaster, Tagore Vidyanikethan, Taliparamba	125
High School Assistant, Tagore Vidyanikethan, Taliparamba	65
Music Teacher, Tagore Vidyanikethan, Taliparamba	40
Primary Education Extension Officer, Tagore Vidyanikethan, Taliparamba	125
Resident Tutor, Tagore Vidyanikethan, Taliparamba	65
Physical Education Teacher/Drawing Master/Instructor (Work experience programme), Tagore Vidyanikethan, Taliparamba	40
Collegiate Education	
Warden, College Hostels (Above 200 inmates)	125
Warden, College Hostels (up to 200 inmates)	95
Resident Tutor in College Hostels	65
Technical Education	
Skilled Assistant/Attender in the Central Polytechnic, Thiruvananthapuram and Govt. Polytechnics, Kannur, Perinthalmanna and Kottayam	35
Workshop Attender, Junior Technical School, Adoor	20
N.C.C. Officer	95
Engineering College, Thiruvananthapuram	
Librarian	50
Assistant Librarian	40
Library Attender	25
Polytechnics	
Boiler Attender, Central Polytechnic, Thiruvananthapuram	25
Boiler Assistant, Govt. Polytechnic, Kalamasserry	20
<i>(a) Staff whose services are utilized for the conduct of Part-Time Classes in Engineering Colleges</i>	
<i>(i) Degree and Diploma Courses</i>	
Professor/Assistant Professor/Reader, Lecturer, Workshop Superintendent, First Grade Instructor (Engineering Colleges), Head of Section, Workshop Superintendent (Polytechnics)	Rs. 40/hr. subject to a maximum of Rs.500/- per month
Professor, Lecturer, Assistant Lecturer, Technical Instructor (Non Engineering Subject)	Rs. 35/hr. subject to a maximum of Rs.500/- per month
Boiler Assistant/Workshop Attender	Rs. 15/hr. subject to a maximum of Rs.500/- per month

<i>(ii) M.Tech Course (Engineering College, Thiruvananthapuram)</i>	
Teaching Staff	Rs. 65/hr.
Co-ordinator of the course	375
Clerk-cum-Typist Accountant	160
Class IV Employee	95
<i>(b) Hostels and Engineering Colleges and Polytechnics</i>	
Warden (Above 200 inmates)	125
Warden (up to 200 inmates)	95
Resident Tutor	65
Part Time Medical Officer (Above 100 inmates)	125
Part Time Medical Officer (upto 100 inmates)	95
<i>(c) Pre Vocational Training Centre</i>	
Senior Craft Instructor	50
<i>(d) Part Time Staff engaged for teaching in both High Schools and Junior Technical Schools</i>	
(i) For Technical Subjects	Rs. 40/hr
(ii) For English and Non Technical Subjects	Rs. 35/hr
Fire & Rescue Service	
Fireman Driver cum Pump Operator/Driver Mechanic	40
Forest	
Van Driver (Publicity Unit)	50
Health Services	
Medical Officer, Primary Health Centre	160
Health Inspector, Public Health Training School, Thiruvananthapuram	50
Higher Secondary Education	
Physical Education Teacher attending the Higher Secondary School Section	50
Homoeopathic Medical College, Kozhikode	
Warden, Men's Hostel	50
Industrial Training	
Drivers in I.T.I.s (Those who are imparting training to students in Mechanic (Motor Vehicles) and Mechanic (Diesel)	150
Part Time Medical Officer, I.T.I.	125
Assistant Hostel Superintendent (PT), ITI, Kozhikode	40
Group Instructor (Foreman ITI, Kalamasserry)	40
Clerk, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	35
Peon, ITI, Kalamassery, Kozhikode and Thiruvananthapuram	20
Insurance Medical Services	
Director/ Joint Director /Regional Deputy Director	250
Nursing Superintendent	40
Head Nurse/Radiographer	35
Staff Nurse/laboratory Technician/X-Ray Technician	25
Pharmacist/Auxiliary Nurse & Midwife	20
Laboratory Attender/X-Ray Attender/Nursing Assistant	15
Scientific Assistant (Physiotherapy), ESI Hospital, Peroorkada	50

Dietician	35
Irrigation	
Overseer Grade II and I (only during the period they are actually engaged in the work of gauging)	300
Labour	
Roneo Operator	50
Land Use Board	
Peon	20
Legal Metrology	
Inspecting Assistant	20
Medical Education	
Resident Medical Officer	125
Assistant Resident Medical Officer	95
Warden	Rs. 95 or rent free quarters
Assistant Warden	Rs. 65 or rent free quarters
Resident Warden, College of Nursing	Rs. 65 or rent free quarters
Medical Officers working in the Health Centres attached to the Medical Colleges	160
<i>(i) Department of Tuberculosis and Respiratory Diseases, Medical College, Thiruvananthapuram</i>	
<i>Non Medical Staff</i>	
Social Worker	65
Senior Scientific Officer, Antigen Manufacturing	125
Scientific Assistant	95
Pharmacist/Pharmaceutical Chemist	95
Clerk	65
<i>(ii) College of Pharmaceutical Sciences</i>	
Professor (who inspects and supervises manufacturing in addition to routine work)	250
Associate Professor (who looks after quality control and quality assurance in addition to routine work)	190
Museum and Zoo	
Veterinary Surgeon, Thiruvananthapuram Zoo	95
Watcher	25
Gardener (For operating Radio in Public Park in addition to normal duties)	20
Gardener (For attending duties in the Children's Park in addition to normal duties)	20
Gardener (For operating the pump attached to the Kanakakkunnu Palace)	20
Gardener (For assisting the Engine Driver)	20
Employees who are allowed only half day off on holidays	20
Persons operating Television	20
Employees working on holidays	Equal to 1 D.A.
Police	
Assistants (2)/Typists (1) of Special Branch	50
Police Constable doing additional work as Cinema Operator in Thiruvananthapuram and Thrissur	20
Typist doing typing work on metal sheet	40
Medical Officer (Attending to autopsy work)	35 for each autopsy work

Mortuary Attender/Cleaner	15 for each autopsy work
Prisons	
Psychiatrist, Central Prison	125
District Medical Officer visiting Central Prison	25 for each visit subject to a maximum of 125
Homoeo Medical Officer attending the Homoeo Clinic in the Central Prison, Thiruvananthapuram	125
Warder Attendant, Leprosy Sanatorium Noornad	50
Information & Public Relations	
<i>(a) Information Office, New Delhi</i>	
Information Officer	375
Assistant/Confidential Assistant	375
<i>(b) Directorate</i>	
Assistant working in the Cellar	60
Clerical Assistant working in the Cellar	40
Peon working in the Cellar	25
Public Service Commission	
<i>Staff working in the Cellar</i>	
Assistant	60
Attender/Clerical Assistant/Binder	40
Peon	25
Public Works Department	
Ferry Man	65
Watchman in the P.W.D. Rest House	20
Secretariat	
<i>Governor's Secretariat (Household)</i>	
A.D.C.	190
Physician to Governor	190
Head Gardener	35
Gardener	25
Sweeper	20
Pharmacist	25
Hospital Attender/Nursing Assistant	20
Administrative Secretariat	
Lift Operator	35
Security Guard/Watchman/Chowkidars	20
Sergeant	20
<i>(i) P&AR Department</i>	
Additional Secretary/Joint Secretary/Deputy Secretary	95
Under Secretary	90
Section Officer	75
Assistant	40
<i>(ii) Staff working in the Cellar</i>	
Clerical Assistant	40
Peon	25
<i>(iii) Central Library</i>	
Librarian (Senior Grade)	65
Librarian (Grade II)/Assistant	50
Clerical Assistant	40
Peon	25
<i>(iv) Allopathic Clinic attached to Secretariat</i>	

Chief Medical Officer	375
Medical Officer	375
Gynaecologist	375
Dental Surgeon/Paediatrician	250
Pharmacist/Nurse	125
Dental Hygienist	95
Clerical Assistant	65
Scavenger	65
<i>(v) Homoeo Clinic attached to Secretariat</i>	
Medical Officer	375
Pharmacist	190
Sweeper/Peon	65
<i>(vi) Other Establishments</i>	
Head Gardener	35
Gardener	25
Sweeper of Secretariat Garden	20
<i>(vii) Chauffeurs in Kerala House and Office of the Resident Commissioner, New Delhi</i>	500
Law Department	
Librarian	65
Legal Assistant attached to the Library	50
Clerical Assistant attached to the Library	40
Peon attached to the Library	25
Binder attached to the Library	50
Legislature Secretariat	
Lift Operator	35
Telephone Operator	50
Peon (attending chamber duty)	25
Sweeper (including higher grade)/Scavenger/Gardener/Waiter	30
Duffedar	25
Senior Assembly Attendants (2 persons)	25
State Archives	
Junior Superintendent posted in the Secretariat Cellar	65
Assistant/Clerk posted in the Secretariat Cellar	50
Peon posted in the Secretariat Cellar	35
<i>Preservation Section</i>	
Preservation Supervisor/Mender	35
Binder/Lascar	20
Soil Conservation	
Field Assistants in the Research Station, Konni	40
State Lotteries	
District Lottery Officer	190
Personal Assistant	190
Senior Superintendent/Assistant District Lottery Officer	190
Class III Officers	150
Stationery	
Packer/Store Assistant/Store Attendant	15
Tourism	
Waiter and Room Boy of Guest House, Thiruvananthapuram, Ernakulam and Kozhikode	35
Waiter and Room Boy in other Guest Houses Kerala House, Kanyakumari	25
Manager	95

Steward/Clerk	65
Cook/Kitchen Mate/Room Boy/ Waiter/ Gardener/ Lascar/ Sweeper/ Scavenger/Watcher	50
Vigilance and Anticorruption Bureau	
Superintendent of Police	125
Deputy Superintendent of Police	115
Inspector of Police	100
Sub Inspector of Police	95
Head Constable/Hawildar Driver	65
Police Constable/Police Driver	50

Risk Allowance

Designation	Rate (Rs) per month
Agriculture	
<i>Pesticides Testing Laboratory</i>	
Deputy Director cum Senior Chemist	60
Research Officer	60
Junior Agricultural Officer	60
Laboratory Assistant/Agricultural Demonstrator	30
L.D. Clerk/U.D. Clerk/Confidential Assistant	25
Peon/Watcher	20
Animal Husbandry	
X-Ray Technician	30
<i>Institute of Animal Health and Veterinary Biological & Chief Disease Investigation Office, Palode</i>	
Director	90
Chief Disease Investigation Officer	90
Standardization Officer	90
Research Officer/Quality Control Officer	60
Assistant Director/Disease Investigation Officer	60
Assistant Research Officer	60
Research Asst./Toxicologist/Veterinary Surgeon in Laboratory	60
Chemist/Laboratory Supervisor	30
Laboratory Technician/Laboratory Assistant	30
Laboratory Attender	20
<i>Rabies Eradication</i>	
Assistant Director/Disease Investigation Officer	60
Veterinary Surgeon	60
Livestock Inspector	30
Ayurveda College, Thiruvananthapuram, Thripunithura and Kannur	
Herpetologist	100
Technician (Visha)	100
Laboratory Technician/Laboratory Assistant	30
Laboratory Attender	20
Theatre Assistant, Anatomy Department	30
Scavenger, Anatomy Department	20
Dravya Attender	20
X-Ray Technician (Post Graduate Centre)	30
Laboratory Assistant (Post Graduate Centre)	30
<i>Drugs Standardization Unit, Poojappura</i>	
Research Assistant (Chemistry)	60
Laboratory Technician	30
Laboratory Attender	20

Chemical Examiner's Laboratory	
Chief Chemical Examiner	90
Junior Chemical Examiner	60
Assistant Chemical Examiner	60
Joint Scientific Examiner	60
Senior Superintendent	60
Serological Assistant	30
Technical Assistant	30
Junior Superintendent	30
Head Clerk/Head Accountant	30
Confidential Assistant/Clerk Typist/Store Keeper	25
Laboratory Assistant/Junior Laboratory Assistant	20
Packer/Bottle Cleaner/Peon/Lascar	20
Glass Blower	25
Drugs Control	
<i>Drugs Testing Laboratory</i>	
Analyst Gr I/Gr II/Gr III	60
Pharmacologist/Bacteriologist	60
Bio-Chemist	60
Drug Inspector (Special Intelligence Branch)	60
Scientific Assistant/Junior Superintendent	50
Technical Assistant/Store Superintendent	30
Store Keeper/Technician/Clerk/Typist	25
Laboratory Attender/Watcher/Peon	20
Fire & Rescue Service	
Leading Fireman/Fireman	30
Fireman Driver/Driver Mechanic	30
Forest	
Mahouts and Cavadies	25
Ground Water	
<i>Drilling Staff</i>	
Senior Driller	50
Drilling Mechanic/Driller	50
Compressor Driver	30
Welder	30
Drilling Assistant	30
Health Services	
<i>(i) X-Ray Sections of Hospitals</i>	
Medical Officer	90
Head Nurse/Staff Nurse	30
Mechanic/Radiographer/Technician/Dark Room Assistant	30
Other Full Time Employees like Attender/Attendant/Cleaner/Warder etc.	20
<i>(ii) Radium Sections of Hospitals</i>	
Medical Officer	90
Technician/Radiographer/Staff Nurse	30
Attender/Cleaner/Warder/Lascar	20
<i>(iii) Sanatorium for Chest Diseases, Pulayanarkotta/ Chest Hospital, Mulamkunnathukave Pariyaram/T.R. Clinics/T.R.</i>	

<i>Mulamkunnathukave, Pariyaram/T.B. Clinics/T.B. Wards/T.B. Centres</i>	
Medical Officer	90
Bacteriologist/Nursing Superintendent	60
Manager/ Lay Secretary and Treasurer	60
Head Nurse/Staff Nurse	30
Treatment Organizer Gr.I and Gr.II	30
Pharmacist/Pharmacist Storekeeper	30
Laboratory Technician Grade I & II/Health Welfare Worker/Medical Records Librarian	30
Statistician/Statistical Assistant/Steward/Head Clerk/Clerk/Store Keeper/Typist/Instructor (Tailoring)/Driver/L.D. Compiler	25
Social Worker	30
Dietician	30
Physiological Assistant	30
Blood Bank Technician	30
Mechanic	25
House Keeper	25
All other Class-III (except Ministerial) & Class-IV Officers	20
<i>(iv) Leprosy Sanatorium, Nooranad/Leprosy Hospital, Koratti and Chevayoor/Leprosy Clinics/S.E.T. Centres/Leprosy Control Unit/Leprosy Subsidiary Centres</i>	
Civil Surgeon Gr.II, Leprosy Training Centre, Nooranad	210
Medical Officer/Assistant Surgeon, Leprosy Training Centre, Nooranad	210
Lay Secretary and Treasurer	60
Nursing Superintendent/Physiotherapist	80
Matron/Head Nurse/Nursing Sister/Staff Nurse	45
Pharmacist/Pharmacist Storekeeper	30
Leprosy Health Visitor/Non-Medical Supervisor/ Circle Supervisor/Health Educator	45
Laboratory Technician	45
Midwife	30
Steward/Health Welfare Worker/Assistant Steward/Head Clerk/ Clerk/ Typist/Driver	25
All other Class-III and Class-IV Officers in the above Centres	20
Specialist Medical Officer, Govt. Hospital, Mavelikkara, visiting the leprosy Hospital (One Eye Specialist, One Dental Surgeon and One Surgeon)	80
<i>(v) V.D. Section of Hospitals/V.D. Clinics</i>	
Medical Officer	90
Nursing Superintendent (V.D.), Medical Colleges	60
Head Nurse/Staff Nurse	30
Serological Assistant/Social Worker	30
Technician	30
Cleaner/Warder/Sweeper/Attender	20
<i>(vi) Mental Health Centres</i>	
Medical Officer	90

Nursing Superintendent	60
Psychiatric Social Worker (Non-Gazetted)	60
Head Nurse/Staff Nurse	30
Deputy Overseer	30
Laboratory Technician	30
Weaving Instructor/Bunoy Instructor	25
Nursing Assistant/Laboratory Attender/Work Mistress	20
All other Class-III & Class-IV Officers	20
<i>(vii) Laboratory Section of Hospitals</i>	
Medical Officer	60
Chemist	30
Laboratory Technician	30
Laboratory Technicians working in Public Health Centres	30
Attender/Attendant/Cleaner/Lascar	20
<i>(viii) Contagious Disease Hospital</i>	
Medical Officer	90
Head Nurse/Pharmacist/Midwife	30
Clerk/Typist	30
All other Last Grade Employees	20
<i>(ix) Psychiatric Clinic attached to the Medical College Hospital, Kottayam</i>	
Staff Nurse	30
Nursing Assistant	20
<i>(x) Public Health Laboratory</i>	
Director	90
Senior Assistant Director/Assistant Director	60
Medical Officer	60
Micro Biologist/Scientific Officer/Junior Protozoologist	60
Store Keeper/Junior Superintendent/Junior Statistical Officer/Food Analyst/Technical Assistant Grade-I & II/Health Inspector/Chemist/Dietician	30
Glass Blower/Audio Visual Trailer Operator/Carpenter/Driver/Cashier/Clerk/Typist	25
Laboratory Assistant/Attender	25
Packer/Peon/Barber/Gardener/Stable Attender/Butcher/Lascar/Bottle Cleaner	20
<i>(xi) Regional/ District Public Health Laboratories</i>	
Medical Officer (Pathology)	60
Chief Scientific Officer	60
Research Officer/Scientific Officer/Junior Scientific Officer	60
Technical Assistant/Laboratory Technician	30
Clerk/Typist/Clerk-Typist	25
Laboratory Assistant/Laboratory Attender/Last Grade Employees	20
<i>(xii) Government Analyst Laboratory, Thiruvananthapuram, the Regional Analytical Laboratories, Ernakulam & Kozhikode</i>	
Chief Govt. Analyst	90
Govt. Analyst/Deputy govt. Analyst	60

Research officer/Junior Research Officer	60
Junior Stastician/Statistical Assistant	30
Technical Assistant	30
Sample Collector	30
Junior Superintendent	30
Compiler/Clerk/Typist/Clerk-Typist-Confidential Assistant/Accountant	25
Laboratory Assistant/Laboratory Attender/Packer/Peon/Night Watcher	20
Insurance Medical Services	
<i>Staff working in Laboratories, X-Ray Unit and Sanatorium for Chest Disease, Mulamkunnathukavu</i>	
Insurance Medical Officer	90
Nursing Superintendent	60
Radiographer/X-Ray Technician/Laboratory Technician/Head Nurse/Staff Nurse/Pharmacist	30
Junior laboratory Attender/Nursing Assistant/Hospital Attendant/Peon	20
Indian Systems of Medicine	
<i>Ayurveda Mental Hospital, Kottakkal</i>	
Superintendent/Senior Specialist/Specialist Physician	90
Nursing Superintendent/Laboratory Assistant	30
Nurse/Pharmacist	25
Laboratory Attender	20
<i>Administration</i>	
Head Clerk	25
Clerk/Typist	20
Peon/Watcher/Gardener	20
Medical Education	
Scientific Officer, Nuclear Medicine/Assistant Professor, Nuclear Medicine	90
Scavenger-cum-Sewage Cleaner	30
<i>(i) Radiology Department</i>	
X-Ray Mechanic/X-Ray Technician/Radiographer	30
X-Ray Attender/Receptionist	20
<i>(ii) Dermatology and Venerology</i>	
Serological/Scientific Assistant	60
<i>(iii) Reconstructive Unit of Leprosy Sanatorium, Nooranad</i>	
Staff Nurse	45
Nursing Assistant	30
<i>(iv) Anatomy Department</i>	
Curator	30
Laboratory Technician	35
Junior Laboratory Assistant/Mortuary Man/Theatre Assistant/ Sweeper/Cleaner	20
<i>(v) Forensic Medicine</i>	
Mortuary Technician/Laboratory Technician	30
Junior Laboratory Assistant/Mortuary Attender/ Sweeper/ Cleaner	20
<i>(vi) Gas House Employees of Medical Colleges</i>	
Foreman	20

Fitter/Fireman/Lascar	15
<i>(vii) Other Categories</i>	
Bio-Chemist/Scientific Assistant (Pathology)	60
Laboratory Technician/Laboratory Assistant	30
Junior Laboratory Assistant/Laboratory Attender/Photographic Attender	20
Technician (Media making)	25
<i>(viii) Staff working in T.B. Unit of Kozhikode Medical College</i>	
Staff Nurse/Pharmacist/Health Visitor	30
Clerk	25
Hospital Attender/Nursing Assistant	20
Homeopathic Medical Colleges	
Radiographers and X-Ray Technicians	30
Laboratory Technicians	30
Museums and Zoo	
Zoo Keeper	30
Police	
<i>(i) Police Forensic Science Laboratory</i>	
Director	90
Joint Director/Assistant Director	60
Ballistic Expert/Scientific Assistant/Photographer	60
Head Accountant/Junior Superintendent	30
Laboratory Technician	30
Confidential Assistant/Clerk/Typist	25
Mechanic	25
Police Driver/Technical Attender/Peon	20
<i>(ii) Police Personnel</i>	
Circle Inspector/Armed Police Inspector/Reserve Inspector	40
Sub Inspector/Armed Police Sub Inspector/Reserve Police Sub Inspector	30
Assistant Sub Inspector/Armed Police Assistant Sub Inspector/Reserve Police Assistant Sub Inspector	25
Head Constable/Havildar of Armed Police Battalion, Armed Reserve and Local police	25
Police Constable of Armed Police Battalion, Armed Reserve and Local Police	25
Driver (Head Constable/Police Constable)	25
Port	
Captain/Dredger master	90
Chief Engineer/officer I	90
Engineer/Officer II	60
Engineer-cum-Dredger master	60
Officer III/Junior Officer	50
Electrical Officer/Assistant Engineer	50
Navigator	50
Electrician	30
Syrang-cum-Quarter Master/Greaser	30
Operator cum Mechanic/Engine Driver	30
Master Gr I, II and III	30
Driver Gr I and II	30

C.S.D. Operator/Radio Telephone Operator	30
Driver-cum-Operator	30
Welder	30
Seaman/Cook/Steward	25
Assistant Cook/Topaz/Part Time Cook	20
Prisons	
Sub Jail Superintendent/Assistant Jailor Gr I and II/Supervisor, Borstal School and Open prison	30
Warder/Petty Officer/Head Warder/Ministerial Head Warder/Gate Keeper/Chief Petty Officer/Matron	25
State Archives	
Menders	30

Non-practising Allowance

(The provisions of G.O (MS) No. 195/2002/Fin dated 3.4.2002 stipulating that the NPA will apply to the cadre post to which the Medical Officer belongs and not according to the designation of the post the officer is holding will continue to apply).

Designation	Rate (Rs) per month
Factories and Boilers	
Joint Director (Medical)	550
Health Services	
Director	1200
Additional Director	1000
Deputy Director	900
Principal, Public Health Training School	900
Assistant Director (HE)	900
Assistant Director (CD)	900
Assistant Director(MCH)	900
Deputy Director (TB)	900
Deputy Director (Leprosy)	900
Deputy Director (FW)	900
Deputy Director(Ophthalmology)	900
Assistant Director (Physical Medicine Rehabilitation)	900
Zonal Malaria Officer	900
District Medical Officer(Health) / Deputy District Medical Officer (Health)	900
Principal, Family Welfare Training Centre, Thiruvananthapuram / Kozhikode	900
Civil Surgeon, Leprosy Training Centre, Nooranad	410
Medical Lecturer-cum-Demonstrator, Family Welfare Training Centre, Thiruvananthapuram/ Kozhikode	410
Supervisory Medical Officer, BCG Campaign (Civil Surgeon)	410
District Immunisation Officer	410
Medical Officer in charge (I.U.C.D) (Civil Surgeon)	410
Civil Surgeon (Non Cadre) (Family Welfare Programme)	410
RMO (in the cadre of Civil Surgeon)	410
District Leprosy Officer	410
Medical Officer, Pilot Survey Unit	280
RMO in the cadre of Asst. Surgeon	280
Assistant Surgeon-in-charge, Mobile Medical Unit (Attapady, Kalpetta, Thaliparamba & Floating Dispensary, Chambakulam)	280
Assistant Surgeon (Family Welfare Programme)	280
Medical Officer, School Health Programme	280

Medical Officer, Raj Bhavan Dispensary	280
Insurance Medical Services	
Director	960
Joint Director	690
Regional Deputy Director	550
RMO (In the cadre of Civil Surgeon)	410
RMO (In the cadre of Assistant Surgeon)	280
Public Health Laboratory	
Director	550
Senior Assistant Director	550
Assistant Director and Senior Medical Officer	410
Assistant Director (Nutrition) (Civil Surgeon Gr.II)	410
Medical Officer	280
<i>Regional Laboratories</i>	
Medical Officer (Civil Surgeon Gr.II)	410
Medical Officer (Assistant Surgeon)	280
<i>District Laboratories</i>	
Medical Officer	280
Medical Officer (Pathology)	280
Medical Officer (Microbiology)	280
Prison	
Medical Officer Central Prisons	280
Indian Systems of Medicine	
District Medical Officer	350
Superintendent Ayurvedic Mental Hospital, Kottakkal	350
Superintendent District Ayurveda Hospital, Kannur	350
Ayurveda College (Non-Clinical)	
Principal	410
Professor	350
Reader	350
Lecturer/Tutor	280
Homoeopathy	
Director	410
Deputy Director	410
District Medical Officer	350
Homoeopathic Medical College (Non-Technical)	
Principal	410
Professor	350
Assistant Professor/Tutor	280

Uniform Allowance

Designation	Period in years	Rate (Rs.)
Assistant Public Prosecutor	2	2800
Excise		
Deputy Commissioner	3	4000
Assistant Excise Commissioner	3	3600
Circle Inspector	3	3500
Excise Inspector	2	3000
Assistant Excise Inspector	2	3000
Preventive Officer/Excise Guard/ Driver	1	1600
Fire Force		
Director (T), Deputy Director (Administration), Divisional Officer/Assistant Divisional Officer	3	2400
Station Officer	2	1600
Assistant Station Officer	2	1500
Leading Fireman, Driver Mechanic, Fireman, Driver-cum-Pump Operator and Fireman	1	1500
Forest		
Ranger/ Dy.Ranger/ Wild Life Assistant	1	1600
Forester	1	1600
Forest Guard	1	1300
Forest Watcher	1	1200
Driver	1	1200
Boat Driver	1	1200
Govt. Ayurveda Colleges		
Lady Health Worker (Allopathic Midwife)	1	800
Nursing Superintendent	1	1200
Nurse	1	1200
Govt. Homeo Medical Colleges		
Nurse	1	1200
Health Services		
Nursing Superintendent/Nursing Sister (European and Indian Sisters including Matron and Head Nurse)/Nursing Tutor/Head Nurse/Lady Health Inspector/Lady Health Supervisor/Public Health Nurse/Public Health Nurses Instructor/M.C.H. Officer/Nursing Officer (Principal)	1	1400
Nurse (Male & Female)	1	1200

Food Inspector (Male & Female)/District Food Inspector/Chief Food Inspector (Mobile Vigilance Squad)	2	1500
Junior Public Health Nurse	1	900
Pupil Nurse	1	700
Homoeopathy		
Nurse	1	1200
Insurance Medical Services		
Nursing Superintendent/Head Nurse	1	1400
Staff Nurse	1	1200
Lady Health Worker,	1	800
Indian Systems of Medicine		
Nurse	1	1200
Judiciary		
Security Officer	3	3100
Legal Metrology		
Inspector/Assistant Collector	1	900
Motor Vehicles		
Regional Transport Officer	2	1800
Joint Transport Officer	2	1700
Motor Vehicle Inspector/Assistant Motor Vehicle Inspector	2	1600
Panchayat Common Service		
Midwife	1	800
Police		
Superintendent of Police (Non IPS)/Deputy Commandant	1	2700
Dy. Superintendent of Police and Officers of corresponding rank	1	2700
Circle Inspector/Inspector of Police	1	2500
Sub Inspector of Police/Assistant Sub Inspector of Police (Local)	1	2500
Head Constable/Police Constable (Local/Armed Reserve/Armed Police Battalians)	1	2400
Camp follower	1	1500
Port		
Port Conservator/Asst. Port Conservator	1	900
Cargo Supervisor/Asst. Pier Master/Wharf Supervisor	1	800
Printing		
Technical Employees - Male	1	1000
Technical Employees - Female	1	1000
Prisons		
Inspector General of Prisons (Non IPS)	3	4100
Deputy Inspector General of Prisons	3	3500
Superintendent Central Prisons, Assistant Inspector General of Prisons, Superintendent Open Prison, Principal SICA, Special Officer Open Prison	3	3300
Jailor, Deputy Superintendent Open Prison, Superintendent District Jail, Senior Inspector SICA	3	3000

Lecturer SICA		
Deputy Jailor, Jailor Special Sub Jail Viyyur, Law Lecturer SICA, Superintendent Borstal School	3	2500
Sub Jail Superintendents, Assistant Jailor Grade I & II and equivalent categories	2	1800
Chief Warder, Head Warder, Warder, Chief Petty Officer, Petty Officer, Gate Keeper	1	1500
Secretariat		
Governor's Secretariat-Staff Nurse	1	1300
Legislature Secretariat-Chief Marshal	3	3300
Social Welfare		
Ayahs in the Home for Mentally Retarded Children	1	900
Vigilance & Anti Corruption Bureau		
Superintendent of Police	1	1300
Deputy Superintendent of Police	1	1200
Circle Inspector of Police	1	1200
Sub Inspector of Police	1	1100
Assistant Sub Inspector of Police	1	1100
Head Constable/Police Constable	1	1100

**Additional Special Allowance to Police, Prison and Fire Force,
Excise, Forest Personnel, Medical Officers, PA to MLA as well as
staff in the Kerala State Election Commission during election
period**

Designation	Rate (Rs) per month
Police	
<i>1. Smartness Allowance</i>	
Armed Police Inspector	
Reserve Inspector	
Armed Police Sub Inspector	
Reserve Sub Inspector, Assistant Sub Inspector	
Head Constable	
Havildar	
Police Constable	
P.C. Driver (Except in Special Units)	30
Camp Follower	20
<i>2. Battalion Allowance</i>	
Armed Police Inspector/Reserve Inspector	60
Armed Police Sub Inspector/Reserve Sub Inspector	50
Assistant Sub Inspector/Head Constable/havildar/Havildar Driver	30
Police Constable/P.C. Driver/Technical Categories in Armed Police and in Armed Reserve Battalion	20
<i>3. Day Off Allowance (Per day)</i>	
Sub Inspector	200
Assistant Sub Inspector	200
Head Constable	180
Police Constable	150
Camp Follower	100
<i>4. Traffic Point Duty Allowance</i>	
Head Constable/Police Constable	50
<i>5. Cycle Allowance</i>	
Head Constable/Police constable	30
<i>6. Allowance towards Electricity & Water Charges</i>	
Head Constable	20
Police Constable	20
<i>7. Police Special Allowance</i>	
Deputy Superintendent of Police and equivalent rank	130
Inspector of Police and equivalent rank	120

Sub Inspector and equivalent rank	110
Assistant Sub Inspector and equivalent rank	90
Head Constable and equivalent rank	80
Police Constable and equivalent rank	70
<i>8. Feeding Charges</i>	
Circle Inspector	50
Sub Inspector/Assistant Sub Inspector	50
Head Constable/Police Constable	50
<i>9. Camp Follower's Allowance</i>	
Cook/Water Carrier/Barber/Dhobi/ Sweeper/Cobbler/ Gardener	50
<i>10. Special allowance Canoeman and others</i>	
Canoeman/Boat lascar/Syrang	50
<i>11. Camp Office Allowance</i>	
Deputy supt of Police and Assistant Commissioners posted as Subdivisional Police Officers	130
12. Ration money to Police Personnel in the rank of Sub Inspector/Reserve Sub Inspector/Armed Police Sub Inspector/Assistant Sub Inspector/head Constable/Police Constable/Driver/Camp Follower/Motor Cycle Driver etc.	90
Prison	
<i>1. Day of Allowance per day</i>	
Assistant Jailor Gr I	80
Assistant Jailor Gr II	70
Warder/Head Warder/Gate Keeper/Chief Petty Officer/Petty Officer/Ministerial Head Warder/Chief Warder	60
<i>2. Prison Special Allowance</i>	
Superintendent of Central Prison/Open Prison/Assistant Inspector General of Prisons	110
Principal, State Institute of correctional Administration	110
Jailor	110
Superintendent, Womens Prison, Neyyattinkara	110
Deputy Superintendent -do-	100
Deputy Jailor/Jailor, Special Sub Jail/Superintendent, Borstal School	100
Assistant jailor Gr I/Superintendent, Sub Jail/Supervisor, Open Prison/Supervisor, Borstal School	100
Assistant Jailor Gr II	90
Head Warder/Chief Warder/Gate Keeper/Chief Petty Officer	80

Ministerial Head Warder/Boat Foreman/Industrial Instructor/Weaving Instructor/Assistant Weaving Foreman	80
Warder/Petty Officer/Agricultural Demonstrator/ Weaving Assistant/Pharmacist/Teacher	70
Weaver/Skilled Worker/Engineer Driver etc.	60
Electrician Cum Pump Operator	60
<i>2(a) Staff of Central Prison Press, Thiruvananthapuram</i>	
Assistant Superintendent	70
General Foreman	60
Class III Employees	50
Class IV Employees	40
<i>3. Smartness Allowance</i>	
Head Warder/Warder	30
<i>4. Allowance towards Electricity & Water Charges</i>	
Head Warder/Gate Keeper	20
Warder	20
Fire Force	
<i>1. Smartness Allowance (p.m.)</i>	
Leading Fireman/Fireman/Driver-Mechanic/Fireman cum Pump Operator	30
<i>2. Allowance towards Electricity and Water Charges (p.m.)</i>	
Leading Fireman/Driver-Mechanic/Fireman Driver cum Pump Operator	20
Fireman Gr I & Gr II	20
<i>3. Day Off Allowance (Per day)</i>	
Station Officer	60
Assistant Station Officer	50
Leading Fireman/Fireman/Driver-Mechanic/Fireman Driver cum Pump Operator	50
<i>4. Feeding Charges (per day)</i>	
Assistant Divisional Officer	50
Assistant Station officer/Station Officer	30
Fireman/leading Fireman and equated ranks	30
<i>5. Fire Force Special Allowance</i>	
Divisional Officer/P.A. to Director of Fire Force	100
Assistant Divisional Officer	90
Station Officer	80
Assistant Station Officer	70
Fireman Driver cum Pump Operataor Gr I/Leading Fireman/Driver Mechanic	60
Fireman/Fireman Driver cum Pump	60

Operator Gr II	
6. Ration Money to Fire Force personnel in the rank of Fireman Driver cum Pump Operator Driver mechanic, Leading Fireman, Assistant Station Officer and Station Officer	60
Excise	
<i>1. Excise Special Allowance</i>	
Assistant Excise Commissioner	70
Circle Inspector of Excise	60
Excise Inspector	60
Assistant Excise Inspector	50
Preventive Officer	50
Excise Guard	40
Forest	
<i>1. Forest Special Allowance</i>	
Senior Grade Ranger	60
Ranger	60
Wild Life Assistant	50
Deputy Ranger	90
Forester	80
Guard	70
Driver (attached to Forest Stations)	40
Watcher	40
<i>2. Day Off allowance (per day)</i>	
Ranger	30
Deputy Ranger	120
Forester	110
Guard/Watcher	80
Social Welfare	
<i>1. Day Off Allowance (per day)</i>	
Guard/Supervisor/Chief Guard etc./Scavenger/ Cook/Assistant Cook	30
<i>2. Special Allowance</i>	
Superintendent, Government Children's Home and Special Schools	90
Deputy Superintendent/Assistant Superintendent	70
Industrial Instructor	60
Head Guard/Agricultural Instructor/Physical Training Instructor/Teachers	60
Guard/Female Guard	50
Head Cook/Gardener/Ayah/Watchman/Electrician cum Pump Operator/Driver etc.	40
Special Allowance granted to the Personal Assistants of MLAs from 1.11.1998	
Pay Range of Rs.9190 and above	550

Pay Range of Rs.8390 to Rs.9189	500
Pay Range of Rs.6680 to Rs.8389	450
Pay Range below Rs.6680	400
Special Allowance granted to the Staff in the Kerala State Election Commission during the election period	
Pay Range of Rs.9190 and above	550
Pay Range of Rs.8390 to Rs.9189	500
Pay Range of Rs.6680 to Rs.8389	450
Pay Range below Rs.6680	400
Only those employees drawing pay in the scales of pay below Rs.16650-23200 shall be eligible for the special allowance	
Health Department	
Doctors working in rural areas	1500
Doctors working in difficult rural areas	3000

Permanent Travelling Allowance

Designation	Rate (Rs) per month	Area of Jurisdiction	Avg. No. of days of tour in a month
Land Revenue			
Tahsildar	400	One Taluk	15
Special Tahsildar	190	One Taluk and more	15
Special Tahsildar	240	2 Taluks and more	15
Special Tahsildar	310	3 Taluks and more	15
Deputy Tahsildar/Special Deputy Tahsildar	150	One Taluk	15
Deputy Tahsildar/Special Deputy Tahsildar	190	2 Taluks	15
Deputy Tahsildar/Special Deputy Tahsildar	230	3 Taluks	15
Revenue Inspector/Special Revenue Inspector	140	Over One Taluk but less than 3 Taluks	15
Revenue Inspector/Special Revenue Inspector (attached to the Offices of Special Tahsildar, Thiruvananthapuram and Kollam)	190	One District	15
Taluk Surveyor/Additional Taluk Surveyor	120	One Taluk	15
Chainman (Under Special Deputy Surveyor)	80	One Taluk	15
Special Chainman/Special Peon	80	One Taluk	15
Special Chainman/Special Peon	100	2 Taluks and more	15
Special Chainman/Special Peon	110	3 Taluks and more	15
Special Chainman/Special Peon	140	More than 3 Taluks	15
Village Officer	100	More than 1 Village and upto one Taluk	15
Village Officer	120	Two Taluks	15
Village Officer	140	Three Taluks	15
Village Officer	150	More than 3 Taluks	15
Village Assistant	80	More than 1 Village and upto one Taluk	15
Village Assistant	100	Two Taluks	15

Village Assistant	120	Three Taluks	15
Village Assistant	140	More than 3 Taluks	15
Villageman	80	More than 1 Village and upto 2 Taluks	15
Villageman	100	Three Taluks	15
Villageman	120	More than 3 Taluks	15
Commercial Taxes Department			
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	250	One Taluk and below	15
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	310	More than 1 taluk and below 2 Taluks	15
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	360	More than 2 but less than 4 taluks	15
Agricultural Income Tax Officer/ Sales Tax Officer/Agricultural Income Tax and Sales Tax Officer	400	4 taluks and more	15
Civil Supplies			
Taluk Supply Officer	310	One Taluk	15
Assistant Taluk Supply Officer	140	One Taluk	15
Excise (Range Offices)			
Excise Inspector	200	One Range	15
Assistant Excise Inspector	140	One Range	15
Preventive Officer	80	One Range	15
Guard	80	One Range	15
Survey and Land Records Range			
Head Surveyor	190	One or Two Districts	15
Surveyor Gr.I and II	120	One Taluk	15
Land Assignment and Land Acquisition			
Head Surveyor	180	One District or less	15
Surveyor Gr.I	120	More than one taluk	15
Surveyor Gr.I	100	One taluk or less	15
Surveyor Gr.II	80	Irrespective of Jurisdiction	15
Land Records			
Head Surveyor	180	One District or less	15

Surveyor Gr.I	100	One taluk or less	15
Surveyor Gr.II	80	Irrespective of Jurisdiction	15
Co-operation			
Unit Auditor of Co-operative Societies/Unit Inspector of Co-operative Societies	200	One taluk	15
Economics and Statistics			
<i>Timely Reporting Survey of Agricultural Statistics</i>			
Statistical Inspector (NSS)	310	One District	15
Statistical Inspector	200	One Taluk	15
Investigator (L.D/U.D)	130	One Taluk	15
Investigator (L.D/U.D)	200	One District	15
Taluk Statistical Officer	200	One Taluk	15
Fisheries			
Statistical Investigator, Thiruvananthapuram and Alappuzha	190	One District	15
Inspector of Fisheries, Kollam and Alappuzha	180	One District	15
Statistical Investigator, Kollam	140	Two Taluks	15
Sub Inspector of Fisheries, Backwaters	120	1. Kollam Backwaters 2. Vaikom & Meenachil 3. Cherthala taluk	15
Senior Co-operative Inspector, Vizhinjam and Thiruvananthapuram	150	Two Taluks	15
Fishery Development Officer, Vizhinjam	150	One District	15
Fishery Development Officer, Thiruvananthapuram	150	Two Taluks	15
Senior Co-operative Inspector, Kollam and Alappuzha	150	One District	15
Fishery Development Officer, Kollam	150	One District	15
Sub Inspector of Fisheries, North Parur	80	One Taluk	15
Fishery Development Officer, Ernakulam	150	Two Districts	15
Senior Co-operative Inspector, Ernakulam	150	Two Districts	15
Sub Inspector of Fisheries, Theveravattom	120	Theveravattom Fisheries Section	15
Fishery Development Officer, Alappuzha	150	One District	15
L.D.Investigator, Alappuzha	140	Part of a	15

		District	
<i>Office of the Deputy Director of Fisheries, Thrissur</i>			
Senior Co-operative Inspector	150	One District	15
Fishery Development Officer, Chavakkad	150	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Ponnani</i>			
Fishery Development Officer, Ponnani and Thanur	150	One Taluk	15
Senior Co-operative Inspector, Ponnani and Thanur	150	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kozhikode</i>			
Fishery Development Officer, Vadakara	150	One Taluk	15
Senior Co-operative Inspector	150	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kannur</i>			
Fishery Development Officer, Kannur	150	One Taluk	15
Senior Co-operative Inspector	150	One Taluk	15
<i>Office of the Deputy Director of Fisheries, Kasargode</i>			
Fishery Development Officer	150	One Taluk	15
Senior Co-operative Inspector	150	One Taluk	15
<i>Office of the Assistant Director of Fisheries, Kottayam</i>			
Sub Inspector of Fisheries, Backwater	120	One District	15
Forest			
Ranger	230	Range	20
Deputy Ranger	190	Range	15
Forester	190	Section	15
Surveyor	80	Range	20
Forest Guard	130	Range	15
Boat Driver/Syrang/Cleaner	80	Section	20
Watcher	80	Section	20
Hindu Religious and Charitable Endowments			
Inspector, Kasargod	150	Kasargod and Hosdurg Taluks	15
Inspector, Thaliparamba	150	Thaliparamba Taluk & Part of Kannur	15
Inspector, Manjeri	150	Ernad & Tirur Taluks	15
Inspector, Perinthalmanna	150	Perinthalmanna Parts of Ottappala	15

		m & Mannarkkad Taluks	
Inspector, Ottappalam	150	Ottappalam Taluk	15
Inspector, Palakkad	150	Palakkad Taluk, Parts of Alathur and Chittoor	15
Inspector, Kozhikode	150	Kozhikode, Quilandy Taluks & South Wayanad	15
Inspector, Thalassery	150	Thalassery, Vadakara & part of Kannur	15
Inspector, Guruvayoor	150	North Wayanad and chavakkad	15
Health Services			
District PH Nurse/District Extension Educator/B.C.G.Team Leader/Health Supervisor/Malaria Inspector Gr.I & II/Health Educator/Health Inspector	200	Parts of a District	15
Industries			
Extension Officer	200	One Taluk	15
Junior Co-operative Inspector	200	One Block	15
Senior Co-operative Inspector	200	One to Three Taluks	15
Supervisor, Handloom	200	One to Three Taluks	15
Inspector (Quality Control)	150	Block/District	15
Field Assistant (Junior Field Officer)	130	One Circle	15
Labour			
Deputy Labour Officer	280	One District	15
Assistant Labour Officer Gr.I & II	200	One Taluk	15
Inspector of Agricultural Labour	200	One District	15
Inspector of Plantations	250	One or more Revenue Districts	15
Legislature Secretariat			
Drivers/Head Driver	150		
Medical Education			
<i>Medical College, Alappuzha</i>			
Driver	150	Not Prescribed	15
Bus Cleaner	140	Not	15

		Prescribed	
Motor Vehicles			
Assistant Motor Vehicle Inspector	200	One Taluk	15
National Savings			
Assistant Director	310	One District	15
Police			
Police Constables of Local Police Stations/District Armed-Reserve/District Special Branch and DCIB	130	For the Local Police & Constables of District Armed Reserve 32 Kms from the HQ	Not prescribed
Head Constables of Local Police Stations, District Armed Reserve, District special Branch and DCIB	190	For the Local Police & Constables of District Armed Reserve 32 Kms from the HQ	Not prescribed
Assistant Sub Inspector of Local Police Stations and Armed Reserve	190	32 Kms. from the Headquarters	Not prescribed
Sub Inspector of Local Police and Armed Reserve	240	33 Kms. from the Headquarters	Not prescribed
Boat Syrang/Boat Driver	80	Respective District	Not prescribed
Sub Inspector, Band Unit	120	Not Prescribed	Not prescribed
Permanent Travelling Allowance as eligible to the equivalent categories in the Police Department who receive P.T.A will be allowed to the following technical personnel in the Police Department			
(I) Mounted Police			
(ii) Armourer Staff			
(iii) Electrician			
(iv) Carpenter			
(v) Painter			
(vi) Blacksmith			
(vii) Mason			
(viii) Boat Syrang			
(ix) Boat Driver			
(x) Bugler/Drummer of Armed Reserves & P.T.C.			
(xi) Technical Staff (Both executive & civilian) attached to Range Workshop, M.S.P.			

(xii) Personnel of and below the rank of Sub Inspectors attached to Telecommunication Unit			
(xiii) Members of Mounted Police			
(xiv) Driver (the Motor Cycle Orderlies attached to the Chief Office will also be considered as Drivers for this purpose)			
(xv) Members of the Police Force of and below the rank of Sub Inspectors attached to the Police Computer Centre			
(xvi) Members of the Motor Transport Unit attached to the District A.R. including M.T.R.S.I. Attached to various units			
So far as the Band and Orchestra Personnel are concerned, Grant of P.T.A.as indicated above will be in lieu of the Special Allowance granted to them.			
Rural Development			
Block Development Officer (If Vehicle is available)	240	One Block	20
Block Development Officer (If Vehicle is not available)	310	One Block	20
Registration			
Chitty Auditor	250	One District	20
Chitty Auditor	290	More than One District	20
Scheduled Caste Development			
Scheduled Caste Devt. Officer Gr.I	190	One Taluk	15
Scheduled Caste Devt. Officer Gr.II	150	One Block	15
Scheduled Tribe Development			
Tribal Extension Officer	150	Over One Block	15
Tribal Extension Officer	190	Over Two Blocks	15
Tribal Extension Officer	230	Over Three Taluks	15
Social Welfare			
Anganvadi Supervisor	100		
Tourism			
Chauffeur	150	Revenue District in which posted	15
Boat Driver/Boat Syrang	80		
Boat Deck Man/Boat Lascar/Cleaner	80		
Town Planning : Staff in the Town Planning Department will be eligible for normal TA/DA			
Vigilance & Anti-Corruption Bureau			
Sub Inspector	240	32 Kms. From HQ	Not Prescribed

Head Constable/ Havildar Driver	190	32 Kms. From HQ	Not Prescribed
Police Constable/ P.C. Driver	130	32 Kms. From HQ	Not Prescribed
Legal Metrology			
Senior Inspector/Inspector	190	One Taluk	15

Permanent Conveyance Allowance

Designation	Rate per month (Rs)	Area of Jurisdiction
Agriculture		
Spraying Supervisor	70	Below One Panchayat
Agriculture Assistant	70	Below One Panchayat
Agriculture Assistant working in KMEP	70	Below One Panchayat
Field Supervisor	60	Below One Panchayat
Agriculture Officer	80	One Panchayat
Animal Husbandry		
Veterinary Surgeon in charge of Veterinary Hospitals and Dispensaries	60	Jurisdiction of the Veterinary Hospitals and dispensaries
Land Revenue		
Revenue Inspector/Special Revenue Inspector	130	One Firka or a portion of a Taluk
Special Chainman/ Special Peon	70	More than one Village but less than One Taluk
Village Officer	80	One Village
Village Assistant/Village Man	70	One Village
Civil Supplies		
City Rationing Officer	130	20 to 25 Wards in a City
Rationing Inspector	130	One Village
Rationing Inspector	60	5 to 13 Wards in a City
Survey and Land Records		
Head Surveyor	180	Less than One Taluk
Surveyor Gr.I & Gr.II	70	Less than One Taluk
Co-operation		
Senior Co-operative Inspector/Junior Co-operative Inspector	100	Circle (Municipal or Corporation area)
Dairy Development		
Dairy Farm Inspector	100	Half the number of Panchayats in a

		Block
Economics and Statistics		
Deputy Health Officer	200	Working in Municipalities, Corporation etc.
Research Assistant	130	
Compiler	70	
Price Inspector/Price Reporter/Investigator	60	Within 8 Kms.of the HQ
Education		
Assistant Educational Officer/Additional Assistant Educational Officer	200	One Educational Sub District
Health Services		
Medical Officer (to visit Raj Bhavan)	310	
Medical Officer (to visit Sub Jails)	190	
Lady Health Inspector	130	Area covered by 3 to 5 Junior Public Health Inspectors
Health Inspector/Health Supervisor	130	Area covered by 3 to 5 Junior Public Health Nurses
Extension Educator (Family Welfare)	130	
Junior Health Inspector Gr.I	100	
Non-Medical Supervisor	200	
Leprosy Health Visitor	100	
Urban Health Educator (Attending Clinics of S.E.T. Centres)	130	
Junior Health Inspector Gr.II/ Junior Public Health Nurse/Social Worker	70	
Field Assistant/Field Worker	70	
<i>Bi-Weekly Dispensaries & Tri-Weekly Dispensaries</i>		
(A)		
Medical Officer	190	Where the distance to be covered from the main P.H.Centre of Dispensary does not exceed 8 Kms.
Pharmacist	80	Where the distance to be covered from the main P.H.Centre of Dispensary does not exceed 8 Kms.

Hospital Attendant	60	Where the distance to be covered from the main P.H.Centre of Dispensary does not exceed 8 Kms.
(B)		
Medical Officer	240	Where it exceeds 8 Kilometres
Pharmacist	100	Where it exceeds 8 Kilometres
Hospital Attendant	70	Where it exceeds 8 Kilometres
Industries		
Extension Officer/Inspector (Quality Control)	150	One Block
Land Use Board		
Assistant Commissioner (Statistics)	230	Thiruvananthapuram City
Medical Education		
<i>(Medical College, Thiruvananthapuram)</i>		
Public Health Nursing Tutor/Health Inspector/Health Visitor	140	For visiting health units under the Health Centres at Neendakara and Pangappara
Municipalities		
Corporation Secretary	550	Corporation Area
Municipal Secretary Gr.I	470	Corporation/Municipal Area
Municipal Secretary Gr.II	390	Municipal area
Municipal Secretary Gr.III	310	Municipal area
<i>Corporation/Municipal Service</i>		
Executive Engineer	390	Whole area of the Municipality, Corporation or Wards allotted
Health Officer Gr.I	310	Whole area of the Municipality, Corporation or Wards allotted
Assistant Executive Engineer/Town Planning Officer/Health Officer Gr.II and Gr.III/Revenue Officer, Corporation/Assistant Health Officer, Corporation of Cochin	310	Whole area of the Municipality, Corporation or Wards allotted

Assistant Engineer/Town Planning Officer Gr.II	140	Whole area of the Municipality, Corporation or Wards allotted
Health Supervisor	140	Respective Municipal/Corporation area
Veterinary Surgeon	140	Whole area of the Municipality, Corporation or Wards allotted
Health Inspector Gr.I and Gr.II/Revenue Officer (Municipality)/Assistant Revenue Officer, Cochin Corporation/Revenue Inspector/Chief Inspector of Income Tax/Family Planning Extension Educator / Public Health Nurse/Health Visitor/P.W.D. Overseer Gr.I/Town Planning and Building Inspector	130	Whole area of the Municipality, Corporation or Wards allotted
Junior Health Inspector/Sanitary Maistries doing the work of Junior Health Inspector/Family Planning Welfare worker/Bill Collector/Town Planning Surveyor/Surveyor/Junior Public Health Nurse/Overseer Gr.II/Lighting Superintendent (Kozhikode Corporation)	70	Whole area of the Municipality, Corporation or Wards allotted
Water Works Inspector/Meter Inspector/work Superintendent/ Lineman/Plumber/Fitter/ Turn Cock and Turn Key/ Meter Reader/Female Attendant/Motor Mechanics Gr.I and Gr.II/Chainman	60	Whole area of the Municipality or Corporation or Wards allotted
Panchayat		
Extension Officer, Panchayat	150	One Block
Special Grade Secretary	140	One Panchayat (more than 76.8

		Sq.km)
Special Grade Secretary	130	One Panchayat (less than 76.8 Sq.km)
Secretary Grama Panchayat	130	One Panchayat (more than 76.8 Sq.km)
Secretary Grama Panchayat	120	One Panchayat (less than 76.8 Sq.km)
Overseer	150	One Block
<i>Panchayat Common Service</i>		
Assistant Engineer	80	One Panchayat
Overseer Gr.I	70	One Panchayat
Overseer Gr.II	60	One Panchayat
Work Superintendent	60	One Panchayat
Sanitary Inspector	70	One Panchayat
Midwife	60	One Panchayat
Bill Collector/Junior Collector	60	One Panchayat
Information & Public Relations		
Information Officer, New Delhi	150	Delhi and Surrounding area
Rural Development		
Extension Officer (Animal Husbandry)	150	One Block
Extension Officer (Panchayat)	150	One Block
Extension Officer (I.R.D)	150	One Block
Extension Officer (Womens' Welfare)	150	One Block
Extension Officer (H)	150	One Block
General Extension Officer	150	One Block
Assistant Engineer	150	One Block
Village Extension Officer/Lady Village Extension Officer	100	One Circle
Social Welfare		
City Probationary Officer	200	Corporation area
Stationery		
Mechanic Gr.II	60	Within 8 Kilometers
Tourism		
Curator/Superintendent, Government Gardens/Manager, Residential Bunglaw	130	

Schedule of Posts and Scales of Pay**Common Category**

	<i>Designation</i>	<i>Existing Scale of pay</i>	<i>Revised scale of pay</i>
^a	Senior Administrative Officer	12600-15600	20700-26600
^a	Administrative Officer Gr I	10000-15150	
^b	Administrative Officer Gr II	7800-12975	12930-20250
^c	Senior Finance Officer	12600-15600	20700-26600
^c	Finance Officer Gr I	10000-15150	
^d	Finance Officer Gr.II	7800-12975	12930-20250
	Financial Assistant/Accounts Officer	7200-11400	12250-19800
	Administrative Assistant	7200-11400	12250-19800
^e	Divisional Accountant	6500-10550	10790-18000
^e	Senior Superintendent (and Equated posts like Manager)	6500-10550	10790-18000
	Junior Superintendent (and Equated posts like Manager)	5500-9075	9190-15510
	Fair Copy Superintendent (HG)	5500-9075	9190-15510
^f	Fair Copy Superintendent	5000-8150	
	Head Clerk/Head Accountant (and equated posts)	4600-7125	8390-13270
	Upper Division Clerk (and equated posts)	4000-6090	6680-10790
	Upper Division Accountant	4000-6090	6680-10790
	Accountant	4000-6090	6680-10790
	Store Clerk	4000-6090	6680-10790
	Auditor	4000-6090	6680-10790
	Store Keeper	4000-6090	6680-10790
	Clerk cum Accountant	4000-6090	6680-10790

^a The posts of Administrative Officer Gr I and Senior Administrative Officer are merged into one and designated as Senior Administrative Officer and will be in the higher scale of pay of Rs 20700 – 26600.

^b 1/3rd posts of Administrative Officer Gr II will placed in the Higher Grade scale of pay of Rs 16650 – 23200 and redesignated as Administrative Officer and Administrative Officer (HG)

^c The posts of Finance Officer Gr I and Senior Finance Officer are merged into one and designated as Senior Finance Officer and will be in the higher scale of pay of Rs 20700 – 26600.

^d 1/3rd posts of Finance Officer Gr II will placed in the Higher Grade scale of pay of Rs.16650-23200 and redesignated as Finance Officer and Finance Officer (HG)

^e 20% of the posts will be in the Higher Grade of pay of Rs 12250 - 19800.

^f The posts of Fair Copy Supdt. and Fair Copy Supdt. (HG) will be merged to Fair Copy Superintendent and allowed the revised scale of pay of Rs.9190 – 15510.

	<i>Designation</i>	<i>Existing Scale of pay</i>	<i>Revised scale of pay</i>
	Cashier	4000-6090	6680-10790
	Assistant Store Keeper	4000-6090	6680-10790
	Store Assistant	4000-6090	6680-10790
	Accounts Clerk	4000-6090	6680-10790
	Clerk cum Accountant	4000-6090	6680-10790
	Steward Clerk	4000-6090	6680-10790
	Clerk cum Cashier	4000-6090	6680-10790
	Sergeant	4000-6090	6680-10790
^g	Lower Division Clerk (and equated posts)	3050-5230	4990-7990
	Store cum Record Keeper	3050-5230	4990-7990
	Record Keeper	3050-5230	4990-7990
	Store Clerk	3050-5230	4990-7990
	Copyist	3050-5230	4990-7990
	Accountant	3050-5230	4990-7990
	Clerk cum Cashier	3050-5230	4990-7990
	Assistant Cashier Clerk	3050-5230	4990-7990
	Store Keeper	3050-5230	4990-7990
	Clerk cum Storekeeper	3050-5230	4990-7990
	Auditor	3050-5230	4990-7990
	Record cum Store Keeper	3050-5230	4990-7990
	Assistant Store Keeper	3050-5230	4990-7990
	Tally Clerk	3050-5230	4990-7990
	Clerk Steward	3050-5230	4990-7990
	Store Assistant	3050-5230	4990-7990
	Cashier	3050-5230	4990-7990
	Store Keeper cum Clerk	3050-5230	4990-7990
	Clerk cum Accountant	3050-5230	4990-7990
	Junior Accountant	3050-5230	4990-7990
	Cashier cum Clerk	3050-5230	4990-7990
	Confidential Assistant Sel. Gr.	6675-10550	11070-18450
	Confidential Assistant Sen. Gr.	5500-9075	9190-15510
	Confidential Assistant/Steno Typist Gr I	4600-8000	7990-12930
^h	Confidential Assistant/Steno Typist Gr II	3590-5400	5930-9590
	Typist (Sel. Gr)	4600-8000	8390-13270
	Typist (Sen. Gr)	4600-7125	7990-12930

^g The existing ratio of 1:1 between LD and UD will continue

^h The ratio between the four grades will be modified to 1:1:1:1. The existing system of pool system will be discontinued with effect from the date of this order.

	<i>Designation</i>	<i>Existing Scale of pay</i>	<i>Revised scale of pay</i>
	Upper Division Typist	4000-6090	6680-10790
ⁱ	Lower Division Typist	3050-5230	4990-7990
	Clerk cum Typist	3050-5230	4990-7990
	Clerk Typist	3050-5230	4990-7990
	Typist Clerk	3050-5230	4990-7990
	Driver Gr I	3350-5275	5930-9590
^j	Driver Gr II	3050-5230	4990-7990
	Binder Gr I	3350-5275	5510-8590
^k	Binder Gr II	2750-4625	4510-7480
	Driver cum operator/Projectionist and similar categories	3590-5400	5930-9590
	Cinema Operator/Projectionist Gr I	3350-5275	5510-8590
^k	Cinema Operator/Projectionist Gr II	2750-4625	4510-7480
	Audio Visual Trailer Operator Gr I	3350-5275	5510-8590
^k	Audio Visual Trailer Operator Gr II	2750-4625	4510-7480
	Chief Operator (Audio Visual)	4500-7000	7480-11910
	Artist/Photographer/Artist cum Photographer	5000-8150	8390-13270
	Artist/Photographer/Artist cum Photographer	4500-7000	7480-11910
	Artist/Photographer/Artist cum Photographer and similar category	3350-5275	5510-8590
	Attender Gr I	2750-4625	4510-7480
	Clerical Attender/Technical Attender Gr I	2750-4625	4510-7480
	Clerical Assistant (and similar categories) Gr I	2750-4625	4510-7480
^k	Attender Gr II	2650-4150	4400-6680
	Clerical Attender/Technical Attender Gr II	2650-4150	4400-6680
	Clerical Assistant (and similar categories) Gr II	2650-4150	4400-6680
	Common Pool Librarians		
^l	Librarian Gr I	7200-11400	11910-19350
	Librarian Gr II	5500-9075	9190-15510
	Librarian Gr III	5000-8150	8390-13270
	Librarian Gr IV	3590-5400	6680-10790

ⁱ The existing ratio between the four grades will continue

^j 1/5th of the posts of Drivers will be placed in the Senior Grade in the revised scale of pay of Rs.6680-10790. The Senior Grade Drivers should invariably be posted with the Senior level Functionaries of that Department. The ratio between Gr II, Gr I and Senior Grade will be 2:2:1

^k The existing ratio between Gr II and Gr I will continue

^l Those who come under UGC scheme will be given UGC scales of pay

	<i>Designation</i>	<i>Existing Scale of pay</i>	<i>Revised scale of pay</i>
	Miscellaneous Categories		
	Telephone Operator	3050-5230	4990-7990
	Telephone Attendant	2750-4625	4510-7480
	Roller Driver Gr I	4000-6090	6680-10790
	Roller Driver Gr II	3050-5230	5510-8590
	Roller Driver/Assistant Roller Driver	2750-4625	4990-7990
	Roller Cleaner	2650-4150	4990-7990
	Lorry Cleaner	2650-4150	4400-6680
	Oil Engine Driver	3050-5230	4990-7990
	Driver cum Mechanic/Driver Mechanic	3050-5230	4990-7990
	Workshop Mechanic/Motor Mechanic/Fitter	3050-5230	4990-7990
	Motor Boat Driver Gr I	3350-5275	5930-9590
^m	Motor Boat Driver Gr II	2750-4625	4990-7990
	Tractor Driver/Boat Driver/Syrang Gr I	3350-5275	5930-9590
^m	Tractor Driver/Boat Driver/Syrang Gr II	2750-4625	4990-7990
	Engine Driver Gr I	3350-5275	5930-9590
^m	Engine Driver Gr II	2750-4625	4990-7990
	Motor Driver Gr I	3350-5275	5930-9590
^m	Motor Driver Gr II	2750-4625	4990-7990
	Loco Driver Gr I	3350-5275	5930-9590
^m	Loco Driver Gr II	2750-4625	4990-7990
	Driver cum Cleaner Gr I	3350-5275	5930-9590
^m	Driver cum Cleaner Gr II	2750-4625	4990-7990
	Carpenter Gr I	3050-5230	4990-7990
	Turner Gr I	3050-5230	
	Moulder Gr I	3050-5230	
	Welder Gr I	3050-5230	
	Blacksmith/Smith Gr I	3050-5230	
	Electrician Gr I	3050-5230	
	Plumber Gr I	3050-5230	
	Mechanic Gr I	3050-5230	
	Workshop Mechanic Gr I	3050-5230	
	Fitter Gr I	3050-5230	
	Carpenter cum Blacksmith Gr I	3050-5230	
ⁿ	Carpenter Gr II	2750-4625	

^m The ratio between Gr II and Gr I will be modified to 1:1

ⁿ The existing two grades will be merged into one and allowed the higher scale of Rs 4990 – 7990.

	<i>Designation</i>	<i>Existing Scale of pay</i>	<i>Revised scale of pay</i>
ⁿ	Turner Gr II	2750-4625	4990-7990
ⁿ	Moulder Gr II	2750-4625	
ⁿ	Welder Gr II	2750-4625	
ⁿ	Blacksmith/Smith Gr II	2750-4625	
ⁿ	Electrician Gr II	2750-4625	
ⁿ	Plumber Gr II	2750-4625	
ⁿ	Mechanic Gr II	2750-4625	
ⁿ	Workshop Mechanic Gr II	2750-4625	
ⁿ	Fitter Gr II	2750-4625	
ⁿ	Carpenter cum Blacksmith Gr II	2750-4625	
	Lift Operator (HG)	3050-5230	4990-7990
^o	Lift Operator	2750-4625	
	Stencil Operator/Roneo Operator/Duplicate Operator	2650-4150	4500-7480
	Duffedar (HG)	2750-4625	4510-7480
^p	Duffedar	2650-4150	4400-6680
	Mochee	2650-4150	4400-6680
	Class IV Employee Gr I	2650-4150	4400-6680
^q	Class IV Employee Gr II	2610-3680	4300-5930

ⁿ The existing two grades will be merged into one and allowed the higher scale of Rs 4990-7990.

^o The posts of Lift Operator and Lift Operator (HG) will be merged to one as Lift Operator and allowed the scale of pay of Rs 4990 – 7990.

^p Higher grade will be applicable as in the case of Attenders

^q The existing ratio between Gr II and Gr I will continue

Advocate General's Office

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Secretary to Advocate General	14000-18000+300sp	25400-33100+600sp
	Joint Secretary	12600-15600+200sp	23200-31150
	Deputy Secretary	10000-15150+200sp	20700-26600
^a	Under Secretary	7800-12975+200sp	12930-20250
	Section Officer (HG)	7200-11400	11910-19350
^b	Section Officer	6500-10550	10790-18000
	Librarian	6500-10550	10790-18000
	Office Superintendent	6500-10550	10790-18000
	Assistant (Sel. Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)	5500-9075	9190-15510
^c	Assistant Gr I	4600-7125	7990-12930
^c	Assistant Gr II	4000-6090	
	Typist (Sel. Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
^d	Typist Gr II	3590-5400	5930-9590
	Library Assistant	3050-5230	4990-7990
	Telephone Attendent	2750-4625	As in CC
	Clerical Assistant	2750-4625	4510-7480

2. Agriculture

	Director	14300-18300	25400-33100
	Additional Director	14000-18000	23200-31150
	Joint Director/Principal Agricultural Officer/	10000-15150	16650-23200
	Principal Information Officer	10000-15150	16650-23200
	Deputy Director/Chief Soil Chemist/	8250-13650	13610-20700

^a The Under Secretary will be allowed higher grade in the scale of pay of Rs.16650-23200 in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

^b The existing ratio of 1:1 between Section Officer and Section officer (HG) will continue.

^c The posts of Assistant Gr II and Gr I will be merged and allowed the corresponding scale of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1.

^d The existing ratio of 1:1:1:1 among four grades of typists will continue.

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Subject Matter Specialist/Plant Protection Officer/	8250-13650	13610-20700
	Sub Divisional Agricultural Officer	8250-13650	13610-20700
^a	Assistant Director/Senior Agricultural Officer	7450-11475	12250-19800
	Assistant Principal Agricultural Officer/	7450-11475	12250-19800
	Subject Matter Specialist//Banana Development Officer/	7450-11475	12250-19800
	Agronomist/Radio Contact Officer	7450-11475	12250-19800
	Cashew Development Officer/Special Officer	7450-11475	12250-19800
	Research Officer/Farm Superintendent	7450-11475	12250-19800
	Labour Welfare Officer	7200-11400	11910-19350
	Assistant Soil Chemist	7200-11400	12250-19800
^b	Agricultural Officer	6675-10550	11070-18450
	Technical Assistant/Farm Assistant/Seed Development Officer	6675-10550	11070-18450
	Personal Assistant to Director of Agriculture	6675-10550	11070-18450
	Senior Scientific Assistant	6500-10550	10790-18000
	Agricultural Field Officer	6500-10550	10790-18000
	Scientific Assistant Gr I	5500-9075	9190-15510
^c	Agricultural Assistant Sr. Gr.	5000-8150	8390-13270
^c	Agricultural Assistant Gr I	4500-7000	7480-11910
^d	Scientific Assistant Gr II	4500-7000	7480-11910
	Offset Operator	4000-6090	6680-10790
^c	Agricultural Assistant Gr II	3590-5400	5930-9590
	Assistant Offset Operator	3050-5230	4990-7990
	Film Librarian	3050-5230	4990-7990
	Lab Assistant	3050-5230	4990-7990
	Oil Engine Driver	3050-5230	4990-7990
	Field Supervisor	2650-4150	4400-6680
	Lab Keeper	2650-4150	4400-6680
	Agricultural Engineering Wing		
	State Agricultural Engineer	14000-18000	23200-31150
^e	Research Engineer/Executive Engineer	10000-15150	16650-23200
^e	Assistant Executive Engineer (Civil)/(Agri)	7450-11475	12250-19800
^e	Assistant Engineer/Head Draftsman	6675-10550	11070-18450

^a The posts of 'Assistant Director' and 'Senior Agricultural Officer' are interchangeable posts.

^b The ratio between 'Senior Agricultural Officer/Assistant Director' and 'Agricultural Officer' will be 1:4.

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

^d The existing ratio among Gr II, Gr I and Senior Grade Scientific Assistants will continue to be 2:1:1.

^e Grades and Ratios as in PWD will be given.

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Head Draftsman (Civil)	6675-10550	11070-18450
^f	Draftsman	4600-7125	7990-12930
	Store-in-charge	4600-7125	7990-12930
	Foreman	4000-6090	6680-10790
^f	Overseer Gr I	4600-7125	7990-12930
	Overseer Gr II	3590-5400	5930-9590
	Senior Mechanic	3050-5230	4990-7990
	Mechanic	3050-5230	4990-7990
	Skilled Assistant	3050-5230	4990-7990
	Work Superintendent	3350-5275	5510-8590
^g	Welder Gr I	3050-5230	4990-7990
^g	Welder Gr II	2750-4625	
^g	Fitter Gr I	3050-5230	4990-7990
^g	Fitter Gr II	2750-4625	
^g	Blacksmith Gr I	3050-5230	4990-7990
^g	Blacksmith Gr II	2750-4625	
	Carpenter	2750-4625	4990-7990
	Mechanical Engineering Supervisor	4500-7000	7480-11910
	Tractor Driver Gr I	3350-5275	5510-8590
	Tractor Driver Gr II	3050-5230	4990-7990
	Turner	3050-5230	4990-7990
	Electrician	3050-5230	4990-7990
	Machinist	3050-5230	4990-7990
	Skilled Assistant	3050-5230	4990-7990
	Borer	2750-4625	4510-7480
	Workshop Attender	2650-4150	4400-6680
	Lascar	2610-3680	4300-5930
	Farm Information Bureau		
	Principal Information Officer	10000-15150	16650-23200
	Editor cum Press Relations Officer	7450-11475	12250-19800
	Videographer	6500-10550	10790-18000
	Village Level Worker/Demonstrator	5000-8150	8390-13270
	Technical Assistant	4000-6090	6680-10790
	Display Artist	4500-7000	7480-11910

^f 20% of the posts will be in the Higher Grade, with scale of pay of Rs.9190-15510.

^g Grade I and II posts merged together.

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Animal Husbandry		
	Campaign Officer	8250-13650	13610-20700
	Information Officer	8250-13650	13610-20700
	Publicity Officer	7450-11475	12250-19800
	Editor Farm News	7450-11475	12250-19800
	Posts held by Personnel of other Departments		
	Vigilance Officer	As In PD	As In PD
	Senior Administration 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	As In PD	As In PD
	Research Officer	As In PD	As In PD
	Manpower Officer	As In PD	As In PD
	Statistical Officer	As In PD	As In PD
	Research Assistant	As In PD	As In PD
	UD Compiler/Investigator	As In PD	As In PD
	LD Compiler/Investigator	As In PD	As In PD

3. Animal Husbandry

	Director	14300-18300	25400-33100
	Additional Director	14000-18000	23200-31150
	Principal Training Officer, Livestock Management Training Centre	12600-15600	20700-26600
	Registrar Kerala Veterinary Council	12600-15600	20700-26600
	Joint Director/District Animal Husbandry Officer/Principal Training Officer, Livestock Management Training Centre/Chief Disease Investigation Officer/Standardisation Officer	10000-15150	16650-23200
	Project Officer, Livestock Disease Control/Senior Research Officer, State Livestock Census Officer	10000-15150	16650-23200
	Deputy Director/Project Officer, ICDP/Production Manager, Central Hatchery/Livestock Products Inspecting Officer/Research Officer, Institute of Animal Health and Veterinary Biologicals/Quality Control Officer/Chief Veterinary Officer/Cattle Sterility Officer	8250-13650	13610-20700

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Assistant Director/Senior Veterinary Surgeon/Superintendent, Goat Farm/Supt, District Livestock Farm/Superintendent, Buffalo Breeding Farm/Assistant Project Officer, RAIC/Assistant Director, RPF/Assistant Director, Planning (Upgraded Post)/Project Officer, IPD Block/Disease Investigation Officer/Assistant Research Officer/Assistant Director, Fodder Development/Lecturer, Extension Training Centre/Disease Surveillance Officer/Forest Veterinary Officer/Geneticist/Assistant Rinderpest Officer/Assistant Director, Cattle Sterility	7450-11475	12250-19800
^a	Plant Engineer/Assistant Executive Engineer	7450-11475	12250-19800
	Assistant Engineer	6675-10550	11070-18450
	Toxicologist	6675-10550	11070-18450
^b	Veterinary Surgeon	6675-10550	11070-18450
	Scientific Assistant	6675-10550	11070-18450
	Chief Instructor	6675-10550	11070-18450
	Feed Analyst	6675-10550	11070-18450
	Labour Officer	6500-10550	10790-18000
	Senior Instructor	6500-10550	10790-18000
	Field Officer	6500-10550	10790-18000
	Chemist	6500-10550	10790-18000
	Laboratory Supervisor	6500-10550	10790-18000
	Junior Instructor	5000-8150	8390-13270
	Chick Sexing Expert	5000-8150	8390-13270
	Assistant Field Officer	5000-8150	8390-13270
	Livestock Inspector Gr I	4500-7000	7480-11910
^c	Livestock Inspector Gr II	3590-5400	5930-9590
	Laboratory Technician Gr I	4500-7000	7480-11910
	Laboratory Assistant Gr I	4500-7000	7480-11910
	Laboratory Technician Gr II	3350-5275	5930-9590
	Laboratory Assistant Gr II	3350-5275	5510-8590
	Incubation Technician	4000-6090	6680-10790
	Electrician cum Mechanic	4000-6090	6680-10790

^a 1/3 of the posts will be placed in higher grade as in PWD

^b The ratio 3:1 between Veterinary Surgeons and Assistant Directors will continue

^c Ratio of 5:3:2 among Grade-II, Grade-I and Senior Grade will continue

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Refrigeration Mechanic	4000-6090	6680-10790
	Chick Sexer	3050-5230	5510-8590
	Despatch Rider	2750-4625	4510-7480
	Pump Operator/Plumber	2650-4150	4400-6680
	Carpenter cum Mechanic	2650-4150	4400-6680
	Paultry Attendant/Servant	2650-4150	4400-6680
	Gardener Gr I	2650-4150	4400-6680
	Carpenter cum Packer	2650-4150	4400-6680
	Posts held by Personnel of other Departments		
	Administrative Officer Gr I	As In PD	As In PD
	Finance Officer Gr I	As In PD	As In PD
	X-ray Technician	As In PD	As In PD

4. Archaeology

	Director	10000-15150	16650-23200
	Conservation Officer	8250-13650	13610-20700
	Superintending Archeologist	8250-13650	13610-20700
	Epigraphist	8250-13650	13610-20700
	Archeological Chemist	7450-11475	12250-19800
	Publication Officer	7450-11475	12250-19800
	Documentation Officer	6675-10550	11070-18450
	Ethnologist	6675-10550	11070-18450
	Artist Superintendent	6675-10550	11070-18450
	Education Officer	6675-10550	11070-18450
	Research Officer	6675-10550	11070-18450
	Assistant Engineer	6675-10550	11070-18450
	Personal Assistant	6500-10550	10790-18000
	Excavation Assistant	6500-10550	10790-18000
	Epigraphy Assistant	6500-10550	10790-18000
	Curator	6500-10550	10790-18000
^a	Field Assistant	5250-8150	8790-13610
	Technical Assistant	5250-8150	8790-13610
	Assistant Editor	5000-8150	8390-13270
	Preservation Assistant	5000-8150	8390-13270
	Research Assistant	5000-8150	8390-13270
	Manager	5000-8150	8390-13270

^a One post of Field Assistant will be redesignated as Superintendent, Padmanabhapuram Palace. The incumbent holding the post with personal scale will be allowed corresponding scale of pay.

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Artist	5000-8150	8390-13270
	Documentation Assistant	5000-8150	8390-13270
	Designer	5000-8150	8390-13270
	Foreman	4600-7125	7990-12930
	Museum Assistant	4500-7000	7480-11910
	Photographer	4500-7000	7480-11910
	Display Technician	4500-7000	7480-11910
	Gallery Supervisor	4500-7000	7480-11910
	Laboratory Assistant	4000-6090	6680-10790
	Estampage Maker	4000-6090	7480-11910
	Draftsman	3590-5400	5930-9590
	Museum Guide	3350-5275	5510-8590
	Dark Room Assistant	3350-5275	5510-8590
	Head Gardener	2750-4625	4510-7480
	Cook	2750-4625	4510-7480
	Ticket Attender	2750-4625	4510-7480
	Record Attender	2750-4625	4510-7480
	Moulder/Helper	2650-4150	4400-6680
	Specimen Collector	2650-4150	4400-6680
	Technical Helper	2650-4150	4400-6680
	Gallery Attender	2610-3680	4300-5930
	Duster	2610-3680	4300-5930
	Posts held by Personnel of other Departments		
	Sub Inspector of Police (Security Officer)	As In PD	As In PD
	Police Constable (Security Guard)	As In PD	As In PD

5. Assistant Public Prosecutors

	Deputy Director of Prosecution and Senior Assistant Public Prosecutor	10000-15150	16650-23200
	Assistant Public Prosecutor Gr I	7450-11475	12250-19800
*	Assistant Public Prosecutor Gr II	6675-10550	11070-18450

* The existing ratio of 1:1 between APP Gr-I and APP Gr II will continue

6. Ayurveda Medical Education

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
a	Director of Ayurveda Medical Education	14300-18300 + One Advance Increment	25400-33100 + One Advance Increment
a	Principal cum Project Officer/Principal	14300-18300	25400-33100
a	Professor/Editor (In the cadre of Professor)	14000-18000	23200-31150
	Superintendent, Maternity Hospital	8250-13650	13610-20700
a	Reader	12000-15325	20700-26600
	Chief Medical Officer	7800-12975	12930-20250
a	Lecturer/Lecturer in Agatatantra/Assistant Editor (In the cadre of Lecturer)	10000-15150	16650-23200
	Senior Medical Officer/Research Officer/Deputy Manager (ISM)	7450-11475	12250-19800
	Scientific Officer	7450-11475	12250-19800
	Demonstrator in Rasatantra/Demonstrator/Tutor/RMO/Medical Officer (Ayurveda)	7800-12975	12930-20250
	Scientific Assistant	6675-10550	11070-18450
	Lay Secretary/Manager	6500-10550	10790-18000
	Nursing Superintending Gr I	6500-10550	10790-18000
	Junior Scientific Officer	6500-10550	10790-18000
	Medical Officer (Store)	5500-9075	9190-15510
	Nursing Superintending Gr II	5000-8150	8390-13270
	Store Officer	5500-9075	9190-15510
	Store Superintendent	5000-8150	8390-13270
	Herpetologist	5000-8150	8390-13270
	Lady Health Inspector	4600-7125	7990-12930
	Head Nurse (Allopathy)	4600-7125	7990-12930
	Lab Technician Gr I	4600-7125	7990-12930
	Nurse Gr I	4500-7000	7480-11910
	Staff Nurse (Allopathy)	4500-7000	7480-11910
	Pharmacist Gr I	4500-7000	7480-11910
	Foreman (Power Laundry)	4000-6090	6680-10790
	Junior Health Inspector	4000-6090	6680-10790
	Junior Public Health Nurse	4000-6090	6680-10790
	Mortuary Technician	4000-6090	6680-10790
	Lab Technician Gr II	4000-6090	6680-10790

^a These scales are applicable to the Teachers not coming under AICTE Scheme

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Midwife (Lady Health Worker Gr II)	3590-5400	5930-9590
	Herbarium Keeper	3350-5275	5510-8590
^b	Nurse Gr II	3590-5400	5930-9590
^b	Pharmacist Gr II	3590-5400	5930-9590
	Medical Record Librarian	3350-5275	5510-8590
	Medical Record Assistant	3350-5275	5510-8590
	Theatre Assistant	2750-4625	4510-7480
	Library Assistant	3050-5230	4990-7990
	Garden Superintendent	3050-5230	4990-7990
	Record Keeper	3050-5230	4990-7990
	Scribe	3050-5230	4990-7990
	Electrician	3050-5230	4990-7990
	Technician	3050-5230	4990-7990
	Gardener Gr I	3050-5230	4990-7990
	Masseur	3350-5275	5510-8590
	Lab Attender Gr I	2750-4625	4510-7480
^c	Pharmacy Attender Gr I	2750-4625	4510-7480
	Nursing Assistant Gr I	2750-4625	4510-7480
	Technician (Nature Cure)	3050-5230	4990-7990
^c	Pharmacy Attender Gr II	2650-4150	4400-6680
	Nursing Assistant Gr II / Lab Attender Gr II / Power Lountry Attender	2650-4150	4400-6680
	Hospital Attendant /Specimen Collector/Gardener/Dravya Attender/Head Warder	2650-4150	4400-6680
^d	Posts on consolidated pay		
	Hon:Physician (Bala)	1750	2500
	Hon:Lecturer (Marma)	1750	2500
	Hon:Lecturer In Yoga Treatment	1200	2000
	Yoga Instructor	1200	2000
	Part time Masseur	500	1000
	Post Graduate Unit		
^a	Professor(PG Unit)	14000-18000 +100sp	23200-31150 +100sp
^a	Reader	12000-15325	20700-26600

^b The ratio between Gr I and Gr II posts will be 1:2

^c 20% of the total posts will be in Gr I

^d Govt. Servants doing this job additionally will be entitled only to an honorarium of Rs.1500/-, Rs.1300/- and Rs.700/- respectively instead of Rs.2500/-, Rs.2000/- and Rs.1000/-

^a These scales are applicable to the Teachers not coming under AICTE Scheme

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Clinical Registrar	6675-10550	11070-18450
	Technician (Bhasma & Sindhura)	5500-9075	9190-15510
	Technician (Netra)	5000-8150	8390-13270
	Technician (Pharmacy)	5000-8150	8390-13270
	Technician (Lab)	4600-7125	7990-12930
	Technician (X-ray)	4600-7125	7990-12930
	Technician (Electrician)	4500-7000	7480-11910
	Technician (Other Category) (Mechanical)	4500-7000	7480-11910
	Technician (Dravyaguna)	4500-7000	7480-11910
	Technical Assistant (Marma)	4000-6090	6680-10790
	Lab Assistant	3590-5400	5930-9590
	Panchakarma Assistant	3350-5275	5930-9590
	Technical Assistant (Visha)	3350-5275	5510-8590
	Technical Assistant (X-Ray)	3350-5275	5510-8590
	Technical Assistant (Ayurveda)	3350-5275	5510-8590
	Drugs Standardisation Unit		
	Senior Reasearch Officer (Chemistry)	10000-15150	16650-23200
	Research Officer (Chemistry/Bio Chemistry/Botony)	7800-12975	12930-20250
	Research Officer (Ayurveda)	7800-12975	12930-20250
	Assistant Research Officer (Pharmacology/Chemistry/Pharmacognosy/Botony)	7200-11400	11910-19350
	Research Assistant (Micro Biology)	6675-10550	11070-18450
	Research Assistant (Ayurveda)	6675-10550	11070-18450
	Research Assistant (Chemistry)	6675-10550	11070-18450
	Lab Technician (DSU)	4600-7125	8390-13270
	Lab Attender	2650-4150	4400-6680
	Pharmacognosy Unit		
	Senior Reasearch Officer (Botany)	10000-15150	16650-23200
	Research Officer	7800-12975	12930-20250
	Farm Superintndent (HG)	7450-11475	12250-19800
	Assistant Research Officer (Ayurveda)	7200-11400	11910-19350
	Farm Superintndent	7200-11400	11910-19350
	Assistant to Pharmacognosy Officer	6675-10550	11070-18450
	Posts held by Personnel of Other Departments		
	Professor in Sanskrit Gr I (Non Cadre)	As in PD	As in PD
	Professor in Sanskrit Gr II (Non Cadre)	As in PD	As in PD
	Professor Gr II (Non Cadre)	As in PD	As in PD

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Professor in Physical Education	As in PD	As in PD
	Civil Surgeon Gr II	As in PD	As in PD
	Administrative Officer Gr II	As in PD	As in PD
	Lecturer in Physical Education	As in PD	As in PD
	Lecturer in Sanskrit	As in PD	As in PD
	Lady Medical Officer	As in PD	As in PD
	Assistant Surgeon	As in PD	As in PD
	Pharmacist Gr II (Allopathy)	As in PD	As in PD

7. Chemical Examiners' Lab

	Chief Chemical Examiner	14000-18000	23200-31150
	Joint Chemical Examiner	12600-15600	20700-26600
	Assistant Chemical Examiner (HG)	7800-12975	12930-20250
^a	Assistant Chemical Examiner	7450-11475	12250-19800
	Junior Scientific Officer	6675-10550	11070-18450
^b	Serological Assistant	4600-7125	7990-12930
^b	Technical Assistant	4600-7125	7990-12930
	Glass Blower	4000-6090	6680-10790
	Laboratory Assistant	3050-5230	4990-7990
	Junior Laboratory Assistant	2650-4150	4400-6680
	Posts held by Personnel of other Departments		
	Administrative Officer	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD

8. Civil Supplies

	Director	IAS	IAS
	Controller of Rationing	12600-15600	20700-26600
	Deputy Controller of Rationing/ Vigilance Officer	10000-15150	16650-23200
	Accounts Officer	7800-12975	12930-20250
	Assistant Secretary/District Supply Officer	7800-12975	12930-20250
	Taluk Supply Officer /City Rationing Officer HG	7200-11400	11910-19350
[*]	Taluk Supply Officer /City Rationing Officer	6500-10550	10790-18000
	Assistant Taluk Supply Officer/Manager	5500-9075	9190-15510

^a 1/3 of the posts of Assistant Chemical Examiners will be placed on the higher grade

^b 20% of the posts of Technical Assistant/Serological Assistant taken together will be in higher grade of Rs.9190-15150

^{*} 20% of the posts will be in the Higher Grade

	Desigation	Existing scale of pay	Revised scale of pay
	Rationing Inspector	4600-7125	7990-12930
	Posts held by Personnel of other Departments		
	Finance Officer	As In PD	As In PD

9. Commercial Taxes

	Commissioner	IAS	IAS
	Joint Commissioner	14300-18300	25400-33100
	Deputy Commissioner HG	14000-18000	23200-31150
	Deputy Commissioner	12600-15600	20700-26600
^a	Assistant Commissioner	7800-12975	12930-20250
	Sales Tax Officer/Additional Sales Tax Officer/Intelligence Officer/Superintendent, Taxes, O/o. the Deputy Commissioner etc./Agriculture Income Tax and Sales Tax Officer/Additional Agriculture Income Tax and Sales Tax Officer (HG)	7200-11400	11910-19350
^b	Sales Tax Officer	6500-10550	10790-18000
	Additional Sales Tax Officer/Intelligence Officer/Superintendent, Taxes, O/o. the Deputy Commissioner etc./Agriculture Income Tax and Sales Tax Officer/Additional Agriculture Income Tax and Sales Tax Officer	6500-10550	10790-18000
	Additional Law Officer/Assistant Secretary (STAT) Manager	6500-10550	10790-18000
	Assistant Sales Tax Officer/Intelligence Inspector/AIT Inspector/ST Inspector/Check post Inspector	5500-9075	9190-15510
	Posts held by personnel of other Departments		
	Finance Officer	As In PD	As In PD

10. Agricultural Income Tax and Sales Tax Appellate Tribunal

	Chairman	16300-19900	26600-33750
	Member, Accounts	14000-18000	23200-31150

^a 20% of the posts of Assistant Commissioners will be in the Higher Grade on Rs.16650-23200.

^b 20% of the posts will be in the Higher Grade

11. Commissionerate for Entrance Examinations

	<i>Designation</i>	<i>Existing Scale of pay</i>	<i>Revised scale of pay</i>
	Commissioner	16300-18300	26600-33750
	Data Entry Operator	4000-6090	6680-10790
	Posts 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
	Personal Assistant	As In PD	As In PD
	Assistant	As In PD	As In PD
	Programming Officer Gr I	As In PD	As In PD
	Programming Officer Gr II	As In PD	As In PD
	Systems Manager	As In PD	As In PD
	Systems Analyst	As In PD	As In PD
	System Assistant	As In PD	As In PD
	DTP Operator	As In PD	As In PD

12. Co-operation

	Registrar of Co-operative Societies	IAS	IAS
	Additional Registrar of Co-operative Societies	12600-15600	20700-26600
	Joint Registrar of Co-operative Societies	10000-15150	16650-23200
	Deputy Registrar (HG)	8250-13650	13610-20700
^a	Deputy Registrar	7450-11475	12250-19800
	Assistant Registrar	6675-10550	11070-18450
	Editor cum Press Relations Officer	6675-10550	11070-18450
	PA to the Registrar of Co-operative Societies	6675-10550	11070-18450
^b	Senior Inspector/Auditor	5250-8150	9190-15510
^b	Junior Inspector/Auditor	4600-7125	7990-12930
	Posts held by Personnel of other Departments		
	Finance Officer Gr I	As In PD	As In PD
	Law Officer	As In PD	As In PD
	Research Officer	As In PD	As In PD

^a The ratio between Deputy Registrar and Deputy Registrar (HG) will be 2:1.

^b The existing ratio of 1:1 between Senior Inspector/Auditor and Junior Inspector/Auditor will continue. Consequent on the merger of Special Grade Senior Auditor/Inspector and Senior Inspector/Auditor, the former post will cease to exist

	Designation	Existing scale of pay	Revised scale of pay
	Research Assistant/Statistical Inspector	As In PD	As In PD
	U.D. Compiler	As In PD	As In PD
	L.D. Compiler	As In PD	As In PD

13.Cultural Publications

	Director	12600-15600	20700-26600
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14. Dairy Development

	Director	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	Dy. Director/Farm Superintendent	8250-13650	13610-20700
	Senior Dairy Engineer	8250-13650	13610-20700
	QualityControl Officer/Vice Principal/S.M.S. (Dairy)	7450-11475	12250-19800
	S.M.S. (Fodder)/Asst. Director	7450-11475	12250-19800
	Subject Matter Specialist (Co-operation)	7450-11475	12250-19800
	Fodder Development Officer	7450-11475	12250-19800
	Technical Assistant	6675-10550	12250-19800
	Instructor	6675-10550	11070-18450
	Store Keeper	6675-10550	11070-18450
	Dairy Engineer	6675-10550	11070-18450
	Dairy Extension Officer	6675-10550	11070-18450
	Dairy Chemist	5000-8150	8390-13270
	Dairy Extension Assistant	4600-7125	7990-12930
^a	Dairy Farm Instructor (HG)	4600-7125	7990-12930
	Agricultural Assistant Gr I	4500-7000	7480-11910
^a	Dairy Farm Instructor	4000-6090	6680-10790
	Lab Technician	4000-6090	6680-10790
	Agricultural Assistant Gr II	3590-5400	5930-9590
	Lab Assistant	3050-5230	4990-7990
	Posts held by Personnel of other Departments		
	Administrative Officer Grade II	As in PD	As in PD
	Finance Officer Gr II	As in PD	As in PD
	Joint Registrar Of Co-Operative Societies (Dairy)	As in PD	As in PD

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

	Designation	Existing scale of pay	Revised scale of pay
	Subject Matter Specialist (Veterinary)	As in PD	As in PD
	Assistant Registrar of Co-Operative Societies	As in PD	As in PD
	Senior Inspector of Co-Operative Societies	As in PD	As in PD
	Junior Inspector of Co-Operative Societies	As in PD	As in PD
	UD Compiler	As in PD	As in PD
	Agricultural Officer/Subject Matter Specialist (Fodder)	As in PD	As in PD

15.DRUGS CONTROL

	Drugs Controller	12600-15600	20700-26600
	Chief Govt. Analyst	10000-15150	16650-23200
	Dy. Drugs Controller	10000-15150	16650-23200
	Deputy Drugs Controller (Ayurveda)	10000-15150	16650-23200
	Assistant Drugs Controller (Allopathy)	7800-12975	12930-20250
	Analyst Gr I	7800-12975	12930-20250
	Regional Drugs Inspector	7450-11475	12250-19800
	Chief Inspector of Drugs, Intelligence Squad	7450-11475	12250-19800
	Senior Drugs Inspector	7450-11475	12250-19800
	Analyst Gr II	7450-11475	12250-19800
	Drugs Inspector (Allopathy)	6675-10550	11070-18450
	Drugs Inspector, Special Intelligence Branch	6675-10550	11070-18450
	Drugs Inspector (Ayurveda)	6675-10550	11070-18450
	Analyst Gr III	6675-10550	11070-18450
	Technical Assistant to Drugs Controller	6675-10550	11070-18450
	Law Officer	6500-10550	10790-18000
	Scientific Assistant	5000-8150	8390-13270
	Store Superintendent	4600-7125	7990-12930
	Legal Assistant	4500-7000	7480-11910
	Technical Assistant (Drugs Testing Laboratory)	4500-7000	7480-11910
	Media Maker	4500-7000	7480-11910
	Sample Warden	4000-6090	6680-10790
	Technician (Lower Division)	3350-5275	5510-8590
	Technical Store Keeper	3350-5275	5510-8590
	Record Attender	2650-4150	4400-6680
	Laboratory Attender	2650-4150	4400-6680
	Animal Keeper	2610-3680	4300-5930

16. Economics and Statistics

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Director	14300-18300	25400-33100
	Additional Director	14000-18000	23200-31150
^a	Joint Director (HG)	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	Deputy Director	8250-13650	13610-20700
	Assistant Director	7450-11475	12250-19800
	District Officer	7450-11475	12250-19800
	Regional Statistical Officer	7450-11475	12250-19800
	Research Officer	6675-10550	11070-18450
	Additional District Officer	6675-10550	11070-18450
	Price Supervisory Officer	6675-10550	11070-18450
	Scrutiny Officer	6675-10550	11070-18450
	Documentation Officer	6675-10550	11070-18450
	Taluk Statistical Officer	6500-10550	10790-18000
	Senior Supervisor (MT)	6500-10550	10790-18000
	Deputy Health Officer (Vital Statistics)	5500-9075	9190-15510
	Research Assistant	5000-8150	8390-13270
	Statistical Inspector	5000-8150	8390-13270
	Price Inspector	5000-8150	8390-13270
	Supervisor (MT)	5000-8150	8390-13270
	Draftsman U.D.	4500-7000	7480-11910
	Compiler U.D.	4000-6090	6680-10790
	Investigator U.D.	4000-6090	6680-10790
	Punch Card Operator U.D.	4000-6090	6680-10790
	Price Reporter U.D.	4000-6090	6680-10790
^b	Junior Statistical Inspector	4000-6090	6680-10790
	Extension Officer (Planning & Monitoring)	4000-6090	6680-10790
	Draftsman L.D.	3350-5275	5510-8590
^c	Compiler L.D.	3050-5230	4990-7990
	Investigator L.D.	3050-5230	4990-7990
	Punch Card Operator L.D.	3050-5230	4990-7990
	Price Reporter L.D.	3050-5230	4990-7990
Posts held by Personnel of other Departments			
	Administrative Officer	As In PD	As In PD

^a The post of "Joint Director (HG) is redesignated as "Senior Joint Director"

^b The existing practice of including the post of Junior Statistical Inspector with the post of "UD Compiler" for determining the ratio of 1:1 between UD and LD Compilers will continue

^c "L.D. Compilers" will start at Rs.5250/-

17. Education

17.1 Collegiate Education

	<i>Designation</i>	<i>Existing Scale of pay</i>	<i>Revised Scale of pay</i>
	Directorate		
	Director	16300-18300	26600-33750
	Additional Director	U G C	UGC
	Deputy Director	U G C	UGC
	U.G.C.Special Officer	U G C	UGC
	Senior Administrative Assistant	7800-12975	12930-20250
	Special Officer for Scholarships	7800-12975	12930-20250
	Arts & Science Colleges		
	Principal Spl.Gr	U G C	UGC
	Principal	U G C	UGC
	Lecturer Sel.Gr	U G C	UGC
	Lecturer Sen.Gr	U G C	UGC
	Lecturer	U G C	UGC
	Lecturer Non U G C	6675-10550	11070-18450
	Lecturer Physical Education	6675-10550	11070-18450
	Principal Non U G C	12600-15600	20700-26600
	Principal Non U G C	10000-15150	16650-23200
	Professor Gr I Non U G C	10000-15150	16650-23200
	Reader	U G C	UGC
	Professor Gr II	7800-12975	12930-20250
	Professor Gr II (Phy.Edn.)	7800-12975	12930-20250
	Librarian Sel.Gr	U G C	UGC
	Librarian Sen.Gr	U G C	UGC
	Librarian	U G C	UGC
	Artist	3350-5275	5510-8590
	Herbarium Keeper	3050-5230	4990-7990
	Taxidermist	3050-5230	4990-7990
	Gasman	2750-4625	4510-7480
	Lab Attender	2650-4150	4510-7480
	Specimen Collector	2650-4150	4400-6680
	Water Pump Mechanic	2610-3680	4300-5930
	Groundsman	2610-3680	4300-5930
	Marker	2610-3680	4300-5930
	Matron	3590-5400	5930-9590
	Part-time Lecturer in Law/ Journalism	3250+DA	4000+DA

	<i>Designation</i>	<i>Existing Scale of pay</i>	<i>Revised Scale of pay</i>
	Part-time Lecturer in Arabic	2450 (honorarium)	3500 (honorarium)
	Sanskrit Colleges		
	Principal	U G C	UGC
	Professor Gr I Non U G C	10000-15150	16650-23200
	Professor Gr II Non U G C	7800-12975	12930-20250
	Lecturer Sel.Gr	U G C	U G C
	Lecturer Sen.Gr	U G C	U G C
	Lecturer	U G C	U G C
	Lecturer Non U G C	6675-10550	11070-18450
#	Copyist	3050-5230	5930-9590
	Training Colleges		
	Principal Non U G C	12600-15600	20700-26600
	Principal	U G C	U G C
	Lecturer Sel.Gr	U G C	U G C
	Lecturer Sen.Scale	U G C	U G C
	Professor Gr II Non U G C	7800-12975	12930-20250
	Lecturer	U G C	U G C
	Lecturer Non U G C	6675-10550	11070-18450
	Instructor in Arts & Crafts	5000-8150	8390-13270
	Professor	U G C	U G C
	Reader	U G C	U G C
	Physical Education Colleges		
	Principal	U G C	U G C
	Professor Gr II Non U G C	7800-12975	12930-20250
	Lecturer	U G C	U G C
	Lecturer Non U G C	6675-10550	11070-18450
	Coach	6675-10550	11070-18450
	Instructor Selection Grade	5250-8150	8790-13610
	Instructor Senior Scale	5000-8150	8390-13270
	Instructor Gr I	4500-7000	7480-11910
	Instructor Gr II/ Matron	3590-5400	5930-9590
	Arabic Colleges		
	Principal	10000-15150	16650-23200

Will be redesignated as Heritage Document Translator

	<i>Designation</i>	<i>Existing Scale of pay</i>	<i>Revised Scale of pay</i>
	Professor Gr I	7800-12975	12930-20250
	Professor Gr II	7800-12975	12930-20250
	Lecturer	6675-10550	11070-18450
	Principal	6675-10550	11070-18450
	Lecturer Sel.Gr	6500-10550	10790-18000
	Lecturer Sen.Gr	5500-9075	9190-15510
	Lecturer Gr I	5000-8150	8390-13270
	Lecturer Gr II	4500-7000	7480-11910
	Music Colleges		
	Principal	12600-15600	20700-26600
	Professor	10000-15150	16650-23200
	Professor (Vocal, Veena, Mridangam & Violin)	10000-15150	16650-23200
	Additional Professor of Vocal Music	10000-15150	16650-23200
	Assistant Professor	7800-12975	12930-20250
	Lecturer in Musicology	6675-10550	11070-18450
^a	Senior Art Instructor	6675-10550	11070-18450
^b	Art Instructor	5250-8150	8790-13610
	Bhagavathar	5250-8150	8790-13610
^c	Sanskrit Pandit Gr I	5000-8150	11070-18450
^c	Sanskrit Pandit Gr II	4600-7125	11070-18450
	Instrument Mechanic	4500-7000	7990-12930
	Mridangom Player	5250-8150	8790-13610
^d	Dance Master (Kathakali)	5250-8150	11070-18450
^e	Bharathanatyam Instructor	5250-8150	11070-18450
^f	Drawing and Painting Master	5250-8150	8790-13610
	Drummer (Maddalam Player)	5250-8150	8790-13610
^g	Bharathanatyam Instructor (Addl)	5250-8150	8790-13610
	Kathakali Bhagavathar	5250-8150	8790-13610
	Bharathanatyam Bhagavathar	5250-8150	8790-13610
^h	Assistant Dance Master (Kathakali)	5250-8150	8790-13610
	Assistant Art Instructor	5250-8150	8790-13610
	Chenda Player	5250-8150	8790-13610

^a Will be redesignated as Lecturer (Drawing & Painting, Applied Arts, Sculpture)

^b Will be redesignated as Junior Lecturer (Drawing & Painting, Applied Arts, Sculpture).

^c Will be redesignated as Lecturer (Sanskrit Language)

^d Will be redesignated as Lecturer (Kathakali)

^e Will be redesignated as Lecturer (Bharathanatyam)

^f Will be redesignated as Junior Lecturer (Drawing and Painting)

^g Will be redesignated as Junior Lecturer (Bharathanatyam)

^h Will be redesignated as Junior Lecturer (Kathakali)

	<i>Designation</i>	<i>Existing Scale of pay</i>	<i>Revised Scale of pay</i>
	Sculpture and Modeling Master	4500-7000	7480-11910
ⁱ	Teacher in Mohiniyattom	4500-7000	8790-13610
	Studio Assistant		5510-8590
	Posts held by Personnel of Other Departments		
	Senior Administrative Officer	As in PD	As in PD
	Finance Officer Gr I	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Compiler (L.D)	As in PD	As in PD
	Compiler (U.D)	As in PD	As in PD
	Librarian Gr I	As in PD	As in PD
	Librarian Gr II	As in PD	As in PD
	Librarian Gr III	As in PD	As in PD
	Librarian Gr IV	As in PD	As in PD
	Sanitation Worker	As in PD	As in PD
	Night Watchman	As in PD	As in PD
	Lady Attendant	As in PD	As in PD
	Boy Servant	As in PD	As in PD
	Sickroom Attendant	As in PD	As in PD
	Cook	As in PD	As in PD

17.2.General Education

	Directorate		
	Director	IAS	
	Additional Director	14000-18000	23200-31150
	Joint Director	10000-15150	16650-23200
	Statistical Officer	10000-15150	16650-23200
	Deputy Director	8250-13650	13610-20700
	Deputy Director (Sports & Games)	8250-13650	13610-20700
	Chief Planning Officer	8250-13650	13610-20700
	Accounts officer (Provident Fund)	7800-12975	12930-20250
	Secretary-Cum-Treasurer (Housing Society)	7800-12975	12930-20250
	Assistant Director	7450-11475	12250-19800
	Assistant Provident Fund Officer	7200-11400	12250-19800
	Public Relations Officer	7200-11400	12250-19800
	Additional Administrative Assistant	7200-11400	12250-19800
	Accounts officer (Audit)	7200-11400	12250-19800
	PA to Secy, State Edn.Advisory Board/Personal Asst.	6675-10550	11070-18450

ⁱ Will be redesignated as Junior Lecturer (Mohiniyattom)

	Designation	Existing scale of pay	Revised scale of pay
	Editor (Vidyarangom)	5500-9075	9190-15510
	(CARE)-Noon Meal Programme		
	Senior Administrative Assistant	7800-12975	12930-20250
	Supervisor (Noon Feeding)	6500-10550	10790-18000
	Examination Wing		
	Joint Commissioner for Government Examinations	10000-15150	16650-23200
	Secretary to the Commissioner for Government Exams	8250-13650	13610-20700
	PA to Secretary to the Commissioner for Govt.Exams	6675-10550	11070-18450
	Text Books		
	Text Book Officer	8250-13650	13610-20700
	Personal Assistant to the Text Book Officer	6675-10550	11070-18450
	Chief Accountant	6500-10550	10790-18000
	Store Keeper, Central Stores	6500-10550	10790-18000
	Store Keeper, District Stores	5500-9075	9190-15510
	Offices of the Deputy Director, Education		
	Deputy Director	8250-13650	13610-20700
	Administrative Assistant	7200-11400	As in CC
	Accounts Officer	7200-11400	As in CC
	District & Sub District Office		
	District Educational Officer	7450-11475	12250-19800
	Personal Assistant to DEO	7200-11400	11910-19350
	Assistant Educational Officer	6675-10550	11070-18450
	Additional Assistant Educational Officer	6675-10550	11070-18450
	Inspector of Muslim Education	6675-10550	11070-18450
	Inspector of Muslim Education	5500-9075	9190-15510
	TTI for In-service Training in Hindi		
	Chief Instructor	6675-10550	11070-18450
	Instructor	6675-10550	11070-18450
	Instructor	5000-8150	8390-13270
	Secondary School (Including Training Schools)		
	Headmaster HG	7200-11400	11910-19350
	Headmaster	6675-10550	11070-18450
	High School Assistant Sel.Gr (Graduate/Language)	6500-10550	10790-18000

	Designation	Existing scale of pay	Revised scale of pay
^a	High School Assistant Gr I (Graduate/Language)	5000-8150	} 8390-13270
^a	High School Assistant Gr II (Graduate/Language)	4600-7125	
	Instructor (Engineering/ Printing Tech./ Agri.)	5500-9075	9190-15510
	Instructor/ Instructor (Engineering)	4600-7125	7990-12930
	Instructor Sen.Gr (Commerce)	5500-9075	9190-15510
	Instructor Gr.I (Commerce)	5000-8150	8390-13270
	Instructor Gr.II (Commerce)	4500-7000	7990-12930
	Instructor Sel.Gr	As in UP/LP section	As in UP/LP section
	Instructor Sen.Gr	As in UP/LP section	As in UP/LP section
	Instructor Gr I	As in UP/LP section	As in UP/LP section
	Instructor Gr II	As in UP/LP section	As in UP/LP section
	Physical Training (Bharatanatyam)	4500-7000	7990-12930
	Teacher Sel.Gr (Ratton Works, Music, Craft, Physical Edn/ Veena/ Commercial/ Hindustani-Urdu)	5250-8150	9190-15510
	Teacher Sen.Gr (Ratton Works, Music, Craft, Physical Edn/ Veena/ Commercial/ Hindustani-Urdu)	5000-8150	8390-13270
	Teacher Gr I (Ratton Works, Music, Craft, Physical Edn/ Veena/ Commercial/ Hindustani-Urdu)	4500-7000	7990-12930
	Teacher Gr II (Ratton Works, Music, Craft, Physical Edn/ Veena/ Commercial/ Hindustani-Urdu)	4000-6090	6680-10790
	Domestic Science Assistant	4500-7000	7990-12930
	Secretarial Assistant	4500-7000	7990-12930
	Dance Master (Kathakali)	4500-7000	7990-12930
	Pandit	4500-7000	7990-12930
	Craft/Specialist Teacher Sel. Scale	5500-9075	9190-15510
	Craft/Specialist Teacher Sen. Scale	5250-8150	8790-13610
	Craft/Specialist Teacher Gr I	4600-7125	7990-12930
	Craft/Specialist Teacher Gr II	4000-6090	6680-10790
	Drawing Master/ Dance Master/ Bhagavathar Sel.Gr	5250-8150	9190-15510
	Drawing Master/ Dance Master/ Bhagavathar Sen.Gr	5000-8150	8390-13270

^a HSAs Gr I and II will be merged and re-designated as H S A

	Designation	Existing scale of pay	Revised scale of pay
	Drawing Master/ Dance Master/ Bhagavathar Gr I	4500-7000	7990-12930
	Drawing Master/ Dance Master/ Bhagavathar Gr II	4000-6090	6680-10790
	Sewing Mistress Sel.Gr	5250-8150	9190-15510
	Sewing Mistress Sen.Gr	5000-8150	8390-13270
	Sewing Mistress Gr I	4500-7000	7990-12930
	Sewing Mistress Gr II	4000-6090	6680-10790
	Special Teacher/ Specialist Sel.Gr	5250-8150	9190-15510
	Special Teacher/ Specialist Sen.Gr	5000-8150	8390-13270
	Special Teacher/ Specialist Gr I	4500-7000	7990-12930
	Special Teacher/ Specialist Gr II	4000-6090	6680-10790
	Upper Primary & Lower Primary Schools		
	Headmaster Sen.Gr	6675-10550	11070-18450
	Headmaster HG	6500-10550	10790-18000
	Headmaster	5500-9075	9590-16650
#	Teacher Sel.Gr (Specialisation details shown at the end)	5250-8150	9190-15510
#	Teacher Sen.Gr (Specialisation details shown at the end)	5000-8150	8390-13270
#	Teacher Gr.I (Specialisation details shown at the end)	4500-7000	7990-12930
#	Teacher Gr II (Specialisation details shown at the end)	4000-6090	6680-10790
	Primary Education Extension Officer	4500-7000	7480-11910
	Instructor Sel.Gr (Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharatanatyam, Physical Training, Wood Works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering)	5250-8150	9190-15510
	Instructor Sen.Gr (Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharatanatyam, Physical Training, Wood Works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering)	5000-8150	8390-13270

P.D, 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, Mridangom, Kaikottikali, Weaving, Tailoring, Book Binding, Manual Training, Physical Training, Girls Guide, Technological Fishing

	Designation	Existing scale of pay	Revised scale of pay
	Instructor Gr I (Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharatanatyam, Physical Training, Wood Works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering)	4500-7000	7990-12930
	Instructor Gr II (Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharatanatyam, Physical Training, Wood Works, Fine Arts, Drawing & Painting, Home Science, Fishery Technology, Engineering)	4000-6090	6680-10790
	Fishing Technology Assistant Sel.Gr	5250-8150	9190-15510
	Fishing Technology Assistant Sen.Gr	5000-8150	8390-13270
	Fishing Technology Assistant Gr I	4500-7000	7990-12930
	Fishing Technology Assistant Gr II	4000-6090	6680-10790
	Matron/ Sewing Mistress Sel.Gr	5250-8150	9190-15510
	Matron/ Sewing Mistress Sen.Gr	5000-8150	8390-13270
	Matron/ Sewing Mistress Gr I	4500-7000	7990-12930
	Matron/ Sewing Mistress Gr II	4000-6090	6680-10790
	Pandit/ Junior Pandit/ Hindi Pandit Sel.Gr	5250-8150	9190-15510
	Pandit/ Junior Pandit/ Hindi Pandit Sen.Gr	5000-8150	8390-13270
	Pandit/ Junior Pandit/ Hindi Pandit Gr I	4500-7000	7990-12930
	Pandit/ Junior Pandit/ Hindi Pandit Gr II	4000-6090	6680-10790
	Drill Master/ Drawing Master Sel.Gr	5250-8150	9190-15510
	Drill Master/ Drawing Master Sen.Gr	5000-8150	8390-13270
	Drill Master/ Drawing Master Gr I	4500-7000	7990-12930
	Drill Master/ Drawing Master Gr II	4000-6090	6680-10790
	Bhagavathar Sel.Gr (Bharathnatyam, Kathakali)	5250-8150	9190-15510
	Bhagavathar Sen.Gr (Bharathnatyam, Kathakali)	5000-8150	8390-13270
	Bhagavathar Gr I (Bharathnatyam, Kathakali)	4500-7000	7990-12930
	Bhagavathar Gr II (Bharathnatyam, Kathakali)	4000-6090	6680-10790
	Chenda player Sel.Gr	5250-8150	9190-15510
	Chenda player Sen.Gr	5000-8150	8390-13270
	Chenda player Gr I	4500-7000	7990-12930
	Chenda player Gr II	4000-6090	6680-10790
	Assistant Teacher (Nursery/ Pre-primary) /Assistant Dance Teacher/ Art Master/ Art Assistant Sel.Gr	5250-8150	9190-15510

	Designation	Existing scale of pay	Revised scale of pay
	Assistant Teacher (Nursery/ Pre-primary) /Assistant Dance Teacher/ Art Master/ Art Assistant Gr I	4500-7000	7990-12930
	Assistant Teacher (Nursery/ Pre-primary) /Assistant Dance Teacher/ Art Master/ Art Assistant Gr II	4000-6090	6680-10790
	Attender (Kathakali chutti)	4000-6090	6680-10790
	Teacher (Craft)	4000-6090	6680-10790
	Instructor (Work Experience Programme)	4000-6090	6680-10790
	Schools for the Handicapped		
	Headmaster HG	7200-11400	11910-19350
	Headmaster	6675-10550	11070-18480
	Headmaster (Under Graduate)	5500-9075	9190-15510
	Graduate Assistant (Training centre for Handicapped)	5500-9075	9190-15510
	Resource Teacher Gr I	5000-8150	8390-13270
	Resource Teacher Sen.Gr	5500-9075	9190-15510
	Resource Teacher Sel.Gr	6500-10550	10790-18000
	High School Assistant Sel.Gr	6675-10550	11070-18450
	High School Assistant Sen.Gr	6500-10550	10790-18000
	High School Assistant Gr I	5500-9075	9190-15510
	High School Assistant Gr II	5000-8150	8390-13270
	Teacher (Graduate who are handicapped) Sel.Gr	6500-10550	10790-18000
	Teacher (Graduate who are handicapped) Sen.Gr	5500-9075	9590-16650
*	Teacher (Graduate who are handicapped) Gr I	5000-8150	8390-13270
*	Teacher (Graduate who are handicapped) Gr II	4600-7125	
	Assistant Teacher (with special training) Sel.Gr	6500-10550	10790-18000
	Assistant Teacher (with special training) Sen.Gr	5500-9075	9590-16650
^a	Assistant Teacher (with special training) Gr I	5000-8150	8390-13270
^a	Assistant Teacher (with special training) Gr II	4600-7125	
	Assistant Teacher (without special training) Sel.Gr	5250-8150	9190-15510
	Assistant Teacher (without special training) Sen.Gr	5000-8150	8390-13270
	Assistant Teacher(without special training) Gr I	4500-7000	7990-12930
	Assistant Teacher(without special training)Gr II	4000-6090	6680-10790
	Teacher (Under Graduate who are handicapped) Sel.Gr	5250-8150	9190-15510

* will be re designated as Teacher (Graduate who are handicapped)

^a Will be redesignated as Assistant Teacher (with special Training)

	Designation	Existing scale of pay	Revised scale of pay
	Teacher (Under Graduate who are handicapped) Sen.Gr	5000-8150	8390-13270
	Teacher (Under Graduate who are handicapped) Gr I	4500-7000	7990-12930
	Teacher (Under Graduate who are handicapped) Gr II	4000-6090	6680-10790
	Braillist, Craft, Music and Drawing teacher Sel.Gr	5250-8150	9190-15510
	Braillist, Craft, Music and Drawing teacher Sen.Gr	5000-8150	8390-13270
	Braillist, Craft, Music and Drawing teacher Gr I	4500-7000	7990-12930
	Braillist, Craft, Music and Drawing teacher Gr II	4000-6090	6680-10790
	Matron	3350-5275	5930-9590
	Braillist (Part-time)	3050-5230	4990-7990
	Mobility Instructor-cum-physical Edn. Teacher Sel.Gr	5250-8150	9190-15510
	Mobility Instructor-cum-physical Edn. Teacher Sen.Gr	5000-8150	8390-13270
	Mobility Instructor-cum-physical Edn. Teacher Gr I	4500-7000	7990-12930
	Mobility Instructor-cum-physical Edn. Teacher Gr II	4000-6090	6680-10790
	Part-time Instrumental Music Teacher	3050-5230	4990-7990
	Instructor in Plumbing	4500-7000	7480-11910
	Skilled Assistant (Printing & Composing)	3350-5275	5510-8590
	Skilled Assistant (Plumbing)	3350-5275	5510-8590
	Instructor in composing	4500-7000	7480-11910
	Ayah	2610-3680	4300-5930
	Subordinate Staff		
	Accountant CARE	4600-7125	7990-12930
	Manager	4600-7125	7990-12930
	Depot Officer	4600-7125	7990-12930
	Assistant Depot Officer	4000-6090	6680-10790
	Sergeant	4000-6090	6680-10790
	Calculator Operator	3350-5275	5510-8590
	Mechanic	3350-5275	5510-8590
	Assistant Librarian	3050-5230	4990-7990
	Godown Keeper	3050-5230	4990-7990
	Record Keeper	3050-5230	4990-7990
	Tally Clerk	3050-5230	4990-7990
	Computer	3050-5230	4990-7990
	Compositor	3050-5230	4990-7990
	Printer	3050-5230	4990-7990

Designation	Existing scale of pay	Revised scale of pay
Store Assistant	2750-4625	4510-7480
Packer	2650-4150	4400-6680
Counter	2650-4150	4400-6680
Part Time Posts		
Language Teacher (Primary)	3050-5230	4990-7990
Language Teacher (High Schools)	3350-5275	5510-8590
Teacher (Craft)	3050-5230	4990-7990
Teacher (Physical Education)	3050-5230	4990-7990
Instructor	3050-5230	4990-7990
Instructor (Manual Training)	3050-5230	4990-7990
Pandit	3050-5230	4990-7990
Teacher (P.D)	3050-5230	4990-7990
Teacher (Drawing & Drill)	3050-5230	4990-7990
Teacher (Music)	3050-5230	4990-7990
Teacher (Needle Work)	3050-5230	4990-7990
Specialist Teacher	3050-5230	4990-7990
Drawing Master	3050-5230	4990-7990
Drill Master	3050-5230	4990-7990
Braillist	3050-5230	4990-7990
Directorate		
Senior Administrative Officer	12600-15600	20700-26600
Senior Finance Officer	12600-15600	20700-26600
Law Officer	10000-15150	16650-23200
Deputy Secretary, Super Check	10000-15150	16650-23200
Finance Officer Gr II	7800-12975	12930-20250
Liaison Officer	7200-11400	11910-19350
Taluk Statistical Officer	6500-10550	10790-18000
Research Officer (Statistics)	6675-10550	11070-18450
Research Assistant (Statistics)	5000-8150	8390-13270
Compiler (U.D)	4000-6090	6680-10790
Compiler (L.D)	3050-5230	4990-7990
L.D Typist	3050-5230	4990-7990
Peon	2610-3680	4300-5930
Office of the Deputy Director		
Accounts Officer	7200-11400	11910-19350
District Institute of Education & Training (DIET)		
Principal	8250-13650	13610-20700
Senior Lecturer	7450-11475	12250-19800
Lecturer	6675-10550	11070-18450

	Designation	Existing scale of pay	Revised scale of pay
	Technician	4600-7125	7990-12930
	Work Experience Teacher	4600-7125	7990-12930
	Statistical Assistant	4500-7000	7480-11910
	Librarian	3590-5400	5930-9590
	Laboratory Assistant	3050-5230	4990-7990
	Personnel from other Departments		
	Assistant Engineer (PWD Electrical)	As in PD	As in PD
	System Manager (Technical Education)	As in PD	As in PD

17.3.Higher Secondary Education

	Director	16400-22400	26600-33750
	Principal	7200-11400	12250-19800
	Higher Secondary School Teacher (Sl.Gr)		12250-19800
	Higher Secondary School Teacher (HG)		11910-19350
	Higher Secondary School Teacher	6675-10550	11070-18450
	Higher Secondary School Teacher <i>Junior</i> (Sl.Gr)		11070-18450
	Higher Secondary School Teacher <i>Junior</i> (HG)		10790-18000
	Higher Secondary School Teacher <i>Junior</i>		9190-15510
	Laboratory Assistant	2650-4150	4510-7480
Posts held by Personnel of Other Departments			
	Joint Director	As in PD	As in PD
	Administrative Officer Gr I	As in PD	As in PD
	Finance Officer Gr I	As in PD	As in PD
	Deputy Director	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

17.4 Technical Education

	Directorate		
	Director	AICTE	AICTE
	Senior Joint Director (E.C./P.S.)	AICTE	AICTE
	Joint Director	AICTE	AICTE
	Joint Controller	AICTE	AICTE
	Professor	AICTE	AICTE
	Deputy Director (Engg. College)	AICTE	AICTE

	Designation	Existing scale of pay	Revised scale of pay
	Training Officer	A I C T E	A I C T E
	Deputy Director (Polytechnic Stream)	10000-15150	16650-23200
	Deputy Director (Dy. Controller of Technical Exams)	10000-15150	16650-23200
	Technical Officer	7200-11400	11910-19350
	Assistant Controller of Examination	7800-12975	12930-20250
	Guidance Officer	6500-10550	10790-18000
	Inspector of Industrial Schools	5500-9075	10790-18000
	Assistant Training Officer	5500-9075	9190-15510
	Development Officer	5000-8150	8390-13270
	Regional Directorate		
	Joint Director (Engineering Coll Stream/ Polytechnic Stream)	A I C T E	AICTE
	Assistant Director	7200-11400	11910-19350
	Inspector of Industrial Schools	5500-9075	10790-18000
	Supervisory Development Centre		
	Assistant Director	7800-12975	12930-20250
	Assistant Training Officer	5500-9075	9190-15510
	Curriculum Development Centre, Kalamassery		
	Joint Director	A I C T E	AICTE
	Project Officer	7200-11400	11910-19350
	World Bank Aided Technical Education Project		
	Chief Coordinator	A I C T E	AICTE
	Project Officer	7200-11400	11910-19350
	Data Processing Assistant	4000-6090	6680-10790
	Industry – Institute Interaction Cell		
	Joint Director	A I C T E	A I C T E
	Engineering Colleges		
	Principal	A I C T E	A I C T E
	Dean	A I C T E	A I C T E
	Professor	A I C T E	A I C T E
	Assistant Professor/ Reader	A I C T E	A I C T E
	Lecturer in Engineering/ Technology	A I C T E	A I C T E
	Principal (Non AICTE)	14000-18000	23200-31150
	Professor (Non AICTE)	12600-15600	20700-26600
	Assistant Professor (Non AICTE)	10000-15150	16650-23200
	Workshop Superintendent	10000-15150	16650-23200
	Lecturer in Engineering/ Technology	7200-11400	11910-19350
	Instructor Gr I	7200-11400	11910-19350
	Fine Arts Expert	6675-10550	11070-18450
	Chemist	6675-10550	11070-18450

	Designation	Existing scale of pay	Revised scale of pay
	Computer Operator	6675-10550	11070-18450
	Chief Accountant	5500-9075	9190-15510
	Store Keeper	5500-9075	9190-15510
	Instructor Gr II	4600-7125	7990-12930
	Trade Instructor Sen.Gr	4600-7125	8390-13270
	Trade Instructor Gr I	4500-7000	7990-12930
	Boiler Mechanic	4000-6090	6680-10790
	Instrument Mechanic Gr I	4500-7000	8390-13270
	Instrument Mechanic Gr II	4000-6090	7480-11910
	Draftsman	4600-7125	7990-12930
	Trade Instructor Gr II	3350-5275	6680-10790
	Matron	3050-5230	4990-7990
	Boiler Assistant	3050-5230	4990-7990
	Tradesman	3050-5230	4990-7990
	Laboratory Attender	2650-4150	4510-7480
	Ammonia printing Machine Operator	2650-4150	4400-6680
	Marker	2650-4150	4400-6680
	Polytechnics		
	Principal	10000-15150	16650-23200
	Head of Section	7800-12975	12930-20250
	Lecturer in Engineering/ Technology	7200-11400	11910-19350
	Post Diploma Lecturer	7200-11400	11910-19350
	Workshop Superintendent	7200-11400	11910-19350
	Analyst	6675-10550	11070-18450
	Assistant Lecturer	6675-10550	11070-18450
	Head Draftsman/ Draftsman Gr I	5500-9075	9190-15510
	Foreman	5500-9075	9190-15510
	Assistant Foreman	5500-9075	9190-15510
	Workshop Instructor	4600-7125	7990-12930
	Instructor Gr II (Air Conditioning)	4600-7125	7990-12930
	Demonstrator In Engineering	4600-7125	7990-12930
	Demonstrator In Science	4600-7125	7990-12930
	Draftsman Gr II	4600-7125	7990-12930
	Assistant Instructor in Shorthand	4600-7125	7990-12930
	Trade Instructor Sen.Gr	4600-7125	8390-13270
	Trade Instructor Gr I	4500-7000	7990-12930
	Boiler Assistant	3050-5230	4990-7990
	Typewriter Mechanic	3050-5230	4990-7990
	Tradesman	3050-5230	4990-7990
	Laboratory Attender	2650-4150	4510-7480
	Textile Wing attached to Polytechnics at Thiruvananthapuram, Kannur & Koratty		
	Lecturer	7200-11400	11910-19350

	Designation	Existing scale of pay	Revised scale of pay
	Assistant Lecturer	6675-10550	11070-18450
	Demonstrator	4600-7125	7990-12930
	Instructor Gr II (Textile Spinning/ Weaving & Textile Chemistry)	4600-7125	7990-12930
	Instructor-cum-Mechanic in spinning	4600-7125	7990-12930
	Mechanic in Textile Chemistry	4600-7125	7990-12930
	Instructor in Textile Chemistry	4600-7125	7990-12930
	Spinning Mechanic	4600-7125	7990-12930
	Mechanic, Textile Technology	4600-7125	7990-12930
	Workshop Mechanic	4600-7125	7990-12930
	Trade Instructor Sen.Gr	4600-7125	8390-13270
	Trade Instructor Gr I	4500-7000	7990-12930
	Trade Instructor Gr II	3350-5275	6680-10790
	Tradesman	3050-5230	4990-7990
	Boiler Assistant	2750-4625	4510-7480
	Women's Polytechnics		
	Principal	10000-15150	16650-23200
	Head of Section	7800-12975	12930-20250
	Lecturer in Instrument Technology	7200-11400	11910-19350
	Lecturer in Business Management	7200-11400	11910-19350
	Lecturer in Electronics	7200-11400	11910-19350
	Lecturer in Commerce	6675-10550	11070-18450
	Assistant Lecturer	6675-10550	11070-18450
	Instructor in Commerce	5500-9075	9190-15510
	Assistant Instructor in Electronics/ Electrical Engg.	5500-9075	9190-15510
	Instructor-cum-Head of Section	6675-10550	11070-18450
	Instructor (Costume Design/ Dress Making/ Cutting)	5250-8150	8390-13270
	Instructor in Secretarial Practice & Business Correspondence	5250-8150	9190-15510
	Instructor in Shorthand	5250-8150	8390-13270
	Senior Instructor in Shorthand	5500-9075	9190-15510
	Draftsman Gr I (Architecture)	5500-9075	9190-15510
	Technical Programme Assistant	5500-9075	9190-15510
	Technical Programme Assistant Gr II	4600-7125	7990-12930
	Demonstrator, Instrument Technology	4600-7125	7990-12930
	Workshop Instructor	4600-7125	7990-12930
	Assistant Instructor (Shorthand)	4500-7000	7480-11910
	Instrument Mechanic Gr I	4500-7000	8390-13270
	Instrument Mechanic Gr II	4000-6090	7480-11910
	Typewriter Mechanic	3050-5230	4990-7990

	Designation	Existing scale of pay	Revised scale of pay
	Tradesman	3050-5230	4990-7990
	Technical High Schools		
	Superintendent	7200-11400	11910-19350
	Instructor (Engineering)	5500-9075	9190-15510
	Workshop Foreman	5500-9075	9190-15510
	Draftsman Gr I (Mechanical)	5500-9075	9190-15510
	Workshop Instructor	4600-7125	7990-12930
	Draftsman Gr II	4600-7125	7990-12930
	Trade Instructor Sen.Gr	4600-7125	8390-13270
	Trade Instructor Gr I	4500-7000	7990-12930
	Trade Instructor Gr II	3350-5275	6680-10790
	Tradesman	3050-5230	4990-7990
	Tailoring & Garment making Training Centres		
	Instructress	4500-7000	7480-11910
	Junior Instructor	3050-5230	4990-7990
	Industrial Schools		
	Instructor	4500-7000	7480-11910
	Junior Instructor	3050-5230	4990-7990
	College of Fine Arts, Thiruvananthpauram, Thrissur & Mavelikkara		
	Principal	12600-15600	20700-26600
	Professor Gr I	10000-15150	16650-23200
	Professor Gr II	7800-12975	12930-20250
	Lecturer	7200-11400	11910-19350
	Superintendent	7450-11475	12250-19800
	Senior Art Instructor	6500-10550	10790-18000
	Art Instructor	5000-8150	8390-13270
	Mural Expert	5000-8150	8390-13270
	Studio Assistant Gr I	5000-8150	8390-13270
	Studio Assistant Gr II	3350-5275	5510-8590
	Welder-cum-Blacksmith	2650-4150	4400-6680
	Studio Attender	2650-4150	4400-6680
	Clay Worker	2610-3680	4300-5930
	Potter Gr I	3050-5230	4990-7990
	Moulder	2750-4625	4510-7480
	Mechanic	2750-4625	4510-7480
	Potter Gr II	2650-4150	4400-6680
	Pottery Helper	2610-3680	4300-5930
	Government Commercial Institutes		
	Superintendent	6500-10550	10790-18000
	Instructor	5500-9075	9190-15510
	Assistant Instructor	4600-7125	7990-12930

	Designation	Existing scale of pay	Revised scale of pay
	Institute of Printing Technology		
	Principal	10000-15150	16650-23200
	Lecturer in Composing	7200-11400	11910-19350
	Lecturer in Process Engraving	7200-11400	11910-19350
	Lecturer in Letter Press Printing	7200-11400	11910-19350
	Lecturer in Business Management	7200-11400	11910-19350
	Assistant Lecturer	6675-10550	11070-18450
	Demonstrator	4600-7125	7990-12930
	Trade Instructor Sen.Gr	4600-7125	8390-13270
	Trade Instructor Gr I	4500-7000	7990-12930
	Trade Instructor Gr II	3350-5275	6680-10790
	Tradesman	3050-5230	4990-7990
	Posts held by Personnel of Other Departments		
	Administrative Officer Gr I	As in PD	As in PD
	Finance Officer Gr I	As in PD	As in PD
	Professor Gr I	As in PD	As in PD
	Chief Tech. Librarian	As in PD	As in PD
	Professor Gr II	As in PD	As in PD
	Scientific Information Officer	As in PD	As in PD
	Lecturer, Microbiology/ Sanitary Chemistry/ Economics, Etc.	As in PD	As in PD
	Research Officer	As in PD	As in PD
	Departmental Man Power Officer	As in PD	As in PD
	Lecturer Physical Education	As in PD	As in PD
	High School Assistant (Malayalam)	As in PD	As in PD
	Physical Instructor	As in PD	As in PD
	Instructor in Humanities and Languages	As in PD	As in PD
	Instructor in Science and Mathematics	As in PD	As in PD
	Compiler (L.D)	As in PD	As in PD

17.5.Vocational Higher Secondary Education

	Director	14000-18000	23200-31150
	Vocational Teacher/Non Vocational Teacher (Sl.Gr)		12250-19800
	Vocational Teacher/Non Vocational Teacher (HG)		11910-19350
	Vocational Teacher/Non Vocational Teacher	6675-10550	11070-18450
	Non-Vocational Teacher <i>Junior</i> (Sl.Gr)		11070-18450
	Non-Vocational Teacher <i>Junior</i> (HG)		10790-18000
	Non-Vocational Teacher <i>Junior</i>	5500-9075	9190-15510
	Vocational Instructor	4600-7125	7990-12930
	Non Vocational Teacher (GFC)	2100Con.Pay	3500 Con.Pay

	Designation	Existing scale of pay	Revised scale of pay
	Laboratory Assistant	3050-5230	5510-8590
	Posts held by Personnel of Other Departments		
	Deputy Director (Technical)	As in PD	As in PD
	Deputy Director (General Education)	As in PD	As in PD
	Deputy Director (Curriculum)	As in PD	As in PD
	Assistant Director of Fisheries	As in PD	As in PD
	Technical Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Administrative Officer Gr II	As in PD	As in PD
	Finance Officer Gr II	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Workshop Instructor	As in PD	As in PD
	Trade Instructor	As in PD	As in PD
	Computer Operator		As in PD

18. Electrical Inspectorate

	Chief Electrical Inspector (Statutes/Standards)	16300-18300	26600-33750
	Additional Chief Electrical Inspector	14300-18300	25400-33100
	Deputy Chief Electrical Inspector	14000-18000	23200-31150
	Electrical Inspector (HG)	12600-15600	20700-26600
	Electrical Inspector	10000-15150	16650-23200
	Dy. Electrical Inspector (HG)	8250-13650	13610-20700
	Dy. Electrical Inspector	7450-11475	12250-19800
	Designation	Existing Scale of Pay	Revised Scale of Pay
	Assistant Electrical Inspector	6675-10550	11070-18450
	Instrument Mechanic	4000-6090	6680-10790
^a	Skilled Assistant (HG)	4000-6090	6680-10790
^a	Skilled Assistant	3050-5230	4990-7990
	Posts held by Personnel of other Departments		
	Administrative Officer Gr II	As in PD	As in PD
	Accounts Officer	As in PD	As in PD
	Law Officer	As in PD	As in PD

^aThe existing ratio of 1:1 between skilled Assistant (HG) and skilled Assistant will continue

19. Enquiry Commissioner and Special Judge

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised Scale of pay</i>
	Enquiry Commissioner and Special Judge		
	Manager	7200-11400	11910-19350
	Assistant (Sl. Gr)	5800-9425	9590-16650
	Assistant (Sr. Gr)	5500-9075	9190-15510
	Assistant	4600-7125	7990-12930
*	Assistant Gr II	4000-6090	
	Typist (Sl. Gr)	5800-9425	9590-16650
	Typist Gr I	4600-7125	7990-12930
	Typist Gr II	3590-5400	5930-9590

20. Excise

	Excise Commissioner	IAS	IAS
	Secretary (Taxes)	IAS	IAS
	Additional Excise Commissioner	IPS	IPS
	Vigilance Officer	IPS	IPS
	Senior Grade Deputy Commissioner	14000-18000	23200-31150
	Deputy Commissioner of Excise	12600-15600	20700-26600
	Assistant Excise Commissioner/Assistant Secretary HG	10000-15150	16650-23200
^a	Assistant Excise Commissioner/Assistant Secretary	7800-12975	12930-20250
	Manager/Excise Circle-Inspector/Superintendent HG	7200-11400	11910-19350
^a	Manager/Excise Circle-Inspector/Superintendent	6500-10550	10790-18000
	Excise Inspector	4600-8000	8390-13270
	Assistant Excise Inspector	4500-7000	7990-12930
	Preventive Officer	4000-6090	6680-10790
	Excise Guard	3050-5230	4990-7990
Posts held by Personnel of other Departments			
	Law Officer	As In PD	As In PD
	Administrative Officer	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Finance Officer	As In PD	As In PD

* The Grade II and I posts of Assistant are merged into one and redesignated as Assistant allowed the revised scale of pay of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1

^a 20% of the posts will be in the Higher Grade

21. Factories and Boilers

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised Scale of pay</i>
	Director of Factories and Boilers	14000-18000	23200-31150
	Senior Joint Director of Factories and Boilers	12600-15600	20700-26600
	Joint Director of Factories and Boilers	10000-15150	16650-23200
	Joint Director of Factories and Boilers (Medical)	10000-15150	16650-23200
	Inspector of Factories and Boilers Gr I	8250-13650	13610-20700
	Technical Officer (Chemical)	8250-13650	13610-20700
^a	Inspector of Factories and Boilers Gr II	6675-10550	11070-18450
	Additional Inspector of Factories (HG)	6675-10550	11070-18450
^b	Additional Inspector of Factories	6500-10550	10790-18000
	Head Statistician	6500-10550	10790-18000
^c	Technical Assistant (Chemical)	6675-10550	11070-18450
	Chemical Inspector	6675-10550	11070-18450
	Medical Officer	6675-10550	11070-18450
	Head Draftsman	6675-10550	11070-18450
^d	Draftsman Gr I	4600-7125	7990-12930
	Draftsman Gr II	3590-5400	6680-10790
	Nursing Assistant Gr II	2650-4150	4400-6680
	Lab Assistant	2650-4150	4400-6680
	Lab Attendant	2650-4150	4400-6680
	Post held by Personnel of other Departments		
	Administrative Officer Gr II	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD

22. Fire & Rescue Services

	Commandant General	IPS	IPS
	Director (Technical)	14000-18000	23200-31150
	Deputy Director (Administration)	12600-15600	20700-26600
	Manager	7800-12975	12930-20250
[*]	District Fire and Rescue Service Officer	7800-12975	12930-20250

^a The existing ratio of 2:1 between Gr II and Gr I Inspectors of Factories and Boilers will continue

^b The existing ratio of 2:1 between lower grade and higher grade posts will continue

^c Technical Assistant (Chemical) will start at Rs.11630/-.

^d 20% of the post of Overseer Gr I/Draftsman Gr I will be in the Higher Grade with scale of pay of Rs.9190-15510

^{*} The post of Divisional Officer will be redesignated as District Fire and Rescue Service Officers and one post will be in the Senior Grade on Rs. 20700 – 26600.

	Designation	Existing scale of pay	Revised scale of pay
^b	Deputy District Fire and Rescue Service Officer	6500-10550	10790-18000
	Station Officer	4600-8000	8390-13270
	Assistant Station Officer	4500-7000	7480-11910
	Leading Fireman	4000-6090	6680-10790
	Driver Mechanic	4000-6090	6680-10790
	Fireman Driver cum Pump Operator Gr I	4000-6090	6680-10790
	Fireman Driver cum Pump Operator Gr II	3050-5230	4990-7990
	Fireman	3050-5230	4990-7990
	Posts held by Personnel of other Departments		
	Administrative Officer	As In PD	As In PD

23. Fisheries

	Director	IAS	IAS
	Additional Director	14000-18000	23200-31150
	Joint Director	10000-15150	16650-23200
	Deputy Director of Fisheries	8250-13650	13610-20700
	Assistant Director/CEO	7450-11475	12250-19800
	Project Officer	7450-11475	12250-19800
	Deputy Registrar of Co-op. Societies (Fisheries)	7450-11475	12250-19800
	Assistant Registrar of Co-operative Societies (Fisheries)	6675-10550	11070-18450
	Mate	6500-10550	10790-18000
	Superintendent, Fisherman Training Centre	6500-10550	10790-18000
	Propaganda Assistant/Hatchery Assistant/Research Officer	6500-10550	10790-18000
	Fresh Water Biologist/Extension Officer	6500-10550	10790-18000
	Legal Officer (Tech.)	6500-10550	10790-18000
	Foreman/Sr. Mechanical Instructor (HG)	5500-9075	9190-15510
	Fishery Development Officer Gr I	5250-8150	9190-15510
	Senior Co-operative Inspector	5250-8150	8790-13610
	Engine Driver	5250-8150	8790-13610
^a	Foreman/Sr. Mechanical Instructor	5000-8150	8390-13270
	Fishery Development Officer Gr II	5000-8150	8390-13270

^b The post of Assistant Divisional Officer will be redesignated as Deputy district Fire and Rescue Service Officer

^a 20% of the posts will be on the Higher Grade

	Designation	Existing scale of pay	Revised scale of pay
	Research Assistant	5000-8150	8390-13270
	Curator	5000-8150	8390-13270
	Assistant Extension Officer	5000-8150	8390-13270
	Inspector of Fisheries	5000-8150	8390-13270
	Technical Assistant	5000-8150	8390-13270
	Fish Culture Officer	5000-8150	8390-13270
	Manager. Fish Farm	5000-8150	8390-13270
	Mechanical Instructor Gr I	4600-7125	7990-12930
	Boson (Speed Boat)	4600-7125	7990-12930
	Operator	4500-7000	7480-11910
	Mechanical Instructor Gr II	4000-6090	6680-10790
	Sub Inspector of Fisheries	4000-6090	6680-10790
	Instructor in Gear Making	4000-6090	6680-10790
	Instructor in wood Work	4000-6090	6680-10790
	Laboratory Assistant	4000-6090	6680-10790
	Guide Light Mechanic	4000-6090	6680-10790
	Senior Mechanic	4000-6090	6680-10790
	Driver (Speed Boat)	3350-5275	5510-8590
	Mechanic	3050-5230	4990-7990
	Nursery Keeper	3050-5230	4990-7990
	L.D. Investigator	3050-5230	4990-7990
	Assistant Operator	3050-5230	4990-7990
	Cook	2750-4625	4510-7480
	Fieldman	2750-4625	4510-7480
	Tindal-cum-Driver	2750-4625	4510-7480
	Ticket Collector	2750-4625	4510-7480
	Boat Overseer	2750-4625	4510-7480
	Deckman (Speed Boat)	2750-4625	4510-7480
	Fisherman cum Watchman	2650-4150	4400-6680
	Petty Yard Officer	2650-4150	4400-6680
	Iceman	2650-4150	4400-6680
	Laboratory Attender	2650-4150	4400-6680
	Tindal	2650-4150	4400-6680
	Oilman	2650-4150	4400-6680
	Deckman	2610-3680	4300-5930
Staff of Boat Building Yards & Ice Plants transferred from Kerala Fisheries Corporation			
	Plant Manager	8250-13650	13610-20700
	Assistant Fleet Engineer	8250-13650	13610-20700
	Personnel Officer	8250-13650	13610-20700
	Assistant Executive Engineer	7450-11475	12250-19800

	Designation	Existing scale of pay	Revised scale of pay
	Legal Officer	6500-10550	10790-18000
	Ice Plant Manager	5000-8150	8390-13270
	Cost Assistant	5000-8150	8390-13270
	Senior Assistant	5000-8150	8390-13270
	Operator Gr I	4600-7125	7990-12930
	Foreman	4500-7000	7480-11910
	Junior Operator	4500-7000	7480-11910
	Personal Assistant	4000-6090	6680-10790
	Assistant Foreman	4000-6090	6680-10790
	Senior Clerk	4000-6090	6680-10790
	Senior Freezing Supervisor	4000-6090	6680-10790
	Storekeeper	4000-6090	6680-10790
	Junior Clerk/Typist	3050-5230	4990-7990
	Clerk Typist	3050-5230	4990-7990
	Charge Hand (Mechanical & Carpentry)	3050-5230	4990-7990
	Turner	3050-5230	4990-7990
	Store Assistant	3050-5230	4990-7990
	Mechanic	3050-5230	4990-7990
	Freezing Supervisor	3050-5230	4990-7990
	Boat Body Builder	2750-4625	4510-7480
	Seaman	2750-4625	4510-7480
	Welder	2750-4625	4510-7480
	Fitter-cum-Turner	2750-4625	4510-7480
	Clerical Attender	2650-4150	4400-6680
	Store Attender	2650-4150	4400-6680
	Operator	2650-4150	4400-6680
	Three Wheeler Driver	2650-4150	4400-6680
	Iceman	2610-3680	4300-5930
	Watchman	2610-3680	4300-5930
	Sweeper	2610-3680	4300-5930
	Statistical Wing		
	Joint Director (Statistics)	As In PD	As In PD
	Research Officer (Statistics)	As In PD	As In PD
	Research Assistant (Statistics)	As In PD	As In PD
	Inspector (Statistics)	As In PD	As In PD
	U.D.Compiler (Statistics)	As In PD	As In PD
	U.D.Investigator (Statistics)	As In PD	As In PD
	L.D. Compiler (Statistics)	As In PD	As In PD
	L.D. Investigator (Statistics)	As In PD	As In PD

	Designation	Existing scale of pay	Revised scale of pay
Regional Fisheries Technical High School			
	Headmaster	6675-10550	11070-18450
	Teacher (Sr. Gr.)	5500-9075	As in General Education Department
	High School Assistant Gr.I	5000-8150	
	Language Teacher Gr.I	5000-8150	
	Language Teacher Gr.II	4600-7125	
	High School Assistant	4600-7125	
	Warden-cum-Tutor	3050-5230	4990-7990
	Mess Boy	2610-3680	4300-5930
	Mess Girl	2610-3680	4300-5930

24. Forest

	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)	12600-15600	20700-26600
	Economist	12000-15325	20700-26600
^a	Assistant Conservator of Forests/	7800-12975	12930-20250
	Divisional Forest Officer/	7800-12975	12930-20250
	Wild Life Warden/	7800-12975	12930-20250
	Divisional Forest Officer and equated categories	7800-12975	12930-20250
	Deputy Director (Wild Life Education)	7800-12975	12930-20250
	Personal Assistant	6675-10550	11070-18450
	Ranger and equated category	6675-10550	11070-18450
^b	Wild Life Assistant Sr. Gr.	6675-10550	11910-19350
	Assistant Forest Publicity Officer	5500-9075	9190-15510
^b	Wild Life Assistant Gr I	5500-9075	9190-15510
^b	Wild Life Assistant Gr II	4600-7125	7990-12930
	Photographer -cum- Artist	4500-7000	7480-11910
	Deputy Ranger	4500-7000	7480-11910
	Curator	4500-7000	7480-11910
	Laboratory Assistant	4000-6090	6680-10790
	Forester	4000-6090	6680-10790
	Wireless Technician	3590-5400	5930-9590

^a The ratio between Deputy Conservator of Forests (Non Cadre) and Assistant Conservator will be 1:3

^b The existing ratio of 1:1:1 among Senior Grade, Gr I and Gr II Wild Life Assistants will continue

	Designation	Existing scale of pay	Revised scale of pay
	Forest Guard	3050-5230	4990-7990
	Timber Supervisor	2750-4625	4510-7480
	Documentation Officer	2750-4625	4510-7480
	Elephant Mahouts/Cavadies	2750-4625	4510-7480
	Boat Driver	As In CC	As In CC
	Thope Warder	2650-4150	4400-6680
	Dark Room Attender	2650-4150	4400-6680
	Boat Watcher	2610-3680	4300-5930
	Boat Cleaner	2610-3680	4300-5930
	Boat Lascar	2610-3680	4300-5930
	Boat Syrang	2610-3680	4300-5930
	Tracker cum Gardener	2610-3680	4300-5930
	Gardener cum marker	2610-3680	4300-5930
	Cook	2610-3680	4300-5930
	Assistant Cook	2610-3680	4300-5930
	Museum Assistant	2610-3680	4300-5930
	Chowkidar	2610-3680	4300-5930
	Depot Watcher/Reserve Watcher/	2610-3680	4300-5930
	Plantation Watcher cum Cook	2610-3680	4300-5930
	Sanitation Worker	2610-3680	4300-5930
	Posts held by personnel of other Departments		
	Economics and Statistics		
	Research Officer	As In PD	As In PD
	Statistician	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
	UD Compiler	As In PD	As In PD
	LD Compiler	As In PD	As In PD
	Survey & 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 Gr I	As In PD	As In PD
	Draftsman Gr II	As In PD	As In PD
	Surveyor Gr I	As In PD	As In PD
	Surveyor Gr II	As In PD	As In PD

	Designation	Existing scale of pay	Revised scale of pay
	Survey Lascar	As In PD	As In PD
	Judiciary		
	Tribunal Judge	As In PD	As In PD
	Secretariat		
	Joint Secretary	As In PD	As In PD
	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
	Legal Assistant	As In PD	As In PD
	Confidential Assistant	As In PD	As In PD
	Peon	As In PD	As In PD
	AG's Office		
	Finance Manager	As In PD	As In PD
	Animal Husbandry		
	Forest Veterinary Officer	As In PD	As In PD
	Assistant Veterinary Officer	As In PD	As In PD
	PWD		
	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
	Head Draftsman	As In PD	As In PD
	Draftsman Gr I	As In PD	As In PD
	Draftsman Gr II	As In PD	As In PD
	Surveyor Gr I	As In PD	As In PD
	Surveyor Gr 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

25. Ground water

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised Scale of pay</i>
	Director	14300-18300	25400-33100
	Superintending Hydrologist	14000-18000	23200-31150
	Superintending Engineer	14000-18000	23200-31150
	Chief Chemist	14000-18000	23200-31150
	Senior Hydrogeologist	10000-15150	16650-23200
	Senior Geophysicist	10000-15150	16650-23200
	Executive Chemist	10000-15150	16650-23200
	Executive Engineer (Design/ Hydrology/SP&W)	10000-15150	16650-23200
	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp&W](HG)	8250-13650	13610-20700
^a	Assistant Executive Engineer (Design/Drilling/Hydrology/Sp&W]	7450-11475	12250-19800
	Chemist	7450-11475	12250-19800
^b	Hydrogeologist	7450-11475	12250-19800
	Geophysicist	7450-11475	12250-19800
	Junior Chemist	6675-10550	11070-18450
	Junior Hydrogeologist	6675-10550	11070-18450
	Junior Geophysicist	6675-10550	11070-18450
	Assistant Engineer	6675-10550	11070-18450
	Master Driller	5500-9075	9590-16650
	Senior Driller	5000-8150	9190-15510
	Foreman	4600-7125	7990-12930
	Overseer	4600-7125	7990-12930
	Store-in-charge	4600-7125	7990-12930
	Driller	4600-7125	7990-12930
	Drilling Mechanic	4600-7125	7990-12930
^c	Draftsman Gr I	4600-7125	7990-12930
	Geological Assistant	4500-7000	7480-11910
	Geophysical Assistant	4500-7000	7480-11910
	Chemical Assistant	4500-7000	7480-11910
	Motor Mechanic	4500-7000	7480-11910
	Store Assistant	4500-7000	7480-11910

^a 1/3 of the posts will be in Higher Grade

^b The revised scale of pay of Rs.16650-23200 will be allowed to Hydrogeologist posted as District Officer

^c The existing ratio of 1:1 will continue

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised Scale of pay</i>
^c	Draftsman Gr II	3590-5400	6680-10790
	Surveyor	3590-5400	6680-10790
	Compressor Driver	3590-5400	5930-9590
	Electrician	3050-5230	5510-8590
	Tracer	3050-5230	5510-8590
	Welder	3050-5230	4990-7990
	Machinist	3050-5230	4990-7990
	Blacksmith	3050-5230	4990-7990
	Tinker	3050-5230	4990-7990
	Turner	3050-5230	4990-7990
	Fitter	3050-5230	4990-7990
	Drilling Assistant	3050-5230	4990-7990
	Pump Operator	3050-5230	4990-7990
	Lab Attender	2650-4150	4400-6680
	Workshop Attender	2650-4150	4400-6680
	Worker	2610-3680	4300-5930

26. Harbour Engineering

	Chief Engineer	14300-18300	25400-33100
	Deputy Chief Engineer/Superintending Engineer	14000-18000	23200-31150
	Executive Engineer HG	12600-15600	20700-26600
^a	Executive Engineer	10000-15150	16650-23200
	Assistant Executive Engineer (HG)	8250-13650	13610-20700
^a	Assistant Executive Engineer/Technical Assistant	7450-11475	12250-19800
	Assistant Engineer/Head Draftsman	6675-10550	11070-18450
^a	Draftsman Gr I/Overseer Gr I	4600-7125	7990-12930
	Mobile Crane Operator/Heavy Machine Operator	4000-6090	6680-10790
	Senior Mechanic	4000-6090	6680-10790
^a	Draftsman Gr II/Overseer Gr II	4000-6090	6680-10790
	Crane Operator	3350-5275	5510-8590
	Tracer	3350-5275	5510-8590
	Draftsman Gr III/Overseer Gr III	3350-5275	5510-8590
	Master Gr III	2750-4625	4510-7480

^c The existing ratio of 1:1 will continue

^a The ratio and Grades will be given as applicable to the corresponding posts in Public Works Department

	Designation	Existing scale of pay	Revised scale of pay
	Engine Driver Gr III	2750-4625	4510-7480
	Light Machine Operator	2750-4625	4510-7480
	Lineman	2750-4625	4510-7480
	Seaman	2750-4625	4510-7480
	Blue Printer	2650-4150	4400-6680
	Assistant Crane Operator	2650-4150	4400-6680
	Cleaner	2650-4150	4400-6680
	Posts held by Personnel of other Departments		
	Finance Officer Gr II	As In PD	As In PD
	Divisional Accountant	As In PD	As In PD
	Operator cum Mechanic	As In PD	As In PD
	Lascar/Chainman	As In PD	As In PD

27. Health Services

	Director of Health Services	16300-19900	26600-33750
	Additional Director of Health Services	14300-18300	25400-33100
	Deputy Director of Health Services	14000-18000	23200-31150
	District Medical Officer	14000-18000	23200-31150
	Deputy DHS (Dental)	14000-18000	23200-31150
	Deputy DMO	10000-15150	16650-23200
	Assistant DHS	10000-15150	16650-23200
	Zonal Malaria Officer	10000-15150	16650-23200
	Principal of Public Health Training School and Family Welfare Training School	10000-15150	16650-23200
^a	Civil Surgeon	10000-15150	16650-23200
^a	Dental Civil Surgeon	10000-15150	16650-23200
	Ophthalmic Surgeon	10000-15150	16650-23200
	Research Officer (ORT)	10000-15150	16650-23200
	District Immunisation Officer	10000-15150	16650-23200
	Medical Officer (IUD)	10000-15150	16650-23200
	Assistant Surgeon	7200-11400	11910-19350
	Dental Assistant Surgeon	7200-11400	11910-19350
^b	Dental Mechanic Gr I	4600-7125	7990-12930
^b	Dental Hygienist Gr I	4600-7125	7990-12930
^b	Dental Mechanic Gr II	4000-6090	6680-10790

^a The existing ratio of 1:3 between Civil Surgeon/Dental Civil Surgeon and Assistant Surgeon/ and Assistant Dental Surgeon will continue

^b They will be allowed a senior grade in the scale of Rs.8390-13270. The ratio among Gr II, Gr I and Senior Grade will be 2:2:1

	Designation	Existing scale of pay	Revised scale of pay
b	Dental Hygienist Gr II	4000-6090	6680-10790
	TB Wing		
	Director, TB Centre	10000-15150	16650-23200
	District TB Officer	10000-15150	16650-23200
	Supervising Medical Officer (BCG)	10000-15150	16650-23200
	Bacteriologist	7200 - 11400	11910-19350
	TB Officer	6675 -10550	11070-18450
	Physiological Assistant	6500 - 10550	10790-18000
	Senior Treatment Organizer	6500 - 10550	10790-18000
c	Treatment Organizer Gr I	4600 - 7125	7990-12930
c	Treatment Organizer Gr II	3350 - 5275	5510-8590
	LEPROSY		
	District Leprosy Officer	10000-15150	16650-23200
	Technical Assistant (Leprosy)	6675 -10550	11070-18450
	Asst Leprosy Officer	6500 -10550	10790-18000
d	Physiotherapist (Leprosy)	5800 - 9425	9590-16650
e	Non-Medical Supervisor (HG)	5000 - 8150	8390-13270
e	Non-Medical Supervisor	4600 - 7125	7990-12930
	Leprosy Inspector Gr I	4500 - 7000	7480-11910
f	Leprosy Inspector Gr II	3590 - 5400	5930-9590
g	Senior Warder (Fixed Pay)	700	2100+DA
g	Patient Employee (Fixed Pay)	600	2100+DA
g	Head Warder (Fixed Pay)	600	2100+DA
	OPHTHALMOLOGY		
	Camp Co-ordinator	6675 - 10550	11070-18450
h	Ophthalmic Assistant (Senior Gr.)	6500 - 10550	10790-18000
h	Ophthalmic Assistant (Gr I)	4600 - 7125	7990-12930
h	Ophthalmic Assistant (Gr II)	4000 - 6090	6680-10790
	COMMUNICABLE DISEASE		
	Asst Director (Entomology)	8250 - 13650	13610-20700
	Asst Director (Filaria)	8250 -13650	13610-20700
	Senior Biologist	7450 - 11475	12250-19800
	Biologist	7200 -11400	11910-19350
	Entomologist	7200 -11400	11910-19350

^c The existing ratio of 1:1 between Gr I and II posts will continue

^d Physiotherapists (Leprosy) will be allowed higher grade on the scale of Rs.10790-18000 in the ratio 1:3 between Gr I and Gr II posts

^e The existing ratio of 1:2 between higher grade and lower grade will Continue

^f The existing ratio of 1:2 between Gr I and Gr II posts will continue

^g They will be treated as PTC Employees

^h The existing ratio of 1:2:2 among Sen.Gr.,GrI and Gr II posts will continue

	Designation	Existing scale of pay	Revised scale of pay
	District Malaria Officer	6500 - 10550	10790-18000
	Asst Entomologist	5000 - 8150	8390-13270
	Nursing Service – Hospital Staff		
	Additional Director (Nursing)	12600-15600	20700-26600
	Deputy Director (Nursing)	10000-15150	16650-23200
	District Nursing Officer	8250-13650	13610-20700
	Nursing Officer	7800-12975	12930-20250
	Asst. Director (Nursing Service)	8250 - 13650	13610-20700
	Nursing Superintendent Gr I	7200 - 11400	11910-19350
	Nursing Superintendent Gr II	6500 - 10550	10790-18000
ⁱ	Head Nurse	5500 - 9075	9190-15510
	Staff Nurse Gr I	5000 - 8150	8390-13270
^j	Staff Nurse Gr II	4500 - 7000	7480-11910
	Honorary Nursing Sister(Fixed pay)	2100	3000
	Nursing Service (Education)		
	Nursing Officer (Principal) Jr. Public Health Nursing School	7800 - 12975	12930-20250
	Principal, School of Nursing	7800 - 12975	12930-20250
	Vice Principal	7200 -11400	11910-19350
	Nursing Tutor	6500 - 10550	10790-18000
	PHARMACY and MEDICAL SUPPLIES		
	Assistant Director (Medical supplies)	7800 - 12975	12930-20250
	Stores Officer, Govt. medical stores	7800 - 12975	12930-20250
	Drugs Inspector	6675 - 10550	11070-18450
	Stores Verification Officer	6500 - 10550	10790-18000
	Stores Superintendent, District Medical Stores	6500 - 10550	10790-18000
	Stores Officer/FW/IPP	6500 - 10550	10790-18000
	Stores Verification Officer (District)	6500 - 10550	10790-18000
	Stores Superintendent, Hospital	5000 - 8150	8390-13270
	Computer Programmer	5000 - 8150	8390-13270
	Pharmacist Store Keeper	4600 - 7125	7990-12930
^k	Pharmacist Gr I	4500 - 7000	7480-11910
^k	Pharmacist Gr II	4000 - 6090	6680-10790
	PUBLIC HEALTH LABORATORY		
	Director	14000 – 18000	23200-31150
	Senior Assistant Director	10000 - 15150	16650-23200
	Assistant Director (Medical)	10000 – 15150	16650-23200
	Senior Medical Officer	10000 – 15150	16650-23200
	Scientific Officer (Sterile Solution) HG	7800 - 12975	12930-20250

ⁱ The existing ratio 1:4 between Head Nurse and Staff Nurse Gr I will continue

^j The ratio between Staff Nurse Gr II and Gr I will be 1:1

^k The existing ratio of 1:2 between Gr I and Gr II posts will continue

	Designation	Existing scale of pay	Revised scale of pay
	Scientific Officer (Biochemistry) HG	7800 - 12975	12930-20250
	Scientific Officer (Microbiology) HG	7800 - 12975	12930-20250
	Research Officer (HG) (Biochemistry)	7800 - 12975	12930-20250
	Medical Officer (Pathology)/Medical Officer	7200-11400	11910-19350
¹	Scientific Officer (Sterile Solution)	6675 - 10550	11070-18450
1	Scientific Officer (Biochemistry)	6675 - 10550	11070-18450
¹	Scientific Officer (Microbiology)	6675 - 10550	11070-18450
1	Research Officer (Biochemistry)	6675 - 10550	11070-18450
	Junior Proto Zoologist/Scientific Officer	6675 - 10550	11070-18450
	Food Administration		
	Deputy Director (PFA)	14000 – 18000	23200-31150
	Chief Govt. Analyst	12600 – 15600	20700-26600
	Govt. Analyst	8250 - 13650	13610-20700
	Deputy Govt. Analyst	7800 - 12975	12930-20250
	Research Officer	6675 - 10550	11070-18450
	Technical Officer (Food)	6675 - 10550	11070-18450
	District Food Inspector	6500 - 10550	10790-18000
	Chief Food Inspector	6500 - 10550	10790-18000
	Technical Assistant (legal)	6500 - 10550	10790-18000
	Technical Assistant	6500 - 10550	10790-18000
^m	Food Inspector	5000 - 8150	8390-13270
	Common Categories in Laboratories		
	Junior Research Officer	6500 - 10550	10790-18000
	Junior Scientific Officer	6500 - 10550	10790-18000
	Chemist	6500 - 10550	10790-18000
	Bacteriologist	6500 - 10550	10790-18000
	Store Superintendent	5000 - 8150	8390-13270
	Food Analyst	4500 - 7000	7480-11910
	Chemist	4500 - 7000	7480-11910
	Sample Collector	4500 - 7000	7480-11910
	Technical Assistant Gr I	4500 - 7000	9190-15510
	Technical Assistant Gr II	3350 - 5275	7480-11910
	Laboratory Services – General		
	Junior Scientific Officer	6500 - 10550	11070-18450
	District Lab Technician	5000 - 8150	10790-18000
	Chief Lab Technician	5000 - 8150	8390-13270
	Laboratory Technician Gr I	4600 - 7125	7990-12930
ⁿ	Laboratory Technician Gr II	4000 - 6090	6680-10790
	Junior Laboratory Attender	2750 - 4625	4510-7480

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

^m 20% of the posts of Food Inspector will be on higher grade in the scale of Rs.9190-15510

ⁿ The ratio between Gr I and Gr II posts will be 1:1

	Designation	Existing scale of pay	Revised scale of pay
	RADIOLOGY		
	Chief Radiographer	6500 - 10550	10790-18000
	X-Ray Mechanic	4600 - 7125	7990-12930
°	X-Ray Technician Gr I / Radiographer Gr I	4600 - 8000	7990-12930
o	Radiographer Gr II	4000 - 6090	6680-10790
o	X-Ray Technician Gr II	4000 - 6090	6680-10790
o	Radium Technician Gr I	4500 - 7000	7480-11910
o	Radium Technician Gr II	3350 - 5275	5510-8590
	OTHER SUPPORTING SERVICE		
^p	Clinical Psychologist HG	7800 - 12975	12930-20250
	Radiation Physicist	6675 - 10550	11070-18450
^p	Clinical Psychologist	6675 - 10550	11070-18450
^p	Psychiatric Social Worker HG	6675 - 10550	11070-18450
^q	Physiotherapist (General)	5800 - 9425	9590-16650
^p	Psychiatric Social Worker	5000 - 8150	8390-13270
	Chief Operator	4500 - 7000	7480-11910
	Occupational Therapist	4000 - 6090	6680-10790
	NUTRITION WING		
	State Nutrition Officer	10000 - 15150	16650-23200
	Chief Scientific Officer (Nutrition)	10000 - 15150	16650-23200
	Technical Officer (Goitre)	6675 - 10550	11070-18450
^r	Senior Grade Dietician	6500 - 10550	10790-18000
^r	Dietician Gr I	5000 - 8150	8390-13270
^r	Dietician Gr II	4600 - 7125	7990-12930
	Other Technical Services		
^s	Blood Bank Technician Gr I	4600 - 7125	7990-12930
^s	Mortuary Technician Gr I	4600 - 7125	7990-12930
^s	Theatre Technician Gr I	4600 - 7125	7990-12930
^s	V.D. Technician Gr I	4600 - 7125	7990-12930
^t	E N T Technician Gr I	4500 - 7000	7480-11910
^t	E C G Technician Gr I	4500 - 7000	7480-11910
^t	C S R Technician Gr I / Sterilisation Technician Gr I	4500 - 7000	7480-11910
^t	Anaesthetic Technician Gr I	4500 - 7000	7480-11910

° The ratio between Gr I and Gr II posts will be 1:3

^p The existing ratio of 1:1 between Higher Grade and Lower Grade Posts will continue

^q Physiotherapist (General) will be allowed higher grade in the scale of Rs.10790-18000 in the ratio 1:3 between Gr I and Gr II posts

^r The ratio among Senior Grade, Gr I and Gr II posts will be 1: 2 : 2.

^s The existing ratio of 1:1 between Grade I and Gr II posts will continue

^t The existing ratio of 1:4 between Gr I and Gr II posts will continue

	Designation	Existing scale of pay	Revised scale of pay
	Theatre Mechanic Gr I	4500 - 7000	7480-11910
^u	Blood Bank Technician Gr II	4000 - 6090	6680-10790
^u	Mortuary Technician Gr II	4000 - 6090	6680-10790
^u	Theatre Technician Gr II	4000 - 6090	6680-10790
^u	V.D. Technician Gr II	4000 - 6090	6680-10790
^v	E N T Technician Gr II	3350 - 5275	5510-8590
^v	E C G Technician Gr II	3350 - 5275	5510-8590
^v	C S R Technician Gr II / Sterilisation Technician Gr II	3350 - 5275	5510-8590
^v	Anesthetic Technician Gr II	3350 - 5275	5510-8590
	Theatre Mechanic Gr II	3350 - 5275	5510-8590
	Family Welfare		
	State Mass Education & Media Officer	10000 – 15150	16650-23200
	Communication Officer	8250 - 13650	13610-20700
	Health Education Instructor	8250 - 13650	13610-20700
	Medical Lecturer cum Demonstrator	7800 - 12975	12930-20250
	Medical Lecturer (MCH)	7800 - 12975	12930-20250
	Chief Health Education Officer	7800 - 12975	12930-20250
	School Health Education Officer	7800 - 12975	12930-20250
	Deputy State Mass Education and Media Officer	7800 - 12975	12930-20250
	Training Co-ordinator	7800 - 12975	12930-20250
	Technical Officer	7800 - 12975	12930-20250
	District Education and Media Officer	7450 - 11475	12250-19800
	Management Instructor	7450 - 11475	12250-19800
	Deputy District Education and Media Officer	7200 - 11400	11910-19350
	Research Officer	6675 - 10550	11070-18450
	Health Education Extension Officer	7450 - 11475	12250-19800
	Social Science Instructor	7450 - 11475	12250-19800
	Production & Distribution Assistant	7450 - 11475	12250-19800
	Social Scientist	7450 - 11475	12250-19800
	Statistical Assistant	5000 - 8150	8390-13270
	Urban Extension Educator	5000 - 8150	8390-13270
	MCH Wing		
	MCH Officer	7200 - 11400	11910-19350
	District Public Health Nurse	6500-10550 +50 sp	10790-18000
	Public Health Nursing Instructor	6500-10550 +50 sp	10790-18000
	Tutor	6500-10550	10790-18000

^u The existing ratio of 1:1 between Gr I and Gr II posts will continue

^v The existing ratio of 1:4 between Gr I and Gr II posts will continue

	Designation	Existing scale of pay	Revised scale of pay
	PH. Nursing Tutor	6500 - 10550	10790-18000
	Lady Health Supervisor	5000 - 8150	9190-15510
	Lady Health Inspector	4600 - 7125	8390-13270
	Junior PH Nurse Gr I	4500 - 7000	7480-11910
^w	Junior PH Nurse Gr II	4000 - 6090	6680-10790
	Public Health		
	Technical Assistant Gr I	6675 - 10550	11070-18450
	Technical Assistant Gr II	6500 - 10550	10790-18000
	District Health Education Officer	6500 - 10550	10790-18000
	Senior Sanitarian	6500 - 10550	10790-18000
	Senior Health Inspector	6500 - 10550	10790-18000
	Medical Record Officer	6500 - 10550	10790-18000
	Senior Sanitary Inspector	5250 - 8150	8790-13610
	Health Supervisor	5000 - 8150	9190-15510
	Health Inspector Gr I	5000 - 8150	9190-15510
	Filaria Inspector Gr I	5000 - 8150	9190-15510
	Malaria Inspector Gr I	5000 - 8150	9190-15510
	Health Inspector Gr II	4600 - 7125	8390-13270
	Filaria Inspector Gr II	4600 - 7125	8390-13270
	Malaria Inspector Gr II	4600 - 7125	8390-13270
^w	Junior Health Inspector Gr I	4500 - 7000	7480-11910
^w	Evaluation Assistant	4500 - 7000	7480-11910
^w	Social Worker (Skin & VD)	4500 - 7000	7480-11910
^w	Social Worker (FSDTC)	4500 - 7000	7480-11910
^x	Medical Record Librarian Gr I	4500 - 7000	7480-11910
	Junior Health Inspector Gr II	4000 - 6090	6680-10790
	Welfare Worker (FW)	3590 - 5400	5930-9590
^x	Medical Record Librarian Gr II	3350 - 5275	5510-8590
	Field Assistant/Insect Collector	3050 - 5230	4990-7990
	Social Worker	3050 - 5230	4990-7990
	V.D. Social worker	3050 - 5230	4990-7990
	Field Worker	2650 - 4150	4400-6680
	Mastery	2650 - 4150	4400-6680
	PUBLICATION		
	Senior Editor	7450 - 11475	12250-19800
	Editor	6675 - 10550	11070-18450

^w The existing ratio of 1:2 between Gr I and Gr II posts will continue

^x The existing ratio of 1:1 between two grades will continue

	Designation	Existing scale of pay	Revised scale of pay
	Sub. Editor	5500 - 9075	9190-15510
	Publication Assistant	4600 - 7125	7990-12930
	TRANSPORT ORGANISATION		
	State Health Transport Officer	7800 - 12975	12930-20250
	Assistant Health Transport Officer	6675 - 10550	11070-18450
	Store Superintendent	4600 - 7125	7990-12930
	Charge man	4500 - 7000	7480-11910
	Foreman Mechanic	4000 - 6090	6680-10790
	Purchase Assistant	4000 - 6090	6680-10790
	Tinker	3050 - 5230	4990-7990
	Black smith	3050 - 5230	4990-7990
	Mechanic (Health Transport)	3050 - 5230	4990-7990
	Hammer man cum Blacksmith	3050 - 5230	4990-7990
	Carpenter	3050 - 5230	4990-7990
	Assistant Sergeant	3050 - 5230	4990-7990
	Electrician (Health Transport)	3050 - 5230	4990-7990
	Welder	3050 - 5230	4990-7990
	Helper	2750 - 4625	4510-7480
	Van Cleaner	2610 - 3680	4300-5930
	LIMB Fitting Centre		
	Foreman	5250 - 8150	8790-13610
y	Rehabilitation Technician (Orthotics) Gr I	4000 - 6090	6680-10790
y	Rehabilitation Technician (Leather Works) Gr I	4000 - 6090	6680-10790
y	Rehabilitation Technician (Prosthetics) Gr I	4000 - 6090	6680-10790
y	Rehabilitation Technician (Prosthetics) Gr II	3050 - 5230	5510-8590
y	Rehabilitation Technician (Leather Works) Gr II	3050 - 5230	5510-8590
y	Rehabilitation Technician (Orthotics) Gr II	3050 - 5230	5510-8590
	Cobbler	2650 - 4150	4400-6680
	Helper	2610 - 3680	4300-5930
	OTHER MISCELLANEOUS CATEGORIES		
	Cold Chain Officer	10000-15150	16650-23200
	Superintendent (Offset Press)	6675 - 10550	11070-18450
	Helio Operator	5000 - 8150	8390-13270
	Assistant Programmer	5000 - 8150	8390-13270
	Cameraman	4600 - 7125	7990-12930
	Offset Machine Operator	4600 - 7125	7990-12930
	Proof Reader	4500 - 7000	7480-11910

^y The existing ratio of 1:2 between Gr I and Gr II posts will continue

	Designation	Existing scale of pay	Revised scale of pay
	Refrigeration Mechanic (Senior Grade)	4500 - 7000	7480-11910
	Chemist	4500 - 7000	7480-11910
	Sample Collector	4500 - 7000	7480-11910
	Instructor Gr I	4500 - 7000	7480-11910
	Retouching Artist	4500 - 7000	7480-11910
	Compositor (HG)	4000 - 6090	6680-10790
	Binder UD	4000 - 6090	6680-10790
	Graining Machine Operator	4000 - 6090	6680-10790
	Store keeper	4000 - 6090	6680-10790
	Statistical Assistant	4000 - 6090	6680-10790
	Foreman Power Laundry	4000 - 6090	6680-10790
	Electrical Overseer	3590 - 5400	5930-9590
	Draughtsman	3590 - 5400	5930-9590
	Plate maker	3350 - 5275	5510-8590
	Electrician	3350 - 5275	5510-8590
	Copy Holder	3350 - 5275	5510-8590
	Instructor Gr II	3350 - 5275	5510-8590
	Bunoi Instructor	3350 - 5275	5510-8590
	Weaving Instructor	3350 - 5275	5510-8590
	Weaving Master	3350 - 5275	5510-8590
^z	Refrigeration mechanic (UIP)	4500 - 7000	5510-8590
	Assistant Offset Machine Operator	3050 - 5230	4990-7990
	Binder LD	3050 - 5230	4990-7990
	Printer LD	3050 - 5230	4990-7990
	L D Compositor	3050 - 5230	4990-7990
	Data Entry Operator	3050 - 5230	4990-7990
	Computer	3050 - 5230	4990-7990
	Carpenter	3050 - 5230	4990-7990
	Asst Foreman (Power Laundry)	3050 - 5230	4990-7990
	Mechanic Gr I	3050 - 5230	4990-7990
	Dark Room Assistant	3050 - 5230	4990-7990
	Air Condition Mechanic	3050 - 5230	4990-7990
	Research Assistant	3050 - 5230	4990-7990
	Glass Blower	3050 - 5230	4990-7990
	Junior Operator	3050 - 5230	4990-7990
	Boiler Attendant	3050 - 5230	4990-7990
	Tailoring Instructor	3050 - 5230	4990-7990
	Auto Electrician	3050 - 5230	4990-7990
	Fireman	2750 - 4625	4510-7480
	Electric winder	2750 - 4625	4510-7480

^z Refrigeration Mechanics (UIP) who were benefited by GO(MS)510/2005/(154)Fin.dt.30.11.2005 will be allowed the revised scale of Rs 7480-11910 as personal scale

	Designation	Existing scale of pay	Revised scale of pay
	Plumber cum Operator	2750 - 4625	4510-7480
	Theatre Assistant	2750 - 4625	4510-7480
	Audio Visual Operator/Cinema Operator/Projectionist	2750 - 4625	4510-7480
	Mechanic Gr II	2750 - 4625	4510-7480
	Boat Driver	2750 - 4625	4510-7480
	Lift Operator	2750 - 4625	4510-7480
	Head Cook	2750 - 4625	4510-7480
	Nursing Assistant/Attender HG	2750 - 4625	4510-7480
	Blood Bank Attender	2650 - 4150	4400-6680
	Junior Laboratory Assistant	2650 - 4150	4400-6680
	Laboratory Assistant	2650 - 4150	4400-6680
	Boiler Attender	2650 - 4150	4400-6680
	Plaster Technician	2650 - 4150	4400-6680
	Packer	2650 - 4150	4400-6680
	Lab Attender	2650 - 4150	4400-6680
	X Ray Attender	2650 - 4150	4400-6680
	Theatre Attender	2650 - 4150	4400-6680
	Library Attender	2650 - 4150	4400-6680
	Record Attender	2650 - 4150	4400-6680
	Power Laundry Attender	2650 - 4150	4400-6680
	Pump House Attender	2650 - 4150	4400-6680
	Hospital Attender	2650 - 4150	4400-6680
	Stable Attender	2650 - 4150	4400-6680
	Nursing Assistant	2650 - 4150	4400-6680
	Telephone Operator	2650 - 4150	4400-6680
	Barber	2650 - 4150	4400-6680
	Silk Screen Printing Cum Duplicating Operator	2650 - 4150	4400-6680
	House Keeper	2650 - 4150	4400-6680
	Engine Driver	2650 - 4150	4400-6680
	Pump House Driver	2650 - 4150	4400-6680
	Work Mistress	2650 - 4150	4400-6680
	Tailor	2650 - 4150	4400-6680
	Painter	2650 - 4150	4400-6680
	Cook Gr I	2650 - 4150	4400-6680
	Hospital Attendent Gr I	2610 - 3680	4400-6680
^a	Hospital Attendent Gr II	2610 - 3680	4300-5930
^a	Cook Gr II	2610 - 3680	4300-5930

^a The existing ratio of 1:3 between Grade I and Grade II will continue

	Designation	Existing scale of pay	Revised scale of pay
	Electric Lascar	2610 - 3680	4300-5930
	Bottle Cleaner	2610 - 3680	4300-5930
	Chowkidar Gr II	2610 - 3680	4300-5930
	Lascar and Bottle Cleaner	2610 - 3680	4300-5930
	Dhobi	2610 - 3680	4300-5930
	Ministerial Wing		
	Senior Administrative Assistant	7800 - 12975	12930-20250
	Administrative Assistant	7200 - 11400	11910-19350
	Accounts Officer (FW)	7200 - 11400	11910-19350
	Lay Secretary and Treasurer	6500 - 10550	10790-18000
	Manager, TB Centre	6500 - 10550	10790-18000
	Chief Accountant	6500 - 10550	10790-18000
	Junior Accounts Officer	6500 - 10550	10790-18000
	Accountant (AIDS)	6500 - 10550	10790-18000
	Technical Assistant (Head Clerk)	4600 - 7125	7990-12930
	Posts held by Personnel of other Departments		
	Senior Administrative Officer	As in PD	As in PD
	Finance Officer Gr I	As in PD	As in PD
	Law Officer	As in PD	As in PD
	Liaison Officer (Engineer)	As in PD	As in PD
	Assistant Director (Statistics, IPP)	As in PD	As in PD
	Audit Officer (FW)	As in PD	As in PD
	Demographer	As in PD	As in PD
	Chief Statistician	As in PD	As in PD
	Statistical Officer	As in PD	As in PD
	Statistician	As in PD	As in PD
	Statistical Investigator	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	Statistical Assistant	As in PD	As in PD
	U D Compiler	As in PD	As in PD
	L D Compiler	As in PD	As in PD

28. Hindu Religious and Charitable Endowment (*Administration*)

Commissioner	12600-15600	20700-26600
Deputy Commissioner	8250-13650	13610-20700
Assistant Commissioner	7200-11400	11910-19350
Inspector Gr I	4600-7125	7990-12930
Inspector Gr II	4000-6090	6680-10790
Goldsmith	3050-5230	4990-7990

29. Homoeopathy

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised Scale of pay</i>
	Director	12600-15600	20700-26600
	Deputy Director	10000-15150	16650-23200
	District Medical Officer	8250-13650	13610-20700
	Superintendent	7800-12975	12930-20250
	Chief Medical Officer	7450-11475	12250-19800
^a	Medical Officer	6675-10550	11070-18450
	Lay Secretary	6500-10550	10790-18000
	Nursing Superintendent Gr II	5000-8150	8390-13270
^b	Medical Officer (Non Cadre)	5000-8150	8390-13270
^c	Laboratory Technician Gr I	4600-7125	7990-12930
^d	Nurse Gr I	4500-7000	7480-11910
^d	Pharmacist Gr I	4000-6090	7480-11910
^c	Laboratory Technician Gr II	4000-6090	6680-10790
^d	Nurse Gr II	3590-5400	5930-9590
^d	Pharmacist Gr II	3350-5275	5930-9590
	Nursing Assistant Gr I	2750-4625	4510-7480
	Attender Gr I	2750-4625	4510-7480
	Dispenser Gr I	2750-4625	4510-7480
	Store Attender Gr I	2750-4625	4510-7480
	Record Attender Gr I	2750-4625	4510-7480
	Nursing Assistant Gr II	2650-4150	4400-6680
	Attender Gr II	2650-4150	4400-6680
	Dispenser Gr II	2650-4150	4400-6680
	Store Attender Gr II	2650-4150	4400-6680
	Record Attender Gr II	2650-4150	4400-6680

^a Chief Medical Officer of hospitals having more than 25 beds will be designated as Superintendent instead of the existing 30 beds

^b Redesignated as Pharmacist (BHMS)

^c The ratio between Gr I and Gr II Lab Technician will be 1:1

^d The existing ratio of 1:2 between Gr I and Gr II posts will continue

30. Homoeopathy Medical Colleges

	Designation	Existing scale of pay	Revised scale of pay
a	Principal	14300-18300	25400-33100
a	Professor	14000-18000	23200-31150
a	Reader	12000-15325	20700-26600
a	Lecturer	10000-15150	16650-23200
	Tutor/R.M.O.	7800-12975	12930-20250
	Radiologist	6675-10550	11070-18450
	Lay Secretary	6500-10550	10790-18000
b	Lab Technician Gr I	4600-7125	7990-12930
	Nurse Gr I	4500-7000	7480-11910
	Radiographer	4000-6090	6680-10790
	X-Ray Technician	3590-5400	6680-10790
	Mortuary Technician	4000-6090	6680-10790
b	Lab Technician Gr II	4000-6090	6680-10790
	ECG Technician	3350-5275	5510-8590
c	Nurse Gr II	3590-5400	5930-9590
	Dark Room Assistant	3050-5230	4990-7990
d	Pharmacist (Compounder)	3350-5275	5930-9590
	Nursing Assistant Gr I	2750-4625	4510-7480
	Housekeeper	2650-4150	4400-6680
	Attender/Nursing Assistant	2650-4150	4400-6680
	Specimen Collector	2650-4150	4400-6680
	Lab Attender	2650-4150	4400-6680
	Mortuary Attender	2610-3680	4300-5930

^a These scales are applicable to those teaching staff who are not eligible for AICTE scales

^b The ratio between Gr I and Gr II Lab Technician will be 1:1

^c The existing 1:2 ratio between Gr I and Gr II will continue

^d Pharmacists will be allowed higher grade on the revised scale of Rs.7480-11910 in the ratio of 1:2 between higher grade and lower grade

31. Housing (Technical cell)

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised Scale of pay</i>
	Housing Commissioner	16300-18300	26600-33750
	Chief Planner (Housing)	14300-18300	25400-33100
	Assistant Executive Engineer	7450-11475	As In PD
	Assistant Engineer/Architectural Head Draftsman	6675-10550	As In PD
	Draftsman Gr.I	4600-7125	As In PD
	Draftsman Gr.II	3590-5400	As In PD

32. Hydrographic Survey

	Chief Hydrographer	14300-18300	25400-33100
	Deputy Hydrographer	12600-15600	20700-26600
	Marine Surveyor	10000-15150	16650-23200
	Assistant Cartographer	10000-15150	16650-23200
	Senior Technical Assistan (Electronics)	7450-11475	12250-19800
	Assistant Marine Surveyor	6675-10550	11070-18450
	Chief Draftsman	6675-10550	11070-18450
	Technical Assistant(Electronics)	5500-9075	9190-15510
	Chief Survey Syrang (HG)	5500-9075	9190-15510
	Engine Driver Gr I	5000-8150	8390-13270
	Chief Survey Syrang	5000-8150	8390-13270
	Draftsman Gr I	4600-7125	7990-12930
	Field Assistant	4600-7125	7990-12930
	Engine Driver Gr II	4000-6090	6680-10790
	Survey Syrang Gr I	4000-6090	6680-10790
	Deck Tindal	4000-6090	6680-10790
^a	Draftsman Gr II	3590-5400	6680-10790
	Tide Watcher	3350-5275	5510-8590
	Engine Driver Gr III	3050-5230	4990-7990
	Survey Syrang Gr II	3050-5230	4990-7990
	Master Gr III	3050-5230	4990-7990
	Cassab	3050-5230	4990-7990
	Leadsman	3050-5230	4990-7990

^a The existing ratio of 1:1 between Draftsman Gr-I and Draftsman Gr-II will continue

	Designation	Existing scale of pay	Revised scale of pay
	Machine Room Attender	2750-4625	4510-7480
	Seaman	2750-4625	4510-7480
	Blue Printer	2650-4150	4400-6680
	Cook cum Steward	2610-3680	4300-5930
	Officers Cook-cum-Bearer	2610-3680	4300-5930
	Posts held by Personnel of Other Departments		
	Finance Officer Gr II	As In PD	As In PD

33. Indian Systems of Medicine

	Director	14000-18000	23200-31150
	Joint Director	12600-15600	20700-26600
	District Medical Officer	10000-15150	16650-23200
	Superintendent, Mental Hospital Kottakkal	8250-13650	13610-20700
	Superintendent (Medical)	8250-13650	13610-20700
	Senior Specialist, Mental Hospital, Kottakkal	7800-12975	12930-20250
	Superintendent, Nature Cure Centre	7800-12975	12930-20250
	Chief Medical Officer	8250-13650	13610-20700
^g	Senior Medical Officer (Specialist)	7800-12975	12930-20250
^a	Senior Medical Officer	7450-11475	12250-19800
	Specialist, Govt. Ayurveda Mental Hospital, Kottakkal	7450-11475	12250-19800
	Senior Specialist(Nature Cure Centre)	7450-11475	12250-19800
^g	Medical Officer (Specialist, Visha, Nethra, Marma)	7200-11400	11910-19350
^a	Medical Officer (Ayurveda & Unani)	6675-10550	11070-18450
^a	Medical Officer (Siddha)	6675-10550	11070-18450
	Lay Secretary/Treasurer	6500-10550	10790-18000
	Specialist (Nature Cure Centre)	5500-9075	11070-18450
^e	Store Keeper (Pharmacist)	5000-8150	9190-15510
	Pharmacist (BAM/DAM)	5000-8150	8390-13270
^f	Nursing Superintendent	5000-8150	9190-15510

^g Specialist doctors on higher scales will be given corresponding scales as personal

^a The existing ratio of 1:3 between Senior Medical Officer and Medical Officer will continue

^e One post of Store Keeper (Pharmacist) will be placed on higher grade in the scale of Rs.10790-18000 and it will be re-designated as Store Keeper (Pharmacist) HG

^f One post of Nursing Supt will be placed on higher grade in the scale of Rs.10790-18000 and it will be designated as Nursing Superintendent (HG).

	Designation	Existing scale of pay	Revised scale of pay
	Nurse Gr I	4500-7000	7480-11910
	Pharmacist Gr I	4500-7000	7480-11910
	Lab Technician	4000-6090	6680-10790
	Lab Assistant	3350-5275	5510-8590
^b	Nurse Gr II	3590-5400	5930-9590
^b	Pharmacist Gr II	3590-5400	5930-9590
	Pharmacist Gr II (Siddha)	3050-5230	5930-9590
^d	Masseur	3350-5275	5510-8590
^c	Pharmacy Attender Gr I	2750-4625	4510-7480
	Attender Gr I	2750-4625	4510-7480
	Nursing Assistant Gr I	2750-4625	4510-7480
	Lab Attender	2650-4150	4400-6680
^c	Pharmacy Attender Gr II	2650-4150	4400-6680
	Nursing Assistant Gr II	2650-4150	4400-6680
^c	Attender Gr II	2650-4150	4400-6680
	Skilled Assistant	3350-5275	5510-8590
	Cook Gr I	2650-4150	4400-6680
	Cook Gr II	2610-3680	4300-5930
	Hospital Servant	2610-3680	4300-5930
	Post held by Personnel of other Departments		
	Administrative Officer Gr II	As in PD	As in PD
	Social Studies Instructor	As in PD	As in PD
	Pharmacist	As in PD	As in PD

34. Industrial Tribunal

	Industrial Tribunal	16300-18300	26600-33750
	Secretary (Senior Superintendent)	6500-10550	10790-18000

35. Industrial Training

	Director	IAS	IAS
	Additional Director	14000-18000	23200-31150

^b The existing ratio of 1:2 between Gr I and Gr II posts will continue

^d Masseurs will be allowed higher grade on the scale of Rs.5930-9590 in the ratio 1:3 between higher grade and lower grade

^c 20% of the total posts will be in the Higher Grade

	Designation	Existing scale of pay	Revised scale of pay
	Joint Director of Training	12600-15600	20700-26600
	Deputy State Apprenticeship Advisor	10000-15150	16650-23200
	Deputy Director	10000-15150	16650-23200
	Inspector of Training	8250-13650	13610-20700
	Principal Gr I	8250-13650	13610-20700
	Principal Gr II/Vice Principal	7800-12975	12930-20250
	Training Officer	7800-12975	12930-20250
	Trade Test Officer	7800-12975	12930-20250
^a	Accounts Officer	7450-11475	12250-19800
	Junior Apprenticeship Advisor (NonTechnical)	5500-9075	9190-15510
^b	Group Instructor	5500-9075	9190-15510
	Junior Apprenticeship Advisor (Technical)	5500-9075	9190-15510
	Junior Apprenticeship Advisor (Catering)	5500-9075	9190-15510
	Mill Wright Foreman	5500-9075	9190-15510
	AVTS Instructors	5500-9075	9190-15510
	T.V.Technician Instructor	5500-9075	9190-15510
	Technical Assistant	5500-9075	9190-15510
	Designation	Existing scale of pay	Revised scale of pay
	Store Keeper Special Grade	5000-8150	8390-13270
	Senior Instructor	5000-8150	8390-13270
	Officer in charge Training-cum-Orientation Scheme/Secretary Industrial Co-op Society	5000-8150	8390-13270
	Mill Wright Instructor	5000-8150	8390-13270
	Maintenance Mechanic	5000-8150	8390-13270
	Maintenance Electrician	5000-8150	8390-13270
	Junior Instructor	4500-7000	7990-12930
	Stenography Instructor	4500-7000	7480-11910
	Assistant Hostel Superintendent	4500-7000	7480-11910
	Arithmetic-cum-Drawing Instructor	4500-7000	7480-11910
	Audio Visual Technician	3350-5275	5510-8590
	Workshop Attender	3050-5230	4990-7990
	Trade Assistant	3050-5230	4990-7990
	Dresser	2650-4150	4400-6680

^a Gr I and Gr II posts merged

^b 20% of the post of Group Instructors and its interchangeable posts are placed on Higher Grade on Rs.10790-18000

	Designation	Existing scale of pay	Revised scale of pay
	Posts held by Personnel of other Departments		
	Administrative Officer	As In PD	As In PD
	Social Studies Instructor	As In PD	As In PD
	Pharmacist	As In PD	As In PD

36. Industries and Commerce

	Director	IAS	IAS
	Additional Director	IAS	IAS
	Director Handloom	14000-18000+200SP	23200-31150
	Director of Coir Development	14000-18000+200SP	23200-31150
	Additional Director	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	General Manager, District Industries Centre	10000-15150	16650-23200
	Functional Manager, DIC	8250-13650	13610-20700
	Deputy Director	8250-13650	13610-20700
	Women's Industries Officer	8250-13650	13610-20700
	Assistant Director	7450-11475	12250-19800
	Special Officer (RBI)	7450-11475	12250-19800
	Project Officer (Coir)	7450-11475	12250-19800
	Technical Assistant	7450-11475	12250-19800
	Superintendent, Foundry Service Centre	7450-11475	12250-19800
	Deputy Registrar of Co-operative Societies	7450-11475	12250-19800
	Assistant Registrar of Co-operative societies	6675-10550	11070-18450
	Technical Officer	6675-10550	11070-18450
	Assistant District Industries Officer	6675-10550	11070-18450
	Foreman	6500-10550	10790-18000
	Foreman (Tool Room)	6500-10550	10790-18000
	Superintendent, Cluster type Training Centre	6500-10550	10790-18000
	Technical Assistant	6500-10550	10790-18000
	Industries Extension Officer	5500-9075	9190-15510

	Designation	Existing scale of pay	Revised scale of pay
^a	Senior Co-operative Inspector/Senior Supervisor (Handloom)/Senior Coir Inspector/Liquidation Inspector-Coir (Spl.Gr)	5500-9075	9190-15510
^a	Senior Co-operative Inspector/Senior Supervisor (Handloom)/Senior Coir Inspector/Liquidation Inspector-Coir	5250-8150	8790-13610
	Development Officer (Handicrafts)	5000-8150	8390-13270
	Textile Assistant	5000-8150	8390-13270
	Handicraft Supervisor	5000-8150	8390-13270
	Junior Scientific Officer	4600-8000	7990-12930
	Quality Control Inspector Gr I	5500-9075	9190-15510
	Superintendent, Demo cum Training Centre	5500-9075	9190-15510
	Propaganda Officer	4600-7125	7990-12930
	Store Officer (CFSC)	4600-7125	7990-12930
^a	Junior Co-operative Inspector	4600-7125	7990-12930
	Electrician (CFSC)	4500-7000	7480-11910
	Auditor	4600-7125	7990-12930
	Analyst (CFSC)	4000-6090	6680-10790
	Senior Field Officer	4000-6090	6680-10790
	Warper cum Sizer	4000-6090	6680-10790
	Skilled Weaver (DCTC)	4000-6090	6680-10790
	Dye Maker	4000-6090	6680-10790
	Quality Control Inspector Gr II	4000-6090	6680-10790
	Machine Operator (CFSC)	4000-6090	6680-10790
	Junior Field Officer	3050-5230	4990-7990
	Helper (Quality Control)	3050-5230	4990-7990
	Laboratory Assistant	3050-5230	4990-7990
	Machine Operator Gr I	3050-5230	4990-7990
	Machine Operator Gr II	2750-4625	4510-7480
	Winder	2750-4625	4510-7480
	Craftsman	2650-4150	4400-6680
	Helper (DCTC)	2650-4150	4400-6680
	Posts held by Personnel of other Departments		
	Administrative Officer Gr I	As in PD	As in PD
	Finance Officer Gr I	As in PD	As in PD
	Assistant Director, Statistics	As in PD	As in PD

^a The ratio between Senior Inspector and Junior Inspector will be 1:1 and 10% of the total number of posts in the total grades together will be placed in the Special Grade

	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
	Junior Statistical Inspector	As in PD	As in PD
	Upper Division Compiler	As in PD	As in PD
	Lower Division Statistical Inspector	As in PD	As in PD

37. Information and Public Relations

	Director	IAS	IAS
	Director of Cultural Affairs	14000-18000	23200-31150
	Director on Special Duty	14000-18000	23200-31150
	Additional Director	12600-15600	20700-26600
	Deputy Director	10000-15150	16650-23200
	Accounts Officer	7800-12975	12930-20250
	Information Officer and Equated categories	7800-12975	12930-20250
	Chief Photographer	7200-11400	11910-19350
	Assistant Cultural Development Officer	5250-8150	9190-15510
	Assistant Editor	5250-8150	9190-15510
	Research Officer	5250-8150	9190-15510
	Assistant Scrutiny Officer	5250-8150	9190-15510
	Designer	5250-8150	8790-13610
	Photographer	5000-8150	8390-13270
	Manager, Tagore Theatre	5000-8150	8390-13270
	Assistant Information Officer	4600-7125	7990-12930
	Translator	4600-7125	7990-12930
	Artist	4500-7000	7480-11910
	Photo Artist	4500-7000	7480-11910
	Printer	4000-6090	6680-10790
	DTP Operator	3050-5230	4990-7990
	Adrema Machine Operator	2750-4625	4510-7480
	Dark Room Assistant	2650-4150	4400-6680
	Packer	2650-4150	4400-6680
	Attender (Photography)	2650-4150	4400-6680
	Posts held by Personnel of other Department		
	LD Clerk	As in PD	As in PD
	Typist (HG)	As in PD	As in PD
	Typist Clerk	As in PD	As in PD
	Binder	As in PD	As in PD

	Designation	Existing scale of pay	Revised scale of pay
*	Cinema Operator	As in PD	As in PD
	Driver	As in PD	As in PD
	Clerical Attender	As in PD	As in PD
	Attender	As in PD	As in PD
	Roneo Operator	As in PD	As in PD
	Van Cleaner	As in PD	As in PD
	Packer	As in PD	As in PD
	Gardener	As in PD	As in PD
	Peon/Night Watcher	As in PD	As in PD
	Sweeper	As in PD	As in PD

38. Insurance Medical Service

	Director of Insurance Medical Services	14300-18300	25400-33100
	Regional Deputy Director	14000-18000	23200-31150
	Deputy Director (Homoeo)	10000-15150	16650-23200
	Deputy Director (Ayurveda)	10000-15150	16650-23200
^a	Insurance Medical officer	10000-15150	16650-23200
	Superintendent (Homoeo)	7800-12975	12930-20250
	Nursing Superintendent Gr I	7200-11400	11910-19350
^a	Assistant Insurance Medical Officer	7200-11400	11910-19350
	Assistant Insurance Medical Officer (Ayurveda)	6675-10550	11070-18450
	Assistant Insurance Medical Officer (Homeo)	6675-10550	11070-18450
	Dental Surgeon	7200-11400	11910-19350
	Scientific Assistant	6675-10550	11070-18450
	Lay Secretary and Treasurer	6500-10550	10790-18000
	Store Superintendent	6500-10550	10790-18000
	Nursing Superintendent Gr II	5500-9075	10790-18000
	Cytotechnologist	5000-8150	8390-13270
*	Head Nurse	5000-8150	9190-15510
	Radiographer Grade I	4600-8000	7990-12930
	Storekeeper	4600-7125	7990-12930

* Cinema Operators will be allowed higher grade in the scale of Rs.4990-7990 in the ratio of 1:3 between higher grade and lower grade posts

^a The ratio between IMO and AIMO will be 1:3

* The cadre strength of Head Nurse will be determined in the ratio 1:4 between Head Nurse and Staff Nurse Gr.I

	Designation	Existing scale of pay	Revised scale of pay
	Dietician	4600-7125	7990-12930
	Blood Bank Technician Grade I	4600-7125	7990-12930
	Laboratory Technician Grade I	4600-7125	7990-12930
	X-Ray Technician Grade I	4600-7125	7990-12930
^b	Staff Nurse	4500-7000	7480-11910
^c	Pharmacist (Ayurveda) Gr I	4500-7000	7480-11910
	Medical Record Librarian Gr I	4500-7000	7480-11910
	Pharmacist Gr I	4500-7000	7480-11910
	Radiographer Grade II	4000-6090	6680-10790
^d	Pharmacist Gr II	4000-6090	6680-10790
	Auxiliary Nurse Midwife	4000-6090	6680-10790
^e	X-ray Technician Grade II	4000-6090	6680-10790
^e	Blood Bank Technician Grade II	4000-6090	6680-10790
^e	Laboratory Technician Grade II	4000-6090	6680-10790
^c	Pharmacist (Ayurveda) Gr II	3590-5400	5930-9590
	Operation Theatre Technician	3350-5275	5510-8590
ⁱ	Nurse (Homoeo) Gr II	3350-5275	5930-9590
^g	Dental Hygienist	4000-6090	6680-10790
^h	Pharmacist (Homoeo) Gr II	3050-5230	5930-9590
	Electrician	3050-5230	4990-7990
	Theatre Attender	2750-4625	4510-7480
	Head Cook	2750-4625	4510-7480
	Plumper cum Operator	2750-4625	4510-7480
	Jr. Laboratory Assistant	2650-4150	4400-6680
	X-Ray Attender	2650-4150	4400-6680
	Laboratory Attendent	2650-4150	4400-6680
	Nursing Assistant	2650-4150	4400-6680

^b Staff Nurse will be allowed Higher Grade on the scale of Rs.8390-13270. The ratio between Staff Nurse Gr I and Gr II will be 1:1.

^c The existing ratio of 1:3 between Gr I & Gr II posts will continue.

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

^e The existing ratio of 1:1 between Gr I and Gr II posts will continue.

ⁱ Nurse (Homoeo) will be allowed Higher Grade on the scale of Rs.7480-11910 in the ratio 2:1 between Gr II and Gr I posts.

^g Dental Hygienists will be allowed Higher Grades on the scale of Rs.7990-12930 and Rs.8390-13270 in the ratio of 2:2:1 between Dental Hygienists Gr II and Gr I and Senior Grade.

^h Pharmacist (Homoeo) will be allowed Higher Grade on the scale of Rs.7480-11910 in the ratio 2:1 between Gr II and Gr I Pharmacists.

	Designation	Existing scale of pay	Revised scale of pay
^f	Cook Gr I	2650-4150	4400-6680
	Nursing Assistant (Homeo)	2650-4150	4400-6680
	Attender (Ayurveda)	2650-4150	4400-6680
	Hospital Attendent	2610-3680	4300-5930
	Dhobi	2610-3680	4300-5930
	Hospital Attendent (Homeo)	2610-3680	4300-5930
^f	Cook Gr II	2610-3680	4300-5930
	Posts held by Personnel of other Departments		
	Finance Officer Gr I	As In PD	As In PD
	Administrative Officer	As In PD	As In PD

39. Irrigation

	Chief Engineer	16300-18300	26600-33750
	Deputy Chief Engineer/Superintending Engineer/Director	14000-18000	23200-31150
	Executive Engineer/Joint Director HG	12600-15600	20700-26600
^a	Executive Engineer/Joint Director	10000-15150	16650-23200
	Assistant Executive Engineer/Deputy Director HG	8250-13650	13610-20700
^b	Assistant Executive Engineer/Deputy Director	7450-11475	12250-19800
^c	Chief Inspector of Boats (AEE)	7450-11475	12250-19800
	Assistant Engineer/Assistant Director	6675-10550	11070-18450
^d	Draftsman Gr I/Overseer Gr I	4600-7125	7990-12930
	Scientific Assistant	4600-7125	7990-12930
	Foreman	4600-7125	7990-12930
	Designation	Existing scale of pay	Revised scale of pay
	Information Assistant	4000-6090	6680-10790
	Sergeant	4000-6090	6680-10790
	Dredger Driver	4000-6090	6680-10790
	Dredger Operator	4000-6090	6680-10790
	Plumping Inspector	4000-6090	6680-10790
	Senior Mechanic	4000-6090	6680-10790

^f The existing ratio of 1:3 between Gr I and Gr II posts will continue

^a 25% of the posts of Executive Engineers and equated categories will be placed on Higher Grade

^b 1/3rd of the posts will be placed on Higher Grade

^c Incumbents having higher scale will be given the cadre scale

^d 20% of the posts will be placed in Higher Grade on Rs.9190-15510

	Designation	Existing scale of pay	Revised scale of pay
	Heavy Machine Operator	4000-6090	6680-10790
	Mechanic	4000-6090	6680-10790
	Canal Officer	4000-6090	6680-10790
^c	Draftsman Gr II/Overseer Gr II	4000-6090	6680-10790
	Canal Inspector	3590-5400	5930-9590
	Draftsman Gr III/Overseer Gr III	3350-5275	5510-8590
	Pump Operator/Pump Driver	3050-5230	4990-7990
	Turner	3050-5230	4990-7990
	Lab Assistant	3050-5230	4990-7990
	Driver cum Operator	3050-5230	4990-7990
	Boat Registration Officer	3050-5230	4990-7990
	Jetty Superintendent	3050-5230	4990-7990
	Boat Syrang	3050-5230	4990-7990
	Motor Boat Syrang/Syrang	3050-5230	4990-7990
	Light Machine Operator	3050-5230	4990-7990
	Lineman	3050-5230	4990-7990
	Assistant Pump Operator	2750-4625	4510-7480
	Operator Mechanic	2750-4625	4510-7480
	Blacksmith	2750-4625	4510-7480
	Moulder	2750-4625	4510-7480
	Welder	2750-4625	4510-7480
	Mechanic/Fitter	2750-4625	4510-7480
	Turner	2750-4625	4510-7480
	Roller Cleaner	2650-4150	4990-7990
	Lorry Cleaner	2650-4150	4400-6680
	Butler	2650-4150	4400-6680
	Cook cum Watchman	2650-4150	4400-6680
	Gardener	2650-4150	4400-6680
	Pump Cleaner/Canal Watcher	2650-4150	4400-6680
	Telephone Operator	2650-4150	4400-6680
	NMR Worker Gr I	2650-4150	4400-6680
	Lascar/Watcher	2610-3680	4300-5930
	IB Watcher	2610-3680	4300-5930
	Helper	2610-3680	4300-5930
	NMR Worker Gr II	2610-3680	4300-5930

40. Judiciary

	Sheristadar, District Court	7200-11400	11910-19350
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^c The existing ratio of 1:1 between Draftsman/Overseer Gr II and Gr I will continue

	Designation	Existing scale of pay	Revised scale of pay
	Sheristadar, Additional District Court	7200-11400	11910-19350
	Sheristadar, Chief Judicial Magistrate Court	7200-11400	11910-19350
	Sheristadar, Special Court/MACT	7200-11400	11910-19350
	Sheristadar, Sub Court	6500-10550	10790-18000
	Senior Superintendent, District Court	6500-10550	10790-18000
	Head Clerk, Chief Judicial Magistrate Court	5500-9075	9190-15510
	Head Clerk, MACT	5500-9075	9190-15510
	Head Clerk Munciff Magistrate Court	5500-9075	9190-15510
	Bench Clerk, District Court/CJM's Court	4600-7125	7990-12930
	Bench Clerk MACT	4600-7125	7990-12930
	Head Clerk, Chief Judicial Magistrate Court	4600-7125	7990-12930
	Central Nazir	4600-7125	7990-12930
	Deputy Nazir	4000-6090	6680-10790
	Kannada Translator	4000-6090	6680-10790
	Amin	3050-5230	4990-7990
	Copyist	3050-5230	4990-7990
	Typist-Copyist	3050-5230	4990-7990
	Examiner	3050-5230	4990-7990
	Court Keeper	2650-4150	4400-6680
	Process Server	2650-4150	4400-6680

41. Kerala Co-operative Tribunal

	District Judge/Tribunal	NJPC	NJPC
	Secretary/Deputy Registrar	7450-11475	12250-19800
	Special Gr Inspector	5500-9075	9190-15510

42. Kerala State Transport Appellate Tribunal

^a	State Transport Appellate Tribunal	NJPC	NJPC
	Sheristadar	7200-11400	11910-19350
	Bench Clerk	4600-7125	7990-12930
	Court Keeper	2650-4150	4400-6680

43. Kerala Institute for Research, Training and Development Studies of Scheduled Castes and Scheduled Tribes (KIRTADS)

^a The post comes under NJPC and so not recommended for revision

	Designation	Existing scale of pay	Revised scale of pay
	Director	14000-18000	23200-31150
	Deputy Director (Anthropology)	7800-12975	12930-20250
	Deputy Director (Training)	7800-12975	12930-20250
	Deputy Director (Development Studies)	7800-12975	12930-20250
	Research Officer	6675-10550	11070-18450
	Research Officer (Anthropology)	6675-10550	11070-18450
	Research Officer (Statistics)	6675-10550	11070-18450
	Lecturer	6675-10550	11070-18450
	Lecturer (Economics)	6675-10550	11070-18450
	Computer Operator	6675-10550	11070-18450
	Statistician	5250-8150	8790-13610
	Research Assistant	5000-8150	8390-13270
	Research Assistant (Anthropology)	5000-8150	8390-13270
	Research Assistant (Linguistic)	5000-8150	8390-13270
	Cartographer	5000-8150	8390-13270
	Librarian Gr III	5000-8150	8390-13270
	Curator	4500-7000	7480-11910
	Investigator	4000-6090	6680-10790
	Driver-Cum-Operator (Audio-Visual)	3350-5275	5510-8590

44. Labour

	Labour Commissioner	IAS	IAS
	Additional Labour Commissioner	14000-18000	23200-31150
	Joint Labour Commissioner	12600-15600	20700-26600
	Chief Inspector of Plantation	12600-15600	20700-26600
	Deputy Labour Commissioner	8250-13650	13610-20700
	Workmens Compensation Commissioner	8250-13650	13610-20700
	Secretary, State Advisory Contract Labour Board	8250-13650	13610-20700
	District Labour Officer	7450-11475	12250-19800
	Inspector of Newspaper Establishment	7450-11475	12250-19800
	Labour Officer, Idamalayar	7450-11475	12250-19800
	Regional Labour Inspector	7450-11475	12250-19800
	District Labour Officer (spl)	7450-11475	12250-19800
	Deputy Labour Officer	7200-11400	11910-19350
	Personal Assistant to the Labour Commissioner	7200-11400	11910-19350
	Secretary, Minimum Wages Advisory Board	6500-10550	10790-18000
	Secretary, Labour Committee	6500-10550	10790-18000

	Designation	Existing scale of pay	Revised scale of pay
	Assistant Labour Officer Gr I	6500-10550	10790-18000
	Inspector of Plantation	6500-10550	10790-18000
	Inspector of Agricultural Labour	6500-10550	10790-18000
	Assistant Labour Officer Gr II	5000-8150	8390-13270
	Posts held by Personnel of other Departments		
	Administrative Officer Gr I	As in PD	As in PD
	Finance Officer Gr II	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
	UD Compiler	As in PD	As in PD
	LD Compiler	As in PD	As in PD

45.Labour Courts

	Presiding Officer	16750-20500	NJPC
	Secretary	6500-10550	10790-18000

46.LAND BOARD

	Secretary	IAS	IAS
	Deputy Collector (Sr. Gr)	12600-15600	20700-26600
^a	Deputy Collector/Assistant Secretary	7800-12975	12930-20250
	Tahsildar (HG)	7200-11400	11910-19350
^b	Tahsildar/Senior Superintendent	6500-10550	10790-18000
	Deputy Tahsildar/Junior Superintendent	5500-9075	9190-15510
	Revenue Inspector/Head Clerk	4600-7125	7990-12930
	Village Officer/UD Clerk	4000-6090	6680-10790
	Village Assistant/LD Clerk	3050-5230	4990-7990
	Villageman	2650-4150	4400-6680
	Posts held by Personnel of other Departments		
	Finance Officer	As In PD	As In PD

^a The existing ratio between Deputy Collector and Sr. Gr. Deputy Collector will be 3:1.

^b 20% of the posts will be in Higher grade. For this, the post of Sr. Superintendent will not be reckoned

47.LAND REVENUE

	Designation	Existing scale of pay	Revised scale of pay
	Secretary (LR)	IAS	IAS
	District Collector	IAS	IAS
	Deputy Collector (Sr. Gr)	12600-15600	20700-26600
^a	Deputy Collector	7800-12975	12930-20250
	Tahsildar HG	7200-11400	11910-19350
^b	Tahasildar/Senior Superintendent	6500-10550	10790-18000
	Deputy Tahsildar/Junior Superintendent	5500-9075	9190-15510
	Revenue Inspector/Head Clerk/Sr. Village Officer	4600-7125	7990-12930
	Village Officer/UD Clerk	4000-6090	6680-10790
	Village Assistant/LD Clerk	3050-5230	4990-7990
	Villageman	2650-4150	4400-6680
	Chainman	2610-3680	4300-5930
	Posts held by Personnel of other Departments		
	Finance Officer	As In PD	As In PD

48.LAND USE BOARD

	Land Use Commissioner	IAS	IAS
	Chief (Agricultural Economics)	14000-18000	23200-31150
	Assistant Commissioner (Statistics)	14000-18000	23200-31150
	Deputy Director of Statistics	8250-13650	13610-20700
	Agronomist	7450-11475	12250-19800
	Specialist (Soil Conservation)	7450-11475	12250-19800
	Specialist (Soil Science)	7450-11475	12250-19800
	Specialist (Hydrogeology)	7800-12975	12930-20250
	Asst Director (Soil Survey)	7450-11475	12250-19800
	Administrative Assistant	7200-11400	11910-19350
	Asst.Geologist	6675-10550	11070-18450
	Agricultural Officer	6675-10550	11070-18450
	Soil Survey Assistant	6675-10550	11070-18450
	Cartographer	6675-10550	11070-18450
	Forest Officer	5500-9075	9190-15510
	Assistant cum Accountant	5500-9075	9190-15510
	Statistical Accountant/Investigator	5500-9075	9190-15510
	Publication Assistant	5000-8150	8390-13270
	Draftsman Gr I	4600-7125	7990-12930
	Planning Surveyor Grade II	3590-5400	5930-9590

^a The existing ratio between Deputy Collector and Sr. Gr. Deputy Collector will be 3:1.

^b 20% of the posts will be in Higher grade. For this, the post of Sr. Superintendent will not be reckoned

	Designation	Existing scale of pay	Revised scale of pay
	Laboratory Assistant	3590-5400	5930-9590
	Cartographic Assistant	2650-4150	4400-6680

49.LAW COLLEGES

	Designation	Existing scale of pay	Revised scale of pay
	Principal	UGC	UGC
	Lecturer	UGC	UGC

50.LEGAL METROLOGY

	Controller	12600-15600	20700-26600
	Deputy Controller	8250-13650	13610-20700
	Assistant Controller	7450-11475	12250-19800
	Senior Inspector (HG)	7200-11400	11910-19350
^a	Senior Inspector	6500-10550	10790-18000
	Technical Assistant	5000-8150	8390-13270
	Inspector	5000-8150	8390-13270
^b	Inspecting Assistant	3350-5275	5510-8590

	Post held by Personnel of other Departments		
	Law Officer	As in PD	As in PD
	Administrative Officer	As in PD	As in PD

51.LOCAL FUND AUDIT

	Director	14000-18000	23200-31150
	Joint Director	12600-15600	20700-26600
^a	Deputy Director (HG)	10000-15150	16650-23200
	Deputy Director	7800-12975	12930-20250
	Audit Officer (HG)	7200-11400	11910-19350
^b	Audit Officer	6500-10550	10790-18000
	Auditor (Sel.Gr)	5800-9425	9590-16650
	Auditor (Sen.Gr)	5500-9075	9190-15510

^a 20 % of the posts will continue to be in the higher grade

^b Inspecting Assistants will be allowed higher grade on Rs.5930-9590 in the ratio of 3:1

^a The posts of Deputy Director (HG) are in the offices of University of Kerala/Cochin/Calicut, Kerala Agricultural University, MG University, KSHB,GCDA,Guruvayoor Devaswom, and in the Directorate of LFA

^b The existing ratio of 2:1 between Audit Officer and Audit Officer (HG) will continue

	Designation	Existing scale of pay	Revised scale of pay
^c	Auditor Gr I	4600-7125	7990-12930
^c	Auditor Gr II	4000-6090	
	Office Supdt.	6500-10550	10790-18000
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
^d	Typist Gr II	3590-5400	5930-9590

52.KERALA LOK AYUKTA

	Court Officer	6500-10550	10790-18000
	Typist Gr II	3590-5400	5930-9590
	Duplicator Operator	2650-4150	4400-6680
	Peon	2610-3680	4300-5930

53.MEDICAL EDUCATION

	Director of Medical Education	AICTE	AICTE
	Joint Director of Medical Education	AICTE	AICTE
	Colleges: A -Teaching Medical (Clinical and Non-Clinical)		
	Principal	AICTE	AICTE
	Vice Principal	AICTE	AICTE
	Director & Professor	AICTE	AICTE
	Professor	AICTE	AICTE
	Associate Professor	AICTE	AICTE
	Assistant Professor	AICTE	AICTE
	Tutor	AICTE	AICTE
	Non Medical		
	Professor	AICTE	AICTE
	Associate Professor	AICTE	AICTE
	Assistant Professor	AICTE	AICTE
	Lecturer	AICTE	AICTE
	Professor (Physical Education)	AICTE	AICTE
	Lecturer (Physical Education)	AICTE	AICTE
	Speech Pathologists & Audiologist	6675-10550	11070-18450
	Health Surveillance Officer	6675-10550	11070-18450
	Tutor (Pharmacy)	6675-10550	11070-18450
	Tutor Pharmaceutical Engineering	6675-10550	11070-18450

^c The posts of Auditor Gr II and Gr I are merged into one and designated as Auditor and will be in the scale of pay of Rs.7990-12930. The ratio between Auditor, Auditor (Sen.Gr) and Auditor (Sel.Gr) will be 1:1:1

^d The existing ratio of 1:1:1:1 between the four grades of typists will continue

	Designation	Existing scale of pay	Revised scale of pay
	Tutor, School of MLT(Biochemistry/Microbiology)	6675-10550	11070-18450
	Tutor in Dental Mechanics	6500-10550	10790-18000
	Tutor Technician (MLT)	6500-10550	10790-18000
	Orthoptic Technician	6500-10550	10790-18000
	Dialysis technician	6500-10550	10790-18000
	Tutor Technician (Optometry)	6500-10550	10790-18000
	Tutor Dental Hygiene	6500-10550	10790-18000
	Radiographer (Teaching)	6500-10550	10790-18000
	Pharmacist	5500-9075	9190-15150
	Instrument Mechanic (Pharmacy)	5250-8150	8790-13610
	Health Educator	5000-8150	8390-13270
	Entomological Assistant	5000-8150	8390-13270
^a	Social Scientist	5000-8150	8390-13270
	Statistical Assistant	4000-6090	6680-10790
	College of Pharmaceutical Sciences		
	Director & Professor	AICTE	AICTE
	Professor	AICTE	AICTE
	Associate Professor	AICTE	AICTE
	Assistant Professor	AICTE	AICTE
	Tutor	AICTE	AICTE
	Dental Colleges		
	Director and Professor	AICTE	AICTE
	Professor	AICTE	AICTE
	Associate Professor	AICTE	AICTE
	Assistant Professor	AICTE	AICTE
	Tutor	AICTE	AICTE
	College of Nursing		
	Director	AICTE	AICTE
	Professor	AICTE	AICTE
	Associate Professor	AICTE	AICTE
	Assistant Professor	AICTE	AICTE
	Tutor	AICTE	AICTE
	Non-Teaching Medical		
	Associate Professor of Medicine (Research)	AICTE	AICTE
	Non-Teaching –Non-Medical		
	Chief Occupational Therapist	7800-12975	12930-20250
	Electronic Engineer cum Research Superintendent	8250-13650	13610-20700

^a Social Scientists may be allowed higher grade in the scale of Rs.11070-18450 in the ratio of 1:1 between higher grade and lower grade posts

	Designation	Existing scale of pay	Revised scale of pay
	Chief Physiotherapist	7800-12975	12930-20250
	Senior Scientific Officer	7450-11475	12250-19800
	Senior Research Officer	7450-11475	12250-19800
	Senior Librarian	7450-11475	12250-19800
	Cytologist	6675-10550	11070-18450
	Biochemist	6675-10550	11070-18450
	Scientific Assistant (Physiotherapy)	6500-10550	10790-18000
	Physiological Assistant	6675-10550	11070-18450
	Accounts Officer	As in CC	As in CC
	Medical Statistician	6675-10550	11070-18450
	Mechanical Engineer	6675-10550	11070-18450
	Security Officer	6500-10550	10790-18000
	Senior Scientific Assistant	6500-10550	10790-18000
	Superintendent of Press	6500-10550	10790-18000
	Medical Records Superintendent	6500-10550	10790-18000
	Rehabilitation Co-Coordinator	6500-10550	10790-18000
	Refractionist/Orthoptist Senior Grade	6500-10550	10790-18000
	Scientific Assistant (Blood Bank)	5500-9075	9190-15510
	Junior Research Officer	5500-9075	9190-15510
	Junior Scientific Officer	5500-9075	10790-18000
	Clinical Psychologist	5500-9075	9190-15510
	Scientific Assistant (Occupational Therapy)	6500-10550	10790-18000
	Technical Assistant (Refrigeration and AC)	5500-9075	9190-15510
	Technical Assistant (Electronics)	5500-9075	9190-15510
	Technical Assistant (Machinist)	5500-9075	9190-15510
	The AC cum Refrigeration Supervisor	5500-9075	9190-15510
	Maxillo Facial Prosthetic Technician	5500-9075	9190-15510
^b	Pharmacist	6675-10550	11070-18450
	Workshop Foreman/Foreman	5250-8150	8790-13610
	Per fusionist	5250-8150	8790-13610
	Museum-cum-photographic Assistant	5250-8150	8790-13610
	Senior Store Officer (Technical)	5250-8150	8790-13610
	Research Assistant	5000-8150	8390-13270
	Security Assistant	5000-8150	8390-13270
	Senior Technician	5000-8150	8390-13270
	Psychiatric Social Worker	5000-8150	8390-13270
	Enquiry Officer	5000-8150	8390-13270
	Health Inspector Gr I	5000-8150	8390-13270
	Radiographer Gr I	4600-8000	7990-12930

^b B.Pharm Graduates only will be eligible for the revised scale

	Designation	Existing scale of pay	Revised scale of pay
	Foreman	4600-7125	7990-12930
	Serological Assistant	4600-7125	7990-12930
c	Dental Mechanic Gr I	4600-7125	7990-12930
	Lab Assistant	4600-7125	7990-12930
	Lab Assistant (Dialysis)	4600-7125	7990-12930
c	Lab Technician Gr I	4600-7125	7990-12930
	Mortuary Technician Gr I	4600-7125	7990-12930
	Blood Bank Technician Gr I	4600-7125	7990-12930
	Lab Technician (Pharmacy) Gr I	4600-7125	7990-12930
	Curator	4600-7125	7990-12930
	Health Inspector GR II	4600-7125	7990-12930
	Cyto Technician	4600-7125	7990-12930
	Refractionist/Orthoptist Gr I	4600-7125	7990-12930
c	Medical Record Librarian Gr I	4500-7000	7480-11910
	Museum Curator	4500-7000	7480-11910
	Artist Curator	4500-7000	7480-11910
	Technician (Media Making) Gr I	4500-7000	7480-11910
c	Dental Hygienist Gr I	4600 -7125	7990-12930
c	Sterilisation Technician Gr I	4500-7000	7480-11910
	Respiratory Technician HG	4600-7125	7990-12930
c	Radium Technician Gr I	4500-7000	7480-11910
c	Nuclear Medicine Technician Gr I	4500-7000	7480-11910
c	E E G Technician Gr I	4500-7000	7480-11910
c	ECG Technician Gr I	4500-7000	7480-11910
c	Clinical Audio Metrician Gr I	4500-7000	7480-11910
	Staff Nurse	4500-7000	7480-11910
	Refrigeration Mechanic	4500-7000	7480-11910
	Air Condition Mechanic	4500-7000	7480-11910
	Junior Store Officer (Technical)	4000-6090	6680-10790
d	Instrument Mechanic	4500-7000	7480-11910
	Electrician Cum Mechanic	4000-6090	6680-10790
	Mechanic	4000-6090	6680-10790
	Supervisor (Gas Plant)	4000-6090	6680-10790
e	Radiographer Gr II	4000-6090	6680-10790
	Rehabilitation Technician Gr I (Prosthetics/Orthotics/Leather)	4000-6090	6680-10790
	Respiratory Technician Gr II	3590-5400	5930-9590

c Ratio of 1:1 between Gr I and Gr II will continue

d The three incumbents enjoying personal scales as per GO(MS)1332/99/Fin dated 30.4.99 will be in the scale of pay of Rs 8790 - 13610

e The existing ratio of 3:1 between Gr II and Gr I post will continue

	Designation	Existing scale of pay	Revised scale of pay
	Haematology Technician	3590-5400	5930-9590
	VD Technician	4000-6090	6680-10790
	Theatre Technician	3590-5400	5930-9590
	Technician Gr II (Radiology)	4000-6090	6680-10790
	X-ray Technician	4000-6090	6680-10790
^f	Refractionist/Orthoptist Gr II	4000-6090	6680-10790
	Technician Media Making Gr II	3590-5400	5930-9590
^g	Lab Technician Gr II	4000-6090	6680-10790
	Mortuary Technician Gr II	3590-5400	6680-10790
	Blood Bank Technician Gr II	4000-6090	6680-10790
	Lab Technician (Pharmacy) Gr II	4000-6090	6680-10790
^g	Dental Mechanic Gr II	4000-6090	6680-10790
	Litho Press Operator	3350-5275	5510-8590
^g	Medical Records Librarian Gr II	3350-5275	5510-8590
^g	Dental Hygienist Gr II	4000-6090	6680-10790
^g	Sterilisation Technician Gr II	3350-5275	5510-8590
^g	Radium Technician Gr II	3350-5275	5510-8590
^g	Nuclear Medicine Technician G II	3350-5275	5510-8590
^g	E.E.G Technician Gr II	3350-5275	5510-8590
^g	ECG Technician Gr II	3350-5275	5510-8590
^g	Clinical Audiometrician Gr II	3350-5275	5510-8590
	Scanner Operator	3350-5275	5510-8590
	Lift Mechanic	3350-5275	5510-8590
	Electrician	3350-5275	5510-8590
	Artist/Modeller	4500-7000	7480-11910
	Carpenter	3050-5230	4990-7990
	Machinist	3050-5230	4990-7990
	Pump Operator	3050-5230	4990-7990
	Laboratory Assistant (Jr)	3050-5230	4990-7990
	Dark Room Assistant	3050-5230	4990-7990
	Rehabilitation Technician Gr II (Prosthetics/Orthotics/Leather)	3050-5230	5510-8590
	Compositor	3050-5230	4990-7990
	Gas House Foreman	3050-5230	4990-7990
	Glass Blower	3050-5230	4990-7990
	Works Superintendent	3050-5230	4990-7990
	Land Supervisor	3050-5230	4990-7990
	Receptionist	3350-5275	5510-8590
	Printer	3050-5230	4990-7990

^f The ratio of 1:2:2 between Senior Gr, Gr I and Gr II will continue

^g The ratio of 1:1 between Gr I and Gr II will continue

	Designation	Existing scale of pay	Revised scale of pay
	Steward	3050-5230	4990-7990
	Binder	3050-5230	4990-7990
	Fireman (Gas House)	2750-4625	4510-7480
	Painter	2750-4625	4510-7480
	Helper	2650-4150	4400-6680
	Cobbler	2650-4150	4400-6680
	X-Ray Attender	2650-4150	4400-6680
	Marker	2650-4150	4400-6680
	House keeper	2650-4150	4400-6680
	Telephone Operator	2650-4150	4400-6680
	Theatre Assistant	2650-4150	4400-6680

	Posts held by Personnel of other Departments		
	Administrative Officer Gr I	As in PD	As in PD
	Administration Officer Gr II	As in PD	As in PD
	Finance Officer Gr I	As in PD	As in PD

54. MINING AND GEOLOGY

	Director	14000-18000	23200-31150
	Additional Director	12600-15600	20700-26600
	Deputy Director	10000-15150	16650-23200
	Senior Chemist	7800-12975	12930-20250
^a	Senior Geologist	7800-12975	12930-20250
^a	Geologist	7450-11475	12250-19800
	Administrative-cum-Accounts Officer	7450-11475	12250-19800
	Audit Officer	6675-10550	11070-18450
	Junior Chemist	6675-10550	11070-18450
	Assistant Geologist	6675-10550	11070-18450
	Assistant Drilling Engineer	6675-10550	11070-18450
	Senior Auditor	5000-8150	8390-13270
	Mineral Revenue Inspector	5000-8150	8390-13270
^b	Driller Mechanic/Driller (HG)	5000-8150	8390-13270
	Driller	4500-7000	7480-11910
	Junior Auditor	4000-6090	6680-10790
	Draftsman-cum-Surveyor Grade II	3590-5400	6680-10790

^a The existing ratio of 1:3 between Senior Geologist and Geologist will continue

^b Higher Grade at 1:1 ratio will continue

	Designation	Existing scale of pay	Revised scale of pay
	Drilling Assistant/Technical Assistant	3050-5230	4990-7990
	Laboratory Assistant	3050-5230	4990-7990
	Section Cutter	2750-4625	4510-7480
	Laboratory Attender	2650-4150	4400-6680
	Posts held by Personnel of other Departments		
	Administrative Officer	As In PD	As In PD

55. MOTOR VEHICLES

	Transport Commissioner	IPS	IPS
	Additional Transport Commissioner	IPS	IPS
	Senior Deputy Transport Commissioner & Secretary, State Transport Authority	14000-18000	23200-31150
	Senior Deputy Transport Commissioner (Taxes)	12600-15600	20700-26600
	Deputy Transport Commissioner	10000-15150	16650-23200
	Regional Transport Officer/Assistant Transport Commissioner	7800-12975	12930-20250
	Joint Regional Transport Officer/Assistant Secretary STA	7200-11400	11910-19350
	Motor Vehicles Inspector	6500-10550	10790-18000
^a	Assistant Motor Vehicle Inspector	4600-7125	7990-12930
	Posts held by Personnel of other Departments		
	Technical Adviser	As In PD	As In PD
	Administrative Officer Gr I	As In PD	As In PD
	Finance Officer Gr I	As In PD	As In PD
	Law Officer	As In PD	As In PD
	Statistical Officer	As In PD	As In PD

56. MUSEUMS AND ZOOS

	Director	10000-15150	16650-23200
	Superintendent (HG)	7800-12975	12930-20250
^{a a}	Superintendent	7450-11475	12250-19800
	Educational Officer	7450-11475	12250-19800
	Curator Gr I	6500-10550	10790-18000
	Planning Officer	6500-10550	10790-18000

^a 20% of posts will be in the higher grade in the scale of pay of Rs.9190-15510

^{a a} The existing ratio of 1:1 between lower and higher grades will continue

	Designation	Existing scale of pay	Revised scale of pay
^b	Curator Gr II	4600-7125	7990-12930
	Draftsman Gr I	4600-7125	7990-12930
	Guide	4600-7125	7990-12930
	Taxidermist Gr I	4600-7125	7990-12930
	Photographer	4500-7000	7480-11910
	Caretaker Clerk	4500-7000	7480-11910
	Guide Lecturer	3350-5275	6680-10790
	Draftsman Gr II	3590-5400	5930-9590
	Taxidermist	3590-5400	5930-9590
	Artist Modeller	3350-5275	5510-8590
	Caretaker	3350-5275	5510-8590
	Garden Supervisor	3050-5230	5510-8590
	Operator	3050-5230	4990-7990
	Supervisor (Zoo)	3050-5230	4990-7990
	Carpenter	2650-4150	4990-7990
	Head Gardener	2750-4625	4510-7480
	Blacksmith	2650-4150	4400-6680
	Mason	2650-4150	4400-6680
	Lab Assistant	2650-4150	4400-6680
	Lab Attendant	2650-4150	4400-6680
	Specimen Collector	2650-4150	4400-6680
	Dark room Assistant	2650-4150	4400-6680
	Gallery Assistant	2650-4150	4400-6680
	Gardener	2650-4150	4400-6680
	Keeper	2650-4150	4510-7480
^c	Guard	2610-3680	4300-5930
	Posts held by Personnel of other Departments		
	Veterinary Surgeon	As In PD	As In PD
	Agricultural Officer	As In PD	As In PD
	Lineman	As In PD	As In PD
	Veterinary Assistant	As In PD	As In PD
	Head Constable	As In PD	As In PD
	Police Constable	As In PD	As In PD

^b The ratio between Gr I and Gr II posts will be 1:1

^c Three posts will be in the Higher Grade on Rs.4510-7480

57.NATIONAL CADET CORPS

	Designation	Existing scale of pay	Revised scale of pay
	Deputy Director General of NCC	Def.Ser	Def.Ser
	Publicity cum Liaison Officer	8250-13650	13610-20700
	Accounts Officer	7200-11400	As In CC
	Aeromodelling Instructor cum Store Keeper	5000-8150	8390-13270
	Ship Modelling Mechanic	4500-7000	7480-11910
	Ship Modelling StoreKeeper	3050-5230	4990-7990
	Aero-Modelling Helper	2650-4150	4400-6680
	Boat Keeper	2650-4150	4400-6680
	Posts held by personnel of other Departments		
	Administrative Officer	As In PD	As In PD

58.NATIONAL EMPLOYMENT SERVICE

	Director of Employment	IAS	IAS
	Joint Director of Employment	12600-15600	20700-26600
	Deputy Director of Employment	8250-13650	13610-20700
	Regional Deputy Director of Employment	8250-13650	13610-20700
	State Vocational Guidance Officer	7800-12975	12930-20250
	State Employment Market Information Officer	7800-12975	12930-20250
	Sub Regional Employment Officer	7800-12975	12930-20250
	Divisional Employment Officer	7800-12975	12930-20250
	District Employment Officer	7200-11400	11910-19350
	Employment Officer/Placement Officer	6675-10550	11070-18450
	Deputy Chief, University Employment Information & Guidance Bureau	6675-10550	11070-18450
	Investigator	5500-9075	9190-15510
	Junior Employment Officer	5500-9075	9190-15510
	Head Accountant	5500-9075	9190-15510
	Instructor (Stenography)	5250-8150	8790-13610
	Malayalam Translator	4000-6090	6680-10790

59.NATIONAL SAVINGS

	Director	12600-15600	20700-26600
	Additional Director	10000-15150	16650-23200
	Deputy Director	7800-12975	12930-20250
	Assistant Director	7200-11400	11910-19350

	Designation	Existing scale of pay	Revised scale of pay
	Post held by Personnel of other Departments		
	Under Secretary	As In PD	As In PD
	Audit Officer	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Office Superintendent	As In PD	As In PD
	Assistant (Sl. Gr)	As In PD	As In PD
	Assistant (Sr.Gr)	As In PD	As In PD
	Assistant Gr I	As In PD	As In PD
	Assistant GrII	As In PD	As In PD
	Confidential Assistant	As In PD	As In PD
	Typist (Sl. Gr)	As In PD	As In PD
	Typist Gr I	As In PD	As In PD
	Typist Gr II	As In PD	As In PD

60.PANCHAYAT

	Director of Panchayats	14000-18000	23200-31150
	Joint Director of Panchayats	12600-15600	20700-26600
	Deputy Director of panchayats/General Manager, KILA	8250-13650	13610-20700
	Deputy Chief Registrar	7450-11475	12250-19800
	Provident Fund Accounts Officer	7450-11475	12250-19800
	Assistant Director of Panchayat	7450-11475	12250-19800
	Special Grade Secretary	6500-10550	10790-18000
	Publicity Officer	5500-9075	9190-15510
	Secretary, Grama Panchayat	5500-9075	9190-15510
	Panchayat Inspector/Provident Fund Examiner	5500-9075	9190-15510
	Bill Collector	2650-4150	4400-6680
	Engineering Wing		
	Assistant Engineer	6675-10550	11070-18450
^a	Overseer Grade I	4600-7125	7990-12930
	Overseer Grade II	3590-5400	6680-10790
	Overseer Grade III	3350-5275	5510-8590
	Health Wing		
	Sanitary Inspector HG	4500-7000	7480-11910
^b	Sanitary Inspector	4000-6090	6680-10790

^a 20% of the posts will be in the higher scale of Rs.9190-15510

^b A ratio of 2:1 will be allowed between Lower Grade and Higher Grade

	Designation	Existing scale of pay	Revised scale of pay
	Pharmacist	4000-6090	6680-10790
	Auxiliary Nurse-cum-Midwife	3590-5400	5930-9590
	Nurse	3590-5400	5930-9590
	Midwife	3350-5275	5510-8590
	Nursing Assistant	2650-4150	4400-6680
	Sanitary Maistry	2650-4150	4400-6680
	Miscellaneous		
^c	Librarian Grade I	4600-7125	8390-13270
^c	Librarian Grade II	4500-7000	7480-11910
^c	Librarian Grade III	4000-6090	
	Nursery School Teacher	3350-5275	6680-10790
^c	Librarian Grade IV	3050-5230	6680-10790
	Ayah	2650-4150	4400-6680
	Posts held by Personnel of other Departments		
	Law Officer	As In PD	As In PD
	Finance Officer	As In PD	As In PD

61.POLICE

	Director General of Police	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)	12600-15600 +120sp	23200-31150
	Deputy Superintendent of Police HG	12600-15600	20700-26600
^a	Deputy Superintendent of Police/Assistant Commissioner	7800-12975	12930-20250
	Circle Inspector HG	7200-11400	11910-19350

^c Post of Librarian Gr I will be re-designated as Librarian (Sl. Gr). The posts of Librarian Gr II and Gr III will be merged and re-designated as Librarian (Sr. Gr) and Librarian Gr IV will be re-designated as Librarian. A ratio of 2:3:5 will be allowed among Librarian (Sl. Gr), Librarian (Sr. Gr) and Librarian.

^c Post of Librarian Gr I will be re-designated as Librarian (Sl. Gr). The posts of Librarian Gr II and Gr III will be merged and re-designated as Librarian (Sr. Gr) and Librarian Gr IV will be re-designated as Librarian. A ratio of 2:3:5 will be allowed among Librarian (Sl. Gr), Librarian (Sr. Gr) and Librarian.

^a 25% of the posts will be in the Senior Grade

	Designation	Existing scale of pay	Revised scale of pay
b	Circle Inspector	6500-10550	10790-18000
	Sub-Inspector	5500-9075	9190-15510
	Assistant Sub-Inspector	4500-7000	8390-13270
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Women Police		
	Superintendent of Police (Non IPS)	12600-15600 +120sp	23200-31150
	Deputy Superintendent of Police	7800-12975	12930-20250
	Woman Inspector HG	7200-11400	11910-19350
b	Woman Inspector	6500-10550	10790-18000
	Woman Sub Inspector	5500-9075	9190-15510
	Woman Assistant Sub Inspector	4500-7000	8390-13270
	Woman Head Constable	4000-6090	7480-11910
	Woman Police Constable	3050-5230	5930-9590
	Armed Reserve Police		
	Deputy Commandant	12600-15600+120sp	20700-26600 +120sp
	Assistant Commandant HG	12600-15600	20700-26600
a	Assistant Commandant	7800-12975	12930-20250
	Reserve Inspector HG	7200-11400	11910-19350
b	Reserve Inspector	6500-10550	10790-18000
	Reserve Sub Inspector	5500-9075	9190-15510
	Reserve Assistant Sub Inspector	4500-7000	8390-13270
	Havildar	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Armed Police Battallion		
	Commandant (Non IPS)	12600-15600+120sp	20700-26600 +120sp
	Deputy Commandant	12600-15600+120sp	20700-26600 +120sp
	Assistant Commandant HG	12600-15600	20700-26600
a	Assistant Commandant	7800-12975	12930-20250
	Armed Police Inspector HG	7200-11400	11910-19350
b	Armed Police Inspector	6500-10550	10790-18000
	Armed Police Sub Inspector	5500-9075	9190-15510

^b 20% of the posts will be in the Higher Grade

^a 25% of the posts will be in the Senior Grade

	Designation	Existing scale of pay	Revised scale of pay
	Armed Police Assistant Sub Inspector	4500-7000	8390-13270
	Havildar	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Armour Wing		
^a	Armour Deputy Superintendent of Police	7800-12975	12930-20250
	Chief Inspector of Arms HG/Armourer Inspector HG	7200-11400	11910-19350
^b	Chief Inspector of Arms /Armourer Inspector	6500-10550	10790-18000
	Armourer Sub Inspector	5500-9075	9190-15510
	Armourer Assistant Sub Inspector	4500-7000	8390-13270
	Armourer Head Constable	4000-6090	7480-11910
	Armourer Police Constable	3050-5230	5930-9590
	Mounted Police		
	Reserve Inspector HG	7200-11400	11910-19350
^b	Reserve Inspector	6500-10550	10790-18000
	Reserve Sub-Inspector	5500-9075	9190-15510
	Reserve Assistant Inspector	4500-7000	8390-13270
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Farrier Police Constable	3050-5230	4990-7990
	Orchestra		
	Honorary Director of Music	3300 Fix Pay	5000 Fix Pay
^b	Band Master (Armed Police Inspector)	6500-10550	10790-18000
	Band Master (S.I)	5500-9075	9190-15510
	Havildar	4000-6090	6680-10790
	Police Constable	3050-5230	4990-7990
	Bugler Police Constable	3050-5230	4990-7990
	Drummer Police Constable	3050-5230	4990-7990
	Motor Transport Unit		
	Superintendent of Police (Non-IPS)	12600-15600+120sp	23200-31150
^c	Deputy Superintendent of Police/Motor Transport Officer	7800-12975	12930-20250
	Motor Transport Inspector HG	7200-11400	11910-19350
^b	Motor Transport Inspector	6500-10550	10790-18000

^a 25% of the posts will be in the Senior Grade

^c One post will be in the Senior Grade on Rs.20700-26600

^b 20% of the posts will be in the Higher Grade

	Designation	Existing scale of pay	Revised scale of pay
	Motor Transport Sub Inspector	5500-9075	9190-15510
	Havildar Mechanic	4000-6090	6680-10790
	P C-Mechanic/P.C Fitter	3050-5230	4990-7990
	PC- Electrician	3050-5230	4990-7990
	Police Driver/Motor Cycle Rider		
	Driver Sub Inspector	5500-9075	9190-15510
	Police Driver Gr I	4000-6090	7480-11910
	Police Driver Gr II	3050-5230	5930-9590
	Motor Cycle Rider Gr I	4000-6090	6680-10790
	Motor Cycle Rider Gr II	3050-5230	4990-7990
	Boat Driver Gr I	4000-6090	6680-10790
	Boat Driver Gr II	3050-5230	4990-7990
	Syrang Gr I	4000-6090	6680-10790
	Syrang Gr II	3050-5230	4990-7990
	Boat Lascar	2750-4625	4510-7480
	RW at MSP & CW at SAP		
^b	Motor Transport Inspector	6500-10550	10790-18000
	Police Training College		
	Principal	IPS	IPS
	Vice Principal	7800-12975	12930-20250
^a	Assistant Commandant	7800-12975	12930-20250
	Criminologist	7800-12975	12930-20250
	Armed Police inspector/Chief Drill Instructor	6500-10550	10790-18000
	Senior Law Instructor	6500-10550	10790-18000
	Drill Instructor/Sub Inspector	5500-9075	9190-15510
	Assistant Sub Inspector	4500-7000	8390-13270
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Librarian	3050-5230	4990-7990
	Part-time- Law Instructor	1750 Fix. Pay	2700 Fix. Pay
	Crime Branch CID		
	Superintendent of Police (Non IPS)	12600-15600 +120sp	23200-31150
	Deputy Superintendent of Police Sen. Gr.	12600-15600	20700-26600
^a	Deputy Superintendent of Police	7800-12975	12930-20250

^b 20% of the posts will be in the Senior Grade

^a 25% of the posts will be in the Senior Grade

	Designation	Existing scale of pay	Revised scale of pay
	Detective Inspector HG	7200-11400	11910-19350
^b	Detective Inspector	6500-10550	10790-18000
	Detective Sub-Inspector	5500-9075	9190-15510
	Detective Assistant Sub-Inspector	4500-7000	8390-13270
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Finger Print Bureau		
	Director	12600-15600	20700-26600
	Deputy Director	8250-13650	13610-20700
	Tester Inspector HG	7200-11400	11910-19350
^b	Tester Inspector	6675-10550	11070-18450
	Finger Print Expert	5500-9075	9190-15510
	Finger Print Searcher	4500-7000	8390-13270
	Photographic Bureau		
	Chief Photographer	7200-11400	11910-19350
^d	Photographer	5000-8150	9190-15510
	Attender	2650-4150	4400-6680
	Forensic Science Laboratory		
	Director	14000-18000	23200-31150
	Joint Director	12600-15600	20700-26600
	Assistant Director HG	7800-12975	12930-20250
^e	Assistant Director	7450-11475	12250-19800
	Scientific Assistant	6675-10550	11070-18450
	Mechanic	4000-6090	6680-10790
	Technical Attender	2650-4150	4400-6680
	Special Branch CID		
	Superintendent of Police (Non IPS)	12600-15600 + 120sp	23200-31150
	Deputy Superintendent of Police Sen. Gr/Assistant Commandant Sen.Gr.	12600-15600	20700-26600
^a	Deputy Superintendent of Police/Assistant Commandant	7800-12975	12930-20250
	Inspector of Police HG	7200-11400	11910-19350
^b	Inspector of Police	6500-10550	10790-18000

^b 20% of the posts will be in the Higher Grade

^d 20% of the post will be in the Higher Grade on Rs.10790-18000

^e One third of the posts will be in the Higher Grade

^a 25% of the posts will be in the Senior Grade

	Designation	Existing scale of pay	Revised scale of pay
	Women Circle Inspector	6500-10550	10790-18000
	Sub Inspector Police	5500-9075	9190-15510
	Women Sub Inspector	5500-9075	9190-15510
	Assistant Sub Inspector	4500-7000	8390-13270
	Head Constable	4000-6090	7480-11910
	Woman Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Woman Police Constable	3050-5230	5930-9590
	SBCID (Ministerial)		
	Senior Administrative Assistant	7800-12975	12930-20250
	Administrative Assistant	As in CC	As in CC
	Senior Superintendent/Manager	As in CC	As in CC
f	Assistant (Sr.Gr)	5500-9075	9190-15510
f	Assistant Gr I	4600-8000	7990-12930
f	Assistant Gr II	3590-5400	5930-9590
	Typist	As in CC	As in CC
	Shorthand Bureau		
	Director	7200-11400+75sp	11910-19350 +75sp
	Chief Reporter (Inspector) HG	7200-11400	11910-19350
b	Chief Reporter (Inspector)	6500-10550	10790-18000
	Reporter Sen.Gr.(Sub Inspector)	5500-9075	9190-15510
	Reporter Gr I (ASI)	4500-7000	7480-11910
	Reporter Gr II (HC)	4000-6090	6680-10790
	Police Telecommunications		
	Superintendent of Police (Non IPS)	12600-15600 +100sp	23200-31150
	Deputy Superintendent of Police Sen.Gr.	12600-15600	20700-26600
a	Deputy Superintendent of Police	7800-12975	12930-20250
	Inspector (Telecommunications) HG	7200-11400	11910-19350
b	Inspector (Telecommunications)	6500-10550	10790-18000
	Sub Inspector (Telecommunications)	5500-9075	9190-15510
	Assistant Sub Inspector (Telecom)	4500-7000	8390-13270
	Head Constable Operator	4000-6090	7480-11910
	Draftsman	3590-5400	5930-9590

^f Ratio among Senior Grade, Gr I and Gr II post will be in 2:3:3

^a 25% of the posts will be in the Senior Grade

^b 20% of the posts will be in the Higher Grade

	Designation	Existing scale of pay	Revised scale of pay
	Police Constable (Telecom)	3050-5230	5930-9590
	Police Computer Centre (SCRB)		
	Inspector General of Police	IPS	IPS
	Superintendent of Police (Non IPS/IPS)	12600-15600 +120sp	23200-31150
	System Analyst	12600-15600	20700-26600
	Deputy Superintendent of Police	7800-12975	12930-20250
	Inspector of Police HG	7200-11400	11910-19350
^b	Inspector of Police	6500-10550	10790-18000
	Sub Inspector	5500-9075	9190-15510
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Railway Police		
	Superintendent of Police	IPS	IPS
	Deputy Superintendent of Police Sen.Gr.	12600-15600	20700-26600
^a	Deputy Superintendent of Police	7800-12975	12930-20250
	Circle Inspector HG	7200-11400	11910-19350
^b	Circle Inspector	6500-10550	10790-18000
	Sub Inspector	5500-9075	9190-15510
	Head Constable	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Dog Squad		
	Sub Inspector	5500-9075	9190-15510
	Assistant Sub Inspector	4500-7000	8390-13270
	Head Constable/Havildar	4000-6090	7480-11910
	Police Constable	3050-5230	5930-9590
	Saddler	3050-5230	4990-7990
	Ministerial Staff other than in SB		
	Senior Administrative Assistant	7800-12975	12930-20250
	Manager/Accounts Officer (Police HQ)	7200-11400	12250-19800
	Administrative Assistant	7200-11400	12250-19800
	Manager/Senior Superintendent/Accounts Officer (DPO/CPO/AP Battalion Office)	6500-10550	10790-18000
	Malayalam Translator	4000-6090	8790-13610

^b 20% of the posts will be in the Higher Grade

^a 25% of the posts will be in the Senior Grade

	Designation	Existing scale of pay	Revised scale of pay
	Other Miscellaneous categories- Technical Executive Staff		
	Blacksmith-cum-Tinker PC	3050-5230	4990-7990
	Welder PC	3050-5230	4990-7990
	Fitter PC	3050-5230	4990-7990
	Painter PC	3050-5230	4990-7990
	Lathe Operator PC	3050-5230	4990-7990
	Tailor PC	3050-5230	4990-7990
	Binder PC	3050-5230	4990-7990
	Carpenter PC	3050-5230	4990-7990
	Mason PC	3050-5230	4990-7990
	Cinema Operator PC	3050-5230	4990-7990
	Electrician PC	3050-5230	4990-7990
	Blacksmith PC	3050-5230	4990-7990
	Mechanic PC	3050-5230	4990-7990
	Cleaner PC	3050-5230	4990-7990
	Civilian Technical Staff		
	Mechanic Gr I	4000-6090	6680-10790
	Mechanic Gr II	2750-4625	4510-7480
	Electrician	2750-4625	4510-7480
	Blacksmith	2750-4625	4510-7480
	Upholsterer	2750-4625	4510-7480
	Cobbler	2750-4625	4510-7480
	Carpenter	2750-4625	4510-7480
	Mechinist	3050-5230	4990-7990
	Camp Follower	2610-3680	4300-5930
	Canoe man	2610-3680	4300-5930
	Posts held by Personnel of Other Departments		
	Deputy Director of Police Prosecution	As In PD	As In PD
	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
	UD Compiler	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 In PD

62.PORTS

	Director	14300-18300	25400-33100
	Deputy Director	14000-18000	23200-31150
	Port Officer	14000-18000	23200-31150
	Officer in charge	10000-15150	16650-23200
	Engineer in charge	10000-15150	16650-23200
	Senior Port Conservator	7200-11400	11910-19350
	Assistant Engineer (Marine)	6675-10550	11070-18450
	Personal Assistant to the Port Officer/Purser	6500-10550	10790-18000
	Port Conservator/Pier Master/Reserve Port Conservator	5000-8150	8390-13270
	Master Gr I/Driver Gr I	5000-8150	8390-13270
	Draftsman Gr I	4600-7125	7990-12930
	Master Gr II/Driver Gr II	4000-6090	6680-10790
	Radio Operator	4000-6090	6680-10790
	Wharf Supervisor/Assistant Port Conservator/Cargo Supervisor/Assistant Pier Master	3590-5400	6680-10790
	Draftsman Gr II	3590-5400	6680-10790
	Chief Signaller	3590-5400	5930-9590
	Mobile Crane Operator	3350-5275	5510-8590
	Crane Operator	3050-5230	5510-8590
	Light Keeper and Signaller	3050-5230	4990-7990
	Master Gr III/Driver Gr III	3050-5230	4990-7990
	Mechanical Carpenter	2750-4625	4510-7480
	Oilman	2750-4625	4510-7480
	Seaman cum Pump Attender	2750-4625	4510-7480
	Seaman	2750-4625	4510-7480
	Tug Clerk	2650-4150	4400-6680
	Assistant Crane Driver	2650-4150	4400-6680

	Designation	Existing scale of pay	Revised scale of pay
	Watchman cum Cook	2650-4150	4400-6680
	Head Watchman	2650-4150	4400-6680
	Assistant Crane Operator cum Cleaner	2650-4150	4400-6680
	Pier Light Keeper	2610-3680	4300-5930
	Topaz	2610-3680	4300-5930
	Mechanical Engineering Wing		
	Chief Mechanical Engineer	10000-15150	16650-23200
	Mechanical Marine Engineer	10000-15150	16650-23200
	Shipwright/Naval Architect	10000-15150	16650-23200
	Assistant Executive Engineer (Mechanical) HG	8250-13650	13610-20700
^a	Assistant Executive Engineer (Mechanical)	7450-11475	12250-19800
	Assistant Engineer	6675-10550	11070-18450
	Head Draftsman	6675-10550	11070-18450
	Draftsman Gr.I/Chargehand	4600-7125	7990-12930
	Overseer (Electrical)	4600-7125	7990-12930
	Pier Tindal	2650-4150	4400-6680
	Assistant Lineman	2650-4150	4400-6680
	Dredging Unit		
	Dredging Superintendent	14000-18000	23200-31150
	Officer Class I	14000-18000	23200-31150
	Officer Class II	10000-15150	16650-23200
	Engineer	10000-15150	16650-23200
	Deputy Dredging Superintendent	10000-15150	16650-23200
	Engineer cum Dredging Master	8250-13650	13610-20700
	Officer Class III/Junior Officer	7200-11400	11910-19350
	Navigator	6675-10550	11070-18450
	Electrical Officer	6675-10550	11070-18450
	Senior Cutter Suction Dredger Operator	5500-9075	9190-15510
	Engine Driver	5000-8150	8390-13270
	Cutter Section Dredger Operator	5000-8150	8390-13270
	Greaser	5000-8150	8390-13270
	Boat Swain/Syrang /Quarter Master	5000-8150	8390-13270
	Radio Telephone Operator	4000-6090	6680-10790
	Operator cum Mechanic	3350-5275	5510-8590
	Welder	3050-5230	4990-7990
	Designation	Existing	Revised

^a 1/3 of the post will be placed on Higher Grade

		scale of pay	scale of pay
^b	Driver Cum Operator	3050-5230	4990-7990
	Cook-cum-Steward	2750-4625	4510-7480
	Asst.cook-cum-steward	2650-4150	4400-6680
	Pier Lascar	2650-4150	4400-6680
	Helper	2610-3680	4300-5930
	Foreshore Sweeper	2610-3680	4300-5930
	Pier Sweeper	2610-3680	4300-5930
	Boatman	2610-3680	4300-5930
	Topaz	2610-3680	4300-5930

^b To be treated on par with Driver Gr II under Common Categories

	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

63.PRINTING

	Director of Printing	14000-18000	23200-31150
	Superintendent of Govt.Presses	10000-15150	16650-23200
	Deputy Superintendent of Govt. Press	8250-13650	13610-20700
	Controller of Forms	8250-13650	13610-20700
	Assistant Superintendent	6675-10550	11070-18450
	Assistant Engineer	6675-10550	11070-18450
	Manager,PSC Form Store	6500-10550	10790-18000
	Office Manager	6500-10550	10790-18000
	Publication Assistant	6500-10550	10790-18000
	District Forms Officer	6500-10550	10790-18000
	General Foreman	5500-9075	9590-16650
	Head Reader	5500-9075	9590-16650
	Head Computer	5500-9075	9590-16650
	Chief Foreman (Electrical)	5500-9075	9590-16650
	Supervisor (Offset)	5500-9075	9190-15510
	Supervisor (Platemaking)	5500-9075	9190-15510
	Chief Foreman (Workshop)	5500-9075	9590-16650
	Supervisor	5500-9075	9190-15510
	Senior Foreman	5250-8150	9190-15510
	Chief Operator	5250-8150	9190-15510
	Senior Foundry Foreman	5250-8150	8790-13610
	Workshop Foreman	5250-8150	8790-13610
	Senior Reader	5250-8150	8790-13610
	Computing Supervisor	5250-8150	8790-13610
	Type Store Keeper	5250-8150	8790-13610
	Electrical Foreman	5250-8150	8790-13610
	Junior Foreman	5000-8150	8790-13610
	Reader Grade I	5000-8150	8390-13270
	Computer Sr. Grade	5000-8150	8390-13270
	Senior Mechanic	5000-8150	8390-13270
	Senior Carpenter	5000-8150	8390-13270

	Designation	Existing scale of pay	Revised scale of pay
	Senior Electrician	5000-8150	8390-13270
	Assistant Foreman	4600-8000	8390-13270
	Chief Warehouseman	4600-8000	8390-13270
	Reader Grade II	4600-8000	7990-12930
	Computer Grade I	4600-8000	7990-12930
	Chief Time Keeper	4600-8000	7990-12930
	Mechanic	4600-8000	7990-12930
	Forms Inspector/Cashier	4600-7125	7990-12930
	Compositor Senior Grade	4600-7125	7990-12930
	Binder Senior Grade	4600-7125	7990-12930
	Printer Senior Grade	4600-7125	7990-12930
	Mono Super Caster Operator Sr. Gr.	4600-7125	7990-12930
	Mono Type Caster Operator Sr. Gr.	4600-7125	7990-12930
	Linotype Operator Sr. Gr.	4600-7125	7990-12930
	Intertype Operator Sr. Gr.	4600-7125	7990-12930
	Monokey Board Operator Sr. Gr.	4600-7125	7990-12930
	Foundry Worker Senior Grade	4600-7125	7990-12930
	Sterotype Caster Operator Sr. Gr.	4600-7125	7990-12930
	Rotaprint Operator Sr. Gr.	4600-7125	7990-12930
	Rotaprint Typist Senior Grade	4600-7125	7990-12930
	Warehouseman Senior Grade	4600-7125	7990-12930
	Roller Caster Senior Grade	4600-7125	7990-12930
	Electrician Senior Grade	4600-7125	7990-12930
	Technician Sr.Gr.	4600-7125	7990-12930
	Technician Carpenter Sr. Gr.	4600-7125	7990-12930
	Compositor Grade I	4500-7000	7480-11910
	Printer Grade I	4500-7000	7480-11910
	Binder Grade I	4500-7000	7480-11910
	Mono Super Caster Operator Grade I	4500-7000	7480-11910
	Monotype Caster Operator Grade I	4500-7000	7480-11910
	Linotype Operator Grade I	4500-7000	7480-11910
	Intertype Operator Grade I	4500-7000	7480-11910
	Mono Key Board Operator Grade I	4500-7000	7480-11910
	Foundry Worker Grade I	4500-7000	7480-11910
	Rota Print Operator Grade I	4500-7000	7480-11910
	Rota Print Typist Grade I	4500-7000	7480-11910
	Warehouseman Grade I	4500-7000	7480-11910
	Technician Gr-I	4500-7000	7480-11910

	Designation	Existing scale of pay	Revised scale of pay
	Electrician Grade I	4500-7000	7480-11910
	Senior Time Keeper	4500-7000	7480-11910
	Assistant Type Store Keeper	4500-7000	7480-11910
	Sterotype Caster Operator Grade I	4500-7000	7480-11910
	Roller Caster Grade I	4500-7000	7480-11910
	Mechanic cum Carpenter Gr I	4500-7000	7480-11910
	Linotype Operator Grade II	4000-6090	6680-10790
	Intertype Operator Grade II	4000-6090	6680-10790
	Mono Key Board Operator Grade II	4000-6090	6680-10790
	Time Keeper	4000-6090	6680-10790
	Rota Print Typist Grade II	3590-5400	5930-9590
	Engraver-cum-Punch-Cutter	3590-5400	5930-9590
	Warehouseman Grade II	3590-5400	5930-9590
	Rota Print Operator Gr II	3590-5400	5930-9590
	Electrician Grade II	3590-5400	5930-9590
	Copy Holder	3590-5400	5930-9590
	Computor Grade II	3590-5400	5930-9590
	Compositor Grade II	3350-5275	5510-8590
	Printer Grade II	3350-5275	5510-8590
	Binder Grade II	3350-5275	5510-8590
	Mono Super Caster Operator	3350-5275	5510-8590
	Type Caster Operator Gr II	3350-5275	5510-8590
	Mono type Caster Operator Grade II	3350-5275	5510-8590
	Foundry Worker Grade II	3350-5275	5510-8590
	Sterotype Caster Operator Grade II	3350-5275	5510-8590
	Technician Grade II	3350-5275	5510-8590
	Mono Mechanic	3350-5275	5510-8590
	Roller Caster Grade II	3350-5275	5510-8590
	Assistant Time Keeper	3350-5275	5510-8590
	Mechanic cum Carpenter Gr II	3350-5275	5510-8590
	Galley Pressman Grade I	3050-5230	4990-7990
	Examiner	3050-5230	4990-7990
	Galley Pressman Grade II	2750-4625+20sp	4510-7480+20sp
	Counter Grade I	2750-4625	4510-7480
	Packer Grade I	2750-4625	4510-7480
	Helper Grade I	2750-4625	4510-7480
	Lascar Gr I/Gatekeeper Gr I/Sweeper Gr I/Sanitary Worker Gr I	2750-4625	4510-7480

	Designation	Existing scale of pay	Revised scale of pay
	Lascar Gr II	2650-4150	4400-6680
	Gatekeeper Gr II	2650-4150	4400-6680
	Counter Grade II	2650-4150	4400-6680
	Packer Grade II	2650-4150	4400-6680
	Sweeper Gr II	2650-4150	4400-6680
	Helper Grade II	2650-4150	4400-6680
	Sanitary Worker Grade II	2650-4150	4400-6680
	Govt. Press, Mannanthala & Vazhoor		
	Phototype Setter Gr I	4600-7125	7990-12930
	Camera Operator Gr I	4600-7125	7990-12930
	Offset Printing Machine Operator Gr I	4600-7125	7990-12930
	Phototype setter Gr II	4500-7000	7480-11910
	Camera Operator cum Film Developer Gr II	4500-7000	7480-11910
	Retouching Artist Gr II	4500-7000	7480-11910
	Pasteup Artist Gr II	4500-7000	7480-11910
	Platemaker Gr II	4500-7000	7480-11910
	Offset Printing Machine Operator Gr II	4500-7000	7480-11910
	Grainer	4000-6090	6680-10790
	A/C Mechanic	3050-5230	4990-7990
	Posts held by Personnel of Other Departments		
	Administrative Officer Gr II	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD
	Labour Welfare Officer	As In PD	As In PD
	Assistant Executive Engineer	As In PD	As In PD
	Security Officer (SI of Police)	As In PD	As In PD
	Head Constable	As In PD	As In PD
	Police Constable	As In PD	As In PD

64. PRISONS

	Director General of Prisons	IPS	IPS
	Deputy Inspector General of Prisons	12600-15600+100sp	20700-26600 +100sp
	Superintendent of Central Prisons	10000-15150	16650-23200
	Superintendent of Open Prisons	10000-15150	16650-23200
	Assistant Inspector General of Prisons	10000-15150	16650-23200
	Principal, State Institute of Correctional Administration	10000-15150	16650-23200
	Special Officer for Open Prison	10000-15150	16650-23200

	Designation	Existing scale of pay	Revised scale of pay
	Programme Officer	10000-15150	16650-23200
	Chief Welfare Officer	10000-15150	16650-23200
	Jailor, Central Prison	7800-12975	12930-20250
	Deputy Superintendent, Open Jail	7800-12975	12930-20250
	Superintendent, District Jail	7800-12975	12930-20250
	Senior Lecturer, SICA	7800-12975	12930-20250
	Superintendent, Vanitha Jail	7800-12975	12930-20250
	Chief Audit Officer	7800-12975	12930-20250
^a	Welfare Officer Gr I	7800-12975	12930-20250
	Personal Assistant to Director General of Prisons	7200-11400	11910-19350
	Accounts Officer	6675-10550	11070-18450
^a	Welfare Officer Gr II	6500-10550	10790-18000
	Jailor, Special Sub Jail	6500-10550	10790-18000
	Superintendent, Borstal School	6500-10550	10790-18000
	Deputy Jailor, District Jail	6500-10550	10790-18000
	Deputy Superintendent, Vanitha Jail	6500-10550	10790-18000
	Lecturer in Law, SICA	6500-10550	10790-18000
	Deputy Jailor, Central Prison	6500-10550	10790-18000
	Assistant Jailor Gr I	4600-8000	8390-13270
	Superintendent, Sub Jail	4600-8000	7990-12930
	Supervisor, Borstal School	4600-8000	7990-12930
	Supervisor, Open Prison	4600-8000	7990-12930
	Lecturer, SICA	4600-8000	7990-12930
^b	Matron Gr I	4600-8000	8390-13270
	Statistical Officer	4600-7125	7990-12930
	Chief Accountant	4600-7125	7990-12930
	Stock Verifier	4600-7125	7990-12930
	Manager	4600-7125	7990-12930
	Assistant Jailor Gr II	4500-7000	7480-11910
^b	Matron Gr II	4500-7000	7480-11910
	Carpentry Instructor	4500-7000	7480-11910
	Carpentry Foreman	4500-7000	7480-11910
	Weaving Instructor	4500-7000	7480-11910
	Weaving Assistant	4500-7000	7480-11910
	Agricultural Demonstrator	4500-7000	7480-11910
	Gate Keeper	4000-6090	6680-10790
	Chief Warder	4000-6090	6680-10790

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

^b Existing ratio of 1:1 between Matron Gr II and Gr I and ratio of 4:1 between Female Warder, (including Female Warder HG) and Matron Gr II will continue

	Designation	Existing scale of pay	Revised scale of pay
	Chief Petty Officer	4000-6090	6680-10790
	Ministerial Head Warder	4000-6090	6680-10790
	Head Warder	4000-6090	6680-10790
	Craft Teacher	4000-6090	6680-10790
	PD Teacher/Teacher	4000-6090	6680-10790
	Boot Foreman	3350-5275	5510-8590
	Blacksmithy Instructor	3350-5275	5510-8590
	Tailoring Instructor	3350-5275	5510-8590
	Industrial Instructor	3350-5275	5510-8590
	Physical Training Instructor	3350-5275	5510-8590
^c	Warder	3050-5230	5510-8590
	Petty Officer	3050-5230	4990-7990
	Female Petty Officer	3050-5230	4990-7990
	Wireman	2750-4625	4510-7480
	Shoe Maistry	2750-4625	4510-7480
	Warder Attendent/Clerical Attendent	2750-4625	4510-7480
	Engine Driver	2750-4625	4510-7480
	Packer Clerk	2750-4625	4510-7480
	Sweeper cum Sanitation Worker	2650-4150	4400-6680
	Weaver	2650-4150	4400-6680
	Skilled Worker	2650-4150	4400-6680
	Technical Assistant	2100/- (hon)	3000/- (hon)
	Posts held by Personnel of other Departments		
	Administrative Officer Gr I	As In PD	As In PD
	Medical Officer	As In PD	As In PD
	Assistant Surgeon	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD
	Agricultural Officer	As In PD	As In PD
	Assistant Drill Instructor	As In PD	As In PD
	Pharmacist	As In PD	As In PD
	Motor Transport Officer	As In PD	As In PD
	Motor Mechanic	As In PD	As In PD
	Lab Technician Gr II	As In PD	As In PD
	Nursing Assistant	As In PD	As In PD
	Part time. Sanskrit Teacher	As In PD	As In PD
	Medical Officer (Ayurveda)	As In PD	As In PD

^c 1/6th posts of Female Warders will be placed in HG in the scale of pay of Rs.6680-10790

65.PUBLIC SERVICE COMMISSION

	Designation	Existing scale of pay	Revised scale of pay
	Secretary	14000-18000+360sp	25400-33100+600sp
	Additional Secretary/Controller of Examinations	14000-18000+300sp	25400-33100+600sp
	Joint Secretary/Regional Officer/Controller of Finance	12600-15600+200sp	23200-31150
	Deputy Secretary/District Officer	10000-15150+200sp	20700-26600
^a	Under Secretary	7800-12975+200sp	12930-20250
	PS to Chairman	7800-12975	12930-20250
^b	Section Officer (HG)	7200-11400	11910-19350
	Personal Assistant	7200-11400	11910-19350
	Designation	Existing scale of pay	Revised scale of pay
	Section Officer/Public Relations Officer	6500-10550	10790-18000
	Enquiry Officer/Office Superintendent	6500-10550	10790-18000
	Assistant (Sel.Gr)	5800-9425	9590-16650
	Typist (Sel.Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)/Cashier	5500-9075	9190-15510
	Typist (Sen.Gr)	5500-9075	9190-15510
	Sergeant	4600-8000	7990-12930
^c	Assistant Gr I	4600-7125	7990-12930
^c	Assistant Gr II/Assistant Cashier	4000-6090	
	Typist Gr I	4600-7125	7990-12930
^d	Typist Gr II	3590-5400	5930-9590
	Driver cum Peon	3050-5230	4990-7990
	Posts held by personnel of other Departments		
	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

^a The Under Secretaries will be allowed higher grade in the scale of pay of Rs.16650-23200 in the ratio 2:1 between Under Secretary and Under Secretary (HG)

^b The existing ratio of 1:1 between Section Officer and Section Officer (HG) will continue

^c The Grade II and Grade I posts of Assistant are merged into one and allowed the revised scale of Rs 7990 – 12930.

^c The Gr II and Gr I posts of Assistant are merged into one and allowed the revised scale of pay of Rs 7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen. Gr) and Assistant (Sel. Gr). Their ratio will be 1:1:1

^d The existing ratio of 1:1:1:1 between the four grades of Typists will continue

66.PUBLIC WORKS

	Designation	Existing scale of pay	Revised scale of pay
	Chief Engineer	16300-18300	26600-33750
	Deputy Chief Engineer/Superintending Engineer/Director	14000-18000	23200-31150
	Executive Engineer/Design Assistant/Joint Director (HG)/Executive Engineer (General) HG	12600-15600	20700-26600
^a	Executive Engineer/Design Assistant/Joint Director/Executive Engineer (General)	10000-15150	16650-23200
	Assistant Executive Engineer /Design Assistant/Assistant Executive Engineer (Technical)/Deputy Director (HG)	8250-13650	13610-20700
^b	Assistant Executive Engineer /Design Assistant/Assistant Executive Engineer (Technical)/Deputy Director	7450-11475	12250-19800
	Assistant Engineer/Assistant Engineer (Works)/Assistant Director/Junior Designer	6675-10550	11070-18450
^c	Draftsman Gr I/Overseer Gr I	4600-7125	7990-12930
	Research Assistant	4600-7125	7990-12930
	Foreman	4600-7125	7990-12930
	Scientific Assistant	4600-7125	7990-12930
	Sergeant	4000-6090	6680-10790
^d	Draftsman/Overseer Grade II	4000-6090	6680-10790
	Tracer/Overseer Grade III	3350-5275	5510-8590
	Lab Assistant	3050-5230	4990-7990
	Blue Printer	2650-4150	4400-6680
	Architectural Wing		
	Chief Architect	16300-18300	26600-33750
^e	Deputy Chief Architect	14000-18000	23200-31150
	Architect HG	12600-15600	20700-26600
^f	Architect	10000-15150	16650-23200
	Assistant Architect /Assistant Architectural Engineer/Quantity Surveyor HG	8250-13650	13610-20700

^a 25% of the posts of Executive Engineers and equated categories will be on HG

^b 1/3rd posts will be placed on HG

^c 20% of the posts will be on HG on Rs.9190-15510

^d The existing ratio of 1:1 between Gr-II and Gr-I Draftsman/Overseer will continue

^e The ratio between Deputy Chief Architect and Architect will be 1:5

^f 25% of the posts of Architect and equated posts will be placed on HG

	Designation	Existing scale of pay	Revised scale of pay
^g	Assistant Architect /Assistant Architectural Engineer/Quantity Surveyor	7450-11475	12250-19800
	Architectural Head Draftsman	6675-10550	11070-18450
^c	Draftsman Gr I	4600-7125	7990-12930
	Draftsman Gr II (Architecture)	4000-6090	6680-10790
	Artist	4500-7000	7480-11910
	Modeller	3050-5230	4990-7990
	Electrical & Electronics Wing		
	Superintending Engineer (Electrical)	14000-18000	23200-31150
	Executive Engineer (HG)	12600-15600	20700-26600
^a	Executive Engineer (Ele./Electronics)	10000-15150	16650-23200
	Assistant Executive Engineer HG	8250-13650	13610-20700
^h	Assistant Executive Engineer (Ele./Electronics)	7450-11475	12250-19800
	Assistant Engineer (Ele./Electronics)	6675-10550	11070-18450
^c	Overseer Gr I/Draftsman Gr I	4600-7125	7990-12930
	Engineering Assistant (Electronics)	4600-7125	7990-12930
	Refrigeration Mechanic/Generator Mechanic	4600-7125	7990-12930
^d	Overseer Gr II/Draftsman Gr II	4000-6090	6680-10790
	Lineman	3050-5230	5510-8590
	Helper	2610-3680	4300-5930
	Rest House Staff		
	Steward Gr-I	4600-7125	8390-13270
	Steward Gr-II	3050-5230	5510-8590
	Caretaker	2750-4625	4510-7480
	Butler	2650-4150	4400-6680
	Maity	2610-3680	4300-5930
	Dhoby	2610-3680	4300-5930
	Cook	2610-3680	4300-5930
	Rest House Attender	2610-3680	4300-5930

^g 1/3rd of the posts of Assistant Architect and equated posts will be placed on HG

^c 20% of the posts will be on HG on Rs.9190-15510

^a 25% of the posts of Executive Engineers and equated categories will be on HG

^h The existing ratio of 1:4 between Executive Engineer and Assistant Executive Engineer (Electrical/Electronics) will continue

^d Existing Ratio of 1:1 between Gr II and Gr I Draftsman/ Overseer will continue

	Designation	Existing scale of pay	Revised scale of pay
	Mechanical Wing		
	Executive Engineer HG	12600-15600	20700-26600
^a	Executive Engineer	10000-15150	16650-23200
	Assistant Executive Engineer HG	8250-13650	13610-20700
^b	Assistant Executive Engineer	7450-11475	12250-19800
	Assistant Engineer	6675-10550	11070-18450
	Plumbing Inspector	4000-6090	6680-10790
	Carpenter	2750-4625	4510-7480
	Roller Driver Gr II	3050-5230	5510-8590
	Roller Cleaner	2650-4150	4990-7990
	Miscellaneous Staff		
	Fitter	3050-5230	4990-7990
	Pump Operator	3050-5230	4990-7990
	Ferryman	3050-5230	4990-7990
	Boring Plant Operator	2750-4625	4510-7480
	Skilled Worker	2750-4625	4510-7480
	Assistant Lineman	2750-4625	4510-7480
	Blacksmith	2750-4625	4510-7480
	Garden Supervisor	2650-4150	4400-6680
	Gardener	2650-4150	4400-6680
	Watchman cum cook/Cook cum Watchman	2650-4150	4400-6680
	Worker Gr I	2650-4150	4400-6680
	Store Attender	2650-4150	4400-6680
	Worker Gr-II	2610-3680	4300-5930
	Road Worker	2610-3680	4300-5930
	Lascar	2610-3680	4300-5930
	Staff absorbed from KSEW Ltd.		
	Mechanic	2750-4625	4510-7480
	Unskilled Worker	2610-3680	4300-5930
	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 Gr I	As In PD	As In PD
	Financial Assistant	As In PD	As In PD

^a 25% of the posts of Executive Engineers and equated categories will be on HG

^b 1/3rd posts will be placed on HG

67. Registration

	Designation	Existing scale of pay	Revised scale of pay
	Inspector General of Registration	14000-18000	23200-31150
	Joint Inspector General of Registration	10000-15150	16650-23200
	Deputy Inspector General of Registration	8250-13650	13610-20700
	Asst. Inspector General of Registration (Admn.)	7450-11475	12250-19800
	Assistant Inspector General of Registration (Chitty)	7450-11475	12250-19800
	District Registrar	7450-11475	12250-19800
	Chitty Prosecuting Inspector	6500-10550	10790-18000
	Sub Registrar	6500-10550	10790-18000
	Chitty Auditor	6500-10550	10790-18000
	Chitty Inspector	6500-10550	10790-18000
	Cashier	6500-10550	10790-18000
	Binding Supervisor	4500-7000	7480-11910
	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

68. Rural Development

	Commissioner for Rural Development	IAS	IAS
	Project Officer, ITDP, Attappady	IAS	IAS
	Additional Development Commissioner	14000-18000	23200-31150
	Joint Development Commissioner/Secretary SIRD	12600-15600	20700-26600
	Deputy Development Commissioner	10000-15150	16650-23200
	Co-ordinator (W&CP/DWCRA)	10000-15150	16650-23200
	Principal, Extension Training Centre	10000-15150	16650-23200
	Assistant Development Commissioner	7800-12975	12930-20250
^a	District Women's Welfare Officer HG	7800-12975	12930-20250
^a	District Women's Welfare Officer	7450-11475	12250-19800

^a 20% of the posts or three posts whichever is less will continue to be in Higher Grade

	Designation	Existing scale of pay	Revised scale of pay
^b	Senior Block Development Officer	7200-11400	11910-19350
	General Foreman	7200-11400	11910-19350
	Senior Lecturer in Rural Development	7200-11400	11910-19350
	Lecturer in Rural Industries	6500-10550	10790-18000
	Campaign Officer (RIB)	6500-10550	10790-18000
^b	Block Development Officer	6500-10550	10790-18000
	Asst. Project Officer, ITDP, Attappady	6500-10550	10790-18000
	Functional Literacy Project Officer	6500-10550	10790-18000
	Lecturer in Home Science	6500-10550	10790-18000
	Junior Lecturer in Agriculture	6500-10550	10790-18000
	Extension Officer, IRD	5500-9075	9190-15510
	Extension Officer, (Housing) Gr I	5500-9075	9190-15510
	Extension Officer, Women's Welfare (ITDB), Attappady	5250-8150	9190-15510
	Junior Lecturer in Home Science	5250-8150	8790-13610
	Junior Lecturer in Rural Economics	6500-10550	10790-18000
	Junior Lecturer in Social Education	5250-8150	8790-13610
	Assistant Campaign Officer (RIB)	5250-8150	8790-13610
	General Extension Officer	4600-8000	7990-12930
	Extension Officer (Housing) Gr II	4600-8000	7990-12930
	Manager, RIB	4600-7125	7990-12930
	Extension Officer, Women's Welfare	4600-8000	7990-12930
	Training Officer	4600-7125	7990-12930
	Artist cum Photographer cum Cinema Operator Gr I	4500-7000	7480-11910
	Mechanic	4500-7000	7480-11910
	Electrician	4500-7000	7480-11910
^c	Village Extension Officer Gr I	4000-6090	6680-10790
^c	Lady Village Extension Officer Gr I	4000-6090	6680-10790
^d	Balawadi Teacher	3350-5275	6680-10790
	Artist cum Photographer cum Cinema Operator Gr II	3350-5275	5510-8590
^c	Village Extension Officer Gr II	3050-5230	5510-8590

^b The existing ratio of 3:1 between lower and Senior Grade will continue

^c The existing ratio of 1:1 between Gr I and Gr II posts will continue

^d This post has been redesignated as "Nursery Teacher".

	Designation	Existing scale of pay	Revised scale of pay
c	Lady Village Extension Officer Gr II	3050-5230	5510-8590
	Carpenter cum Blacksmith	2750-4625	4510-7480
	Mechanic (Extension Training Centre)	2750-4625	4510-7480
	Duplicating Machine Operator	2650-4150	As in CC
	Lab Attender	2650-4150	4400-6680
	Ayah	2610-3680	4300-5930
	Posts held by Personnel of other Departments		
	Superintending Engineer	As In PD	As In PD
	Joint Director (P&M)	As In PD	As In PD
	Senior Administrative Officer	As In PD	As In PD
	Senior Finance Officer	As In PD	As In PD
	Chief Officer (RIB)	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD
	Accounts Officer	As In PD	As In PD
	Internal Audit Officer	As In PD	As In PD
	Assistant Executive Engineer	As In PD	As In PD
	Lecturer in Animal Husbandry	As In PD	As In PD
	Assistant Engineer	As In PD	As In PD
	Junior Lecturer in Rural Engineering	As In PD	As In PD
	Lecturer in Co-operation	As In PD	As In PD
	Junior Lecturer in Animal Husbandry	As In PD	As In PD
	Draftsman	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Farm Supervisor	As In PD	As In PD
	Assistant (Sl. Gr)	As In PD	As In PD
	Typist (Sl. Gr)	As In PD	As In PD
	Assistant (Sr. Gr)	As In PD	As In PD
	Typist (Sr. Gr)	As In PD	As In PD
	Research Assistant	As In PD	As In PD
	Steno Typist	As In PD	As In PD
	Overseer Gr I	As In PD	As In PD
	Assistant Gr I	As In PD	As In PD
	Typist Gr I	As In PD	As In PD
	UD Compiler	As In PD	As In PD
	Extension Officer (Planning & Monitoring)	As In PD	As In PD

^c The existing ratio of 1:1 between Gr I and Gr II posts will continue

	Designation	Existing scale of pay	Revised scale of pay
	Assistant Gr II	As In PD	As In PD
	Overseer Gr II	As In PD	As In PD
	Typist Gr II	As In PD	As In PD
	Physical Instructor cum Librarian	As In PD	As In PD
	Clerical Assistant	As In PD	As In PD

69. Sainik Welfare

	Director	10000-15150	16650-23200
	Assistant Director/Zilla Sainik Welfare Officer	7450-11475	12250-19800
	Assistant Secretary	6500-10550	10790-18000
	Personal Assistant & Manager	6500-10550	10790-18000
	Welfare Organiser	4000-6090	7990-12930
	Posts held by Personnel of other Departments		
	Administrative Officer Gr II	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Junior Employment Officer	As In PD	As In PD
	Binder	As In PD	As In PD

70. Scheduled Caste Development

	Director	IAS	IAS
	Additional Director	12600-15600	20700-26600
	Joint Director/Vigilance Officer	10000-15150	16650-23200
	Deputy Director	8250-13650	13610-20700
	District Development Officer for Scheduled Caste/Special Officer/Colonisation Administrator	7800-12975	12930-20250
	Scheduled Caste Development Officer Gr I	6500-10550	10790-18000
	Assistant District Development Officer for Scheduled Caste	6500-10550	11910-19350
	Chief Publicity Officer	6500-10550	10790-18000
	Special Taluk Development Officer	6500-10550	10790-18000
	Inspector of Training	6500-10550	10790-18000
	Scheduled Caste Development Officer Gr II	5500-9075	9190-15510
	Assistant Publicity Officer	5500-9075	9190-15510
	Instructor in Stenography	5250-8150	8790-13610
	Training Superintendent/Assistant Inspector of Training	5000-8150	8390-13270
	Training Instructor	4500-7000	7480-11910
	Nursery School Teacher	4000-6090	6680-10790

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised Scale of pay</i>
^a	Warden HG	4000-6090	6680-10790
^a	Warden	3050-5230	4990-7990
	Posts held by Personnel of Other Departments		
	Chief Planning Officer	As In PD	As In PD
	Administrative Officer Gr I	As In PD	As In PD
	Finance Officer Gr I	As In PD	As In PD
	Principal, Pre-Examination Training Centre	As In PD	As In PD
	Training Officer	As In PD	As In PD
	Lecturer	As In PD	As In PD
	Research Officer	As In PD	As In PD
	Research Assistant	As In PD	As In PD
	U D Compiler	As In PD	As In PD
	L D Compiler	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

71. Scheduled Tribes development

	Director	IAS	IAS
	Joint Director	10000-15150	16650-23200
	Deputy Director/Project Officer	8250-13650	13610-20700
	Assistant Director (Education)	7450-11475	12250-19800
	Tribal Development Officer	7450-11475	12250-19800
	Personal Assistant to Tribal Development Officer	6500-10550	11910-19350
	Assistant Project Officer	6500-10550	11910-19350
	Special Extension Officer	5500-9075	9190-15510
	Industrial Supervisor	5500-9075	9190-15510
	Tribal Extension Officer	5500-9075	9190-15510
	Supervisor	4500-7000	7480-11910
	Nursery School Teacher	4000-6090	6680-10790
	Teacher cum Warden	3350-5275	5510-8590
	Data Entry Operator	3350-5275	5510-8590
^b	Warden/Instructor	3050-5230	4990-7990
	Record Attender	2750-4625	4510-7480
	Posts held by Personnel of other Departments		

^a Existing ratio of 1:1 between Wardens/Warden HG will continue

^b Applicable only to Wardens appointed prior to the issue of Special Rules dated 15.5.1993

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised Scale of pay</i>
	Administrative Officer Gr I	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD
	Medical Officer	As In PD	As In PD
	Assistant Engineer	As In PD	As In PD
	Medical Officer (ISM)	As In PD	As In PD
	Junior Employment Officer	As In PD	As In PD
	Research Assistant	As In PD	As In PD
	Overseer	As In PD	As In PD
	Pharmacist Gr I	As In PD	As In PD
	Pharmacist Gr II/Midwife (Lady Health Worker Gr II)	As In PD	As In PD
	UD Compiler	As In PD	As In PD
	LD Compiler	As In PD	As In PD
	Assistant Director (Sub Plan Cell)	As In PD	As In PD
	Special Officer	As In PD	As In PD
	Headmaster (High School)	As In PD	As In PD
	Headmaster (UP School)	As In PD	As In PD
	Graduate Teacher	As In PD	As In PD
	Language Teacher/Special Teacher	As In PD	As In PD

72. Secretariat

1. Administrative Secretariat			
	Chief Secretary	IAS	IAS
	Additional Chief Secretary	IAS	IAS
	Principal Secretary	IAS	IAS
	Secretary	IAS	IAS
	Special Secretary	IAS	IAS
	Additional Secretary	14000-18000 + 300sp	25400-33100 + 600sp [#]
	Joint Secretary	12600-15600 + 200sp	23200-31150
	Deputy Secretary	10000-15150 + 200sp	20700-26600
^a	Under Secretary and Assistant Electoral Officer/Protocol Officer/Additional Protocol Officer	7800-12975 + 200sp	12930-20250
	Section Officer (HG)	7200-11400	11910-19350

[#] Special pay in lieu of higher time scale of pay

^a. The Under Secretary will be allowed higher grade in the scale of pay of Rs.16650-23200 in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

	Designation	Existing scale of pay	Revised scale of pay
b	Section Officer/Cashier/Chief Reception Officer/Asst.Protocol Officer	6500-10550	10790-18000
	Assistant (Sel.Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)/Assistant Cashier	5500-9075	9190-15510
c	Assistant Gr I/Reception Officer/Accountant	4600-7125	7990-12930
	Assistant Gr II	4000-6090	
d	Language Expert	7800-12975	12930-20250
	Librarian (Sen.Gr).	10000-15150	16650-23200
	Personal Assistant (HG)	7450-11475	12250-19800
	Personal Assistant	7200-11400	11910-19350
	Cypher Assistant	5500-9075	9190-15510
	Office Superintendent	6500-10550	10790-18000
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
e	Typist Gr II	3590-5400	5930-9590
f	Assistant Security Officer	4600-8000	7990-12930
	Sergeant	4600-8000	7990-12930
	Security Guard,Chowkidar,Watchman (HG)	3350-5275	5930-9590
g	Security Guard,Chowkidar,Watchman	2750-4625	4990-7990
	Health Inspector Gr II	4600-7125	7990-12930
	Health Assistant	3050-5230	4990-7990
	Lift Supervisor	3350-5275	5510-8590
	Supervisor, Duplicator Machine Operator	3050-5230	4990-7990
	Clerical Assistant Gr I	3350-5275	5930-9590
h	Clerical Assistant Gr II	2750-4625	4510-7480

^b The existing ratio of 1:1 between Section Officer and Section Officer (HG) will continue

^c The Grade II and I posts of Assistant are merged in to one and allowed the scale of pay of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1.

^d The present incumbent will be allowed to continue in the revised scale of Rs.16650-23200 as personal

^e The existing ratio of 1:1:1:1 between the four grades of Typists will continue

^f Security Officer promoted from Assistant Security Officer will be placed in the scale of pay of Rs.9190-15510

^g The existing higher grade ratio will be modified to 1:5

^h The existing ratio between Gr I and II will be modified to 1:1

	<i>Designation</i>	Existing scale of pay	Revised scale of pay
	Attender	2650-4150	4400-6680
	Garden Supervisor	4600-7125	7990-12930
	Head Gardener	2750-4625	4510-7480
	Gardener	2650-4150	4400-6680
	Nottam	2650-4150	4400-6680
	Motor Cycle Orderly	2750-4625	4510-7480
	Messenger	2610-3680	4300-5930
	<i>Post held by Personnel of other Departments</i>		
	Officer on Special Duty	As In PD	As In PD
	Chief Security Officer (DYSP)	As In PD	As In PD
	Director, PPM Cell and Ex-Officio Addl. Secretary	As In PD	As In PD
	Project Economist	As In PD	As In PD
	Credit Specialist	As In PD	As In PD
	Water Management Specialist	As In PD	As In PD
	<i>O/o. the Resident Commissioner, New Delhi</i>		
	Resident Commissioner	IAS	IAS
	Confidential Assistant	6675-10550	11070-18450
	Typist (Sen.Gr)	5500-9075	9190-15510
	Personal Assistant to Resident Commissioner	4600-7125	7990-12930
	Chauffeur Gr II	3050-5230	4990-7990
	Motor Cycle Despatch Rider	2750-4625	4510-7480
	Chowkidar	2610-3680	4300-5930
	Part-time Sweeper	Fix.Pay+DA	Fix.Pay+DA
	<i>Post held by Personnel of other Departments</i>		
	Administrative Officer	As In PD	As In PD
	Additional Resident Commissioner/Controller	As In PD	As In PD
	Assistant Engineer	As In PD	As In PD
	Law Officer	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Assistant (Sen.Gr)	As In PD	As In PD
	Assistant Gr II	As In PD	As In PD
	Liaison Officer	As In PD	As In PD
	Assistant Liaison Officer	As In PD	As In PD
	Draftsman Gr II	As In PD	As In PD

	<i>Designation</i>	Existing scale of pay	Revised scale of pay
	Typist Gr II	As In PD	As In PD
	<i>Science Technology & Environment Department</i>		
	Chairman	16300-18300	26600-33750
	Director	14300-18300	25400-33100
	Principal Scientific Officer	12600-15600	20700-26600
	Scientific Officer	10000-15150	16650-23200
	Research Assistant	6675-10550	11070-18450
	Deputy Secretary	As In PD	As In PD
	Under Secretary	As In PD	As In PD
	Financial Assistant	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Assistant Gr II	As In PD	As In PD
	Typist Gr II	As In PD	As In PD
	Confidential Assistant	As In PD	As In PD
	<i>Bureau of Public Enterprises</i>		
	Director	As In PD	As In PD
	Under Secretary	As In PD	As In PD
	<i>Designation</i>	Existing scale of pay	Revised scale of pay
	Section Officer	As In PD	As In PD
	Assistant Gr II	As In PD	As In PD
	Typist Gr II	As In PD	As In PD
	Confidential Assistant	As In PD	As In PD
	2. Finance Secretariat		
	Principal Secretary	IAS	IAS
	Secretary	IAS	IAS
	Additional Secretary	14000-18000+300sp	25400-33100+600sp [#]
	Joint Secretary	12600-15600+200sp	23200-31150
	Deputy Secretary	10000-15150+200sp	20700-26600
ⁱ	Under Secretary	7800-12975+200sp	12930-20250
	Accounts Officer	7200-11400	As in CC
	Section Officer (HG)	7200-11400	11910-19350

[#] Special Pay in lieu of higher time scale of pay

ⁱ. The Under Secretary will be allowed higher grade in (the proposed scale of pay of Rs.16650-23200) in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

	Designation	Existing scale of pay	Revised scale of pay
j	Section Officer	6500-10550	10790-18000
	Assistant (Sel.Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)	5500-9075	9190-15510
k	Assistant Gr I	4600-7125	7990-12930
k	Assistant Gr II	4000-6090	
	Personal Assistant	6675-10550	11070-18450
	Office Superintendent	6500-10550	10790-18000
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
l	Typist Gr II	3590-5400	5930-9590
	Clerical Assistant Gr I	3350-5275	5930-9590
m	Clerical Assistant Gr II	2750-4625	4510-7480
	Attender	2650-4150	4400-6680
	<i>Data Processing Centre (DPC)</i>		
	Director, Information Systems	As In PD	As In PD
	Assistant Director (Information Systems)	7200-11400	11910-19350
	<i>Post held by Personnel of other Departments</i>		
	Chief Technical Examiner	16300-18300	26600-33750
	Technical Officer	10000-15150	16650-23200
	Executive Engineer	10000-15150	16650-23200
	Assistant Executive Engineer	7450-11475	12250-19800
	Technical Assistant	7450-11475	12250-19800
	Assistant Technical Officer	7450-11475	12250-19800
	Assistant Engineer	6675-10550	11070-18450
	Divisional Accountant	6500-10550	10790-18000

j . The existing ratio of 1:1 between Section Officer and Section Officer (HG) will continue

k . The Grade II and I posts of Assistant are merged in to one and allowed the scale of pay of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1

l . The existing ratio of 1:1:1:1 between the four grades of Typists will continue

m . The existing ratio between Gr I and II will be modified to 1:1

	Designation	Existing scale of pay	Revised scale of pay
	3. Law Secretariat		
	Law Secretary	As In PD	As In PD
	Special Secretary (Law)	16300-18300	26600-33750
	Additional Secretary	14000-18000+300sp	25400-33100+600sp [#]
	Joint Secretary	12600-15600+200sp	23200-31150
	Deputy Secretary	10000-15150+200sp	20700-26600
^o	Under Secretary	7800-12975+200sp	12930-20250
	Section Officer (HG)	7200-11400	11910-19350
^p	Section Officer	6500-10550	10790-18000
	Legal Assistant (Sen.Gr)	5800-9425	9590-16650
	Legal Assistant Gr I	5500-9075	9190-15510
	Legal Assistant Gr II	4600-7125	8390-13270
	Librarian	6500-10550	10790-18000
	Librarian Gr III	4500-7000	7480-11910
	Personal Assistant	6675-10550	11070-18450
	Senior Tamil Translator (HG)	7800-12975	12930-20250
	Senior Tamil Translator	6500-10550	10790-18000
	Tamil Translator (HG)	5500-9075	9190-15510
	Assistant Tamil Translator	4500-7000	7480-11910
	Senior Kannada Translator (HG)	7800-12975	12930-20250
	Senior Kannada Translator	6500-10550	10790-18000
	Kannada Translator (HG)	5500-9075	9190-15510
	Assistant Kannada Translator	4500-7000	7480-11910
	Office Superintendent	6500-10550	10790-18000
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
^q	Typist Gr II	3590-5400	5930-9590
	Clerical Assistant Gr I	3350-5275	5930-9590
^r	Clerical Assistant Gr II	2750-4625	4510-7480
	Attender	2650-4150	4400-6680

[#] Special Pay in lieu of higher time scale of pay

^o The Under Secretary will be allowed higher grade in the scale of pay of Rs.16650-23200 in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

^p The existing ratio between Section Officer and Section Officer (HG) will continue

^q The existing ratio of 1:1:1:1 between the four grades of Typists will continue

^r The existing ratio between Gr I and II will be modified to 1:1

	Designation	Existing scale of pay	Revised scale of pay
	<i>Post held by Personnel of other Departments</i>		
	Joint Secretary (Suits)	As In PD	As In PD
	Chauffeur Gr II	As In PD	As In PD
	4. Legislature Secretariat		
	Secretary	As In PD	As In PD
	Special Secretary	16300-18300	26600-33750
	Additional Secretary	14000- 18000+300sp	25400- 33100+600sp [#]
	Joint Secretary	12600- 15600+200sp	23200-31150
	Deputy Secretary/Estate Officer/Research Officer	10000- 15150+200sp	20700-26600
^s	Under Secretary/Protocol Officer	7800- 12975+200sp	12930-20250
^t	Section Officer (HG)	7200-11400	11910-19350
	Section Officer/Manager cum Superintendent/Cashier	6500-10550	10790-18000
	Assistant (Sel. Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)/Assistant Manager	5500-9075	9190-15510
^u	Assistant Gr I/Assistant Manager	4600-7125	7990-12930
^u	Assistant Gr II/Assistant Manager	4000-6090	
	Chief Editor	12600- 15600+200sp	20700- 26600+200sp
	Deputy Chief Editor	8250- 13650+200sp	13610- 20700+200sp
	Editor of Debates	7800-12975	12930-20250
	Sel. Gr. Reporter (HG)	7200-11400	11910-19350
^v	Selection Grade Reporter	6500-10550	10790-18000
	Senior Grade Reporter	5800-9425	9590-16650
	Reporter Gr I	5500-9075	9190-15510
^w	Reporter Gr II	4600-7125	7990-12930
	Personal Assistant	7200-11400	11910-19350
	Librarian	8250-13650	13610-20700

[#] Special Pay in lieu of higher time scale of pay

^s The Under Secretary will be allowed higher grade in the scale of pay of Rs.16650 – 23200 in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

^t The existing ratio of 1:1 between Section Officer and Section Officer (HG) will continue

^u The Grade II and I posts of Assistant are merged in to one and allowed the revised scale of pay of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1

^v The existing ratio of 7:2:5:7 among selection, senior, Gr. I and Gr. II Reporters will continue

^w 1/3rd posts of Reporter (Sel.Gr) are placed in the higher grade

	Designation	Existing scale of pay	Revised scale of pay
	Deputy Librarian	7450-11475	12250-19800
	Assistant Librarian Gr I	5800-9425	9590-16650
	Assistant Librarian Gr II	5500-9075	9190-15510
	Catalogue Assistant	5000-8150	8390-13270
	Office Superintendent	6500-10550	10790-18000
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
x	Typist Gr II	3590-5400	5930-9590
	Clerical Assistant Gr I	3350-5275	5930-9590
y	Clerical Assistant Gr II	2750-4625	4510-7480
	Attender	2650-4150	4400-6680
	Photocopier Operator	3050-5230	4990-7990
	Chief Hostel Attendant	3050-5230	4990-7990
	Assembly Attendant	2750-4625	4510-7480
	Hostel Attendant	2650-4150	4400-6680
	Lady Attendant	2650-4150	4400-6680
	Head Telephone Operator	4600-7125	7990-12930
	Telephone Operator	3350-5275	As in CC
	Gardener	2650-4150	4400-6680
	Library Boy	2610-3680	4300-5930
	<i>Post held by Personnel of other Departments</i>		
	Chief Marshal (DySP/Asst. Commissioner)	As In PD	As In PD
	Deputy Chief Marshal	As In PD	As In PD
	Marshal Gr I (SI of Police)	As In PD	As In PD
	Sergeant (In the grade of Head Constable)	As In PD	As In PD
	Sergeant Assistant (In the grade of Police Constable)	As In PD	As In PD
	Personal Assistant to MLA	As In PD	As In PD
	5. Governor's Secretariat		
	Secretary to Governor	IAS	IAS
	Deputy Secretary	10000-15150+200sp	20700-26600

x The existing ratio of 1:1:1:1 between the four grades of Typists will continue

y The existing ratio between Gr I and II will be modified to 1:1

	Designation	Existing scale of pay	Revised scale of pay
z	Under Secretary	7800-12975+200sp	12930-20250
	Section Officer	6500-10550	10790-18000
	Assistant (Sel.Gr)	5800-9425	9590-16650
	Assistant (Sen.Gr)	5500-9075	9190-15510
a	Assistant Gr I	4600-7125	7990-12930
a	Assistant Gr II	4000-6090	
	Private Secretary to Governor	7800-12975	12930-20250
	Addl.Private Secretary to Governor	7800-12975	12930-20250
	Public Relations Officer	7800-12975	12930-20250
	Personal Assistant	7200-11400	11910-19350
	Tour Superintendent	6500-10550	10790-18000
	Cypher Superintendent	6500-10550	10790-18000
	Cypher Assistant	5500-9075	9190-15510
	Typist (Sel.Gr)	5800-9425	9590-16650
	Typist (Sen.Gr)	5500-9075	9190-15510
	Typist Gr I	4600-7125	7990-12930
b	Typist Gr II	3590-5400	5930-9590
	Telephone Operator	3350-5275	As in CC
	Motor Cycle Despatch Rider	2750-4625	4510-7480
	6. Governor's Household		
	ADC to Governor	IPS	IPS
	ADC to Governor	As In PD	As In PD
	Comptroller	10000-15150	16650-23200
	Medical Officer	7200-11400	11910-19350
	Staff Nurse	4500-7000	7480-11910
	Pharmacist Gr II	4000-6090	6680-10790
	Furniture Clerk	3350-5275	5510-8590
	Motor Section Clerk	3350-5275	5510-8590
	Garden Supervisor	3350-5275	5510-8590
	Housekeeping Assistant	3350-5275	5510-8590
	Head Butler	2750-4625	4510-7480
	Head Cook	2750-4625	4510-7480
	Head Gardener	2750-4625	4510-7480

z The Under Secretary will be allowed higher grade in the scale of pay of Rs.16650-23200 in the ratio of 2:1 between Under Secretary and Under Secretary (HG).

a The Grade I and II posts of Assistant are merged to Assistant and allowed the revised scale of pay of Rs.7990-12930. The ratio between Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr) will be 1:1:1

b The existing ratio of 1:1:1:1 between the four grades will continue

	Designation	Existing scale of pay	Revised scale of pay
	Personal Attendant	2650-4150	4400-6680
	Caretaker	2650-4150	4400-6680
	Tailor	2650-4150	4400-6680
	Cook	2650-4150	4400-6680
	Laundry Superintendent	2650-4150	4400-6680
	Head Dhobi	2650-4150	4400-6680
	Nursing Assistant	2610-3680	4300-5930
	Hospital Attendant	2610-3680	4300-5930
	Female Attendant	2650-4150	4400-6680

7. Kerala House

	Controller	7200-11400	11910-19350
	Manager (Catering/Housekeeping)	6500-10550	10790-1800
	Reception Assistant	4600-7125	7990-12930
	Catering Supervisor	4000-6090	6680-10790
	Overseer	3590-5400	5930-9590
	Steno-Typist	3590-5400	5930-9590
	Telephone Operator	3050-5230	4990-7990
	House Keeping Supervisor	3050-5230	4990-7990
	Assistant House Keeper	3050-5230	4990-7990
	Store keeper	4000-6090	6680-10790
	Assistant Store keeper	3050-5230	4990-7990
	Chauffeur	3050-5230	4990-7990
	Butler/Steward	3050-5230	4990-7990
	Waiter/Bearer	2650-4150	4400-6680
	Room Boy/Room Attender	2650-4150	4400-6680
	Cook	2650-4150	4400-6680
	Peon	2610-3680	4300-5930
	Electrician	2750-4625	As in CC
	Plumber	2750-4625	As in CC
	Helper to Electrician	2610-3680	4300-5930
	Helper to Plumber	2610-3680	4300-5930
	Chowkidar	2610-3680	4300-5930
	Sweeper	2610-3680	4300-5930
	Lascar/Gardner/Scavenger/Kitchen helper	2610-3680	4300-5930
	Lift Operator	2750-4625	As in CC
	Head Mechanic	2610-3680	4300-5930
	A/C mechanic	2610-3680	4300-5930

	Designation	Existing scale of pay	Revised scale of pay
	Post held by Personnel of other Departments		
	Protocol Officer	As In PD	As In PD
	Under Secretary	As In PD	As In PD
	Assistant Protocol Officer	As In PD	As In PD
	Section Officer	As In PD	As In PD
	Assistant (Sr. Gr)	As In PD	As In PD
	Typist	As In PD	As In PD
	Assistant Gr I	As In PD	As In PD
	Assistant Gr II	As In PD	As In PD

73. Social Welfare

	Director of Social Welfare	IAS	IAS
	Additional Director	10000-15150	16650-23200
	Project Co-ordinator/Additional Director	10000-15150	16650-23200
	Joint Director and Project Manager,WFP	8250-13650	13610-20700
	Joint Project Co-ordinator/Joint Director	8250-13650	13610-20700
	Regional Assistant Director	7450-11475+ 100 sp	12930-20250
	Assistant Director	7450-11475+ 100 sp	12930-20250
	District Social Welfare Officer	7450-11475	12250-19800
	District Probation Officer Gr I	7200-11400	11910-19350
	Programme Officer	6500-10550	10790-18000
	Superintendent, Welfare Institution Gr I	6500-10550	10790-18000
	Child Development Project Officer	6500-10550	10790-18000
	Project Officer, Upgraded Special Nutrition Programme/Regional Dowry Prohibition Officer	6500-10550	10790-18000
	Superintendent, Government Juvenile Home/Special Home	6500-10550	10790-18000
	Deputy Superintendent cum Headmaster Gr I	6500-10550	10790-18000
	Deputy Superintendent cum Headmaster Gr II	5500-9075	9190-15510
	Literacy Teacher SI Gr	5250-8150	8790-13610
	Inspector Special Nutrition Programme	5000-8150	8390-13270
	Inspector WFP	5000-8150	8390-13270
	Store-keeper-cum-Logistics Officer	5000-8150	8390-13270
	Superintendent, Welfare institution Gr II	5000-8150	8390-13270
	Assistant Child Development Project Officer	5000-8150	8390-13270

	Designation	Existing scale of pay	Revised scale of pay
	District Probation Officer Gr II	5000-8150	9190-15510
	Supervisor, Vocational Training Centre	5000-8150	8390-13270
	Social Scientist, Vocational Training Centre	5000-8150	8390-13270
	Nutritionist	5000-8150	8390-13270
	Pre School Educationist	5000-8150	8390-13270
	Health Educationist	5000-8150	8390-13270
	Sociologist	5000-8150	8390-13270
	Printing Supervisor	5000-8150	8390-13270
	Literacy Teacher Sr. Gr	5000-8150	8390-13270
	Superintendent, Welfare Institution Gr III	4600-7125	8390-13270
	Inspector (Child Welfare)	4600-7125	8390-13270
	Special Teacher HMDC	4600-7125	7990-12930
	Carpentry Foreman	4500-7000	7480-11910
	Supervisor, ICDS	4500-7000	7990-12930
	Social Education Assistant	4500-7000	7480-11910
	Literacy Teacher Gr I	4500-7000	7480-11910
	Warden, Hostel for Working Men	4000-6090	6680-10790
	Warden, Hostel for Working Women	4000-6090	6680-10790
	Literacy Teacher Gr II	4000-6090	6680-10790
	Nursery Teacher	4000-6090	6680-10790
	Senior Instructor, Vocational Training Centre	3350-5275	5510-8590
	Care Mother	3350-5275	5510-8590
	Craft Instructor	3350-5275	5510-8590
	Music Teacher	3350-5275	5510-8590
	Tailoring Instructor	3350-5275	5510-8590
	Agricultural Instructor	3350-5275	5510-8590
	Agricultural Demonstrator	3350-5275	5510-8590
	Carpentry Instructor	3350-5275	5510-8590
	Weaving Instructor	3350-5275	5510-8590
	Drill Instructor	3350-5275	5510-8590
	Physical Training Instructor	3350-5275	5510-8590
	Dance Master	3350-5275	5510-8590
	Matron Gr I	3050-5230	4990-7990
	Needle Work Teacher	3050-5230	4990-7990
	Craft Teacher	3050-5230	4990-7990
	Craft Instructor	3050-5230	4990-7990
	House Master	3050-5230	4990-7990
	Instructor Book Binding	3050-5230	4990-7990

	Designation	Existing scale of pay	Revised scale of pay
	Instructor (Tailoring and Embroidery)	3050-5230	4990-7990
	Tailoring Instructor	3050-5230	4990-7990
	Instructor (Leather Works)	3050-5230	4990-7990
	Instructor (Plastic Works)	3050-5230	4990-7990
	Instructor (Pottery)	3050-5230	4990-7990
	Care Taker	3050-5230	4990-7990
	Teacher (Industry)	3050-5230	4990-7990
	Part time Hindi Teacher	3050-5230	4990-7990
	Part time Music Teacher	3050-5230	4990-7990
	Part Time Bhagavathar	3050-5230	4990-7990
	Part Time Tailoring Instructor	3050-5230	4990-7990
	Electrician Pump Driver	2750-4625	4510-7480
	Supervisor,Balamandir	2750-4625	4510-7480
	Ayah	2650-4150	4400-6680
	Matron Gr II	2650-4150	4400-6680
	Male Attendant/Male Warden	2650-4150	4400-6680
	Head Cook	2650-4150	4400-6680
	Nurse	2650-4150	4400-6680
	Female Nursing Orderly	2650-4150	4400-6680
	Consultant in Psychiatry	800 Fix.Pay	1400 Fix.Pay
	Consultant in Paediatrics	800 Fix.Pay	1400 Fix.Pay
	Consultant in Psychology	800 Fix.Pay	1400 Fix.Pay
	Honorary Psychiatrist	800 Fix.Pay	1400 Fix.Pay
	Part-Time Medical Officer	800 Fix.Pay	1400 Fix.Pay
	Posts held by Personnel of other Departments		
	Joint Project Co-ordinator (Finance and Procurement)/Deputy Secretary	As In PD	As In PD
	Finance Officer Gr II	As In PD	As In PD
	Administrative Officer Gr II	As In PD	As In PD
	Assistant Surgeon	As In PD	As In PD
	Lady Health Inspector	As In PD	As In PD
	Staff Nurse	As In PD	As In PD
	Junior Statistical Inspector	As In PD	As In PD
	Lady Health Worker Gr II	As In PD	As In PD

74. Soil Conservation

	Designation	Existing scale of pay	Revised scale of pay
	Additional Director of Soil Conservation	14000-18000	23200-31150
	Joint Director of Soil Conservation	10000-15150	16650-23200
	Deputy Director of Soil Conservation	8250-13650	13610-20700
	Assistant Director	7450-11475	12250-19800
	District Soil Conservation Officer	7450-11475	12250-19800
	Research Officer	7450-11475	12250-19800
	Assistant Engineer	6675-10550	11070-18450
	Soil Conservation Officer	6675-10550	11070-18450
^a	Field Assistant (Senior Grade)	5000-8150	8390-13270
^a	Field Assistant Gr I	4500-7000	7480-11910
^a	Field Assistant Gr II	3590-5400	5930-9590
^b	Overseer Gr I	4600-7125	7990-12930
^b	Draftsman Gr I	4600-7125	7990-12930
	Surveyor	3590-5400	5930-9590
	Draftsman Gr II	3590-5400	6680-10790
	Tracer	3350-5275	5510-8590
	Work Superintendent	3350-5275	5510-8590
	Soil Survey		
	Additional Director	14000-18000	23200-31150
	Deputy Director	8250-13650	13610-20700
	Assistant Director	7450-11475	12250-19800
	Senior Chemist	7450-11475	12250-19800
	Soil Survey Officer	6675-10550	11070-18450
	Research Assistant	6675-10550	11070-18450
	Cartographer	6675-10550	11070-18450
	Technical Assistant	6675-10550	11070-18450
	Field Officer	5500-9075	10790-18000
	Laboratory Assistant	4000-6090	6680-10790
	Blue Printer	2650-4150	4400-6680
	Laboratory Attender	2650-4150	4400-6680

^a The ratio among Gr I, Gr II and Senior Grade Field Assistants will be 5:3:2.

^b 20% of the post of Overseer Gr I/Draftsman Gr I will be in the Higher Grade with scale of pay of Rs.9190-15510

75. Sports and Youth Affairs

	Designation	Existing scale of pay	Revised scale of pay
	Director	12600-15600	20700-26600
	Sports Demonstrator	4600-7125	7990-12930
	Staff Nurse	4500-7000	7480-11910
	Martial Art Instructor	4500-7000	7480-11910
	Electrician	2750-4625	4510-7480
	Hospital Attendant Gr II	2610-3680	4300-5930
	Ambulance Assistant	2610-3680	4300-5930
	Posts held by Personnel of other Departments		
^d	Additional Director	As In PD	As In PD
	Deputy 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

76. State Archives

	Director	10000-15150	16650-23200
	Assistant Director	7450-11475	12250-19800
	Conservation Officer	6500-10550	10790-18000
	Editorial Archivist	6500-10550	10790-18000
	Archivist	6500-10550	10790-18000
	Superintendent	6500-10550	10790-18000
	Junior Editor	5500-9075	9190-15510
	Assistant Archivist Gr I	5500-9075	9190-15510
	Assistant Conservation Officer	5500-9075	9190-15510
	Preservation Supervisor	5000-8150	8390-13270
	Photographer	4500-7000	7480-11910
	Assistant Archivist Gr II	4000-6090	6680-10790
	Editorial Assistant	4000-6090	6680-10790
	Mender	3590-5400	5930-9590
	Binder	2750-4625	4990-7990

77. State Central Library

	State Librarian	10000-15150	16650-23200
	Deputy Librarian	7450-11475	12250-19800
	Librarian Gr I	7200-11400	11910-19350
	Librarian Gr II	5500-9075	9190-15510

^d Deputation from Sports Authority of India

	Designation	Existing scale of pay	Revised scale of pay
	Conservator	5500-9075	9190-15510
	Camera Operator cum Section in charge	5000-8150	8390-13270
	Librarian Gr III	5000-8150	8390-13270
	Technical Assistant	4600-8000	7990-12930
	Book Preservation Assistant	4000-6090	6680-10790
	Librarian Gr IV	3590-5400	6680-10790
	Xerox Operator	3050-5230	4990-7990
	Dark Room Assistant	3050-5230	4990-7990
	Janitor	2650-4150	4400-6680

78. State Insurance

	Director of Insurance	12600-15600	20700-26600
	Deputy Director of Insurance	7800-12975	12930-20250
	Assistant Director/District Insurance Officer	7200-11400	12250-19800
	Development Officer/ Inspector/Accounts Officer	6500-10550	10790-18000
	Posts held by Personnel of other Departments		
	Accounts Officer	As In PD	As In PD
	Law Officer	As In PD	As In PD

79. State Lotteries

	Director	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	Deputy Director	7800-12975	12930-20250
	District Lottery Officer	7200-11400	12250-19800
	Accounts Officer	7200-11400	12250-19800
	Personal Assistant	6675-10550	11070-18450
	Assistant District Lottery Officer	6500-10550	10790-18000
	Attender cum Packer	2650-4150	4400-6680
	Posts held by Personnel of other Departments		
	Finance Officer Gr II	As In PD	As In PD
	Publicity Officer	As In PD	As In PD
	Accountant	7200-11400	11910-19350
	Senior Auditor	6500-10550	10790-18000

80. State Planning Board

	Designation	Existing scale of pay	Revised scale of pay
	Member Secretary	IAS	IAS
	Chief (Plan Co-ordination Division)	14300-18300	25400-33100
	Chief (Agriculture Division)	14300-18300	25400-33100
	Chief (Industry & Infrastructure Division)	14300-18300	25400-33100
	Chief (Social Service Division)	14300-18300	25400-33100
	Chief (Evaluation Division)	14300-18300	25400-33100
	Chief (Perspective Planning Division)	14300-18300	25400-33100
	Chief (Decentralised Planning Division)	14300-18300	25400-33100
	Joint Director Sel. Gr.	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	District Planning Officer	10000-15150	16650-23200
	Cost Analyst	10000-15150	16650-23200
	System Analyst	10000-15150	16650-23200
	Agronomist	10000-15150	16650-23200
	Deputy Director/Deputy District Planning Officer	8250-13650	13610-20700
	Plan Publicity Officer	8250-13650	13610-20700
	Programmer	8250-13650	13610-20700
	Librarian Sr. Gr	7800-12975	12930-20250
	Assistant Programmer	7450-11475	12250-19800
	Assistant Director/Assistant District Planning Officer	7450-11475	12250-19800
	Publication Officer	7450-11475	12250-19800
	Research Officer	6675-10550	11070-18450
	Personal Assistant	6675-10550	11070-18450
	Research Assistant	6500-10550	10790-18000
	Draftsman	4500-7000	7480-11910
	Telephone Operator	3050-5230	4990-7990
	Personal Staff of Vice Chairman		
	Special Private Secretary	12600-15600	20700-26600
	Private Secretary	7800-12975	12930-20250
	Personal Assistant	6675-10550	11070-18450
	Driver	3050-5230	4990-7990
	Security Staff	2610-3680	4300-5930
	Peon	2610-3680	4300-5930
	Posts held by Personnel of other Departments		

	Designation	Existing scale of pay	Revised scale of pay
	Administrative Officer Gr I	As In PD	As In PD
	Librarian Gr IV	As In PD	As In PD

81. State Water Transport

	Director	10000-15150	16650-23200
	Operating Wing		
	Traffic Superintendent	6500-10550	10790-18000
^a	Station Master Gr I	4600-7125	7990-12930
	Checking Inspector Gr I	4600-7125	7990-12930
^a	Station Master Gr II	4000-6090	6680-10790
^b	Checking Inspector Gr II	4000-6090	7480-11910
	UD Cashier	4000-6090	6680-10790
	Checker	3590-5400	6680-10790
	Boat Master	3350-5275	5510-8590
	Syrang	3350-5275	5510-8590
	Boat Driver	3350-5275	5510-8590
	LD Cashier	3050-5230	4990-7990
	Lascar Grade I	3050-5230	4990-7990
	Lascar Grade II	2750-4625	4510-7480
	Repair & Maintenance Wing		
	Mechanical Engineer	8250-13650	13610-20700
	Works Manager	7450-11475	12250-19800
	Assistant Works Manager	6500-10550	10790-18000
	Foreman	5000-8150	8390-13270
	Chargeman	4600-7125	7990-12930
	Smithy Chargeman	4600-7125	7990-12930
	Store Keeper	4600-7125	7990-12930
	Mechanic	4500-7000	7480-11910
	Time-keeper	4000-6090	6680-10790
	Chargeman (Carpenter)	4000-6090	6680-10790
	Fitter Gr I	4000-6090	6680-10790
	Blacksmith Gr I	4000-6090	6680-10790
	Armature Winder	3350-5275	5510-8590
	Moulder	3350-5275	5510-8590
	Pattern Maker	3350-5275	5510-8590

^a Ratio between Gr I and Gr II posts will be 1:4

^b Two posts will be placed in the Gr I scale of pay of Rs.7990-12930

	Designation	Existing scale of pay	Revised scale of pay
	Assistant Carpentry Maistry	3050-5230	4990-7990
	Chargeman (Caulker)	3050-5230	4990-7990
	Fitter Gr II	3050-5230	4990-7990
	Pump Operator	3050-5230	4990-7990
	Assistant Storekeeper	3050-5230	4990-7990
	Blacksmith Gr II	3050-5230	4990-7990
	Battery Charger	3050-5230	4990-7990
	Upholsterer	3050-5230	4990-7990
	Carpenter	2750-4625	4990-7990
	Caulker	2750-4625	4510-7480
	Painter	2750-4625	4510-7480
	Machinist	2750-4625	4990-7990
	Electrician/Welder/Turner	2750-4625	4990-7990
	Cooly Worker	2610-3680	4300-5930
	Oil Supplier	1400+DA	2300+DA
	Posts held by Personnel of other Departments		
	Finance Officer Gr II	As In PD	As In PD

82. Stationery

	Controller	12600-15600	20700-26600
	Deputy Controller	7800-12975	12930-20250
	Assistant Controller	7200-11400	12250-19800
^d	Inspector of Stationery	6500-10550	10790-18000
^d	Chief Store Keeper/District Stationery Officer	6500-10550	10790-18000
	Chief Foreman	6500-10550	10790-18000
	Mechanical Foreman	5500-9075	9190-15510
	Assistant Foreman	5250-8150	8790-13610
	Mechanic HG	4600-7125	7990-12930
	Assistant Store Keeper UD	4000-6090	6680-10790
	Mechanic Gr I	4000-6090	6680-10790
	Assistant Store Keeper LD	3050-5230	4990-7990
	Mechanic Gr II	3050-5230	4990-7990
	Packer	2650-4150	4400-6680
	Store Assistant	2650-4150	4400-6680
	Store Attender	2650-4150	4400-6680

^d 20% of these posts taken together will be placed in the higher grade on Rs.11910-19350

83. Survey and Land Records

	Designation	Existing scale of pay	Revised scale of pay
	Director	IAS	IAS
	Additional Director (Technical)	12600-15600+240SP	20700-26600+240SP
	Joint Director	10000-15150+120SP	16650-23200+120SP
	Deputy Director (Sr.Gr)	10000-15150	16650-23200
	Assistant Secretary	7800-12975	12930-20250
^a	Deputy Director	7800-12975	12930-20250
	Assistant Director	7450-11475	12250-19800
	Superintendent,S&LR HG	7200-11400	11910-19350
	Technical Assistant (HG)	7200-11400	11910-19350
^a	Superintendent,S&LR	6500-10550	10790-18000
^a	Technical Assistant	6500-10550	10790-18000
	Printing Supervisor	6500-10550	10790-18000
^b	Head Draftsman/Head Computer	5500-9075	9590-16650
^c	Head Surveyor	5500-9075	9590-16650
	Printing Expert	5000-8150	8390-13270
^d	Draftsman Gr-I	4600-7125	7990-12930
^d	Surveyor Gr-I	4600-7125	7990-12930
^d	Heliozincographer Gr-I	4600-7125	7990-12930
	Feeder	4500-7000	7480-11910
^d	Draftsman Gr-II	3590-5400	6680-10790
^d	Surveyor Gr-II	3590-5400	6680-10790
^d	Heliozincographer Gr-II	3590-5400	5930-9590
	Cutter	3590-5400	5930-9590
	Dark Room Assistant	3350-5275	5510-8590
	Tracer	3050-5230	5510-8590
	Deliverer	3050-5230	4990-7990
	Printer	2750-4625	4510-7480
^e	Map Mounter/Binder	2750-4625	4510-7480
	Attender (Graining Plate/Plate Cleaning)	2750-4625	4510-7480
	Pressman	2650-4150	4400-6680
	Map Operative (Photo Sec.Mounting/Binding Section)	2650-4150	4400-6680

^a 20% of the posts will be in the Senior Grade/Higher Grade

^b The ratio between Head Draftsman/Head Computer & Draftsman will be 1:8

^c The ratio between Head Surveyor and Surveyor will be 1:8

^d The ratio between Gr-I & Gr-II post will be 1:1

^e Grouped among Binder under Common category posts

	Designation	Existing scale of pay	Revised scale of pay
	Blue Printer	2650-4150	4400-6680
	Chainman	2610-3680	4300-5930

	Posts held by Personnel of other Departments		
	Finance Officer	As In PD	As In PD

84. Tourism

	Director	IAS	IAS
	Director (Eco Tourism)	IFS	IFS
	Additional Director (General)	IAS	IAS
	Additional Director (Hospitality)	12600-15600	20700-26600
	Joint Director	10000-15150	16650-23200
	Deputy Director	7800-12975	12930-20250
^a	Manager Gr I (HG)	7200-11400	11910-19350
^a	Manager Gr I	6500-10550	10790-18000
	Assistant Planning Officer	6500-10550	10790-18000
	Tourist Information Officer	6500-10550	10790-18000
	Personal Assistant to the Director	6500-10550	10790-18000
	Inspecting Officer	6500-10550	10790-18000
	Superintendent, Kanakakkunnu Palace	6500-10550	10790-18000
	Curator	5000-8150	8390-13270
	Chief Accountant	4600-7125	7990-12930
	Manager Gr II	4600-7125	7990-12930
	Information Assistant	4600-7125	7990-12930
	Head Chauffeur	----	7480-11910
	House Keeper	4000-6090	6680-10790
	Projectionist	4000-6090	6680-10790
^b	Telephone Operator HG	4000-6090	6680-10790
	Manager Gr III	4000-6090	6680-10790
	Head Mechanic	4000-6090	6680-10790
^c	Chauffeur Gr I	4000-6090	6680-10790
^b	Telephone Operator	3050-5230	4990-7990
	Steward	3050-5230	4990-7990
	Electrician	3050-5230	4990-7990
	Mechanic	3050-5230	4990-7990
	Auto Electrician	3050-5230	4990-7990

^a The existing ratio of 1:1 between Manager Gr I and Manager HG will continue

^b The ratio between Higher Grade and Lower Grade will be 1:1

^c The ratio between Gr I and Gr II posts will be 1:1

	Designation	Existing scale of pay	Revised scale of pay
	Garden Supervisor	3050-5230	4990-7990
	AC Mechanic cum Electrician	3050-5230	4990-7990
^c	Chauffeur Gr II	3050-5230	4990-7990
	Boat Driver	2750-4625	4510-7480
	Boat Syrang	2750-4625	4510-7480
	Caretaker	2750-4625	4510-7480
	Butler	2750-4625	4510-7480
	Plumber	2750-4625	4510-7480
	Cook Gr I	2750-4625	4510-7480
	Cook Gr II	2650-4150	4400-6680
	Gardener	2650-4150	4400-6680
	Waiter	2650-4150	4400-6680
	Room Attendant	2650-4150	4400-6680
	Bungalow Matey	2650-4150	4400-6680
	Room Boy	2650-4150	4400-6680
Posts held by Personnel of other Departments			
	Administrative Officer Gr I	As In PD	As In PD
	Finance Officer Gr I	As In PD	As In PD
	Planning Officer	As In PD	As In PD
	Executive Engineer (Mechanical)	As In PD	As In PD
	Assistant Executive Engineer (Civil)	As In PD	As In PD
	Research Officer	As In PD	As In PD
	Overseer (Civil) Gr I	As In PD	As In PD
	UD Compiler	As In PD	As In PD
	LD Compiler	As In PD	As In PD
	Lineman	As In PD	As In PD
	Plumber	As In PD	As In PD

85. Town Planning

	Chief Town Planner	16300-18300	26600-33750
	Senior Town Planner	14000-18000	23200-31150
	Town Planner (HG)	12600-15600	20700-26600
^a	Town Planner	10000-15150	16650-23200
	Regional Geographer	10000-15150	16650-23200
	Econometrician	10000-15150	16650-23200
	Deputy Town Planner HG	8250-13650	13610-20700
^b	Deputy Town Planner	7450-11475	12250-19800

^c The ratio between Gr I and Gr II posts will be 1:1

^a 25% of the posts will be on Higher Grade

^b 1/3rd of the total posts will be placed in the Higher Grade

	Designation	Existing scale of pay	Revised scale of pay
	Assistant Town Planner	6675-10550	11070-18450
	Research Associate	6675-10550	11070-18450
	Head Draftsman	6675-10550	11070-18450
	Photographer cum Commercial Artist	5250-8150	8790-13610
^c	Draftsman Gr I	4600-7125	7990-12930
	Town Planning Surveyor Gr I	4600-7125	7990-12930
^d	Draftsman Gr II	3590-5400	6680-10790
^d	Town Planning Surveyor Gr II	3590-5400	6680-10790
	Tracer	3050-5230	5510-8590
	Blue Printer	2650-4150	4400-6680
Posts held by Personnel of Other Departments			
	Deputy Director (Statistics)	As In PD	As In PD
	Administrative Officer	As In PD	As In PD
	Assistant Director	As In PD	As In PD
	Research Officer	As In PD	As In PD
	Statistical Inspector/Research Assistant	As In PD	As In PD
	UD Compiler	As In PD	As In PD
	Investigator HG	As In PD	As In PD
	LD Investigator	As In PD	As In PD
	LD Compiler	As In PD	As In PD

86. Treasuries

	Director	14000-18000	23200-31150
	Joint Director	10000-15150	16650-23200
	Deputy Director	8250-13650	13610-20700
	Assistant Director	7800-12975	12930-20250
	District Treasury Officer	7800-12975	12930-20250
	Assistant District Treasury Officer	7200-11400	12250-19800
	Personal Assistant	6675-10550	11070-18450
^a	Sub Treasury Officer	6500-10550	10790-18000
^a	Assistant Treasury Officer	6500-10550	10790-18000
^a	Officer in charge of Stamp Depot	6500-10550	10790-18000
	Passing Officer (Savings Bank)	5500-9075	9190-15510
	Bradma Supervisor	5500-9075	9190-15510
^b	Accountant (Sl. Gr)	4600-7125	7990-12930
^b	Senior Accountant	4000-6090	6680-10790

^c 20% of the posts will be placed in the Higher Grade on Rs.9190-15510

^d Existing ratio of 1:1 between Gr I and Gr II posts will be continued

^a 20% of the posts of Sub Treasury Officer/Assistant Treasury Officer/Stamp Depot Officer and Senior Superintendent (all taken together) will be placed on the higher scale of Rs.11910-19350

^b The existing ratio of 5:5:1 among Junior Accountant, Senior Accountant and Accountant (Sl.Gr) will continue

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
^c	Treasurer	4000-6090	--
^b	Junior Accountant	3050-5230	4990-7990
	Stamp Examiner	2750-4625	4510-7480

87. University Appellate Tribunal

	University Appellate Tribunal	NJPC	NJPC
	Secretary	6500-10550	10790-18000

88. Urban Affairs

	Director	14000-18000	23200-31150
	Regional Joint Director	12600-15600	20700-26600
	Joint Director	12600-15600	20700-26600
	Joint Director (Health)	12600-15600	20700-26600
	Corporation Secretary	10000-15150	16650-23200
	Municipal Secretary Gr I	8250-13650	13610-20700
	Law Officer	7800-12975	12930-20250
	Municipal Secretary Gr II	7450-11475	12250-19800
	Provident Fund Officer/Pension Officer	7200-11400	11910-19350
	Municipal Secretary Gr III	6675-10550	11070-18450
	Assistant Municipal Secretary	6675-10550	11070-18450
	Warden	2650-4150	4510-7480
	Posts held by Personnel of Other Departments		
	Finance Officer	As in PD	As in PD
	Research Assistant	As in PD	As in PD
	UD Compiler	As in PD	As in PD
	LD Compiler	As in PD	As in PD

89. Vigilance

	Director of Vigilance Investigation	IPS	IPS
	Legal Advisor	14000-18000	23200-31150
	Additional Legal Advisor	10000-15150	16650-23200

^c The Selection Grade Accountant/Senior Grade Accountant, posted I in future as Treasurer will draw cadre pay and usual allowance. Present incumbents holding the post of Treasurer will be eligible for the corresponding revised scale of Rs 6680 - 10790

^b The existing ratio of 5:5:1 among Junior Accountant, Senior Accountant and Accountant (SI.Gr) will continue

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Manager	7450-11475	12250-19800
	Accounts Officer	7200-11400	As In CC
	Personnel of Police Department		
	Inspector General of Police	As In PD	As In PD
	Deputy Inspector General of Police	As In PD	As In PD
	Superintendent of Police	As In PD	As In PD
	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 of Police	As In PD	As In PD
	Head Constable	As In PD	As In PD
	Police Constable	As In PD	As In PD
	Poice Driver	As In PD	As In PD
	Posts held by Personnel of other Departments		
	Accounts Officer	As In PD	As In PD
	Executive Engineer	As In PD	As In PD
	Assistant Executive Engineer	As In PD	As In PD

90. Vigilance Tribunal

^a	Manager	7200-11400	11910-19350
	Assistant (Sl. Gr)	5800-9425	9590-16650
	Assistant (Sr. Gr)	5500-9075	9190-15510
	Assistant Gr I	4600-7125	7990-12930
^b	Assistant Gr II	4000-6090	
	Typist Gr I	4600-7125	7990-12930
	Typist Gr II	3590-5400	5930-9590

91. Water Appellate Authority

	Secretary	As In PD	As In PD
	Bench Clerk	As In PD	As In PD
	Confidential Assistant Gr I	As in CC	As in CC
	Peon	As in CC	As in CC

^a The senior most Manager will be placed in the scale of Rs.12930-20250.

^b The Grade II and I posts of Assistant are merged into one and redesignated as Assistant and allowed the revised scale of pay of Rs.7990-12930. Here after the Assistants will be in three grades viz., Assistant, Assistant (Sen.Gr) and Assistant (Sel.Gr). Their ratio will be 1:1:1.

	<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised Scale of pay</i>
	Part Time Sweeper/Night Watchman	As in CC	As in CC

92. MUNICIPAL COMMON SERVICE

MCS Office and Revenue		
Deputy Secretary	8250-13650	13610-20700
Personal Assistant to the Secretary	6675-10550	11070-18450
Revenue Officer	6675-10550	11070-18450
Accounts Officer	6675-10550	11070-18450
Secretary to Council	5500-9075	9190-15510
Revenue Officer Gr II	5500-9075	9190-15510
Superintendent/ Chief Accountant/Assistant Revenue Officer/Manager	5500-9075	9190-15510
Fair Copy Superintendent	5000-8150	9190-15510
Confidential Assistant (Sr Gr)	5000-8150	8390-13270
Confidential Assistant Gr I	4600-8000	7990-12930
Head Clerk/Revenue Inspector	4600-7125	7990-12930
Typist (Sr. Gr)	4600-7125	7990-12930
Legal Assistant	4000-6090	6680-10790
UD Typist	4000-6090	6680-10790
UD Clerk/Accountant	4000-6090	6680-10790
Confidential Assistant Gr II	3350-5275	5510-8590
LD Typist	3050-5230	4990-7990
LD Clerk/Bill Collector	3050-5230	4990-7990
Duffedar	2650-4150	4400-6680
Mochee	2650-4150	4400-6680
PBX Operator/Telephone Attender	2650-4150	4400-6680
Attender (Stores)	2650-4150	4400-6680
Clerical Attender	2650-4150	4400-6680
Bill Collector cum Lift Operator	2650-4150	4400-6680
Peon	2610-3680	4300-5930
Watchman	2610-3680	4300-5930
Bradma Operator	2610-3680	4300-5930
Sweeper	2610-3680	4300-5930
Caretaker	2610-3680	4300-5930
Telephone Operator	2610-3680	4300-5930
X-Ray Attender	2610-3680	4300-5930
Engg. & Town Planning		
Superintending Engineer/Corporation Engineer/Municipal Engineer	14000-18000	23200-31150

	Designation	Existing scale of pay	Revised scale of pay
	Town Planning Officer/Project Officer/Municipal Engineer/Executive Engineer	10000-15150	16650-23200
	Assistant Executive Engineer/Municipal Engineer	7450-11475	12250-19800
	Assistant Engineer/Town Planning Officer Gr II/Assistant Town Planning Officer/Municipal Engineer	6675-10550	11070-18450
^a	Public Works Overseer Gr I/ Draftsman Gr I	4600-7125	7990-12930
	Plumbing Inspector	4000-6090	6680-10790
	Surveyor	4000-6090	6680-10790
	Road Roller Driver Gr I	4000-6090	6680-10790
	PWD Overseer Gr II/Draftsman Gr II	3590-5400	6680-10790
	Water Works Inspector	3590-5400	5930-9590
	Town Planning Surveyor	3590-5400	5930-9590
	Electrical Overseer	3590-5400	5930-9590
	Night Soil Treatment Plant Operator	3350-5275	5510-8590
	Furnace Operator	3350-5275	5510-8590
	Work Superintendent	3350-5275	5510-8590
	Tracer cum Blue Printer	3050-5230	5510-8590
	Road Roller Driver Gr II	3050-5230	5510-8590
	Chief Mechanic	3050-5230	4990-7990
	Light Superintendent	3050-5230	4990-7990
	Driver/Tractor Driver	2750-4625	4990-7990
	Electrician	2750-4625	4510-7480
	Assistant Road Roller Driver	2750-4625	4990-7990
	Switch Board Attender	2750-4625	4510-7480
	Mechanic	2750-4625	4510-7480
	Lift Operator	2750-4625	4510-7480
	Motor Mechanic	2650-4150	4400-6680
	Syrang	2650-4150	4400-6680
	Fitter Workshop	2650-4150	4400-6680
	Welder	2650-4150	4400-6680
	Blacksmith	2650-4150	4400-6680
	Fitter	2650-4150	4400-6680
	Operator	2650-4150	4400-6680
	Smith Cleaner	2650-4150	4400-6680
	Turn Cock	2650-4150	4400-6680
	Lascar	2650-4150	4400-6680
	Mixer Operator	2650-4150	4400-6680

^a 20% of the posts will be placed in the higher scale on Rs.9190-15510

	Designation	Existing scale of pay	Revised scale of pay
	Jetty Master	2650-4150	4400-6680
	Road Roller Cleaner	2650-4150	4990-7990
	Lineman Fitter	2650-4150	4400-6680
	Foreman	2610-3680	4300-5930
	Lineman	2610-3680	4300-5930
	Chainman	2610-3680	4300-5930
	Cook	2610-3680	4300-5930
	Lift Attender	2610-3680	4300-5930
	Health		
	Health Officer Gr I	12000-15325	20700-26600
	Health Officer Gr II	10000-15150	16650-23200
	TB Specialist	7800-12975	12930-20250
	Health Officer Gr III/Assistant Health Officer (Corporation)	7200-11400	11910-19350
	Medical Officer	7200-11400	11910-19350
	Veterinary Surgeon	6675-10550	11070-18450
	Medical Officer (Ayurveda)	6675-10550	11070-18450
	Homeo Medical Officer	6675-10550	11070-18450
	Lady Medical Officer	6675-10550	11070-18450
	Health Supervisor	6500-10550	10790-18000
	Health Inspector Gr I	5000-8150	8390-13270
	Food Inspector	5000-8150	8390-13270
	Health Inspector Gr II	4600-7125	7990-12930
	Junior Health Inspector Gr I	4500-7000	7480-11910
	Staff Nurse	4500-7000	7480-11910
^b	Junior Public Health Nurse HG	4500-7000	7480-11910
	Sanitary Inspector	4000-6090	6680-10790
	Radiographer	4000-6090	6680-10790
	Lab Technician	4000-6090	6680-10790
	Pharmacist Gr II	4000-6090	6680-10790
	Junior Health Inspector Gr II	4000-6090	6680-10790
^b	Junior Public Health Nurse Gr II	4000-6090	6680-10790
	Public Health Nurse	3590-5400	5930-9590
	Pharmacist (Ayurveda)	3050-5230	4990-7990
	Compounder	3050-5230	4990-7990
	Maistry	2650-4150	4400-6680
	Nursing Orderly	2650-4150	4400-6680
	Cleaner	2650-4150	4400-6680
	Lab Assistant	2650-4150	4400-6680

^b Junior Public Health Nurse Gr II will be allowed a Higher Grade on Rs.7480-11910 in the ratio of 2:1

	Designation	Existing scale of pay	Revised scale of pay
	Mazdoor	2650-4150	4400-6680
	Mosquito Control Maistries & Workers	2650-4150	4400-6680
	Sanitary Worker	2610-3680	4300-5930
	Female Attendant	2610-3680	4300-5930
	Attendant	2610-3680	4300-5930
	Lady Assistant	2610-3680	4300-5930
	Miscellaneous		
	Librarian Grade I	7200-11400	11910-19350
	Librarian Grade II	5500-9075	9190-15510
	Librarian Grade III	4500-7000	7480-11910
	Assistant Curator	4500-7000	7480-11910
	Sergeant	4000-6090	6680-10790
	Nursery School Teacher	4000-6090	6680-10790
	Librarian Gr IV	3590-5400	6680-10790
	Park Superintendent	3050-5230	4990-7990
	Garden Superintendent	3050-5230	4990-7990
	Gardener	2650-4150	4400-6680
	Library Attender	2650-4150	4400-6680
	Town Hall Sweeper/Gardener	2650-4150	4400-6680